**Reference**

**form for Ecumenical Accompaniers**

**Instructions to applicants:**

**If you are shortlisted for interview** please email a copy of this letter and the reference form to the three people listed as referees on your application form. They should email it to [EAPPIrecruitment@quaker.org.uk](mailto:EAPPIrecruitment@quaker.org.uk) before **the deadline which we will let you know when we shortlist you.**

**Referees should have known you for at least one year. They must not be your relatives and at least one referee should be your most recent relevant employer.**

**Instructions to referees**

Dear friend,

Thank you for agreeing to provide a reference for someone wanting to participate in the Ecumenical Accompaniment Programme in Palestine and Israel (EAPPI). Please read this information which his given to help you understand the role of an Ecumenical Accompanier, which is being applied for.

EAPPI is an ecumenical initiative whose mission is to accompany Palestinians and Israelis in their nonviolent actions and advocacy efforts to end the occupation. Participants of the programme will be monitoring and reporting violations of human rights and international humanitarian law, supporting the acts of nonviolent resistance of local Palestinian and Israeli peace activists, offering protection through nonviolent presence, engaging in public policy advocacy and, in general, standing in solidarity with the local churches and all those struggling against the occupation.

EAPPI is based on principles of international humanitarian and human-rights law, including resolutions of the UN Security Council, the General Assembly and the Human Rights Council. Its detailed objectives are to: expose the violence of the occupation; end the brutality, humiliation and violence against civilians; construct a stronger global advocacy network; ensure the respect of human rights and International Humanitarian Law; influence public opinion in the accompaniers' home countries and affect foreign policy on Middle East in order to end the occupation; express solidarity with Palestinian and Israeli peace activists and empower local Palestinian communities; and be an active witness that an alternative, nonviolent struggle for justice and peace is possible.

Given this challenging mandate and the gravity of the current situation on the ground it is absolutely crucial that participants bring well-developed skills to the project. We are especially interested in any insights that you can provide related to the candidate's skill and proficiency in the areas of peace and solidarity work, human rights, reporting and advocacy, nonviolence and conflict resolution.

Whether working on their own, with the rest of the EAPPI team, or with locals, daily life on the ground can be very stressful for the accompaniers. Peace and justice work in Israel and occupied Palestine may often take place in an atmosphere of tension, fear, confrontation and violence, with curfews, checkpoints and other military controls being common features of everyday life. Ecumenical Accompaniers will also be expected to deal with diverse parties such as the local and international media, military authorities, church leadership and even groups hostile to their very presence. Their work will therefore demand a high degree of sensitivity, initiative, political awareness, tolerance, flexibility, cultural understanding, ability to work with others, good human relations and excellent communication skills.

We would appreciate your candid appraisal of the candidate's ability to work with EAPPI. In the enclosed reference form, we have outlined specific areas upon which we would like you to comment. Please add to these responses any additional comments that you may feel are relevant.

***We only need a reference if the candidate has been shortlisted for interview – the candidate will alert you to this. This reference must reach us by email by the deadline which the candidate will let you know.***

If you have any queries please feel free to contact EAPPI recruitment on [EAPPIrecruitment@quaker.org.uk](mailto:EAPPIrecruitment@quaker.org.uk).

Yours faithfully,

The EAPPI UK & Ireland team

**Reference form for Ecumenical Accompanier**

If you have only been given a hard copy of this form please download an electronic version from [www.quaker.org.uk/applyeappi](http://www.quaker.org.uk/applyeappi) (click on ‘Reference form’).

***Please read the accompanying notes on the programme and the work the candidate is applying to do before filling in this form.***

Please note there are word limits (of 100–200 words) on each of these questions. Click in the grey boxes to be able to complete the form.

Please email the completed form to [EAPPIrecruitment@quaker.org.uk](mailto:EAPPIrecruitment@quaker.org.uk).

Thank you.

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| --- |
| Name of candidate: |

1. Please comment briefly on the candidate's:

* ability to organise their time.
* ability to take responsibility and follow through tasks.
* ability to maintain a healthy work/life balance.

2. Please comment on how the candidate responds to being supervised, for example:

* their relationship to those in authority.
* their willingness to work according to codes of conduct/professional ethics.
* their willingness to work to organisational guidelines with which they might not agree.

3. How will the candidate respond to physical challenges?

* For example, standing for long periods or walking over rough terrain, running at full pelt away from a crisis (over similar terrain), very early morning shifts, extremes of heat or cold or very basic living conditions.
* Are they aware of their own physical limitations (including hearing loss)?

4. What causes this candidate stress?

* How do they alleviate stress?
* Do they ask for help?
* Are they aware of the impact of their stress levels on others?

5. Can they work well with others, in a group, and in a team?

* How do they handle interpersonal tension?
* How do they help a team function well?
* Are they self aware enough to acknowledge their own part in a problem?
* In a group, is s/he a leader / a peacemaker / supportive of others / a follower / frequently at odds with others?

6. Would you trust the candidate to keep themselves and others safe?

* How risk-aware is the candidate?
* How does (or how might) the candidate react to a challenging or violent incident?

7. Is the candidate committed to the principles of nonviolence?

* Have you seen evidence of this? Or evidence to the contrary?

8. What sort of advocate will the candidate be?

* How does the candidate deal with people s/he does not agree with?
* Do they speak/write objectively?
* Have they experience in dealing with the media?
* What communication skills do they have?

9. What experience of political advocacy does the candidate have?

* Are they confident dealing with politicians and church leaders?
* What influencing skills have you seen them use?

10. How does the candidate engage with, respect, and value people from diverse cultural groups?

* Please comment on their ability to live and work in a foreign cultural environment and/or with colleagues of different nationalities, outlooks and backgrounds.

How long have you known him/her and in what capacity?

Please comment on any other strengths and weaknesses you have seen in the candidate:

Referee's name:

Date:

Thank you for taking the time to complete this form. If the candidate is accepted, it is possible we may want to talk with you further. Please tell us how to contact you*.*

Telephone:       Best time to call:

Email: