



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**



OBJECTIVES

Talent Management Strategy and the upcoming Communication on an attractive Commission

Experience different aspects of the organisation

Internal mobility (2 services) +
Short term external mobility

Develop skills and knowledge needed by the organisation

L&D program, career guidance based on the existing offer



Encourage a silo-breaking approach and promote a Commission spirit among participants

Joint activities, networking



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



KEY ELEMENTS



Target population

Internal pool of junior talents

Blue book trainees
Contract agents, FG IV
Temporary agents AD
AD officials

30

10



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**



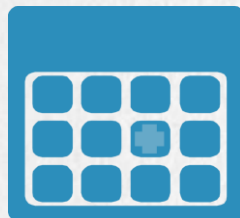
KEY ELEMENTS



Participants

40

Junior Professionals (JP)



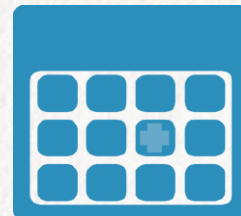
Year 1

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)

Giving privileged access to L&D and career management (based on existing offer for all staff)

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)

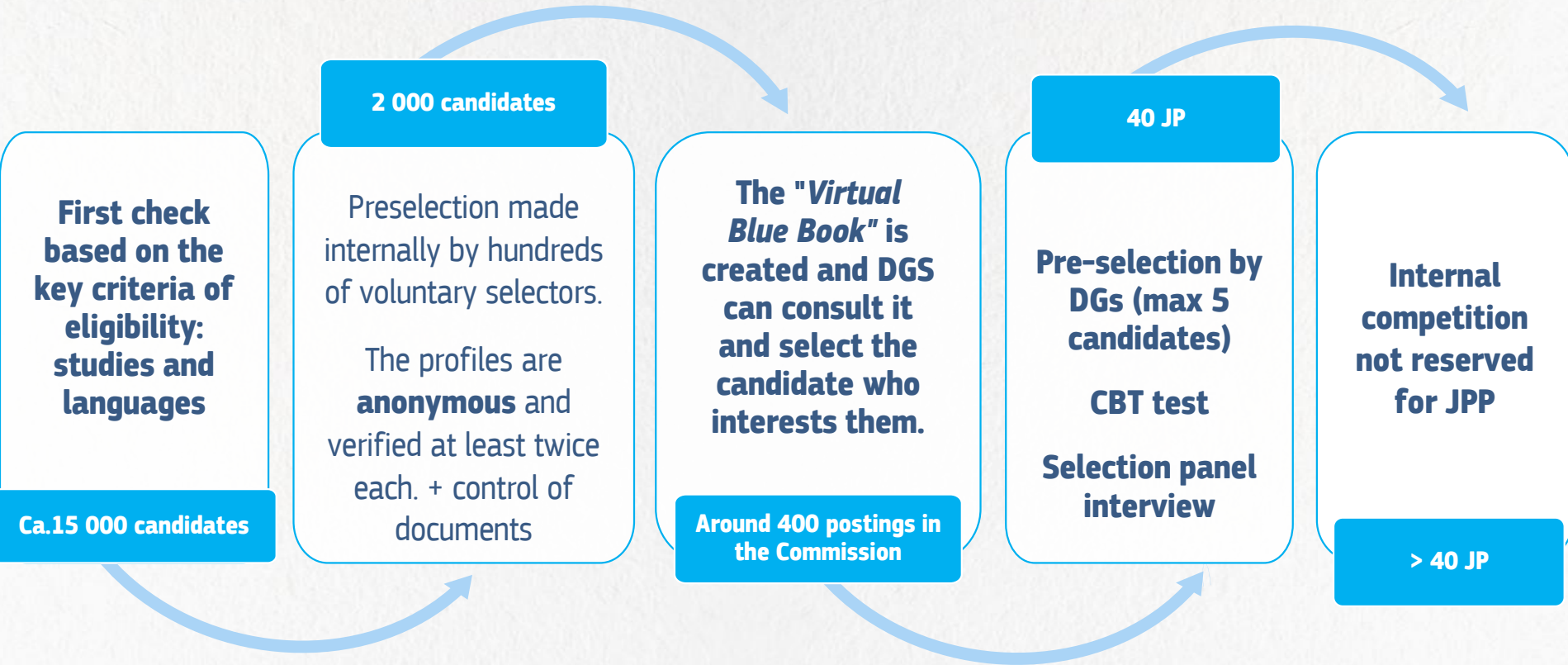
A shortcut to become European civil servant without a credible selection (Candidates already selected, CBT for all. Selection committee, open internal competition)

