

SG1 Cinta González Sentís

Agenda item: 9. Secretary General Candidates



Cinta González Sentís

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Dear Member Organisations of the Federation of Young European Greens,

I am very excited to share with you that I am running for the position of Secretary General of FYEG for the next mandate. I decided to put forward my candidacy after being in the Young Greens Family for more than a decade developing my skills at the local, regional, national and European levels. My first days as a member of the Catalan Young Greens (Joves) are far away in terms of time, and also of space (I live in Brussels now), and with every new learning and friendship that this Big Green Family of ours brings me, all my previous experiences gain new meanings. I am thrilled to continue discovering examples of resistance and transformation led by Young Greens all over Europe. Reading this letter, you will know more about me and the reasons why I am motivated to run for this position, that I hope complement and contextualise my vision for FYEG.

My main motivation to become Secretary General is having the opportunity to work on the organisational growth and consolidation of the Federation during the crucial times of the EU elections. In 2014, I felt the EU elections were a moment of anger after the great financial ~~crisis~~ scam of 2008, while the ones in 2019 seemed the elections of hope, with the rise of the climate movement. FYEG is expanding and growing, our Mother Parties at the national and European level are more influential than ever, and the Greens in the European Parliament are the 4th biggest group. This means that we have an unprecedented chance of putting forward our proposals and fighting for a better Europe, also bearing in mind that anything going on in the European Union concerns the rest of the continent. A consolidated EU with a single voice is stronger than a clutter of self-centred states when it comes to defend Ukraine's territorial integrity; a severe EU that holds multinationals accountable is more powerful than an individual state-nation in order to defend and enforce labour rights and legislation; an open EU that sees beyond borders is more effective than a club of regions and states creating humane and safe passage for those fleeing conflicts, misery and climate catastrophes.

I am very cautious when it comes to foreseeing election results, but my ambitions and hopes are focused on the potentialities of building a campaign that leaves a legacy beyond May 2024. My experience in numerous elections at all levels and the knowledge I acquired during the last years in FYEG and the EGP are good assets that I would use to oversee the implementation of an engaging campaign that should support the work of the MOs at their national level, and promote our fierce young candidates. As I started my adventure in the FYEG Office in 2020, I had the opportunity of seeing the aftermath of the 2019 elections and understanding the coordination between FYEG and the Greens in the EP. In Catalonia, I used to chase after some of our MPs and city councillors to push for youth-oriented proposals in legislative processes; at the European level everything gets a bit more intricate. The cooperation with the MEPs and the Group is in general positive. We certainly count with great experiences that can be replicated and, most importantly, be used as a solid base from which we can increase the impact of youth-led priorities and proposals.

Since I became politically active at the age of 16, I participated not only in the Greens, but also in other movements and civil society organisations. I believe that being a member of a political party and being involved in non-partisan movements are not mutually exclusive and, above all, very enriching and constructive at the individual level and useful for the different organisations. In some cases, I participated with a high level of commitment, like when I ran for member of the students council of my faculty with my students union, while in other occasions I was just one drop in the movement or activity. All these experiences helped me understand the wide variety of valid possibilities of community organising, mobilising, team work strategies, etc. All of them are really close to my heart - my students union (AEP) is

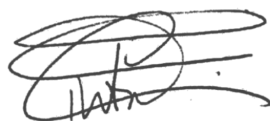
a key one, together with my labour union (CCOO). I also participated during many years in the feminist group that coordinates and organises the yearly 8M protests in Barcelona, and it is as amazing as it sounds. I have regularly joined the actions to stop evictions with the housing movement of Tarragona, my hometown, where I also participated in an environmental group focused on preserving the natural mediterranean forests of our breathtaking beaches. I had the great honour of being a member of the board of the Friends of the International Brigades, and thus today I have friends who are champions of democracy and human rights in Spain and in Europe. I was also in the streets with the 15M/"indignados" movements from day one. I remember some more and I am quite sure I would need a few minutes to refresh my memory to note some others, but I think this incomplete list illustrates my background well enough.

