



# VIENNA EUDC INTERNATIONAL CREW

## Recruitment Guideline

Servus! Would you like to help Vienna EUDC 2015 happen? Wow, that's fantastic! We aim to host a friendly, fair and competitively excellent competition and foster such a debate culture in Austria and Europe. We need many hands on deck for this, thus please explain to us why we need you!

## WHO SHOULD APPLY?

The recruitment process is open to anyone who is interested in joining the OrgCom. No one will be automatically disqualified on the basis of age, nationality, gender, or lack of experience in debating etc. We would like to outline what qualities we are looking for in people joining us. Our following five core values are an ideal with which we compare our work and your application.

### Commitment

You are ready to dedicate more than a week of your summer to Vienna EUDC, to show persistence during long hours and courage in the light of the challenges that need to be solved. You pay for your own travel expenses while you do not receive pay for your work, same as the other Crew members.

### Teamwork

Vienna EUDC's success can only be built on the work of many. You are ready to integrate into a team of young students who share the ups and downs of a tremendous task, and who aim for a top standard of professionalism. You work in Vienna EUDC because you like both the people and your work, and because you like fun. If you need help, tell us, and we will help you, and expect you to do the same with your fellow Crew members.

### Plurality

We are a group of strong individuals who know they can achieve more if they act together. We value your opinions and suggestions. Conflicts will be addressed, not buried. If they cannot be solved, we will find a different compromise. You will be initiated with the ceremony 'Das Ritual'.

### Vision

Vienna EUDC has more than just one important goal; from finding the champions of European university debating to delivering a summer festival of debating to every participant; promoting argumentative discourse in both Austria and Europe as a whole; from developing yourself personally to forming a group of friends, with whom you share this vision. These ideals themselves are your reward.

### Unity

We include and value you as a whole person with all your strengths and shortcomings. We do this as a team, or not at all. We are loyal to each other, and we listen to your worries. You will be sent to sleep or rest when you are too tired or too frustrated to keep working. Sometimes, efficiency trumps other parts of our vision. We seek your friendship, and we expect you to seek ours too.

If you can already see yourself in all these instances of "we", please do apply!



[get.involved@viennaeudc.eu](mailto:get.involved@viennaeudc.eu)

## RECRUITMENT PROCESS

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The recruitment process has several stages:

### Stage 1

From 25 January 2015 onwards, you can fill in the [International Crew Recruitment Survey](#). This is the first requirement of your application.

### Stage 2

From mid-April 2015 onwards, you will hear from us. Only with the progress of planning we will find the need for new members. We will contact you with questions or to schedule an online interview. If we cannot offer you a task in the Crew immediately, we still might do so at a later point, when we find that your expertise is needed.

### Stage 3

Crew members are expected to be available in Vienna from 30 July 2015 morning to 9 August 2015 evening. The competition takes place from 2–8 August 2015.

## CONDITIONS

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By submitting your application, you agree that your data is processed by Vienna EUDC 2015, DKWien and Debattierklub Wien EUDC GmbH - we will treat your data confidentially. Should you accept to become a member of the Crew in the event of such an offer, you agree that we publish your name in public media, such as our website or a participants' brochure, and that other members of the Crew are given your contact details for use before and during the tournament. There is no right to membership in the Vienna EUDC 2015 Crew.

Members of the Crew have to adhere to the Equity Policy of Vienna EUDC 2015, as decided upon by the Vienna EUDC 2015 Equity Officers. The Vienna EUDC 2015 OrgCom reserves the right to expel a certain member at any time in cases of serious misconduct, such as posing a risk to the security of the event or severely violating the Equity Code.

International Crew members will be accommodated in a hostel during the tournament, sharing rooms with other members. The hostel is paid for by Vienna EUDC 2015. Unless we can accrue more sponsorship, international Crew members will be accommodated with debaters from Vienna before and after the tournament. International Crew members can be sharing accommodation with persons of their own gender only, if they wish to.

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Vienna EUDC 2015  
2 – 8 August 2015  
Vienna, Austria  
<http://viennaeudc.eu>



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Have you heard the good news? Follow us on our [Website](#), [Facebook](#), [Twitter](#) and [sign up for our Newsletter](#), if you have not already!

For inquiries, please contact us at [get.involved@viennaeudc.eu](mailto:get.involved@viennaeudc.eu)

A closing statement: We are grateful for your commitment to volunteer at Vienna EUDC 2015. We hope to make friends with you too and deliver a great Euros experience in August in Vienna.

Thank you! Yours sincerely,  
the Vienna EUDC 2015 Crew

Vienna, 25 January 2015

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