

EXPRESSION OF INTEREST

Expert Transformation Agents

EIT Culture & Creativity's Expert Pool for Trainers, Facilitators, Coaches, Lecturers, Teachers, Designers & Artists for the Transformation Area



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1. INTRODUCTION

The Transformation Area is a **catalyst for reimagining the systems that shape our cultural and creative ecosystems** as well as **our society at large, through creative approaches and cultural practices**. Driven by the values shared by the NEB of **inclusion, beauty, and sustainability**, and inspired by the ethos of experimentation, it forges pathways to a better future by challenging traditional structures and exploring radical new possibilities.

The Transformation Area is looking for a pool of experts in the field of systemic transformation and NEB implementation to support the roll-out of various programmes. The experts will have the possibility to collaborate as: trainer, lecturer, coach, facilitator, or teacher in one or more of the Transformation Programmes and Initiatives and support the EIT Culture & Creativity at large.

2. EXPRESSION OF INTEREST: ROLES & SCOPE

2.1. SCOPE

Transformation Agents are resourceful professionals, with the transdisciplinary competences to drive the transformation of existing practices into sustainable and regenerative ones. They are creative pathfinders of change, using hands-on, experimental, and imaginative ways of working.

The objective of this Expression of Interest (Eol) is to **collect expert Transformation Agents that can participate and contribute to the Transformation Area Programmes**.

We invite individuals to express their interest in field of culture, creativity, and societal transformation to collaborate for successful implementations of the EIT Culture & Creativity Programmes. The selected profiles will become part of **a pool of experts - Transformation Agents**. These experts will be invited to contribute to projects, programmes, and initiatives initiated by the EIT Culture & Creativity. We have named these experts Transformation Agents since their role is to support societal transformation in various forms. We are looking for experts that are:

1. Teachers and lecturers
2. Coaches and mentors
3. Facilitators
4. Designers, artists, and creative practitioners

The conditions for these contributions are detailed below.

2.2. TIMELINE



Individuals are invited to submit their applications through this expression of interest throughout the year. Depending on the programme's needs, the transformation area will proceed with evaluating the applicant pool at the following times.

The selection process for being part of the Transformation programme 2025 is expected to take place in August 2025. Please note that applicants will not receive a notification of their evaluation. Every selected applicant will be contacted on a case-by-case basis when the programme requires new experts.

2.3 TEACHERS & LECTURERS

2.3.1. The profile of applicants

We are looking for teachers and lecturers that have a deep knowledge in sustainable and regenerative systemic transformation, who are willing to contribute and demonstrate the following profile:

- Systemic transformation knowledge (research work, projects, etc.)
- Strong capacity to engage and inspire people
- Deep knowledge of the CCSI, its challenges, and how these related to broader societal challenges
- Solid pedagogical skills with documented experience
- Ability to design and operationalise pedagogical programmes



2.3.2. Requirements

We are looking for experienced teachers and lecturers who can design and deliver transformative learning experiences at the intersection of culture, creativity, and systemic change. Ideal candidates are skilled in creating inclusive, participatory educational environments that challenge dominant narratives, foster critical thinking, and nurture creative agency. They bring a deep understanding of (un)learning, interdisciplinary practice, and the role of education in shaping just and regenerative futures across diverse contexts.

- **Proven experience in integrating cultural, artistic, and creative practices into educational curricula** to support critical thinking, systems understanding, and societal transformation.
- **Demonstrated ability to design and deliver transdisciplinary learning experiences** that connect theory with real-world complexity, particularly across ecological, social, and cultural dimensions.
- **Skilled in developing and applying (un)learning frameworks** that challenge dominant paradigms, decolonise knowledge, and foster imaginative exploration of alternative futures.
- **Ability to create inclusive, reflexive, and co-creative learning environments** that empower learners to become active participants in knowledge production and societal change.
- **Experience in guiding students through experiential and project-based learning**, with a focus on cultivating civic agency, resilience, and collaborative capacity.
- **Proven capacity to mentor learners individually and collectively**, fostering peer-to-peer learning, emotional intelligence, and ethical awareness in their creative practice.
- **Commitment to intercultural sensitivity and context-aware pedagogy**, ensuring that teaching methods are adaptable across diverse geographies, disciplines, and socio-political realities.
- **Ability to evaluate and reflect on the transformative impact of learning experiences**, using both qualitative and quantitative tools to assess shifts in mindset, knowledge, and practice.
- **Experience in curating and sharing learning outcomes in multi-modal formats**, such as visual essays, performative outputs, zines, podcasts, or collective manifestos, making knowledge accessible beyond academic audiences.
- **A Master or PhD degree** relevant to the topic
- **Proven track record in Systemic Transformation** through scientific publications, research projects, (fundamental and/or applied), and other relevant professional experience
- **At least 10 years** of professional experience in the CCSI
- **Fluency in English** (written and verbal)

