

## WB Public Servants' participation to INSP short training programmes 2025

### IDENTIFICATION OF PARTICIPANTS

#### Joint initiative to facilitate the participation to INSP' short training programmes

The French [Institut national du Service public](#) (INSP) is the leading French public institution for the recruitment, initial training, and continuing education of senior executives and government managers. The INSP was created in 2022, replacing the National School of Administration (ENA), with five main missions:

- Organize recruitment for senior government officials (via a national competitive examination),
- Provide initial training for civil servant students who pass these competitive examinations,
- Implement a range of excellent continuing professional development opportunities for individuals currently holding or aspiring to hold government management positions or senior management positions,
- Conduct and fund research activities in the fields of public policy,
- Develop international cooperation activities to disseminate its research programs, share the expertise of the French administration, offer trainings and welcome international students.

**French embassies in the Western Balkans and ReSPA** join forces to facilitate the application of Western Balkans civil servants to **INSP short international programs**. For 2025, they will support the participation of a selected number of civil servants, enhancing the capacity building and mobility of public servants from the Western Balkans.

This joint initiative is meant to promote cooperation, knowledge exchange, and capacity building in the context of public administration reforms, good governance and European integration. It is expected to yield a range of significant outcomes that will enhance the capabilities and international networks of public servants in the Western Balkans.

#### Three targeted short training programmes

The short training programmes are delivered in English language and they all include a series of thematic and methodological inputs, enhanced by practical workshops. The approach encourages exchanges between participants and with trainers, allowing them to share their experience. For 2025, the initiative will support primarily the applications to the following three programmes:

- Leadership and management: transforming public administrations (22-26/09)

The aim of this program is to develop managers' interpersonal and operational skills, empowering them to become true leaders of change.

The complex nature of public-sector organizations, as well as socio-economic and technological transformations and upheavals, represent a great challenge for managers. Managers today must be strategists capable of dealing with diverse situations in a multidimensional environment.

The issues of ecological transition and digital transformation require necessary adaptations that must be collectively managed and supported.

Cooperation and collaboration among team members, adaptability to change, managing IT tools and effective communication are the keys to the smooth running of a department. Managers should also focus on collective intelligence and the need to collaborate. However, this can only be achieved if they are able to support and guide teams with precise objectives, while also considering the human dimension.

The indicative program, general information and application form can be found following [this link](#).

- Negotiating within and with the European Union: European economic diplomacy (29/09-03/10)\*

The European Union is a product of negotiation. Its multi-layer and multi-player policy-making labyrinth also involves a constant negotiation process taking place at different levels and involving a variety of actors. The specificity of the EU governance structure highlights the purpose of reaching agreement on the realization of a common interest where conflicting interests are present. The European project is therefore a never-ending process of reconciling undeniable diversity with equally undeniable common aspirations. The Union's external, trade and economic relations are managed through negotiations. Negotiating effectively within and with the EU therefore requires a deep understanding of the complexities and distinctiveness of the European negotiation processes. It also requires a capacity to balance power advantage with political and diplomatic acumen.

The indicative program, general information and application form can be found following [this link](#).

- Risk and crisis management at the European and international levels (01-05/12)

In extreme emergency and crisis situations, professionals face a multitude of responsibilities and challenges. Given the complexity of current societal and institutional dynamics at the national, European, and international levels, it has become ever more important to adopt comprehensive approaches and specific behavioural attitudes to make decisions in crisis-dominated circumstances. This course is dedicated to the development of methods and skills for crisis prevention, crisis management and crisis communication.

The indicative program, general information and application form can be found following [this link](#).

### Basic eligibility criteria for identification of participants

- Public servant (permanently employed) from Ministries in charge of the programme topics ;
- Excellent knowledge of English language ;
- Knowledge of French language will be considered as an asset.

---

\* Not applicable for North Macedonia.

## Support provided to selected candidates

The selection includes the following support:

- INSP registration fees
- Plane tickets
- Accommodation during the training time (studio within a residence in Paris)
- Daily allowance
- Social security for the duration of the stay in France

## Application procedure

### 1. APPLICATION TO AN INSP SHORT PROGRAM

Each candidate should complete an on-line pre-registration on the INSP portal (see above the dedicated link, for each programme). The application has then to be submitted to the relevant French Embassy (see contact details below), and must include the following documents:

- The pre-registration summary uploaded on the INSP portal, including the Participant Needs Form and the Letter of Support from the applicant's administration, duly completed, stamped and signed;
- A detailed CV in English;
- A copy of a diploma equivalent to at least a Bachelor degree;
- A copy of a valid passport.

⇒ **Deadline : 23 May 2025**

### 2. FINAL SELECTION PROCESS

The relevant embassy which will be responsible for the selection. It will directly inform the candidates on results by 10 June. The participation of two candidates per embassy will be supported.

*NB: participating to INSP short programmes without the support from a French Embassy and ReSPA is possible. In that case, all the costs have to be supported by the candidate (or his administration).*

### 3. COMPLETION OF APPLICATION FOR SELECTED CANDIDATES

The selected candidates will be directly contacted by the relevant embassy and ReSPA to complete the necessary logistical procedures.

---

*For any further information, please contact the relevant embassy:*

- **Albania:** Rémy PRIVAT - [remy.privat@diplomatie.gouv.fr](mailto:remy.privat@diplomatie.gouv.fr) - +355 (4) 238 97 00
- **Bosnia-Herzegovina:** Loé LAGRANGE - [loe.lagrange@diplomatie.gouv.fr](mailto:loe.lagrange@diplomatie.gouv.fr) - + 387 (0) 33 282 709
- **Kosovo\***: Frédéric DESHAYES - [frederic.deshayes@diplomatie.gouv.fr](mailto:frederic.deshayes@diplomatie.gouv.fr) - +383 (0)38 22 45 88 00
- **North Macedonia:** Irène KETOFF - [irene.ketoff@diplomatie.gouv.fr](mailto:irene.ketoff@diplomatie.gouv.fr) - + 389 2 324 4300
- **Montenegro:** Vasilka RAJKOVIC - [vasilka.rajkovic@diplomatie.gouv.fr](mailto:vasilka.rajkovic@diplomatie.gouv.fr) - +382 20 655 348
- **Serbia:** François-Xavier KOWANDY - [cooperation.belgrade-amba@diplomatie.gouv.fr](mailto:cooperation.belgrade-amba@diplomatie.gouv.fr) - +381 (0)11 302 36 43

---

\* This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.