Ceci n'est pas





Ex. SELECTION OF BLUE BOOK TRAINEES





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



SELECTION PROCESS

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

Tests	Language	Questions	Duration	Marking	Pass mark
Verbal reasoning	Language 1	20 questions	35 min	Out of 20	10/20
Numerical reasoning	Language 1	10 questions	20 min	Out of 10	Combined pass mark 10/20
Abstract reasoning	Language 1	10 questions	10 min	Out of 10	

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

Results communicated via EPSO Account in **August**



COMPUTER-BASED TESTS

VERBAL REASONING TEST (VR)

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



COMPUTER-BASED TESTS

NUMERICAL REASONING TEST (NR)

Gross Domestic Product (GDP)					
	GDP (in million €)	GDP per capita (in €)	Working population (million)	Unemployment rate (percentage of the working population)	Female/male unemployment ratio
Netherlands	480 000	30 000	7.53	5.9%	1.63
Belgium	305 000	29 500	4.75	12.0%	1.26
Austria	248 000	31 000	3.45	4.5%	0.97
Portugal	189 000	18 000	5.48	6.5%	1.60
Sweden	240 000	26 600	4.46	5.6%	1.25

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

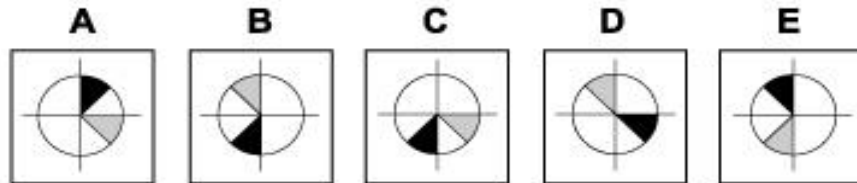
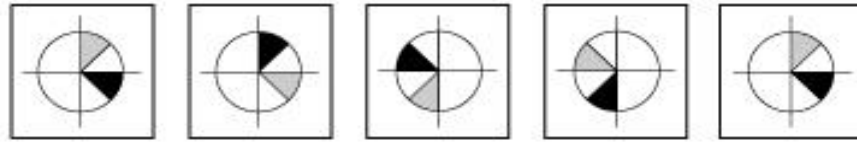




COMPUTER-BASED TESTS

ABSTRACT REASONING TEST (AR)

From the options available, please choose which diagram would come next in the series :





ELIGIBILITY

ON 19 JUNE 2018

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.



ELIGIBILITY

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).

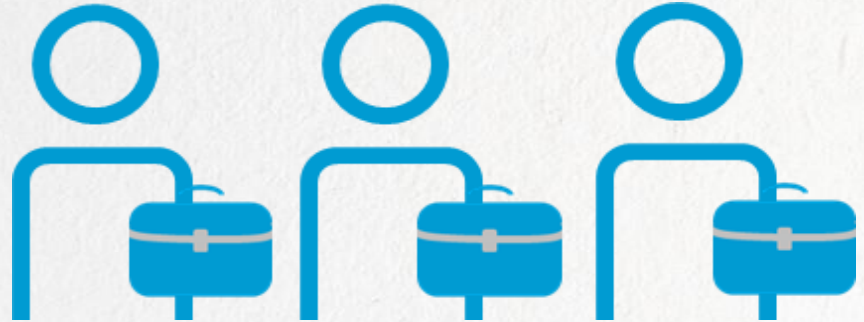


THE TRAINING PROGRAMME

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?