



EFFAT

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

**Meeting of the EFFAT Management Committee
BRUSSELS, 28 February 2018**

Agenda item 4:

M) PROFILE OF THE NEW EFFAT GENERAL SECRETARY 2019

Decision: The Management Committee takes note of and endorses the documents presented.

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Profile of the new EFFAT General Secretary 2019

Trade union competencies

- § Sharing trade union policies and values
- § Experience in trade union work
- § Social awareness of political agendas
- § Experiences in negotiations with employers and politicians
- § Supported and respected by the affiliates

Professional Competencies

- § Speaking several languages - minimum EN and FR (verbal expression)
- § Good writing skills (written expression)
- § Good writing skills in different languages
- § Familiar and experiences with EU institutions, structures and policies
- § Attention to detail

Social competencies

- § Open communication style
- § Being able to teamwork and networking
- § Being able to listen and open to proposals and requests of affiliates (member orientation)
- § Being a diplomat and mediator
- § Playing an integrating and including role among affiliates
- § Being open and fair, accountable and trustworthy (integrity)

Leadership competencies

- § Being able to take up responsibilities and to take decisions
- § Being persuasive and assertive
- § Open for change (adaptability)
- § Financial awareness
- § Being result-oriented and problem solving (ambition)
- § Being creative regarding future challenges and developments (innovation power)
- § Trans-sectoral coordination of EFFAT sectors
- § Commitment for all EFFAT working areas (women, youth etc.)
- § Coaching and motivating, managing and supervising the entire EFFAT Team
- § Acceptance and support of the entire EFFAT Team

§ Stress management

Others

§ Nationality

§ Mobility (office in Brussels)

§ Age