



IMI CMTP Application Form

Annex – Mediator Trainer Development Program

1. Criteria and Qualification

- **Defining Assessor Qualifications:** Ensuring compliance with Brazilian mediation law and requiring extensive mediation practice and professional experience.
- **Professional Experience:** Minimum 5 years in legal practice or mediation.
- **Training Completion:** Must have completed at least one recognized mediation training program.
- **Mediation Practice:** At least 120 hours of documented practice.
- **Screening and Evaluation:** Verify qualifications and experiences through competency assessments and interviews focusing on legal knowledge, ethical considerations, and conflict resolution strategies.

2. Selection

- **Application Process:** Candidates meeting the qualifications can apply to become a trainer.
- **Interviews:** Selected candidates will be interviewed by EMA/CR-C to assess their commitment, understanding of mediation processes, and suitability for training roles.

3. Coaching and Development

- **Initial Coaching:** Once selected, trainers undergo a comprehensive coaching process by experienced EMA/CR-C trainers. This includes learning the specific objectives and effective facilitation techniques of the Mediation Skills program.



- **Observation and Mentorship:** New trainers will observe and be mentored by seasoned trainers such as Luciana Drimel Dias and Bruce Edwards.
- **Co-Training Requirement:** New trainers co-train with senior trainers for at least two sessions or until they are deemed competent as mediation trainers by EMA/CR-C standards.

4. Ongoing Development and Requirements

- **Continual Engagement:** To maintain their status on the EMA/CR-C Panel of trainers, trainers must participate in at least one training session annually. This ensures they remain updated on the latest practices and maintain their skills.

5. Performance Review and Feedback

- **Regular Assessments:** Trainers undergo periodic evaluations to assess their facilitation skills and effectiveness in delivering the training program.
- **Feedback Mechanism:** Feedback from training sessions is used to continually improve training skills and adapt program content to meet participant needs effectively.

This comprehensive framework ensures that trainers are not only highly qualified but are continuously developing to provide high-quality mediation training reflective of both Brazilian legal standards and international best practices.