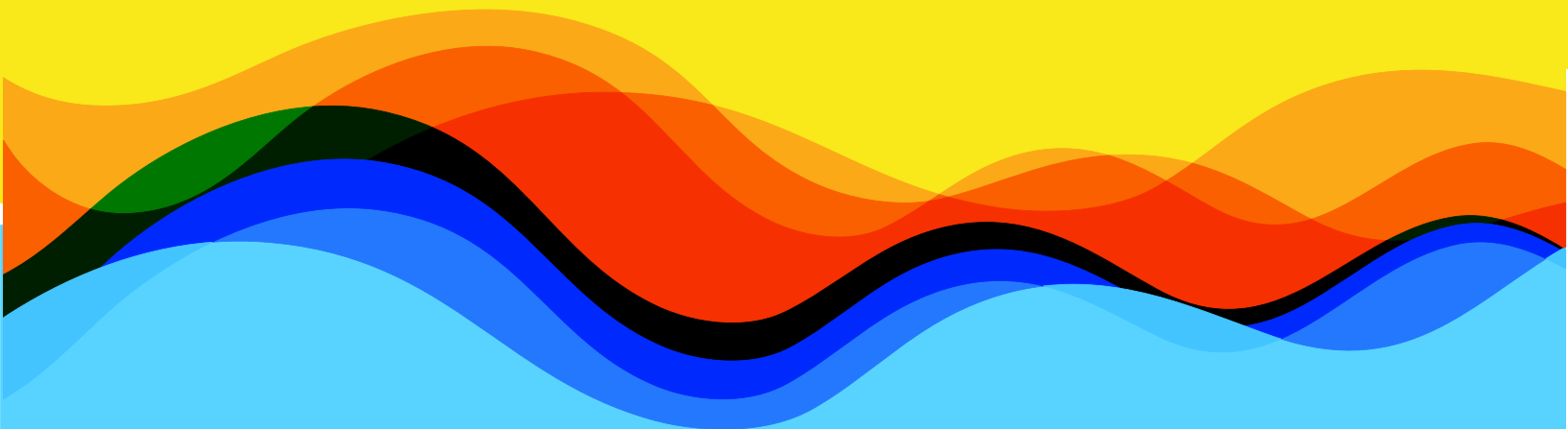




Proudly Presents

THE DCA APPLICATION PROCESS

February 15th, 2014



Welcome to Vienna

As The Chief Adjudicators of Vienna EUDC 2015 we and the rest of DKWien are proud to present our Deputy Chief Adjudicator (DCA) application process. Our aim is to create the best EUDC imaginable and we believe that a hard working and fun adjudication team that is passionate about debate and the EUDC tradition is an essential tool in reaching that goal. Therefore, in the upcoming weeks, we will be seeking three outstanding individuals to fill the three DCA positions.

The purpose of this document is to:

- Introduce potential candidates to the process.
- Outline the qualities and experience we expect from a candidate.
- Outline the commitments that will be expected from a DCA.

We urge those who are seriously considering applying to familiarize themselves with this document's content. We would gladly answer any questions at CA@viennaedc.eu.

We would like to thank **Fred Cowell** and **Danique Van Koppenhagen** for their work on the DCA application process for the Durham EUDC 2014 bid. This document is based on their work and we are grateful to them for allowing us to do so.

We would also like to thank **Rebecca Meredith**, **Milan Vignjevic** and the EUDC Zagreb 2014 Adjudication Team for helping us coordinate the times and dates listed here.

Christine Simpson & Michael Shapira



Table of contents

4-5 The Process

The 4 Steps of the DCA Application Process and Caveats.

6-7 Who should apply?

An outline of the qualities and experience our Co-CAs expect from a candidate.

8-9 What do we expect from a successful candidate?

An outline of the commitments that will be expected from a successful candidate

10 Contact us

Ways to contact Our CO-CAs & DKWien.

11-13 FAQ

A rather long list of Frequently Asked Questions and answers to them.



The Process

Similar to the process for WUDC DCA appointments and that of Zagreb EUDC 2014, we will be using an open application process that will include a stage of open feedback from the European debating community. In addition we will be introducing a "nomination" process, as outlined [here](#). The application process will be conducted according to the schedule below, **please note all times are Vienna Time**, Which is GMT +1.