2.3.3. Application

Professionals interested in supporting the EIT Culture & Creativity Transformation Area are requested to submit the following information via the [application form](#):



- A **CV** in Europass format (**max. 3 pages**), including an overview of the tenderer's professional background, education, and collaborations.
- A description of up to 3 pages maximum on how you will approach a training course and which tools and techniques you will be using. This exercise aims to demonstrate your capacity in organising and delivering a course and should take the form of a description of a lecture, workshop, or any other type of immersive learning module.
- A one-page document with your track record in systemic transformation (research, project, publication etc) including your preferred methods and approaches to knowledge and education.

2.4 COACHES & MENTORS

2.4.1. The profile of applicants

The Transformation team is looking for coaches and mentors that have a deep knowledge in sustainable and regenerative systemic transformation, who are willing to contribute and demonstrate the following profile:

- Systemic transformation knowledge (research work, projects, etc.)
- Strong capacity to engage and inspire people
- Deep knowledge of the CCSI and how it relates to broader societal challenges



2.4.2. Requirements

We are looking for experienced mentors and coaches who can support individuals and teams engaged in cultural and creative work for systemic transformation. Ideal candidates are skilled in holding reflective, developmental spaces and guiding transformation agents through complex personal and collective journeys. They bring a deep understanding of participatory, creative, and relational practices to nurture clarity, resilience, and purpose-driven action across diverse contexts.

- **Proven experience in integrating cultural, artistic, and creative practices into educational curricula** to support critical thinking, systems understanding, and societal transformation.
- **Demonstrated ability to design and deliver transdisciplinary learning experiences** that connect theory with real-world complexity, particularly across ecological, social, and cultural dimensions.
- **Skilled in developing and applying (un)learning frameworks** that challenge dominant paradigms, decolonise knowledge, and foster imaginative exploration of alternative futures.
- **Ability to create inclusive, reflexive, and co-creative learning environments** that empower learners to become active participants in knowledge production and societal change.
- **Experience in guiding students through experiential and project-based learning**, with a focus on cultivating civic agency, resilience, and collaborative capacity.
- **Proven capacity to mentor learners individually and collectively**, fostering peer-to-peer learning, emotional intelligence, and ethical awareness in their creative practice.
- **Commitment to intercultural sensitivity and context-aware pedagogy**, ensuring that teaching methods are adaptable across diverse geographies, disciplines, and socio-political realities.
- **Ability to evaluate and reflect on the transformative impact of learning experiences**, using both qualitative and quantitative tools to assess shifts in mindset, knowledge, and practice.
- **Experience in curating and sharing learning outcomes in multi-modal formats**, such as visual essays, performative outputs, zines, podcasts, or collective manifestos, making knowledge accessible beyond academic audiences.
- **A Master or PhD degree** relevant to the topic
- **Proven track record in systemic transformation** through scientific publications, research projects (fundamental and/or applied), and other relevant professional experience
- **At least 10 years** of professional experience in the CCSI
- **Fluency in English** (written and verbal)

2.4.3. Application

Professionals interested in supporting EIT Culture & Creativity Transformation area are requested to submit the following information via the [application form](#):

- A **CV** in Europass format (**max, 3 pages**), including an overview of the tenderer's professional background, education, and collaborations.
- A description of up to 3 pages maximum on how you will approach a process and method in delivering coaching and mentoring to participants and highlight key success factors in fostering **connections among participants** and creating a strong peer network.
- A one-page document with your track record in systemic transformation (research, project, publication etc) including your capacity to develop processes and methods in delivering coaching and mentoring to participants. Also highlight key success factors in fostering **connections among participants** and building a strong peer network.