In Joves, I have been an active member of different groups and bodies. I was first active in the local chapter in Tarragona. Three years later I moved to Barcelona, where I was eventually elected local cospokes with an exciting yet challenging mandate - setting the foundations of the Youth Space of Barcelona en Comú. I have also been a member of the National Coordination Board for the last 7 years, to which I was re-elected three times. I have participated in the working groups of LGBTIQ+ rights, and in 'Young Women' (the non-male feminist group), and I coordinated the working groups 'Education and Universities', 'Culture and Democratic Memory', and 'International Relations' at different times. I also collaborated in ad-hoc task-forces and committees that produced electoral manifestos and programmes, the political platform of the Young Greens and the Catalan Green Party, and the ideologic founding documents of Catalunya en Comú, among others.

Today, after three years being a member of FYEG's office, one as communications intern and two as EGP joint Projects Coordinator, the experience in my MO has been enriched and I feel ready to start a new chapter in my commitment with this Federation. It will be my pleasure to serve the organisation as Secretary General during the next mandate if the Assembly finds me suitable for the position. My political commitment in the Greens and in many other spaces brought me the possibility of teaming up with amazing people from all backgrounds and develop an extensive number of tasks - implementing new organisational structures, designing electoral and topical campaigns, writing articles, drafting joint manifestos with other organisations, managing projects and Joves' office, advising MPs on youth policies at the Catalan and Spanish levels, welcoming new members, participating in discussion panels, staying up all night in strike picket lines, managing social media channels, representing my organisation in platforms and coordination spaces... I even played the violin in a couple events.

Regardless of this fairly vast experience, I am still amazed every time I discover how, with each new member an MO recruits, with each new challenge we face, with each feeling we share - anger seeing the injustice that surrounds us, or bliss after a well-deserved win- we are creating more proposals, putting together new ideas, conceiving original and creative actions to disseminate our views. It may seem paradoxical but, in this world of limited and finite resources, I do believe that our power can be limitless and infinite when we organise ourselves. Being in an organisation means clinging to the ideas that bring us together while making them bloom at the same time. The Secretary General of FYEG is a key figure in its organisational development and sustainability, and I hope you will find my political profile, in combination with the administrative and management skills I acquired during my time in the FYEG office (and also in my MO) make me a prepared candidate for this position.

Best regards and green wishes,

A handwritten signature in black ink, appearing to be 'H. A.', written over a set of horizontal lines.

Cinta González Sentís

Candidate for the position of **Secretary General**

My **vision** for the Federation of Young European Greens

It is you, the MOs, the ones agreeing on FYEG's political positions and setting its strategies and priorities by means of your participation in the process of the General Assembly. I understand the role of the Secretary General as that of a facilitator of the implementation of the outcomes of the GA. This is a task led by the Executive Committee through the interpretation of the political and organisational mandates of the GA, which is possible together with the technical support of the Office. Therefore, my vision is not a list of the political topics and debates I want to put forward in the Federation, but the point of view I want to bring in the guidance of the EC and the coordination of the Office.

In order to develop my vision for FYEG as a political youth organisation, I analysed the organisation from five different perspectives. Some being more organisational and some other more political, I think all of them are to be taken into account in the prioritisation and implementation of the current Strategic Plan and also during the creation of the next one. I hope that the following text is a clear representation of the double mission of FYEG: providing a common ground at the European level for Young Greens organised at their national/regional contexts and being a relevant European youth-led Green political actor.

1. Consolidation and expansion of the network - strong MOs and federalisation

The strength of the Federation is a reflection of the stability and capacities of its MOs; ensuring the continuation of all members of the network is in the greatest interest of the Federation and all its full, candidates, and associate members. Losing one MO means missing a key point of view that would have made our proposals more diverse, more inclusive across Europe, and just better. Following this idea, FYEG should work on expanding and counting with active and efficient organisations in those countries where we don't have any presence. During the past years, we welcomed new MOs from almost all the regions - we need to work in that direction, following-up on the development of the smaller and newer MOs and relying on the stronger ones to support the establishment of potential future MOs. In that sense, the newly created learning programme for MOs is an example of a good practice, a result of a needed shift - from only training individuals to also building the capacities of organised communities (or MOs). The continuation of this programme, that should evolve in parallel to the progress of the MOs, the Federation, and the situation of the Greens in general, in combination with a strategic approach to the regional coordination and exchanges, can help us towards ensuring the consolidation of our network during the next years.

