

ANNOUNCEMENT

CROSS-COMMUNITY EXCHANGE INTERNSHIP PROGRAMME OF YOUNG UNEMPLOYED PROFESSIONALS IN THE GC & TC COMMUNITIES

In the framework of the project 'Leading by Example', which is co-funded by the European Union under the "Cypriot Civil Society in Action IV" programme, the two implementing partners, the Turkish Cypriot Chamber of Commerce (KTTO), lead partner, and the Cyprus Chamber of Commerce and Industry (CCCI), partner, would like to announce the launching of the call for the **Cross-Community Exchange Internship Programme**. This activity will benefit 12 Greek Cypriot interns, 12 Turkish Cypriot interns and a maximum of 24 companies/organisations in both communities over the period of September 2015 – April 2016, with a 3-month duration internship for each intern. This activity will be wholly funded by the project at no cost to the company/organisation which will be hosting the Intern(s).

Objectives:

The "Cypriot Civil Society in Action IV" programme aims to enhance the trust as well as the dialogue and reconciliation process between the two communities.

This professional exchange internship programme aims to give young Cypriots an outstanding work experience within the other community, gaining valuable professional skills towards their subsequent working lives while mastering the working and cultural environment in the other community.

The main objective is to support cross-community exchanges of internships of young unemployed professionals from the GC and the TC community with the cooperation of the two project implementing partners and the Malta Business Group (MBG). The interns will acquire work experience in a company/organisation relevant to their skills and interests, and most importantly within the other community, thus giving them the opportunity to experience the actual challenges which their counterparts face in their everyday business/working lives. This will ultimately provide hands-on experience of the working and cultural environment in the other community.

Eligibility Criteria for Intern applicants:

- be a natural person
- be aged between 20 - 35 years old
- be a Cypriot citizen residing in Cyprus
- be an unemployed graduate

Qualifications required for Interns:

- at least undergraduate College/University degree in any academic discipline
- excellent knowledge of English (oral and written)
- knowledge of Turkish/Greek will be considered as an advantage

Eligibility Criteria for Employer applicants:

- be a legal entity in any sector of the economy;
- be interested in bi-communal cooperation;
- be established for at least 5 years;
- employing at least 3 staff members;
- excellent knowledge of English (oral and written);

Selection Criteria:

If complying with the eligibility criteria, both intern and employer candidates will be selected based on their area of mutual interest and expertise. For each intern there must be an employer matching the intern's background, competency and preferences.

Depending on the interest, it may be that one employer could host more than one (1) intern.

General Terms & Conditions

1. Launch of the programme: 15th May 2015.
2. Applications open: 15th May – 4th September 2015.
3. Exchange internship programme period: 14th September 2015 – 29th April 2016.
4. Duration of each exchange internship programme: 3 consecutive months.
5. The cross-community exchange internship program covers the following at no cost for the hosting employer:
 - monthly allowance of 500 EUR , or in other words an amount of 1.500 EUR per intern for the whole internship period paid by the programme to the intern;
 - employers' liability insurance for the 3-month duration of the internship; it is a requirement that the hosting employer insures the intern against employers' liability and keeps the relevant Insurance Contract, invoice and receipt in order to be reimbursed through the programme;
6. All interns and employers will sign a Memorandum of Understanding (MoU) which will specify their responsibilities, duties and roles during the 3-month internship period.
7. The monthly allowance will be paid directly by the CCCI/KTTO to the intern at the end of each month, after fully attending the working days and hours as specified in the MoU signed between the intern and the host employer.
8. The internships will take place within the selected eligible companies / organisations: 12 Turkish Cypriot interns in the GC community and 12 Greek Cypriot interns in the TC community. Depending on the interest shown, it may be the case that one company/organisation could host more than one (1) intern.
9. Upon successful completion of the internship period:
 - Interns and hosting employers will evaluate the internship programme through a questionnaire provided by the two Chambers of Commerce;
 - interns and hosting employers will be provided with a Certificate of Completion from the two Chambers of Commerce;

How to apply:

Interested parties may download the relevant application forms from:

- (a) [Application form for Interns](#)
- (b) [Application form for Hosts](#)

For more information or clarifications, please contact:

- (a) Ms Saziye Altuner at the Turkish Cypriot Chamber of Commerce, tel. +90 (392) 228 37 60, e-mail: saltuner@ktto.net
- (b) Ms Georgia Venizelou at the Cyprus Chamber of Commerce & Industry, tel. 22889840, e-mail: gvenizelou@ccci.org.cy

Deadline: Applications will be accepted until 4th September 2015 and will be treated on a “first-come first served” basis until the required number of matchings between suitable intern-host applicants is completed.