2.5 FACILITATORS

2.5.1. The profile of applicants

The Transformation Team is looking for facilitators that have a deep knowledge in sustainable and regenerative systemic transformation and that are willing to contribute demonstrating the following profile:

- Systemic Transformation knowledge (research work, workshops, projects, etc.)
- Great capacity in engaging with people and gathering collective intelligence
- Deep knowledge of the CCSI and how it relates to contextualisation in societal challenges

2.5.2. Requirements

We are looking for experienced facilitators, capable of designing and delivering multi-stakeholder participatory processes aimed at shaping and enabling collaborative frameworks across diverse contexts. Interested individuals should be experts in design for systemic transformation, using artistic, design, and creative approaches to feed participatory methods and engagement.

- Proven experience in **designing** multistakeholder **participatory processes**, applying artistic, design, and creative approaches to enable sensemaking of complex (eco)systems and their challenges.
- Demonstrated ability to **design, facilitate** and **deliver** impact-driven multistakeholder workshops and collaborative working sessions.
- Solid experience in designing methods and techniques to support **(un)learning frameworks, collaborative problem-solving and envisioning, and resilience-building practices**.
- Ability to **provide** personalised mentorship and foster peer-learning environments.
- Ability to **integrate** experiential learning action-oriented training and participatory methods.
- Commitment to delivering an **inclusive** and **equitable** facilitating experience, tailored to **different geographies, cultural contexts, and sectors, and grounded in a global perspective** while ensuring local relevance.
- Demonstrated ability to **track** participant progress and **assess transformation outcomes**.
- Skilled/proven experience in **synthesising insights** with stakeholders, and **translating final outcomes** into accessible, multi-format documentation for diverse audiences (e.g. visual, narrative, data-driven formats).
- **Demonstrated ability and strong motivation to follow through the facilitation process**, by cultivating ongoing relationships, learning and collaboration, and enabling the continued activation and sustainment of networks.



- A Master or PhD degree relevant to the topic
- Proven track record in Systemic Transformation, through scientific publications, research projects, (fundamental and/or applied), and other relevant professional experience.
- At least 10 years of professional experience in the CCSI
- Fluency in English (written and verbal)

2.5.3. Application

Professionals interested in supporting EIT Culture & Creativity Transformation Area are requested to submit the following information via the [application form](#):

- A CV in Europass format (**max, 3 pages**), including an overview of the tenderer's professional background, education, and collaborations.
- A practical use case to demonstrate your capacity in conducting a facilitation session with multistakeholder and challenging contexts. This example of a facilitation process should exemplify the scope, the recipients and their context, how it was structured, what design or artistic tools and techniques were used to address the scope in the execution of the facilitation sessions, what were the results, and how these results have been rendered and fed back to the participants or into the wider context in which the facilitation process was embedded. In addition, it should outline what outcomes were produced by the workshop and how they fit in a wider transformation process (max 3 pages).
- A one-page document with your track record in systemic transformation (research, project, publication etc).

2.6 DESIGNERS, ARTISTS & CREATIVE PRACTITIONERS

2.6.1. The profile of applicants

The individuals we see fit for this role are passionate, curious, and committed professionals from across the cultural and creative sector and industries, ready to engage with systemic challenges and help lead change in their communities and professional contexts. These individuals have:

- Systemic Transformation knowledge (research work, workshops, projects, etc.)
- Great capacity in engaging with people and gathering collective intelligence
- Deep knowledge of the CCSI and how it relates to societal challenges

2.6.2. Requirements

We are looking for experienced designers and artists who can contribute to shaping and delivering multi-stakeholder, participatory processes that foster collaboration across diverse contexts. Ideal candidates are practitioners of systemic transformation, skilled in using artistic, design, and creative approaches to activate collective imagination, support deep engagement, and enable meaningful participation.



