**Key expert 1: Team Leader** (550 days)

The team Leader will be the main contact for the project team with the Contracting Authority, the local EU Delegations and the partner countries.

The Team Leader maintains contact with (and where necessary mediates between) the parliamentary representatives, the governing bodies of directors and the general directors in the process of achieving the political goals.

The Team Leader is responsible for mobilising and supervising short-term experts and for coordinating the work of the other key expert.

He or she should have:

*Qualifications and skills*

* Minimum: A Master’s degree in journalism, communication and media, human rights, international relations or, in its absence, at least 15 years of professional experience in the same fields.
* Excellent report writing and communication skills.
* Very good oral and writing skills in English (at least level 2 in a scale from 1 to 5, where 1 is "excellent" and 5 is "basic" (template of CV).
* Knowledge of local language(s) is an advantage.

*General professional experience*

* Minimum of 12 years post-degree relevant professional experience in journalism, communication and/or media political reform processes.
* Minimum 5 years of experience as team leader, in particular in coordinating multi-disciplinary and/or multicultural teams of senior professionals

*Specific professional experience*

* Minimum of 3 years professional experience in working in or with media management, PSB governing bodies, parliamentary and governmental stakeholders.
* Proven experience in drafting editorial guidelines, statutes or long-term strategies for media outlets and PSB
* Previous working experience in the Western Balkans is an advantage

**Key expert 2: Senior Broadcast Management Expert, Deputy Team Leader (**440 days)

* The Broadcast Management Expert will be responsible for the internal reform process, including drafting editorial guidelines, strategies, integrated newsrooms and co-productions, and collaborating on regional content.
* He will coordinate this process with the General Directors and relevant editors and managers and supervise the experts involved in these activities and in the production of content.
* The Expert acts as Deputy Team Leader when needed.

*Qualifications and skills*

* Minimum: A Master’s degree in journalism, communication, communication and media, business administration or, in its absence, at least 15 years of professional experience in the same fields
* Excellent report writing and communication skills.
* Very good oral and writing skills in English (at least level 2 in a scale from 1 to 5, where 1 is "excellent" and 5 is "basic" (template of CV).
* Knowledge of local language(s) is an advantage

*General professional experience*

* Minimum of 12 years post-degree relevant professional experience in broadcast management, media development and/or co-productions

*Specific professional experience*

* Minimum of 3 years professional experience in the management of newsrooms and preferably integrated newsrooms.
* Proven experience in the facilitation of reform processes in the media environment, organisational management, design of decision and production structures
* Previous working experience in the Western Balkans is an advantage