Building strong relationships between MOs helps consolidating the network and implementing experiences of collaboration. The federal nature of our organisation is based on solidarity, and allows the coexistence and dialogue of diverse political traditions, processes and political nuances. This is not only an organisational trait of our organisation, but a politically valuable characteristic. Participating in FYEG means learning more about the social context of other countries and the political collective responses of progressive and engaged citizens at the grassroots and institutional spheres. The support that FYEG brings to many MOs is an added value for their organisational stability and development, and the exchange among the members within the network (through political discussions, but also by building personal relations, sharing experiences, etc.) influence the creation of political proposals: being able to formulate analyses at the national level that take into account other experiences confers political maturity and relevance in a world that is deeply interconnected.

2. Ideology, diversity and leadership against the far-right and authoritarianisms

Sometimes in the form of political parties, and some others as lobbies or economical elites, the far-right is increasing its political influence in Europe, and in the rest of the world, at an alarming rate. These groups, as well as authoritarian regimes, are spreading misinformation and hate at the global level, targeting mostly women, queer people, racialised communities and migrants, in order to undermine our democracies. FYEG's positions, campaigns and actions are something more than that: they are also a way to spread democratic participation and values across Europe, and exemplify a proactive and positive alternative to any sign of acceptance or naturalisation of the threat of the far-right. The

process by which FYEG updated its Political Platform was a great example of a meaningful political debate in which we came together as a Federation to translate our values into a comprehensible common ground. The maturity of our proposals, also reflected in the resolutions we create every year, in our political contributions to the Statutory events of the EGP, and in joint campaigns and other dissemination activities, are the main foundation to position ourselves as leaders against the far-right. No steps back: climate change is not a hoax, women rights and queer rights are human rights, social and racial justice are the best tools against inequalities and fascism. The development of our ideology is not only useful for the creation of sound policy proposals, but it is also what fuels our activity. In case of eventual setbacks (bad elections result, losing a vote in a legislative process,...) it is the trust in our joint proposals, rooted in our values and ideology, what keeps our chin up. As Greens, we aim to have the opportunity of implementing our political programme, but the institutions are not our only field of action; we are constantly in dialogue with other political actors and CSOs of all kind that share part of our priorities. Civic mobilisation on the ground and democratic activism are symptoms of healthy and thriving democratic communities within our societies, from which people are dismantling the structures that isolate us and threaten our happiness and our very existence.

However, in order to create better alternatives and further entrenchment of democratic values and proposals, we must work on diversifying our structures, our members and our audiences and on amplifying the voices of those communities that are traditionally silenced. As a feminist organisation, FYEG counts with specific measures to ensure and support the presence of women and queer members in its structures and the inclusion of a feminist angle in its proposals. Even if there is always more we can do for the demasculinisation of bodies and politics, I think we are overall practicing what we preach. In contrast, FYEG is still not a reflection of the society we say we aim to represent in other aspects: we need to build an FYEG (or FYEG has to support the MOs to become) more appealing for young people from racialised communities, with disabilities, and living in rural areas. Being aware of our deficiencies is for sure the first step to overcome them. This should be taken into account during the next years in the design and implementation of our main activities, and we should continue to reduce this gap, developing actions within our own bodies (for example with the recently created Racial Justice Task-Force) and also with external partners, trainers and CSOs.

3. Preparedness and resilience

The preparation and aftermath of the EU elections will have an impact in all the European Green Family. After the elections, FYEG must be ready to analyse the results of the elections, preserve the work done during the campaign, and continue with the implementation of activities and opportunities for its MOs and other partners. These three tasks require a solid preparation of all structures and a continuation of the coordination with our MOs and our partners in the Green Family. FYEG's capacities to offer fast responses and reinforce its MOs was recently proven in the context of the outbreak of the COVID-19 pandemic, adapting plans and offering support to the MOs. The commitment of the MOs, together with the maturity of FYEG's structures and its decision-making processes and the professionalisation of the Office, made possible a fruitful General Assembly in 2022, which was a big challenge after having to hold the two previous ones online.

The implementation of FYEG Strategy that was presented in previous GAs is helping to clarify and streamline the decision-making processes, the implementation of projects, and the configuration and articulation of the statutory and educational events. Even in this context, FYEG underwent a generational renewal and onboarded a fairly new, diverse, young and big group of people in its structures, while also most MOs had similar processes and are maintaining their link with FYEG through freshly elected international officers and boards, or through recently established secretariats. We are having the chance of connecting with young FYEGers that started their commitment with the Green Family during the very hard times of the pandemic, and we are being able to offer pathways in which their ambitions and proposals are matched with those of others, and developed in line with the interests and needs of the Federation. This is all really good news, especially taking into account that one of the central fears in all youth-led movements is burn-out, something directly related to our mental health. Preparedness is not only about having the structures and processes in place to overcome

sudden events and navigating through them without harming the mental health of the people of the organisation, but also about relying on the (human) network of said structures and on the (human) dimension of said processes. There are also two key aspects to take into account in the management of the daily life of our structures and processes: intelligibility, needed for smooth generational changes and handovers, like the ones that I already mentioned; and comfort and receptivity towards creativity, something vital that allows the development of new actions and ensures the expansion and accomplishment of the goals and ambitions of newer generations of Young Greens.

4. Centrality of the peripheries

The peripheries are treated with disdain. The Southern countries (and Ireland) are still suffering from those times in which we were called the "PIIGS" of Europe. The peoples in the Balkans and Eastern Europe are often seen as lacking agency; for some, it took Russia invading Ukraine to take seriously the need to put an end to turning the blind eye on the warnings and demands coming from the East. The European bureaucrats have been systematically ignoring the extraordinary actions that people in Eastern Europe, the Balkans, and Southern Europe have been developing to defend democracy and their rights. The truth is, by putting at the core of our proposals the needs and rights of the geographic peripheries, we ensure that our policies are truly a step towards building a Europe that means more Europe for everyone, and that is not a playground for bureaucrats and the stronger Member States.

As a Southerner myself, it is truly moving to remember how in the darkest times of the huge financial recession of the previous decade FYEG and the Green European family did not ignore the South, but believed in the leadership and power of our region to build a new Europe based on solidarity. The greatest example of the shift of paradigm is the imperfect yet revolutionary approach to the crisis linked to the COVID-19. As Young Greens, we acknowledge the systematic marginalisation of the geographic peripheries in Europe, and towards the elections (but specially after them) we need to continue amplifying the voices and proposals from the peripheries, even beyond the Union. Representation matters, and it is not only about having someone with a thick and marvelous accent in the European Parliament, but about understanding the political context of the countries that are not that powerful and where it is a bit more difficult to develop our political activity. Therefore, we require specific efforts to adapt the proposals to these realities and to the capacities we have as Greens in said countries. In this sense, I think that there are key groups of countries that are not strictly in the South, East or Balkans as we divide them in FYEG but, given their political context and/or the point of development of the Greens in the area and the political relevance and strategy, are also to be taken into account in said specific efforts to adapt proposals and invest especial efforts: Poland, Hungary, and the Baltic States.

The path towards the end of inequalities in Europe includes the recognition of the emancipatory movements where the Young Greens are participating in. We have one great example with our sister organisation CDN, with whom FYEG establishes experiences and spaces to share knowledge and practices. The support we offer to CDN is not only strategic to achieve the goal of unrolling the Green Wave in the Balkans and Eastern Europe, but it is also a political and ideological mandate. During the last months, CDN, its bodies and MOs, guided the Young Green family in the complex debate of Peace and Security. This is still an ongoing opportunity and clearly exemplifies the centrality of the proposals and experiences from the peripheries, and our duty as a Federation to invest on setting up spaces that fight the imbalances in Europe. Today, the agency and strength of the Young Greens in Eastern Europe and the Balkans is an example for FYEG and for the rest of the Green Family. In connection with the previous points, new leaders with strong proposals and profiles are expanding valuable practices that were already put in place, and they are enlarging their actions, very often through joint efforts, with engaging and attractive activities. In this context, FYEG's task is that of promoting the participation in CDN, and lobbying and advocating for a bigger reinforcement from our partners to said organisation.

