



SHAPING EUROPE TOGETHER

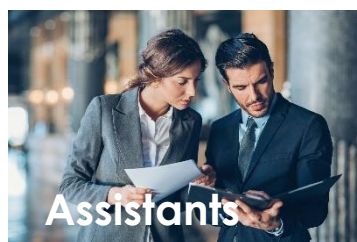
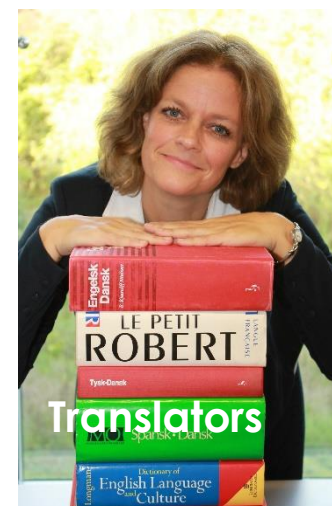
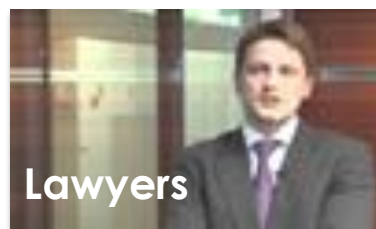
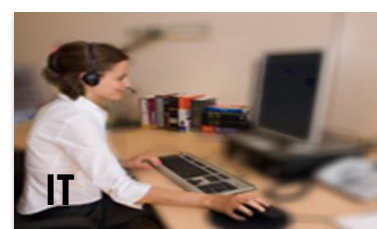
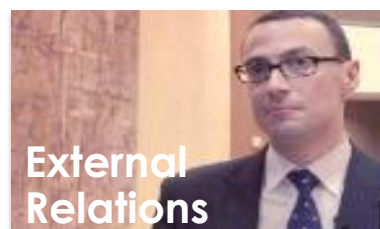
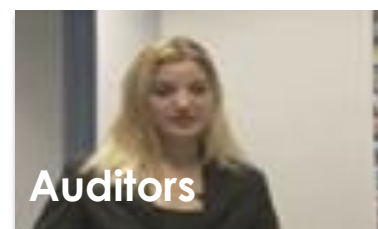
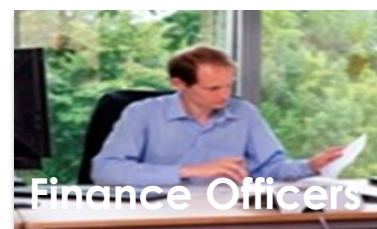


Career opportunities with the European Institutions and EPSO selection procedures

Where can an EU career lead?



Profiles



Who are we looking for?



**EU
citizens**

**Minimum of 2
EU languages**

**Working in
multicultural
teams**

**Graduates +
Non-graduates**

What do we offer?

**Interesting &
challenging
work**

**International
working
environment**

Travel

**Shaping
Europe
together**

What do we offer?

**Personal
development,
training courses**

**Job
mobility**

**Work-life
balance**

**Well-being
initiatives**

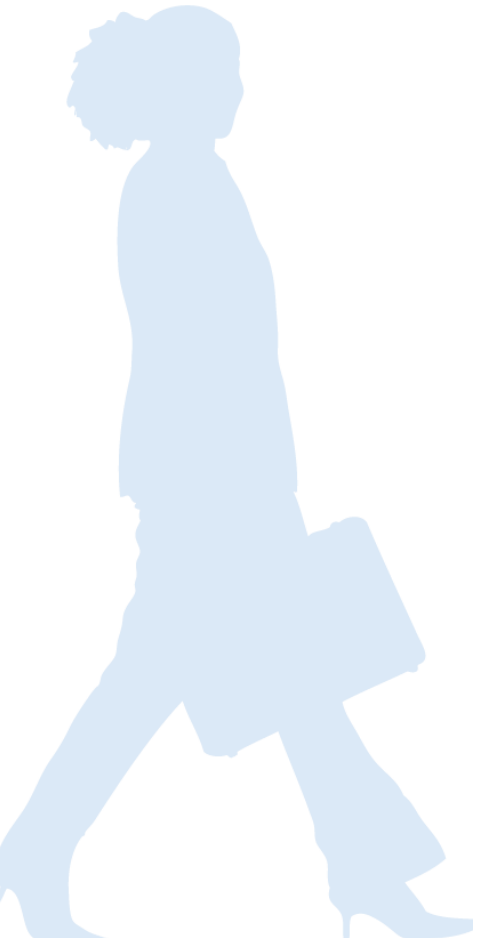
What do we offer?