Step 1 - Release of application

11th of March 2014, 14:00

An application form will be released. Interested applicants will be requested to fill in the form and send it along with a debating CV no later than **31st of March at 00:01**.

Step 2 - Feedback Window

3rd of April, 10:00

A list of the applicants will be published at large and the window of time for submitting feedback will open. The debating community will be invited to send non-anonymous yet discreet feedback to our CO-CAs. Any feedback you send will have to bear your name and contact number, but will be read and/or discussed **only** by Christine and Michael. The Feedback window will close on **31st of April at 00:01**.

Step 3 - Deliberation and Online interviews

From the moment the window for feedback closes, Michael and Christine, with the consultation of DKWien, will begin the deliberation period. During this time, we may choose to approach some applicants in order to schedule and conduct a Skype interview with our Chief Adjudicators. We urge candidates not to infer anything from being approached/not for such an interview. Candidates, whether interviewed or not, may under no circumstances inform any third parties about the interviews or make comments that may reveal or suggest that such an interview was (or wasn't) requested or occurred. We value discretion as a sign of professionalism and will not view **any** leaks of information kindly. **After** the list of successful candidates is published, applicants may comment in any way they wish and at any forum.



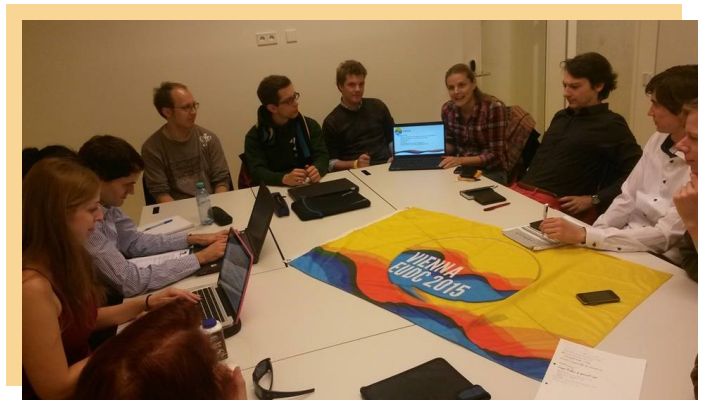
Step 4 - Announcement

25th of May, 18:00.

Celebratory announcement of successful applicants and presentation of the entire Adjudication team to the world through various media.

Caveats to the process

- While it is absolutely our intention to stick to our deadlines, we reserve the right to change any of the dates mentioned should that become necessary and will notify the European debating community of any such changes through our website and other media. *We 100% guarantee no unannounced or unexplained delays.*
- We reserve the option to remove successful candidates closer to the time of Vienna EUDC 2015 should they fall short of their commitments and obligations . Any removals will be done by a joint decision of Christine Simpson, Michael Shapira and Stefan Zweiker. Should such an action become necessary, a replacement DCA will be appointed by the Co-CAs.





Who should apply?

The Vienna EUDC 2015 DCA application process is open to anyone who has an interest in joining our team. No one will be automatically disqualified on the basis of age, nationality, gender etc. At the same time there are a few things that we do expect from a successful applicant:

Share our dream. Our goal is to create a Euros the likes of which will be remembered positively for years to come. We want to give each and every participant a "wow experience" to take home with them. This includes putting thought behind every aspect of the EUDC experience and finding and implementing ways of making it better. If it is your dream to see such a Euros happen and you are willing to work hard to see this vision materialize, you are probably someone we want to hear from.

Exceptional teamwork skills. We seek individuals who will be willing to give their all and let others in the team do the same. This includes being respectful to others, and being willing to work hard even on things you may disagree with as well as presenting things you disagree with to the debating community without disclosing your disagreement. We believe that supportive and productive teamwork is a key part of making an unforgettable Euros and want only those willing to contribute to make that working environment possible.

High work ethic & availability. If you are looking for an achievement on your CV, or more interested in the prestige of the title than the actual work - *you need not apply*. The work of Vienna EUDC 2015 is going to be fun but hard. It begins immediately once you are informed you are a successful candidate and ends on 1st September 2015. During this time, you will need to be both highly proactive and highly responsive to the processes of making the Euros that we want. This will include timely answering of emails, taking on side projects that contribute to the event and showing up for Skype meetings that will happen from time to time. Long spells of silence or an inactive approach won't do. Nobody in this team will be just a name on a website.



