INFO SESSION

JUNIOR PROFESSIONALS PILOT PROGRAMME 2018

DG HUMAN RESOURCES AND SECURITY
PERFORMANCE THROUGH PEOPLE
ADAPTING THE COMMISSION EMPLOYMENT OFFER

The European Commission started a reflection on how to respond to future challenges, both in terms of resources and people.

- **Attract & Retain** the best people from across the EU
- **Be competitive** on the national and international job market
- **Address the organisation's strategic objectives**
- **Respond to candidates' expectations**
- **Contribute to a balanced composition of staff**
Experience different aspects of the organisation
Internal mobility (2 services) +
Short term external mobility

Encourage a silo-breaking approach and promote a Commission spirit among participants
Joint activities, networking

Develop skills and knowledge needed by the organisation
L&D program, career guidance based on the existing offer

Test an alternative recruitment path of junior officials fed by the pool of internal junior talents
Access to an internal competition at the end of the programme

Talent Management Strategy and the upcoming Communication on an attractive Commission
**KEY ELEMENTS**

**Target population**
- Internal pool of junior talents
- Blue book trainees
- Contract agents, FG IV
- Temporary agents AD
- AD officials

**Eligibility**
- Max 3 years of professional experience (accumulated in the 5 years preceding the call)
- General conditions SR, CEOS
- CBT test

**Engagement**
- 2 years TA contract, AD5 level
- TAs → **prolonged** where needed
- AD → **No change**
**KEY ELEMENTS**

**Participants**
- 40 Junior Professionals (JP)

**Year 1**
- **Internal mobility**
  - 2 x 6-month assignments in 2 DGs
- **L&D programme**
  - managed by the European School of Administration (EuSA)

**Year 2**
- **Work in the DG of origin**
- Short-term external mobility
- Internal competition
JPP pilot IS NOT...

A way for large scale establishment of CAs, TAs, etc. (40 JPs)

A solution to all existing challenges in the area of HR management

A replacement of EPSO competitions

A tool for AC or AST career management. (Certification, mobility exercises, new CA GIPs, internal competition)

A shortcut to become European civil servant without a credible selection (Candidates already selected, CBT for all. Selection committee, open internal competition)

Giving privileged access to L&D and career management (based on existing offer for all staff)
Ex. SELECTION OF BLUE BOOK TRAINEES

First check based on the key criteria of eligibility: studies and languages

Ca. 15,000 candidates

2,000 candidates

Preselection made internally by hundreds of voluntary selectors.

The profiles are anonymous and verified at least twice each. + control of documents

The "Virtual Blue Book" is created and DGS can consult it and select the candidate who interests them.

Around 400 postings in the Commission

40 JP

Pre-selection by DGs (max 5 candidates)

CBT test

Selection panel interview

Internal competition not reserved for JPP

> 40 JP
SELECTION PROCESS

1. APPLICATION

Call for expression of interest (8 – 19 June)
- EPSO account (motivation + CV)
- Info sessions and communication activities to target audiences before and during the application process

2. SELECTION OF THE CANDIDATES IN ACCORDANCE WITH THE QUOTAS

Selection by DGs and Services (25 June – 5 July)
- Up to 5 candidates (depending on the DG/Service size) from at least 2 different categories, where appropriate + jobs (two consecutive six months assignments)
- Performance on the job, evaluation from HoU / traineeship mentor
3. SELECTION PROCEDURE

CBT test (26 July)
Candidates will be invited by EPSO on a single test day in Brussels/Luxembourg for CBT testing, unless they already succeeded in a CBT reasoning test

Invitation to panel interview (By 31 August)
Eligible candidates identified by DGs, provided they have succeeded in a CBT reasoning test

DG HR Eligibility check (By the end of September)
Years of professional experience

4. SELECTION PANEL

Selection panel (5 – 21 September)
- Will select 40 YPs on the basis of: (I) CV; (II) motivation; (III) DG evaluation and (IV) selection interview
- Will propose the 2 work assignments of 6 months for the candidates on the basis of the interest of the service
COMPUTER-BASED TESTS

BOOKING AND TESTING

BOOKING
13 – 20 JULY 2018

TESTING
26th of JULY 2018
In Brussels and Luxembourg (as per agreement with DG HR)
COMPUTER-BASED TESTS

CBT ITEM BANK : PROFESSIONAL PSYCHOMETRIC TESTING

All MCQs provided by specialised companies

Rigorous internal quality control:

- Re-usability of MCQs allows for optimal calibration (difficulty grading)
- Translation process fully internalised (> DGT)
- In-depth item performance analysis to prevent adverse impact, namely in terms of gender, citizenship and age
# COMPUTER-BASED TESTS