- **Mastering artistic, design, or creative practices**, with exceptional form-giving, prototyping, and making skills, aligned with the NEB values of sustainability, aesthetics, and inclusion.
- **Professional experience** in the cultural and creative sector and industries.
- Solid experience in complex teamwork settings and **multi-stakeholder collaborations** (across sectors and disciplines).
- Familiarity with (un)learning frameworks, collaborative problem-solving, and resilience-building methodologies.
- Demonstrated ability to **design, facilitate, and deliver** impact-driven collaborative working sessions, using artistic, design, and creative approaches.
- Proven experience in applying artistic, design and creative practices to **illustrate current complexities**, as well as **to imagine possible futures** and propose **alternative experiential visions** to address the **transformation of systems**.
- **Advanced communication skills**, including the use of one's artistic, design and creative practices to:
 - **Translate** between different logics and disciplines
 - **Share** complex information in trans-disciplinary contexts
- **Advanced storytelling skills** to engage diverse audiences with one's artistic, design, or creative production and **deliver experiential formats**.
- Ability to embed a **global perspective** while ensuring local relevance.
- **A strong motivation, as well as implementation abilities**, to actively put different futures in action and support systemic societal transformation.

2.6.3. Application

professionals interested in supporting EIT CC Transformation Area are requested to submit the following information via the [application form](#):

- A **CV** in Europass format (**max, 3 pages**), including an overview of the tenderer's professional background, education, and collaborations.
- A **portfolio of projects**, illustrating competences and outcomes of the tenderer's practices in processes of societal transformation (e.g. system demonstrators).
The portfolio may include a combination of media (such as text, images, video, audio, or interactive formats) as appropriate to the showcased work.
Up to 5 pages or slides; up to 4 min if videos are submitted.



3. EIT CULTURE & CREATIVITY – BACKGROUND INFORMATION

EIT Culture & Creativity is the institutional partnership dedicated to helping European cultural and creative sectors and industries (CCSI) to become more sustainable, resilient, and competitive.

Launched in 2023 by the European Institute of Innovation and Technology, an EU body, we provide access to funding, knowledge, and tailored support. As part of the largest European innovation network, we build lasting connections between research, industry, academia, and cultural institutions.

Our vision is to fundamentally strengthen the CCSI as a vital force for transformation—economically, socially, and environmentally.

Our mission is to drive responsible growth in and beyond the CCSI through innovation, education, business creation and societal transformation.

Our first focus is on five key areas: architecture, gaming, fashion, audio-visual and media. We support innovators every step of the way to scale their ideas, translate innovation into impact, and redefine what entrepreneurship means today.

We are present across 30 countries, with our HQ in Cologne, and Regional Hubs in Amsterdam, Barcelona, Bologna, Helsinki, Košice, and Vienna — building a powerful ecosystem that transcends silos, sectors and localization.

We believe that culture and creativity are not luxuries, but constitute a critical infrastructure for resilience, renewal and economic growth. Whether you are a creative innovator, a company, a university, a research center, a cultural institution, an investor, a policymaker, a civic leader or someone on a learning journey, we invite you to join us in imagining desirable futures for Europe.

Find out more at www.eit-culture-creativity.eu.

3.1 THE TRANSFORMATION AREA

One of EIT Culture & Creativity pillars of programmes and initiatives is Societal Transformation through the CCSI, alongside Education, Innovation and Business Creation. Synergies with the New European Bauhaus Initiative of the European Commission is a prominent example of the activities under this area.



- The transformation initiatives of EIT Culture & Creativity operate activities to reimagine and innovate the local and regional frameworks that shape the innovation capacity, competitiveness, growth, and transformation of cultural and creative ecosystems, supporting: The further development of the NEB Academy and of the NEB Lighthouse Programmes
- SMEs in Fashion to adopt to NEB principles and transition their practices to circular ones
- Supporting transformative policymaking practices and processes
- Resilience of companies and public institutions in and through CCSI

Driven by the values shared by the NEB of inclusion, beauty, and sustainability, and inspired by the ethos of experimentation, it forges pathways to a better future by addressing the challenges of today's structures and exploring radical new possibilities to innovate and systemically transform the CCSI ecosystem.

This area's work is based on design for systemic transformation, where every action considers its ripple effects across the ecosystem, especially sectors, disciplines, and networks, which usually are working silos, thus missing the capacities of its interconnectedness and knowledge triangle integration.

By blending business and non-profit approaches, EIT Culture & Creativity ensures that culture and creativity have the space and mandate to be catalysts for social cohesion and resilience and transformative change.

4. EIT CULTURE & CREATIVITY – ONGOING TRANSFORMATION PROGRAMMES

The programmes opened for contribution will be constantly updated. This version is dated June 2025.

The experts selected through this Expression of Interest are eligible to be invited to contribute to the following programmes.