Be a discreet person. Throughout the preparations you will be exposed to many plans regarding Vienna EUDC 2015, you may be exposed to personal information regarding participants (clashes, feedback etc.) as well as the personal opinions of participants and members of the A-team. We **absolutely** expect you to value this trust at all times

Be ready to have fun. A sense of humor goes a long way with us. This is going to be a lot of hard work and we believe the ability to stop and have a good laugh to be key to a healthy working environment. We take ourselves seriously. At the same time we never forget that we are a bunch of people working hard for no compensation, continuing a centuries old tradition of people from all over the world meeting in order to be told on what subject to argue.

Have debate experience. Obviously we expect you to be familiar with debate and the different aspects of a debate tournament. While we expect you to be an experienced debater and adjudicator, this does not mean you need to necessarily have been a CA of a debate tournament before.





What do we expect from a DCA?

Get to know debating Europe

We believe a EUDC DCA should be someone that debaters can approach easily. We also believe that familiarization with the judging pool in Europe is an important element for being a successful member of our team. To reach these goals we expect member of our A-team to be:

- Willing and have the time to judge in at least four European international tournaments in the time period between the end of Zagreb EUDC 2014 and the start of Vienna EUDC 2015.
- We will look favorably on candidates who exhibit the time and willingness to participate at Zagreb EUDC 2014 in some capacity, and who actively use their time there to familiarize themselves with the different aspects of running Euros. If you are considering applying to DCA Vienna EUDC 2015 and do not intend to attend Zagreb EUDC 2014 as an institutional judge or speaker, please apply to become an independent adjudicator at Zagreb.
- Willing and able to attend various preparatory competitions in the period between your appointment and Vienna EUDC. This may include particular tournaments specified by the CA-team in order to ensure a presence throughout the circuit. The details of this will be worked out with the CAs in order to be as accommodating as possible of your schedule.



Be a dedicated motion setter

We want our motions to be a fully integrated part of the Vienna EUDC 2015 experience. What this actually means will be revealed to successful candidates in due time. In order to achieve this, our motions need to be well thought of and looked at from every angle possible. To reach this goal we require members of our A-Team to:

- Be ready to contribute and engage with our motion discussion which will start online on 1st May 2015 at 12:00.
- Be finished with all motion creating obligations by 22nd July 2015 at 15:00.

Get to know DKWien

The org com here is a friendly, professional and is ready to give its utmost to make Vienna EUDC 2015 fantastic. We expect the same from our Adjudication Team. Once appointed as DCA, we want you to become part of the DKWien family. In order to achieve this, we expect members of our team:

- To be willing and have the time to join the judging pool of a DKWien debating event before Vienna EUDC and to use the time there to familiarize themselves with DKWien and the different aspects of running a debate event here.
- To be willing and have the time to join us in Vienna about seven days before the start of Vienna EUDC 2015 .
- To be willing and have the time to give at least two Skype workshops to DKWien debaters. These workshops will be put online with your permission only and subjects will be decided by yourself.
- To be willing and have the time to participate in a ceremony called 'Das Ritual' or present a doctor's note barring your participation.



Contact us

If you have any questions regarding the Vienna EUDC DCA Application Process, we remind you that you can always contact Christine Simpson and Michael Shapira at CA@viennaedc.eu We also invite you to check out the following FAQ, which may already have the answers you are looking for.

If you are not already, please follow us on [Twitter](#) or on [Facebook](#). You are also welcome to visit our website www.viennaedc.eu.

We hope to see you amongst our candidates, may the feedback be ever in your favor!

Auf Wiedersehen!

The DKWien Family.





FAQ

Should I apply?

Your demands from applicants include the requirement of being an experienced judge or debater, what you would regard as 'experienced'? There is no 'red line' under which you no longer qualify as experienced. A possible good guideline would be to ask yourself, "*Do I have enough familiarity with judging, debating or running BP tournaments in order to be a contributing asset to a Euros A-Team?*" If the answer is 'yes' - apply.

I'm an Irish or Israeli debater, isn't my application a waste of time?/you have too many Irish and Jewish people, I don't want to apply. Dia duit and Shalom, your application is absolutely not a waste of time! Regional Diversity is just **one** aspect we are looking at. It is very possible that while you don't really contribute to the diversity aspect, we will find you as an excellent contribution to our motion setting, judging insight, fun element etc.