## CBT TEST PORTFOLIO

<table>
<thead>
<tr>
<th>Tests</th>
<th>Language</th>
<th>Questions</th>
<th>Duration</th>
<th>Marking</th>
<th>Pass mark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Verbal reasoning</td>
<td>Language 1</td>
<td>20 questions</td>
<td>35 min</td>
<td>Out of 20</td>
<td>10/20</td>
</tr>
<tr>
<td>Numerical reasoning</td>
<td>Language 1</td>
<td>10 questions</td>
<td>20 min</td>
<td>Out of 10</td>
<td>Combined pass mark 10/20</td>
</tr>
<tr>
<td>Abstract reasoning</td>
<td>Language 1</td>
<td>10 questions</td>
<td>10 min</td>
<td>Out of 10</td>
<td>10/20</td>
</tr>
</tbody>
</table>

*Difficulty grading* is equivalent to **FG IV** (CAST)

*Results* communicated via EPSO Account in **August**
Whilst European countries have a long way to go before they reach the obesity levels so apparent in the USA (where 31% of the population is considered obese), there is a clear trend for average weight to be on the increase in Western Europe. More worryingly, the rate of increase is also accelerating, especially amongst children. Whilst the debate as to whether governments have the right to influence lifestyle is still ongoing, the EU has nonetheless taken an active involvement, launching the European Platform for Action on Diet and Physical Activity. This brings together key decision-makers working in the food, retail, catering, and advertising industries, with the main aim of ensuring that all foods sold in Europe have labels that clearly display the nutritional content.

Which of the following statements is correct?

a) The EU’s European Platform for Action on Diet & Physical Activity is a body which takes its members from a number of different stakeholder groups
b) Food labelling is expected to lead to a slowdown in the growth of obesity in Europe
c) Children seem to be more prone to obesity than adults
d) Most people feel that a government has a responsibility for its citizens’ health
The working population makes up what percentage of Sweden's total population?

- A. 45.3%
- B. 47.6%
- C. 49.4%
- D. 52.2%
- E. Cannot say
From the options available, please choose which diagram would come next in the series:
Eligible candidates must:

- meet the general conditions set out in the SR and the CEOS;
- work for the European Commission in one of the positions set out in the call;
- have the necessary level of education;
- have the maximum professional experience required.
ELIGIBILITY

GENERAL CONDITIONS SET OUT IN THE SR AND THE CEOS

• Be a **national** of one of the Member States of the Union,
• Enjoy **full rights** as a citizen;
• Have fulfilled any obligations imposed by the laws concerning **military service**;
• Produce **appropriate character** references as to suitability for the performance of duties (extract from the criminal record);
• Be **physically fit** to perform duties.
ELIGIBILITY

WORK AT THE EUROPEAN COMMISSION AS ONE OF THE FOLLOWING

Blue book trainee for the session March – July 2018; or
Contract agent in function group IV; or
Temporary agent in function group AD; or
Official in function group AD.
ELIGIBILITY

REQUIRED LEVEL OF EDUCATION

Completed university studies of at least three years;

or

Professional training of an equivalent level
(where justified in the interest of the service)
ELIGIBILITY

PROFESSIONAL EXPERIENCE

Maximum period: 3 years;

Reference period: the 5 years preceding the call;

Experience that counts: after the diploma giving access to the call was awarded.
YEARS OF PROFESSIONAL EXPERIENCE

Professional experience must be (Decision C(2013) 8970):
- duly certified (original documents);
- connected to the areas of activity of the Commission;
- remunerated.

Work during further studies (Masters', PhD etc.) counts:
- if above conditions met;
- at the rate determined according to the actual number of hours worked as compared to a full-time (must result from the certificates provided).
THE TRAINING PROGRAMME

SELF-AWARENESS AND SELF-DEVELOPMENT

One week residential programme

Coaching or mentoring
THE TRAINING PROGRAMME

TEAM SPIRIT AND GROUP DYNAMICS

Group project

Co-development
THE TRAINING PROGRAMME

EU CONTEXT AWARENESS

Visits and conference

High-level speakers
THE TRAINING PROGRAMME

SKILLS DEVELOPMENT COURSES
**TIMELINE**

8 – 19 JUNE

Application

25 JUNE – 5 JULY

Pre-selection by Directorates General

26 JULY

CBT testing: In Brussels or Luxembourg

5 – 21 SEPTEMBER

Selection panel interview
Thank you for your attention

Any questions?