4.1 PROGRAMME: TRANSFORMATION AGENTS TRAINING

The Transformation Area of the EIT Culture & Creativity is planning to establish programmes to form agents that have the competences to work in systemic societal transformation; such programmes will have different formats and address a variety of target groups.

In 2025, the EIT Culture & Creativity is setting up the first “Transformation Agents Programme” training.

This training unfolds in different formats, ensuring an engaging, holistic, and practice-based experience that supports diverse learning styles and deep integration of knowledge. These formats are designed to bridge theory and practice, enabling participants to internalise and apply transformative principles in real-world contexts:

- **Interactive lectures:** led by experts in systemic thinking and design for systemic transformation.
- **Workshops and exercises:** hands-on, collaborative activities to apply concepts in real-time and operate in cycles of reflection-on-action.
- **Peer-learning:** structured opportunities for participants to share knowledge and experiences.
- **Mentorship:** one-on-one and group sessions with experienced transformation leaders.



The programme is articulated through different modules, each designed to build upon the last, blending theoretical insights with experiential learning and practical application; together, they guide participants through a progressive journey, from initial exposure to immersive experiences and collaborative sessions, to voluntary deep dives and local implementation, ensuring that transformation agents are equipped not only with knowledge but with the confidence and contextual awareness to catalyse change in their own communities.

The programme has been pre-designed by the Transformation Team and will be coordinated by an external service provider reviewing and preparing the related material for every stage.

4.1.1 Transformation Agent Programme - details

Online introduction to Deep Learning Experiences

This module serves as the starting point for the programme, offering participants an overview of what lies ahead and setting the tone for the upcoming period of immersive and transformative engagement. It begins with an online course introduction and inspiring opening keynotes that frame the urgency and opportunity for systemic change within the cultural and creative sectors. Throughout the programme, participants will have the opportunity to work closely with mentors and coaches who provide personalised guidance, helping them navigate complex ideas, reflect on their own practice, and identify meaningful pathways for transformation. This ongoing support creates a space for deeper individual learning, peer reflection, and continuous development. The module is designed to build a strong foundation for collective inquiry, foster a shared understanding of systemic challenges, and inspire innovative and grounded approaches to problem-solving.

Three-Day intensive course

The three-day intensive course on-site (location to be determined at a later stage, in synergy with a Societal Transformation Pilot) is designed to immerse participants in the principles, practices, and mindset of being a Transformation Agent. Through a combination of collaborative activities, expert-led sessions, and real-world applications, the course equips participants with the tools and confidence needed to drive systemic change in their communities and sectors.

Programme topics

Some of the topics that will be discussed and covered within the full programme are:

1. **Introduction to Transformation Agents**
 - What does it mean to be a transformation agent?
 - What are the skills needed for an agent to successfully implement change.
2. **Understanding Systems Thinking**
 - Basics of systems thinking interconnectedness, feedback loops, and leverage points.
 - Identifying patterns and structures within cultural, social, and economic systems.
 - Practical exercise: mapping the systems participants are embedded in.
3. **Exploring creative transformation**
 - How creativity fuels systemic innovation.
 - Tools and methods for thinking outside conventional frameworks.



- Reframing challenges using creative approaches.
- 4. **Facilitation and leadership skills**
 - How to lead collaborative processes and foster shared ownership of solutions.
 - Developing empathy as a tool for engagement and impact.
 - Role-playing scenarios: navigating resistance and building trust.
- 5. **Co-creation and relationships**
 - Principles of listening and co-creation: bringing diverse voices into the process (including non-human voices).
 - Engaging marginalised or underrepresented communities.
 - Case studies: collaborative transformation initiatives and their outcomes.
- 6. **Designing systemic solutions**
 - Tools for prototyping and testing systemic interventions.
 - Balancing short-term wins with long-term goals.
 - Hands-on workshop: designing a systemic intervention for a real-world issue.
- 7. **Creating a governance action plan**
 - Identifying individual strengths and areas for growth as a transformation agent.
 - Setting goals and milestones for impact.
 - Peer feedback and mentorship: refining action plans in participants' geographies and sectors.
- 8. **Measuring and communicating impact**
 - Tools for tracking progress and evaluating systemic change.
 - Storytelling as a tool for advocacy and mobilisation.
- 9. **Sustaining momentum and building networks**
 - Strategies for staying connected and resilient as a transformation agent.
 - Collaborative session: how to stay sane in complex and messy processes.
 - Closing reflections: sharing insights and committing to next steps.

