

**Criteria for Compilation of Short Lists  
of Trainer Applicants  
for the 4 Thematic Areas of the Program Training Component**

<b>Thematic Area 1 ICT</b>	<b>Thematic Area 2 Public Library Management</b>	<b>Thematic Area 3 Modern Library Services</b>	<b>Thematic Area 4 Soft Skills</b>
Knowledge (qualification) in the field of ICT.	Knowledge in the field of contemporary library science. Work experience with local authorities. Implemented advocacy campaigns and successful fundraising campaigns.	Knowledge in the areas of Reference Activity and Servicing of Public Library Users.	Significant knowledge in the area of soft skills.
Experience in training adults in ICT.	Hands-on managerial experience and knowledge implemented in direct management. Experience in project development and management.	Hands-on skills and work experience in the aforementioned departments of public libraries are an advantage.	Experience in conducting training in the area of soft skills.
Experience in application of innovative training methods.	Hands-on experience, knowledge and skills in conducting training. Acquired training skills from special projects and trainings.	Hands-on skills and experience in conducting different formats of trainings in the aforementioned area.	Application of innovative approaches.

**The knowledge of the priorities of chitalishte, public libraries and working with municipalities is an advantage for thematic areas 1 and 4.**