5. Influencing our partners - youth priorities are everyone's interest

Climate activism, feminist groups, housing rights movements, students unions, queer rights collectives, racial justice initiatives... young people are present, and very often leading, at the forefront of all struggles for a better world. As Young

Greens, we are in the streets with our classmates, partners, neighbours and friends, and also in the structures and meetings of our Mother Parties. Our influence as Young Greens is as great as our capacities and the quality of our proposals. During the past years, FYEG has successfully pushed the EGP towards more ambitious positions, for example on the issue of sexual consent, trans rights, and the socioeconomic origins of the threats to everyone's mental health.

Even if party politics is often not too welcoming for young people, Young Greens across Europe are successfully influencing their Mother Parties not only regarding political positions, but also in terms of creating organisational structures that are more attractive for the youth and for other underrepresented groups. FYEG, as a learning space that empowers young people, provides a key background that helps its activists to have a saying in the future of the Green Family as a whole. We are not organised as young people because we want to focus only on youth policies - we have a saying on each and every issue that surrounds us. We suffer the consequences of policies made for profit and greediness, and enjoy the results of policies focused on well-being and social justice. Today, the relevance of youth organisations is very often something that lies greatly on the good faith of non-youth-led spaces (political parties, governments, institutions and administrations...). Even if we trust the Greens to continue with their will to deliver, and we certainly count with the strategies and skills to push them to accomplish it, we cannot take anything for granted. The very first reason why we are here now is to ensure that the young people of the future will still come together in an organisation to create new ideas, develop better strategies, and use cooler tools. This is why we must ensure that with each decision we take and with each action we organise we are indeed moving towards a direction where our influence in the Green Family today means a better organisation for the Young Greens tomorrow.

I hope you found in this text an analysis that overall matches the one you could do from your national/regional context. I am sure there are many points I could not think of during the creation of this text, and I guess some aspects and considerations could have been presented with more nuance and accuracy. I want to thank you for the time you invested on reading the documents of my candidacy. Do not hesitate to contact me with your comments, considerations, and invitations for a (virtual or in real life) coffee. I will be happy to get to know more about where you stand regarding the main challenges of our organisation for the upcoming years.

Cinta González Sentís

Young Green since 2011 with experience in teams coordination since 2013 and a strong political profile. Experience in policy-making, institutional politics, project management, and campaigning - both one-topic and electoral campaigns (3 local elections, 4 elections at the Catalan level, 4 at the Spanish level, and 2 EU elections). Has been involved in and maintains contact with non-partisan social movements and organisations. Has participated as a speaker in political panels and cultural events. Attended numerous non-violent actions and mobilisations. Good understanding of FYEG's internal processes and familiar with its partners' functioning. Clear sense of the diversity of the Green Family. Positive and creative.

Experience

April 2021 to date. FYEG/EGP Joint Projects Coordinator (full time)

- **Project management:** design, implementation, and evaluation of international projects for young activists created as a collaboration between the FYEG and the European Green Party (or the Greens/EFA). The projects range from one-off panel discussions to 4-months long training programme
- **Liaison between FYEG and EGP:** follow the activity of the two organisations and ensure the smooth communication between the two partners
- **Fundraising:** draft grants applications and participating on reporting. Including the successful CERV application for which the organisation was awarded circa 300,000 €
- **Support in ad-hoc activities and events:** support in the implementation of statutory events and international activities, and assist in meetings and the development of activities and tasks of the bodies and spaces of the organisation

* Following a promotion to a Senior level offered in February 2023, the tasks of this position include now an increased responsibility on budget management, and specific support to the coordination and evaluation of MOs activities, performance, collaboration, and development, among others.

