

## Competency Profile CEPOL Trainers

With regard to creating an effective and efficient learning environment for the courses from CEPOL's annual programme, a trainer operating in the CEPOL setting should be able to.....

### *Professional competencies*

1	Facilitate opportunities to establish and/or maintain professional European and international networks.
2	Use appropriate and various learning methods, depending on the participants and the educational content.
3	Work with Senior Police Officers as target group.
4	Apply scientific research in the field of European policing in the course.
5	Demonstrate a thorough knowledge of his/her own field of expertise and be up to date on developments and trends within this field in the European context.
6	Organise the learning process as well as possible given the participants and the resources available.
7	Communicate effectively in English.

### *Contextual competencies*

8	Prepare, deliver and evaluate courses according to CEPOL quality standards and philosophy.
9	Analyse the contributions made by the participants, summarise these at a more abstract level and place them in EU/CEPOL context.
10	Apply knowledge of European (including CEPOL) standards, institutions, criteria, etc.
11	Encourage students to access and contribute to the European Learning Network (EPLN) and EDOC.
12	Maintain standards of professional and ethical practice.

### *Social competencies*

13	Work in multicultural / international teams.
14	Maintain a balance between social, personal and CEPOL interests when supervising participants.
15	Manage diversity among European participants.
16	Contribute to a learning environment where cultural differences, language, gender, etc. are respected.
17	Facilitate participants in managing their well-being in a 'foreign' environment.

### *Individual competencies*

18	Maximise potential by using participants' skills, knowledge and experience as resources.
19	Encourage sharing of learning experiences in the participant's own environment ('cascading').
20	Create an effective learning environment by effective problem solving.
21	Coach participants in taking individual responsibility for the learning process.