Local Knowledge Expansion

Upon completing the course, participants will be invited to design and deliver a workshop tailored to the specific needs and dynamics of their local community or sector. This final module serves as a space for applying the knowledge, skills, and insights gained throughout the programme in a grounded, real-world context. The goal is to foster locally driven transformation and create opportunities for knowledge-sharing that resonate with diverse audiences. There is flexibility in how each workshop is shaped, participants are encouraged to adapt the style, scale and format to best suit their community's context, ensuring relevance and accessibility. This step not only reinforces learning but also empowers participants to become active agents of change in their own environments. Importantly, these locally rooted actions connect directly to the development of [Resilience Roadmaps](#) (another parallel initiative by EIT Culture & Creativity aimed at positioning culture as a driving force for resilience) where transformation agents can play a key role in identifying strategies, activating networks, and shaping culture-led responses to systemic challenges.

4.2 THE NEB SYSTEMIC NARRATIVES



The **NEB Systemic Narratives** project, led by EIT Culture & Creativity, addresses the needs to integrate existing networks, where the NEB identified a standing interest of the partners that have been involved in the NEB Lighthouse Projects and other NEB demonstrators, in participating into further activities to explore future impact possibilities. This EIT Culture & Creativity project aims at finding tools to empower the NEB Community towards designing and implementing inclusive and sustainable systemic transformation.

The legacy networks emerging from the Lighthouse Projects, as well as the NEB Community at large, can be engaged by the EIT Culture & Creativity in a process of assessment of implementation possibilities of the strategic plans that each Lighthouse Project and other NEB demonstrators have produced. This process is carried out in synergy with the New European Bauhaus at the Joint Research Centre (JRC), within the frame of the NEB facility, as it bridges research and innovation actions with the roll-out phase.

The EIT Culture & Creativity will explore, in synergy with the NEB and other relevant actors of the NEB Community, in translating the outputs and outcomes of research and innovation work into, for instance, scaling up solutions, or creating capacity building of SMEs and local authorities, or the infrastructure of new educational formats that fill the competence gaps, as well as supporting local public authorities in setting up NEB projects (e.g. innovative procurement).

EIT Culture & Creativity will engage through artistic interventions, physical and digital workshops, design thinking sessions, and sensemaking activities, among others.

4.3 EIT CULTURE & CREATIVITY DEVELOPMENT OF THE NEB ACADEMY

The vision of the NEB Academy is to train, upskill, and re-skill the construction ecosystem to achieve a carbon neutral sector and a beautiful, inclusive, and sustainable transformation of the lived environment. To achieve this mission, EIT Culture & Creativity is supporting in operationalising the vision of the NEB Academy to reach its goals.

EIT Culture & Creativity will contribute to expand the current focus on the skilling of the construction industry, to strengthen and mainstream the NEB approach, facilitating the consolidation of the NEB Academy as a coherent overarching initiative, encompassing both higher and professional education.

Furthermore, the EIT Culture & Creativity will contribute to embedding competence development that capitalises on creative approaches and cultural practices, enhancing social cohesion and resilience in an inclusive and sustainable transformation of the lived environment.

EIT Culture & Creativity serves as the knowledgeable facilitator for the NEB Academy. Capitalising on the work that a number of actors have carried so far, it will contribute to infrastructure the NEB academy bottom-up movement, to achieve a long-term sustainability.

In 2025, EIT Culture & Creativity will carry out a feasibility study, in synergy with all the active actors and explore the conditions and requirements to set up a legal entity for the NEB Academy and its operations.

In this design phase, EIT Culture & Creativity will engage through workshops, design thinking, sensemaking activities, and interconnected activities to deliver an optimal solution.



5. HOW TO BE PART OF THE POOL OF TRANSFORMATION EXPERTS

5.1. ONLINE APPLICATION FORM

Fill in the following online form and upload the requested document:

[Express your interest here](#)

Please note that uncomplete applications will be disregarded.

The EIT Culture & Creativity will retain your data during a period of three years, this pool of experts in Transformation will be used on a regular basis to select the most relevant professional depending on the need of each programme.