February 2020 - January 2021. Greens/EFA and FYEG - Communications Intern (full time)

- **Support to FYEG office:** assistance during statutory online events and other meetings and activities of FYEG bodies
- **Campaigns:** support on the design and dissemination of campaigns. Among others, 8M 'consent' campaign, and "#YouthForBelarus" toolkit
- **Media and press:** coordination and edition of FYEG's monthly newsletter; press work in the Greens/EFA before and after the EP plenaries
- **Communications monitoring and planning:** mid-term comms planning in FYEG and the Greens/EFA. Monthly comms report in FYEG; media monitoring in Greens/EFA
- **Translation and proofreading:** Translating English to Catalan and Spanish, and proofreading pieces of communications for the Greens/EFA

2019. Joves d'Esquerra Verda (now Joves Ecosocialistes) - Office manager and policy advisor (part time)

- **Lead expert on youth for En Comú Podem in the Catalan Parliament:** Nominated by En Comú Podem to intervene in the commission of youth policies, which entails following the activity of the commission, advise the group, and intervene in the session to explain the vote and position of the group
- **Daily office management:** general maintenance of the office, relation with service providers and partners, financial management
- **Campaign coordination:** provision and distribution of materials, coordination of campaign committees, organisation of local campaign actions, contact with media
- **Organisation of statutory events:** organisation and political preparation of Joves' bimonthly Council and its biennial National Assembly
- **Organisation of educational events:** organisation and implementation of summer camp and other educational activities, coordination and design of the programme, contact with speakers, trainers, guests and service providers

2011 to date. Joves Ecosocialistes (Joves d'Esquerra Verda until 2021) - member, multiple roles (volunteer)

- **Coordination of teams, bodies and groups:** coordination of working groups, campaign committees, local branch of Barcelona, political platform committee, specific task-forces and actions
- **External representation in other organisations and platforms:** representation of the organisation in the bodies of the mother party, the National Council of Youth of Catalonia and the local Council of Barcelona, the InterUniversity Committee, and other platforms and movements
- **Speaking and training:** participation in workshops and panel discussions as speaker and moderator
- **External representation in media:** regular participation in weekly youth-led radio programme in Barcelona
- **Writing, proofreading, editing:** member of the editorial board of the magazine Jovent, author of various articles. Edition, correction, translation and proofreading of texts. Communication and coordination with external graphic designers and printers
- **Data protection and management:** following a training in GDPR, management of the data of the members and implementation of the Directive
- **Recruitment and initiation of new members:** setting and conducting meetings with newly affiliated Young Greens. Engagement follow-up.

2017 to date. Catalunya en Comú - member (volunteer)

- Creation of political documents: member of the "Document 0" task-force, in charge of the creation of the founding ideological manifesto. Participation in subsequent groups to create the political platform and other documents
- Participation in bodies and groups: member of the International committee

2021 to date. Esquerra Verda - member of the National Council (volunteer)

- Participation in decision-making processes and political analysis

2011 - 2021 . Inicativa per Catalunya els Verds - member, multiple roles (volunteer)

- Support in the coordination of groups: member of the board of the local branch in Barcelona since 2018
- Creation of political positions: participation in working groups and other ad-hoc task forces for the creation of political papers and manifestos, and design of internal processes and internal structures
- Decision making: member of the National Council since 2016, occasional participation in the National Executive Board.

2018 - 2020 . Youth Space of Barcelona en Comú - founding member (volunteer)

- Founder: establishment of the foundations of the organisation to ensure the participation of young people in an autonomous space, lobbying the mother party to recognise the organisational and political processes of said space
- Coordination of actions and events: coordination of the cultural and political event "Barcelona vs Lobbies" and coordination of numerous campaigns and two non-violent actions
- Young candidate: representation of the Youth Space in mayor Colau's team, as a member of the electoral list in the local elections 2019
- Representation of the organisation: presentation of the objectives and youth-led activities in the branches and spaces of Barcelona en Comú.

2018 - 2022 . Friends of the International Brigades - Board member (volunteer)

- Social media management and content creation: general management of the social media channels and creation of posts.
- External representation and participation in panels: creation of speeches and speaking in public events on behalf of the organisation, including official events organised by the Catalan Government

Formal Education

2014 - 2019 . Universitat de Barcelona

- Language and Literatures in English

2018 . Universitat Autònoma de Barcelona, in collaboration with 'Nous Horitzons' and 'Cipriano García' foundations

- Transformative Political Ideas and Experiences. (Post-degree course completion certificate)

2013 . Universitat Rovira i Virgili (Tarragona), in collaboration with 'Nous Horitzons' foundation

- Economy without politics? Tools to analyse the contemporary world. (Post-degree course completion certificate)

Languages and skills

English (fluent) · Catalan (Native) · Spanish (Native) · French (Intermediate)

Microsoft office package (overall strong) · Wordpress (Intermediate) · CRM - Action Netwoerk (Begginer) · Graphic design (Basic)

References (Contact details on demand)

- Mar García Sanz - Director of the European Centre for Digital Action. Member of GEF's board. Ex-Secretary General of the European Green Party (2014 - 2022)
- Ernest Urtasun Domènech MEP - Vice-president of the Greens/EFA Group in the European Parliament. Economist and Diplomat.