Compensation & benefits

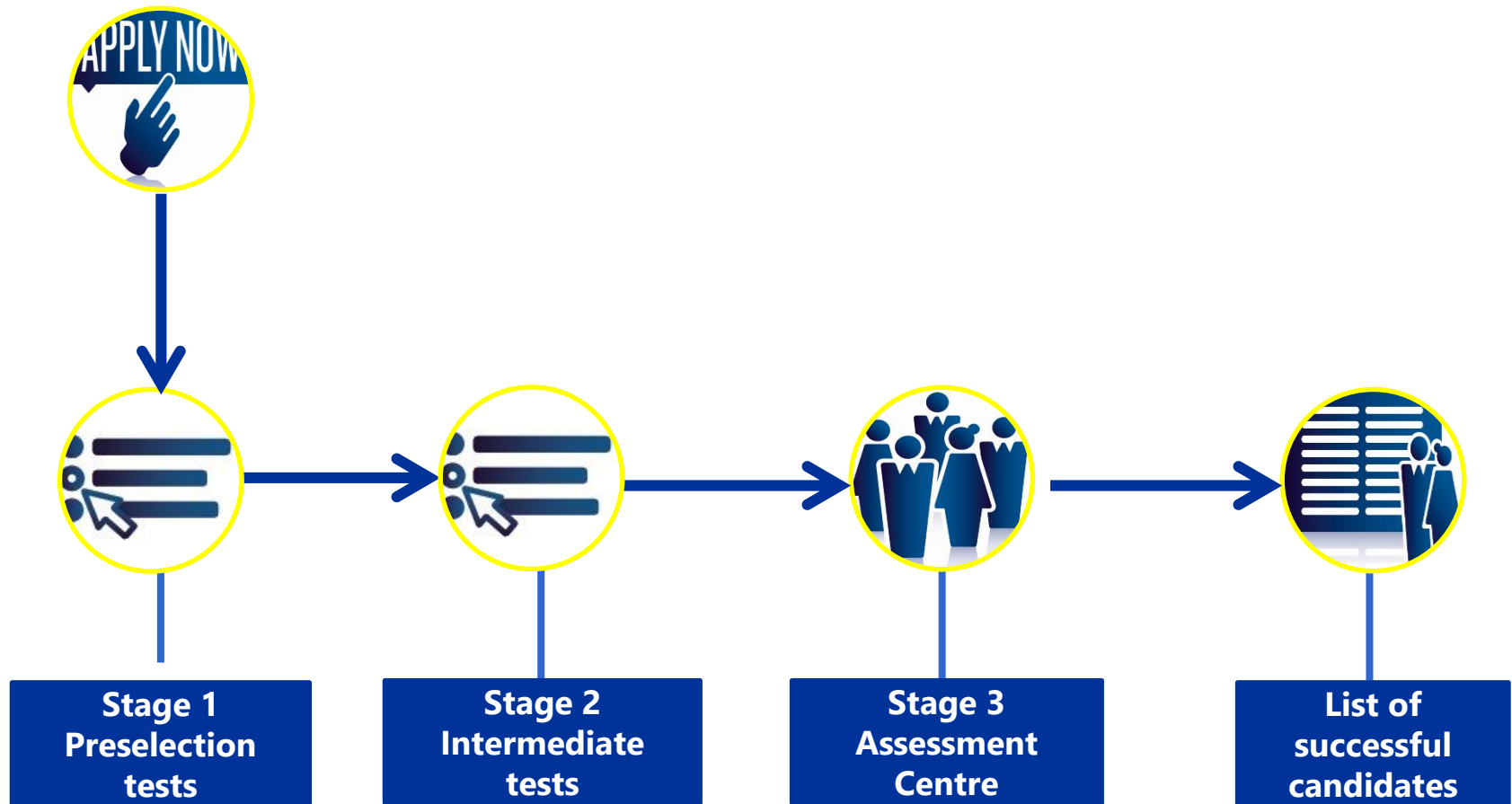
- Interesting salary
- Pension scheme
- Family/child allowances
- European schools
- Medical insurance

