



International Mediation Institute

PROFESSIONAL MEDIATION WORLDWIDE
Promoting Consensus and Access to Justice
www.IMImediation.org

Somediars

IMI QUALIFYING ASSESSMENT PROGRAM

Introduction & Background

Center for promotion of mediation and alternative dispute resolution (SOMEDIARS) (<http://www.somediars.ru>) with the Institute of legislation and comparative law with the Government of the Russian Federation (<http://www.izak.ru>) is created as a forum and scientific center for ADR specialists.

The Center is formed as a national certification center for voluntary certification of the mediator training centers, training programs and Russian-speaking specialists who have completed their training in mediation and mediation advocacy.

SOMEDIARS is a scientific methodological information center. Its goal is to coordinate interaction, encourage exchange of experience and information between the centers of ADR created on the territory of the Russian Federation, CIS countries, other foreign States as well as centers set up by national and international non-governmental organizations.

OUR TEAM

- Dr. Natalia G. Doronina – Member of the Panel of Mediators in Conciliation Proceedings at the Chamber of Commerce and Industry of Russia (<http://www.tpprf-arb.ru/en/kp>) – Head of the Center;
- PhD in law Natalia I. Gaidenko Schaer – arbitrator of the International Commercial Arbitration Court at the Chamber of Commerce and Industry of Russia (<http://www.tpprf-mkac.ru/en>), Member of the Panel of Mediators in Conciliation Proceedings at the Chamber of Commerce and Industry of Russia ([QAP-SOMEDIARS.docx](#)), mediator, trainer – Deputy Head of the Center.
- Dr. Natalya G. Semilyutina – arbitrator of the International Commercial Arbitration Court at the Chamber of Commerce and Industry of Russia (<http://www.tpprf-mkac.ru/en>);
- Ekaterina A. Smolyannikova – Member of the Panel of Mediators in Conciliation Proceedings at the Chamber of Commerce and Industry of Russia (<http://www.tpprf-arb.ru/en/kp>), mediator, trainer.

1. Mediator Experience

The Qualifying Assessment Program (QAP) must include a methodology for ensuring that Applicants have demonstrated to the satisfaction of the Program's Assessors a substantial level of experience as a mediator. The QAP must include clearly identified criteria on this requirement.

Applicants for SPIDR qualification must satisfy three key conditions as follows:

Explanation of Organisations' methodology:

Assessment will be based on written material, role-play or live action evaluations, other suitable methods, or any combination, and may include videotaped and online assessments, interviews, self-assessments, peer reviews, user feedback and other in-practice skills evaluations. Assessors shall be experienced in teaching mediation and ADR skills/practicing mediation. Methodology is described in Annex A (Annex A SOMEDIARS QAP ENG 18 02 2014).

Stated requirement for a minimum level of experience:

Two levels of assessment are available for the applicants: (1) SOMEDIARS Accredited Mediator for new mediators seeking to obtain confirmation of their professional qualities; (2) IMI Certified Mediator for experienced mediators seeking for recognition of their skills on the international level.

To become **SOMEDIARS Accredited Mediator**, the applicant shall be fluent in Russian and have the experience of at least three mediations performed within the 3 years preceding the date of application (proven with feed-back from the participants/users and/or for court-connected mediations: direct reference to the name of mediator in the publicly accessible text of judgment or other documentary evidence).

To become an **IMI Certified Mediator**, the applicant shall be experienced mediation practitioner having performed at least 20 mediations or the total of 200 mediated hours within the 3 years preceding the date of application (proven with feed-back from the participants/users and/or for court-connected mediations: direct reference to the name of mediator in the publicly accessible text of judgment or other documentary evidence).

Each applicant shall be required to adhere to a Code of Ethics.

2. Mediation Knowledge

The QAP must include a methodology for determining that Applicants have demonstrated a strong understanding of general mediation theory and practice which may be based on written tests, essays, reports, theses interviews and/or other testing platforms.

Methodology and criteria for determining that applicants have demonstrated a strong understanding of general mediation theory and practice are described in Annex A. In particular:

Each applicant shall be required to provide a Certificate of completed professional education in the field of mediation (at least 120 hours) (Russia) or equivalent of such training certificate in the other jurisdiction with the average assessment “good” or “excellent”; the criteria can be met through combining several mediation training courses or in one course.

Each applicant should submit self-assessment summary (drawn by the mediator on the basis of his/her experience in the free form and describing strengths, moments requiring improvement, measures taken and results).

Each applicant shall hold a 15-30 minutes interview with the assessor(s). This interview may subsequently be supplemented with a multiple-choice test on understanding of ADR theory.

3. Mediator Skills

The QAP must include a methodology for the evaluation of candidates’ performance in terms of the occurrence and effectiveness of mediation process and mediation techniques, against high competency benchmarks. The Evaluations/Assessments may be based on roleplay or live action assessments, and may include videotaped and online assessments such as web dramas, self-assessments, interviews, peer reviews, user feedback and other in-practice skill evaluations.

Skills of the applicant shall be tested during an interview with the panel of assessors appointed by the Center and during a role-play of at least 45 minutes (to become SOMEDIARS Accredited Mediator) or at least 60 minutes (to become IMI Certified Mediator). Methodology is described in Annex A.

4. Program Transparency

The benchmarks and criteria applied by the QAP must be published and be openly accessible on the organization's website. Details of all approved programs will be listed on the IMI web portal www.IMImediation.org and will include a direct link to the credentialing organizations' websites.

The benchmarks and criteria shall be published and openly accessible on our organization web-site www.somediars.ru

5. Program Integrity

Each Assessor must have substantial experience of assessing the performance of mediators. At least one of the Assessors on each Program must be independent of the QAP.

Assessors shall be:

- Fluent in Russian;
- Possess considerable (at least 1 year) experience in teaching mediation and/or ADR related subjects in reputed educational institutions and have published mediation-related article(s) (at least 12 000 words) in a leading peer-reviewed dispute resolution journal (on-line included) or authored an extensive study on ADR accepted as recommended reading for training of mediators;
- AND/OR
- Attested as trainers-mediators pursuant to the laws of their respective countries of residence;
- AND/OR
- Experienced mediation practitioners having performed at least 20 mediations or the total of 200 mediated hours within the 3 years preceding their inclusion into the panel.

At least 2 QAP Assessors in each panel of 3 shall be required to be independent of (a) our organization and (b) organization where applicant got his/her training as mediator. At least one assessor in each panel shall be an experienced mediation practitioner.

6. Ongoing Monitoring of Program

The QAP must include a process for the ongoing monitoring of the performance and practice of the Assessors. IMI will liaise closely with all recognised program organizers to maintain a sustainable quality control system.

Assessors shall remain on the list as long as they practice either as trainer, research

fellow or mediator and show evidence of at least 30 hours of continuous professional development training taken or taught within each 2 years (participation in international conferences/lecturing on ADR subjects in the educational institutions/ training the teams for international mediation competitions).

Information exchange and terms of IMI monitoring shall be subject to the terms and conditions agreed with IMI.

7. Commitment to Diversity

The QAP must be accessible on an equal basis to experienced mediators regardless of their professional affiliations, gender, race, ethnicity, age, religion, sexual orientation or other personal characterization.

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8. General Information

Organization's full legal name:

Center for promotion of mediation and alternative dispute resolution (SOMEDIARS) of the Institute of legislation and comparative law at the Government of the Russian Federation.

In what year was the organization formed and under the laws of what country?

Center was created in the Institute in 2011 under the laws of the Russian Federation.

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