5.2. EVALUATION CRITERIA

After the deadline, all applications received will be evaluated with a set of criteria. Please note that applications that do not include the requested list of documents as specified in the paragraph “3. Role and Scope”, and/or not in English, will not be evaluated.

Every application will be evaluated applying the four-eyes principles and considering the below criteria:

Criteria	Details
Professional experience	Aligned with the requirements
Relevant background experience to the programme's requirements	Relevant experience in the selected roles.
Systemic Transformation expertise	Proven documented experience (education background, research work, professional background) in systemic transformation.



5.3. REGISTRATION AND ASSIGNMENT PROCESS

The registration will be valid for 36 months from the date of acceptance.

Please note that registration alone does not guarantee selection for an assignment. However, full registration is mandatory to be eligible for future selections. If you are selected for a specific assignment, EIT Culture & Creativity staff will contact you to confirm your suitability and availability.

Prior to any work assignment you will be issued guidelines covering a description of the tasks, duration, location (remote/physical), total remuneration, and reimbursement/payment methods.

Before applying, please make sure you have read the [Code of Conduct](#) of EIT Culture & Creativity.

Personal data will be processed in accordance with Regulation No. 2018/1725.

5.4. PAYMENT FOR PARTICIPATION

EIT Culture & Creativity will pay a service fee as per the table below:

Type	Task	Fee (€)	Unit	Type of unit	Description
Meeting	Briefing / Onboarding / Coordination	75	1	Hour	
	Facilitator Junior	650	1	Day	Junior Facilitator
Delivery	Facilitator Senior	1100	1	Day	Senior facilitator
	Lecturer	150	1	Hour	Lecturing session
	Trainer	150	1	Hour	Delivering a course
	Designer / Artist / Creative Practitioner	150	1	Hour	Producing output
	Coach / Mentor	150	1	Hour	Coaching session and written summary post session with key actions
	Facilitator Junior	350	1		Preparation of the material, activities,
Preparatory	Facilitator Senior	700	1		Design of the vision and key success factors for achievement
	Lecturer	100	1		Reading and reviewing material to be lectured
	Trainer	100	1		Prepare the course material
	Designer / Artist / Creative Practitioner	100	1		Reviewing context, state of the art, previous (if applicable) works and output
	Coach / Mentor	100	1		Preparation of the session - review of the company & profile - review of prior discussions etc

Please note that EIT Culture Creativity will detail the units and types of fees applicable to the expert when the selected expert will be contacted.

As a matter of transparency, a coach that will deliver an hour of one-to-one session will receive:

- Compensation for preparing the session
- The delivery of the session and written summary of the session

Total compensation: **250 euros**

On a case-by-case basis EIT Culture & Creativity reserves the right to allocate only 0.5 units depending on the expected engagement and duration of the requested expertise.



EIT Culture & Creativity shall pay the selected individual for their work, or part(s) thereof, within thirty (30) calendar days from the date of the invoice acceptance.

Invoices shall be paid electronically by EIT Culture & Creativity to the banking institution/account number provided by the external expert.

EIT Culture & Creativity reserves the right to refuse to provide financial contribution in case of non- performance or poor performance of the work and/or breach of any substantial obligations, including the obligation of confidentiality, and the no conflict of interest declaration.

EIT Culture & Creativity reserves the right to withhold contributions for any report or deliverable required by the appointment letter if it is submitted after the specified deadline.

EIT Culture & Creativity reserves the right to recover any payments made to an expert who breaches the obligations arising from the declarations of confidentiality and no conflict of interest.

5.5 DATA PROTECTION DISCLAIMER

Your personal data will be processed with utmost care by the EIT Culture & Creativity GmbH or its subsidiaries. The said processing will allow us to manage the recruitment of the expressions of interest, selection of framework expert evaluators and rapporteurs, and more specifically:

- To enable you to submit your application and CV to apply for a specific call
- To match your details with potential assignments related to a specific call and to contact you if needed
- To retain your details and notify you about future opportunities similar to the specific role for which you have contacted us
- To answer your enquiries
- You can exercise your data protection rights, writing to hiring@eit-culture-creativity.eu

You may find further information in the full GDPR Compliance privacy note for applicants available here: [GDPR Compliant Privacy Notice](#)