

Staff exchange programme

Pasvik-Inari Trilateral Park cooperation

Trial period 2022-2025

Action plan (1.3.1.)



Pasvik  Inari
Trilateral Park

Staff exchange Programme, Trial period 2022-2025

Action plan (1.3.1.)

1. Introduction and description of the activity

One week or more of **individual internship - work shadowing** in one of our partners' protected areas.

The goal of the staff exchange is to enhance the transboundary cooperation by exchanging of best practises among colleagues and developing networks and new partnerships.

Target Group:

Staff from

Metsähallitus; Parks & Wildlife, Finland

Pasvik Zapovednik, Russia

Ministry of Nature Resources and Ecology of the Murmansk region, Russia

Øvre Pasvik National Park, Norway

Troms and Finnmark County Governor, Norway

Hosts:

FINLAND, **Metsähallitus**; Parks & Wildlife, Finland

RUSSIA, **Pasvik Zapovednik**, in cooperation with Ministry of Nature Resources and Ecology of the Murmansk region,

NORWAY, **Øvre Pasvik National Park Board**, in cooperation with Troms and Finnmark County Governor.

2. Capacity building

Preparing for your internship

You must be ready to give a presentation of the protected areas you work with (45 min).

After the internship

You must write a short report with your experiences from your internship. The report will be shared with the partners in the Pasvik-Inari Trilateral Park cooperation.



Statsforvalteren i Troms og Finnmark
County Governor of Troms and Finnmark



Øvre Pasvik
National Park



Practical issues

Time: The whole year. Communication in English.

The host will provide accommodation, meals, and transport on site.

Travel to/from is covered by the Park administration in which the staff member belongs.

Duration of the exchange: It might be reasonable to arrange sometimes longer or shorter exchange - not only a fixed one-week-period. This can be discussed and decided from case to case.

In Annex 1. an outline of one week program as a preliminary model.

Other issues

The partners decide themselves whom can participate in the internship.

There might be times, when it is possible that several persons can be in staff change - meaning that there are enough resources and special needs/requirements because of project/external funding.

Each host/host group must be ready to host at least one internship each year in the period 2022-2025. If the host has capacity, it will be possible to have more than one internship.

As a main rule¹ the invitation must be sent from each partner to the other partners within February 15th. The invitation must include time of the year most appropriate for the host.

If a sudden possibility in resources and needs occur the host can send invitation during the rest of the year.

Each partner will choose the staff member to participate in the staff exchange programme and respond on the invitation within April 1st.

If a partner receives more than one answer to the invitation, then the Working Group of the Trilateral Park will decide how this should be handled.

After the trial period 2022-2025, the partners will evaluate and decide the future on the staff exchange programme.

¹ When the main rule is that the suggestions for staff exchange are to be announced by February 15th, sometimes there might be need for "agility" if sudden possibility in resources and needs occur.



Annex 1.

Programme (as an example for one week)

Day 1

Arrival and accommodation.

Day 2, 3, and 4 - Work shadowing

At the Office - In the field

In this part of the internship, you get the opportunity to get acquainted with how protected area management is organized by the partner.

You will meet the employees and you will meet the protected area's local partners. You will also meet the Nature Inspectorate.

Day 5

Departure