

# GA 2026: 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 currently includes three full-time office members, three part-time office members and one intern. 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). In accordance with section 5 of Annex 1 of the IRPs, a committee for pre-selection is established prior to the GA in order to assess the candidates' experiences and skills. This Selection Committee shall consist of a current Executive Committee (EC) member, a former Secretary General, one representative of a full Member Organisation (MO) and one NGO professional worker. The Selection Committee assesses the received applications and if possible conducts a written assignment and an interview. This process ends with a recommendation to the GA, which presents an endorsement of the candidate by the EC. In case a candidate is not recommended by the committee, they will still be able to apply for the position and present themselves at the GA, but the candidacy will not be endorsed by the EC. Candidates will be given a month to campaign and are expected to present themselves at the GA. The final decision on the Sec-Gen of FYEG lies with the final vote of delegates at the GA of the Federation.

## Process

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

- **Andrej Zlatović**, current FYEG Co-spokesperson and Executive Committee Member;
- **Liv Onkelinx**, member of Jong Groen and former Co-spokesperson;
- **Özgecan Kara**, former Secretary General of FYEG;
- **Hiba Latreche**, President of the Forum of European Muslim Youth and Student Organisations.

The call for Secretary General was published on the 4th of March alongside the other calls for the GA and it was open until the 15th of April. Two candidacies were received. The selection committee confirmed their participation and started the process on the 27th of April. Both candidates' documents were thoroughly reviewed, and determined to be sufficient to partake in the process. On the 4th of May, the Selection Committee met and agreed upon a selection process and scheduled interviews with both candidates. The Committee determined that they would only conduct an interview, and not give a written assignment to the candidates.

This assessment is based on the applications and interviews of Cinta González Sentís and Serdar Şengezer.

## **Assessment**

### **Cinta González Sentís**

Cinta possesses clear knowledge of the complexities of FYEG, the details of the position and the organisations FYEG collaborates with. Her knowledge of FYEG's position in the context of EU politics is strong and rooted in experience, both from her previous experiences in an MO, and long term office experience as showcased in her application and interview. She shows great awareness of the current state FYEG is in financially and administratively and aims to tackle it with concrete steps. We also recognise the steps Cinta has already put forward in her current mandate as the Secretary General.

She is clearly motivated for the position and interested in organising FYEG ahead of the 2029 European elections with clear steps. Her hope is that in her words FYEG can become a 'campaigning machine' with clear goals and efficient organising of both the office, the EC and the MOs. Within her application and interview we recognise that Cinta already has plans and processes in motion to achieve this. She has additionally showcased her learnings from the previous mandate and was very reflective of the previous three years. The Selection Committee recognises the clear commitment, hard skills and years of experience Cinta has presented in her application and interview.

We do note that there are still areas where we believe Cinta has room to further grow and develop. In particular, we would encourage her to continue building confidence in her own judgement and experience. Cinta is clearly eager to support her staff and volunteers to the greatest extent, yet sometimes leadership is also about making decisions that are not favourable by all. Cinta could benefit from coaching and support on assertiveness in professional settings, but we are also mindful that these dynamics can often be shaped by gendered experiences and expectations. Finally, we recognise that another mandate by Cinta would lead to FYEG finding itself with the same Secretary General for 6 years, which for youth organisations can be seen as quite a long time. Cinta has already addressed possible ways to handle this handover during her interview, which should be worked on alongside the EC.

### **Serdar Şengezer**

Serdar possesses strong political and legal knowledge of the EU and its various institutions, in his application and interview he emphasised different avenues to campaigning and lobbying. He also wishes to bring more activism into the position and to utilise the knowledge which he gained as a member of the Executive Committee and a member of the Beyond Growth Platform to the position of Secretary General.

It was noted that in the scenarios given, Serdar acted with pragmatism and transparency. He has shown confidence and has experience in conflict management from his role as student ombudsman. He understands the precarious position that FYEG has and desires a different approach to the one FYEG is currently taking, focusing on risk management.

Serdar has presented several fundraising ideas, yet the steps to realise the fundraising efforts were not clearly explained or presented and he does not have concrete fundraising or financial management experience.

However, Serdar's motivation for running for this position is currently not clear or not well-developed, and aspects of his vision for the next three years of FYEG are left unclear. His ideas at times lack clear steps and can be seen as more in line with the position of political leadership than Secretary General. When mentioning alternatives in the past years of FYEG, Serdar was clear on wanting a different approach, but how these approaches would look in practice was insufficiently explained and presented. He currently lacks project management experience, and while he is eager to learn, our concern is that the demands of the position of Secretary General pose too high a barrier of entry to learn them at a sufficient enough pace for the position. We also recognise that while he has ideas for management, he does not have professional or volunteer experience in this field and he does not have the HR or staff management experiences that are currently expected of a Secretary General.

While we acknowledge the political knowledge Serdar possesses of the EU and FYEG, the Selection Committee is cautious about their recommendation given the high learning curve of the position, even for candidates with previous experience, as well as the professionalisation FYEG has undergone in the previous period.

## **Conclusion**

With the information given, the Selection Committee has decided to endorse Cinta González Sentís for the position of Secretary General in FYEG.