



Recruitment Rules for:

Training for academic staff involved in the implementation of SEA-EU joint study programs or English-language study programs at the University of Gdańsk within the SEA-nergy 2 project.

Title:

Training: Intercultural Communication

Objective:

Training: Intercultural Communication

The above training aims to develop academic teachers' competencies in effective communication and collaboration with students from diverse cultural backgrounds. It prepares participants to conduct classes in multicultural environments, taking into account the differences that may arise.

Form and Duration of the Initiative:

The training will be conducted at the University of Gdańsk by the Center for Teaching Excellence and Tutoring, located at 110 Armii Krajowej Street, Sopot campus (in the building of the Economics Library in Sopot).

Training: Intercultural Communication

Form: in-person (2 in-person sessions)

Duration: 12h

1. 28.11.2025, hour 14:30 - 19:30, person session, room 111
2. 01.12.2025, hour 14:30 - 19:30, person session, room 111

Trainers: dr Magdalena Gajewska, dr hab. Magdalena Żadkowska

Program

- **Fundamentals of Intercultural Competence** (introduction to key concepts: culture, diversity, stereotypes, prejudice, ethnocentrism; identifying potential sources of misunderstanding resulting from differing cultural norms)
- **Academic Communication in a Multicultural Environment** (techniques for clear and understandable communication in English; providing feedback in a motivating, culturally neutral way that aligns with the expectations of students from different countries)
- **Managing Diversity in Student Groups** (recognizing behaviors stemming from cultural differences, e.g., lack of participation, reluctance to criticize, different approaches to teamwork; strategies for building an inclusive and supportive learning environment)
- **Collaboration in International Projects** (organizing group work involving students from various cultures and with different language proficiency levels)

Set of Learning Outcomes (Competencies)

- Recognizing basic concepts related to intercultural competence and their significance in academic and educational contexts
- Communicating effectively in multicultural environments, taking into account linguistic, cultural, and social differences
- Identifying challenges related to diversity in student groups and applying appropriate strategies to support integration, inclusivity, and collaboration
- Collaborating effectively in international teams, using communication tools in an intercultural context
- Reflecting on one's own cultural attitudes, fostering openness, empathy, and respect for differences

Learning Outcomes

1. Knowledge

The training participant:

1.1 Knows basic concepts and theories related to intercultural competence and their significance in the academic context

- 1.2 Understands the mechanisms of intercultural communication and the barriers resulting from cultural differences
- 1.3 Knows strategies for managing diversity in student groups
- 1.4 Has knowledge of principles and best practices for collaboration in international teams

2. Skills

The training participant:

- 2.1 Can analyze communication situations in multicultural environments and adapt communication style to the cultural context
- 2.2 Can identify and solve problems arising from cultural diversity in student groups
- 2.3 Can collaborate effectively in international projects, using communication and team management tools
- 2.4 Can initiate actions that promote integration and inclusivity in the academic environment

3. The training participant

The training participant:

- 3.1 Is open to cultural diversity and demonstrates respect for different values and communication styles
- 3.2 Shows readiness to reflect on personal biases and cultural stereotypes
- 3.3 Acts responsibly and ethically in the context of international collaboration
- 3.4 Supports the creation of an environment conducive to intercultural dialogue and cooperation

Learning Outcome Criteria

Learning Outcomes The training participant:	Verification Criteria The training participant:	Form of Verification
1.1 Knows basic concepts and theories related to intercultural competence and their significance in the academic context	The participant can define concepts such as intercultural competence, cultural identity, ethnocentrism, and cultural relativism.	test
1.2 Understands the mechanisms of intercultural communication and the barriers resulting from cultural differences	The participant identifies typical communication barriers (e.g., differences in communication styles, language, cultural context) and can propose ways to overcome them.	test
1.3 Knows strategies for managing diversity in student groups	The participant can list and describe strategies that support the integration of students from diverse cultural backgrounds.	test
1.4 Has knowledge of principles and best practices for collaboration in international teams	The participant can identify key factors influencing effective collaboration in international teams (e.g., clear communication, role distribution, cultural awareness).	test
2.1 Can analyze communication situations in multicultural environments and adapt communication style to the cultural context	The participant proposes appropriate communication strategies tailored to the cultural context of the interlocutor.	test
2.2 Can identify and solve problems arising from cultural diversity in student groups	The participant identifies potential sources of conflict or misunderstanding in a multicultural group and proposes specific actions or solutions to support integration and collaboration within the group.	test
2.3 Can collaborate effectively in international projects, using communication and team management tools	The participant plans project activities taking into account cultural and linguistic differences, and identifies tools (e.g., online platforms, teamwork methods) that support effective international collaboration.	test
2.4 Can initiate actions that promote integration and inclusivity in the academic environment	The participant presents proposals for educational or organizational activities that support the integration of students from diverse cultural backgrounds.	test
3.1 Is open to cultural diversity and demonstrates respect for different values and communication styles	The participant is able to identify behaviors that foster relationships based on mutual respect in multicultural environments.	test
3.2 Shows readiness to reflect on personal biases and cultural stereotypes	The participant can recognize their own beliefs and potential stereotypes and discuss their impact on intercultural relations.	test