GA 2023: Secretary General Selection - Assessment Report by the Selection Committee

Background

The Secretary-General of the Federation of Young European Greens (FYEG) is a highly demanding position that requires excellent organisational and leadership skills, as well as substantial knowledge of Green politics, the EU, and youth policies. The Secretary-General reports to the FYEG Executive Committee and is responsible for managing the FYEG Secretariat, which includes three senior staff members, three junior staff members, and two interns. The Secretary-General's tasks include facilitating and supporting the work of the Executive Committee, managing human resources and finances, supervising educational and capacity-building activities, coordinating statutory activities, and maintaining good contact and coordination with member organisations, partners, and stakeholders.

Considering that FYEG's Secretary General is both a political and an administrative secretary of the organisation, FYEG's Internal Rules of Procedure (IRPs) foresee a combination of political selection process and a professional recruitment procedure. The Secretary General is officially elected by FYEG MOs during their General Assembly (GA). However, following art. 7.2.3 of the Annex to the IRPs, a special committee for pre-selection is established prior to the GA in order to assess the candidates' experiences and skills. This Selection Committee (SC) shall consist of a current Executive Committee (EC) member, a former Secretary General, one full MO representative and one NGO professional worker. The SC assesses the received applications on the basis of the written application, assignment, and, if possible, an interview. It produces a recommendation to the GA which the GA may or may not take into consideration in their vote. The final decision is left with the GA.

Process

Considering geographical and gender-balance, the **Executive Committee has appointed the following Selection Committee:**

- **Milan Zlatanović**, FYEG Executive Committee Member
- **Maria Kola**, member of Young Cyprus Greens
- **Teo Comet**, former Secretary General of FYEG
- **Alice Hubbard**, Strategy Manager of Green European Foundation.

The call for Secretary-General was published on 16th of February, with a deadline of 30th of March 2023. By the deadline for applications on 30th of March, three applications were received. The Selection Committee met on the 4th of April, in order to discuss the applications received and review them, agree on the selection process, the interview questions and the written assignment. One of the applicants lacked any FYEG experience, and was informed by the Selection Committee that their application would not be endorsed. Subsequently, the applicant withdrew their application. Later in the assessment phase, another candidate withdrew due to personal reasons.

The assessment of the Selection Committee is based on Cinta González Sentís' application documents, an interview and a written assignment.

Assessment

Cinta's strengths lie in knowing FYEG as a complex network of organisations and people very well. She has a marked Southern identity as a political activist, coupled with a genuine curiosity for other parts of Europe - the periphery in particular. She is familiar with the diversity of politics that shape

FYEG and its MOs, and can use this knowledge to foresee opportunities and challenges ahead. FYEG has shaped her and she is shaping FYEG - her candidacy for Secretary General is in a political sense a candidacy of continuity. She knows where FYEG and its mandate comes from (the MOs and the active people leading the Federation forward) and how to use this mandate politically (both vis-à-vis political partners as well as society at large). FYEG is not any organisation for Cinta, it is a vessel for Young Greens' shared political dreams, aspirations and ambitions.

We were particularly impressed by the reflections in Cinta's answers to the written assignment, which not only demonstrate an analytical and problem-solving capacity, but also a solid understanding of when and how to look for help and advice.

It must be noted that Cinta's experience with some of the Secretary General's core competences is limited - human resources management in particular. Also, while she has some administrative and financial competences due to her previous work experiences, these are rather limited in comparison to the scope and level required for the Secretary-General position. These are skills that Cinta might need to develop further if elected Secretary General. We recommend seeking external training and coaching on human resources management.

Conclusion

The Selection Committee has decided to endorse Cinta González Sentís for the position of Secretary General in FYEG.