
The EU needs you!

London

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**David Bearfield, Director,
European Personnel Selection Office**



The need for change

- Significant staff turnover in EU Institutions for the next decade;
- Need to compete successfully in the « war for talent »;
- Major overhaul of outdated and slow selection process.



British situation in the European Institutions

European Commission: 32140 members of staff:

1463 (4.6%) are British

Council: 3549 members of staff:

145 (4.1%) are British

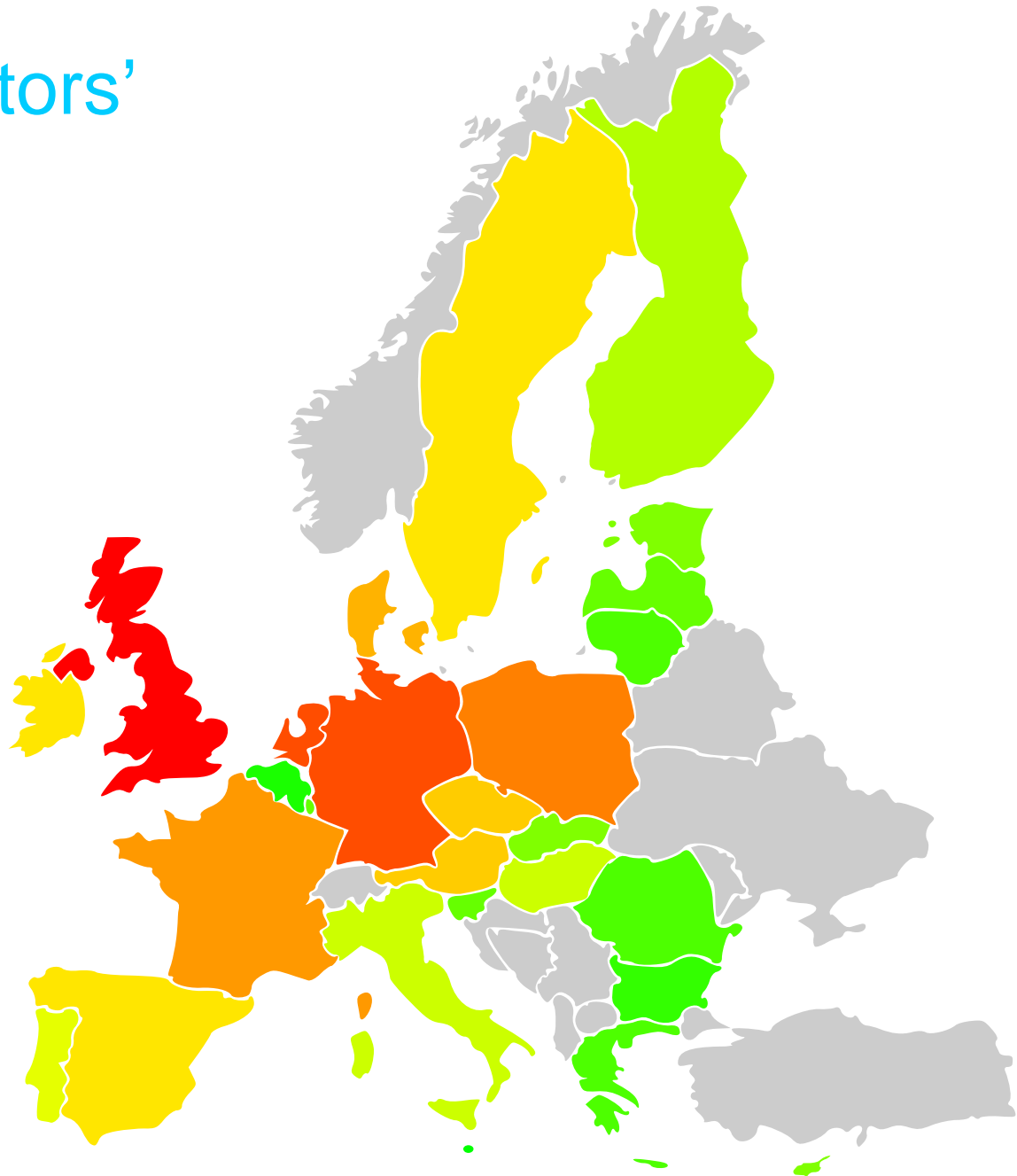
UK made up only 1.44% of applicant pool for the 2010 administrator cycle - compared to 12.28% of EU total population.



2010 Administrators' competition: Participation by Member State

Green = most highly represented

Red = least represented



Participation by nationality

New selection procedures for new times

Recruitment by open competition on an annual basis:

- March: Graduate Administrators;
 - July/August: Linguists (translators/interpreters);
 - December: Assistants;
 - During the year: Specialist jobs.
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- Speeding up selection procedure from 16 months to between 5 and 9 months.



A new way of testing

- Fundamental shift from testing knowledge to testing competency;
- 2-stage selection process for graduate administrators:
 - Computer-based pre-selection tests;
 - Introduction of Assessment Centres.



We are looking for people who

- Are highly skilled, resilient and motivated to succeed, learn and develop;
- Have a desire to make a difference and who can and want to help shape Europe and the world;
- Enjoy working in multicultural teams;
- Deliver results;



A 7+1 Competency framework

For all grades:

- Analysis and Problem Solving;
- Communicating;
- Delivering Quality and Results;
- Learning and Development;
- Prioritising and Organising;
- Resilience ;
- Working with Others;

For AD grades:

+ Leadership



Typical jobs

Lawyer linguists

Macro-economic analysts

Translators

Policy officers
- all EU policy from climate change,
to the recession and many more!

Delegations all over the world!

Desk officer for different countries

Interpreters

Multilingual PA

Scientists
Lawyers



Winning the war for talent

- Improve employer image of the EU;
- A new employer brand;
- Making the EU more relevant to today's job seekers;
- More efforts to achieve better geographical balance, and to attract people with disabilities, as well as people from different ethnic backgrounds.



Branding



- The EU Careers visual identity is available for use by all EU Institutions and agencies- as well as YOU, our partners in Member States' governments.

Web 2.0

EU Careers Facebook page now has over 20,000 fans.



- For info: the revised EPSO logo will be used for office and administrative purposes.



EU Careers Ambassadors

- **Pilot programme to raise awareness of EU Careers amongst students.**
- **The ‘Ambassadors’ will receive a training session in Brussels to help them know how to promote EU Careers to their peers.**
- **Being tested at 18 Universities in 6 of the countries where we still struggle to get an appropriate number of applicants.**
- **For the UK: Oxford, Cambridge, St Andrews, Durham and King's College, London.**