3.3 Acts responsibly and ethically in the context of international collaboration	The participant can identify ethical principles applicable to teamwork in international settings and make decisions considering cultural differences and shared responsibility for outcomes.	test
3.4 Supports the creation of an environment conducive to intercultural dialogue and cooperation	The participant proposes actions or initiatives that support intercultural dialogue and cooperation in the academic environment.	test

REQUIREMENTS FOR THE INITIATIVE

Participants

To apply for the initiative, the candidate must have an active employment status at the University of Gdańsk on the date of the recruitment process and the scheduled initiative. Individuals applying for recruitment must not be on any type of leave during the application or implementation of the initiative. The training organizers invite employees involved in joint study programs or English-language study programs at the University of Gdańsk.

Priority in recruitment is given to individuals participating in joint SEA-EU programs.

Under involvement in the implementation of SEA-EU joint study programs at the University of Gdańsk, the following are understood:

- Conducting classes in English
- Co-creating educational programs
- Collaborating in the development of teaching materials
- Providing academic supervision for students
- Organizing short-term mobility programs
- Evaluating and developing study programs

Under involvement in English-language study programs at the University of Gdańsk, the following programs are understood:

- Chemistry with a specialization in Digital Chemistry
- International Business
- Logistics and Mobility
- Cultural Communication
- Criminology and Criminal Justice
- Quantum Information Technology
- Finance and Accounting with a specialization in Financial Analysis
- Finance and Accounting
- Informatics and Econometrics with a specialization in Business Informatics Management
- Tourism and Hospitality
- Global Studies
- Marine Biotechnology
- Others that may be created during the course of the project

In the case of an online course, participants are required to have access to the Internet and a computer with a functioning audio system (speakers/headphones and microphone), a camera, and meet the requirements of the Microsoft Teams application.

Recruitment

Each person applying for the recruitment process is required to complete a special registration form: [2. Formularz rejestracyjny/Registration form - NAWA Szkolenie/Training: – Wypełnij formularz](#)

The form must be completed and submitted by **November 16, 2025**.

The number of places available for the training is **limited to 12 participants**.



To be eligible for the training, participants must complete the application form and achieve the highest number of points (according to the ranking list).

Participants selected for the training are required to complete:

1. An electronic pre-test to assess their level of knowledge and skills related to the training topic before starting the course
2. Registration on the NAWA platform to confirm their eligibility for the project – detailed instructions will be provided after the recruitment results are announced

Order

Recruitment is conducted in accordance with the [horizontal principles](#). If support is needed during the recruitment process for persons with disabilities or special needs, please contact the task coordinator at seaenergy2.0@ug.edu.pl.

Recruitment Criteria

1	Formal Criteria	Met
	Employment status at the University of Gdańsk	
	Complete application	
	Involvement in the implementation of SEA-EU joint study programs or English-language study programs at the University of Gdańsk	
2	Substantive Criteria	Scoring
	Involvement in English-language study programs at the University of Gdańsk	0/1
	Involvement in the implementation of SEA-EU joint study programs in 1 area	0/2
	Involvement in the implementation of SEA-EU joint study programs in 2 to 4 areas	0/3-5
	Involvement in the implementation of SEA-EU joint study programs in more than 4 areas	0/6

Recruitment Results

The committee responsible for verifying and evaluating applications is required to prepare a ranking list divided into:

- a list of qualified participants,
- a reserve list,
- and a list of applicants who do not meet the criteria.

All individuals participating in the recruitment process will be informed of the results individually via email by **November 18, 2025**.

The list of selected participants will also be available on the SEA-EU Offer webpage.

SUPPORT RULES

Participation in the training is free of charge for qualified employees of the University of Gdańsk who meet the criteria.

Pre-training documentation

Participants qualified for the training are required to complete:

- An electronic pre-test to assess their level of knowledge and skills related to the training topic before starting the course
- Registration on the NAWA platform to confirm the participant's eligibility for the project

Post-training documentation

Participants who complete the training are required to:

- Complete an electronic post-test that measures the level of knowledge and skills after the training has ended.

Completion of Training

Participants who complete the training with at least 70% attendance will receive a certificate of



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participation.

Participants who demonstrate an improvement in competencies based on the test results will receive a certificate of competence enhancement.

For all participants:

Verification of learning outcomes includes completing a post-test, in which the participant must score higher than on the pre-test to receive the competence enhancement certificate.

Both tests are conducted remotely via the Microsoft Forms application.

Contact for Coordination: seaenergy2.0@ug.edu.pl

Completion of one of the trainings organized within the SEA-nergy 2 project is one of the conditions for participating in the recruitment process for teaching mobility programs organized in the subsequent stages of the SEA-nergy 2 project.

The initiative is implemented as part of the project “Support for synergistic and complementary activities of the SEA-EU 2.0 project – SEA-nergy 2”, which is part of the NAWA program “Support for European University Alliances”, funded by the European Funds for Social Development.