You are introducing a new 'nomination' process, may I apply even if not nominated? Yes, you may and should. The nomination process is there to encourage people who may not otherwise consider themselves for the post. It does not in anyway form a bar of entry. Furthermore, **we highly recommend you don't "wait for a nomination"**, you may very well be such an obviously good candidate that no one would think you need to be nominated.

I'm a debater from another circuit that isn't Europe, but I would really like to apply to become a DCA at Vienna EUDC 2015, can I? The idea of having European Debating interacting more closely with the other circuits from WUDC is very appealing, and **as such we will not be automatically ruling out the possibility of having such a candidate on the team.** However, it comes with obvious disadvantages as well. In order to be a seriously considered candidate from a non-EUDC country one must have an exceptionally outstanding record in their home circuit including a previous D/CAship in the their own Continental Championship or equivalent and/or a WUDC D/CAship, as well as be willing to commit a reasonable amount of time to attending and judging tournaments within Europe (what is "reasonable" will be discussed and defined with such candidates in cases where they are being seriously considered).



FAQ

I've already been part of a EUDC/WUDC Adjudication Team, but I really want to be part of the Vienna EUDC Adjudication Team, is it possible? Yes. We see rejuvenation of the European Community as one of our goals, however this does not mean we will automatically ignore the advantages an experienced DCA such as yourself can bring.

I applied to be a DCA at Zagreb 2014 and didn't get the post, can I still apply for Vienna? Yes. Vienna EUDC 2015 and Zagreb EUDC 2014 are separate events. No information regarding your or other's applications to either A-Team will be shared between the two tournaments and your previous application will not be taken in consideration.

I applied for an Independent Adjudication slot at Chennai WUDC 2014 and didn't get one, should I still apply to DCA Vienna EUDC 2015? If you feel the expectations listed in our process document sound like something you can answer, *you should absolutely apply!* While Michael Shapira was DCA in Chennai WUDC, and therefore part of the first decision, there were many considerations for your rejection that may be irrelevant to your application to DCA at Vienna EUDC as well as matters that were true at the time of the Chennai Application but maybe are not true today (e.g. you may have gained additional experience). To be clear: ***Applications to Chennai will not be taken in to consideration at any point.***

Required Commitments

Your demands from a successful applicant include a requirement of attending four European 'international tournaments', what type of tournaments would qualify? Any European tournament in English that caters to and seeks participation from outside the country where the tournament is held. We understand that in some areas of Europe where debate is in its infancy, this may include some very small tournaments, We encourage you to try to attend at least one of those.

Would it hurt my chances if I intend to speak rather than judge at Zagreb EUDC 2014? We understand that some individuals that would make great DCA candidates may intend to speak at Zagreb EUDC, and we find this to be a perfectly reasonable decision which will not hurt your chances. In these instances the remainder of your judging CV will be taken into account, and availability to attend other tournaments will be even more crucial.



FAQ

What if Zagreb EUDC 2014 do not select me as an independent adjudicator? We hope this won't happen and are working with the Zagreb team in order to find ways to deal with such a situation should it arise however it may entail additional commitments in advance of Zagreb. Of course, they are a separate entity and we cannot and will not attempt to influence any decisions they make. Not being selected to become an Independent Adjudicator at Zagreb EUDC 2014 will not in itself harm your chances of becoming a DCA at Vienna EUDC 2015.

During the tournament, is it possible that I will be required to lift furniture, move it around the campus and then be part of the setting up and conducting 1st & 2nd day registration?
No.

Procedural Questions

You mentioned you are looking for three applicants, is there any chance this would change? No. We are committed to selecting three candidates, and three candidates only, to complete our adjudication team, in line with our promises at the bidding stage.

Would being nominated or not nominated effect my chances of being selected? It would not. The nomination process is automatic and there to encourage people who might otherwise not consider themselves to the post. Once an application is submitted, *there will be no relation between the nomination process and the application process.*

Can a candidate write feedback about other candidates? Yes, indeed. However, it stands to reason that negative feedback about a fellow candidate will be taken with a pinch of salt, but never ignored.

During the Feedback process, may a candidate ask the CA team to not take feedback from a particular person in to consideration? Yes and no. Any feedback submitted about a candidate will be read by the CAs and considered. However, if you have serious reasons to worry that a particular individual's feedback may be biased or unfair - please let us know so that it can be taken in to consideration.