Competitions

**Permanent officials
(civil servants)**



Overview



Stage 1 – Preselection Computer Based Tests (worldwide)

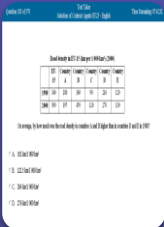


Computer Based Tests (CBT)

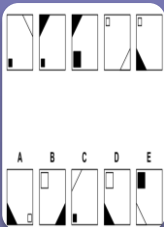
Verbal reasoning



Numerical reasoning



Abstract reasoning



1 of 24 official
EU languages





Step 2 –

Intermediate test(s)

Intermediate tests

In language 2:

- If passed all pre-selection tests
- + if obtained one of the highest scores in the verbal and abstract reasoning tests
- A multiple of the number of candidates sought will be invited to this phase.

- Profile-specific questions (MCQ)
- Language comprehension questions (MCQ)
- Translations
- Etc.



Stage 3 – Assessment Centre in Brussels

(or Luxembourg)

Assessment Centre

- Approximately 3 times the number of successful candidates sought will be invited for this stage.
- In language 2
- Different possible tests



Case study/Written test in the field



Situational Competency Based Interview



Structured interview



Oral presentation



Motivational interview



Interview in the field

Assessment Centre

Testing 8 competencies



Analysis &
problem solving



Communication



Delivering quality &
results



Learning &
Development



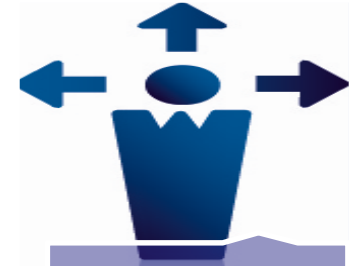
Prioritising &
organising



Resilience

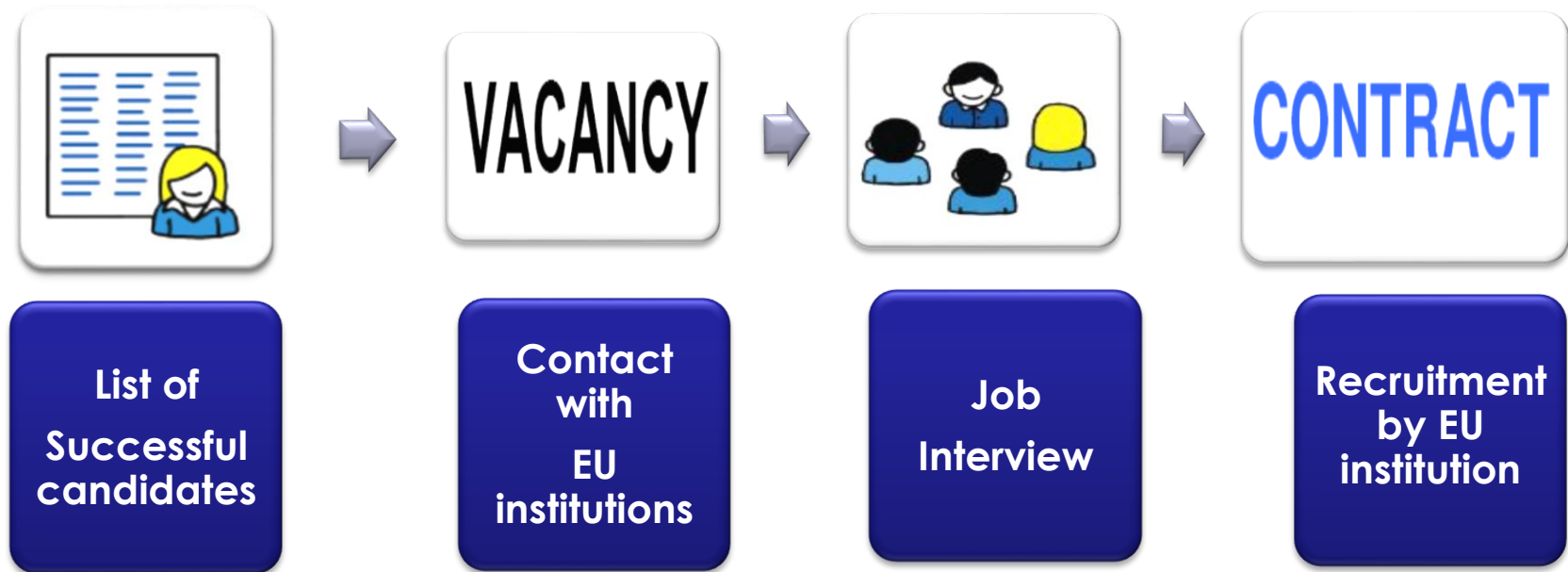


Working with others



Potential to lead

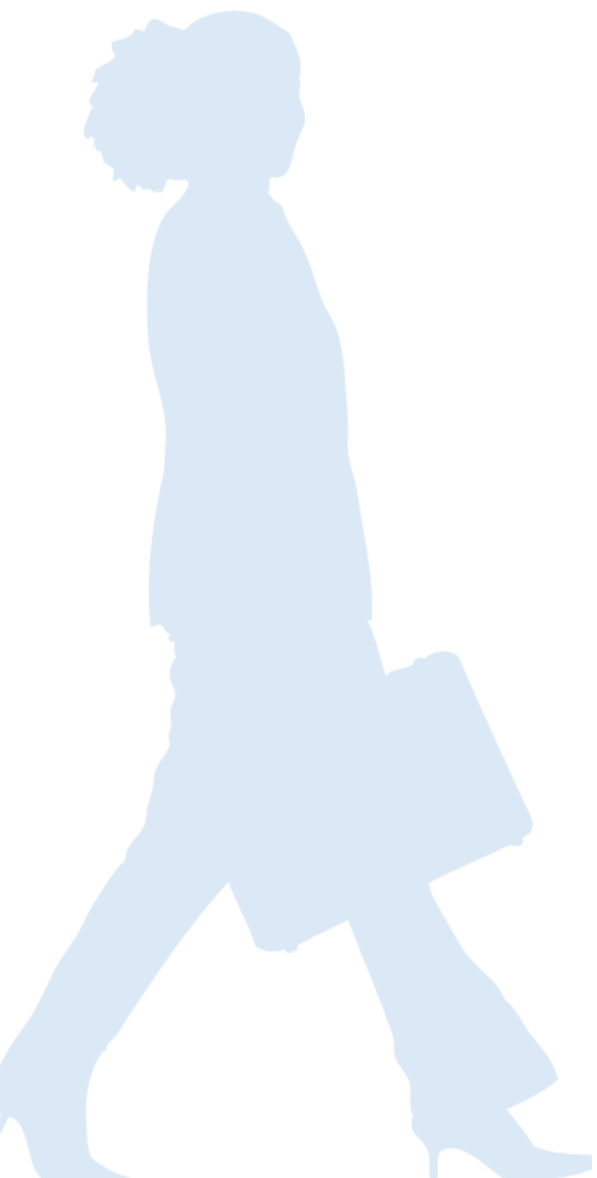
Successful Candidate



Upcoming

Field	Languages	Grade	Application period
Lawyer linguist	PL HU GA FR CS BG	AD7	21 Jan – 23 Feb 2021
Translators (temporary agents)	DA DE FI SV	AD5	7 Jan – 9 Feb 2021
Proof-readers / language editors	EL ES ET GA IT PT	AST3	First quarter 2021*
Chemicals Policy	EU-27	AD6	First quarter 2021*
Sustainable Agriculture	EU-27	AD6	First quarter 2021*
Technical support to Member States' Structural Reforms	EU-27	AD7	First quarter 2021*
Nuclear inspectors	EU-27	AST3	First quarter 2021*

**dates to be confirmed*



Other Staff

Types of staff

**Contract
agents
(CAST)**

**Temporary
agents**

Interim staff

Freelancers

**Seconded
National
Experts**

Trainees



Contract Staff (CAST Permanent)

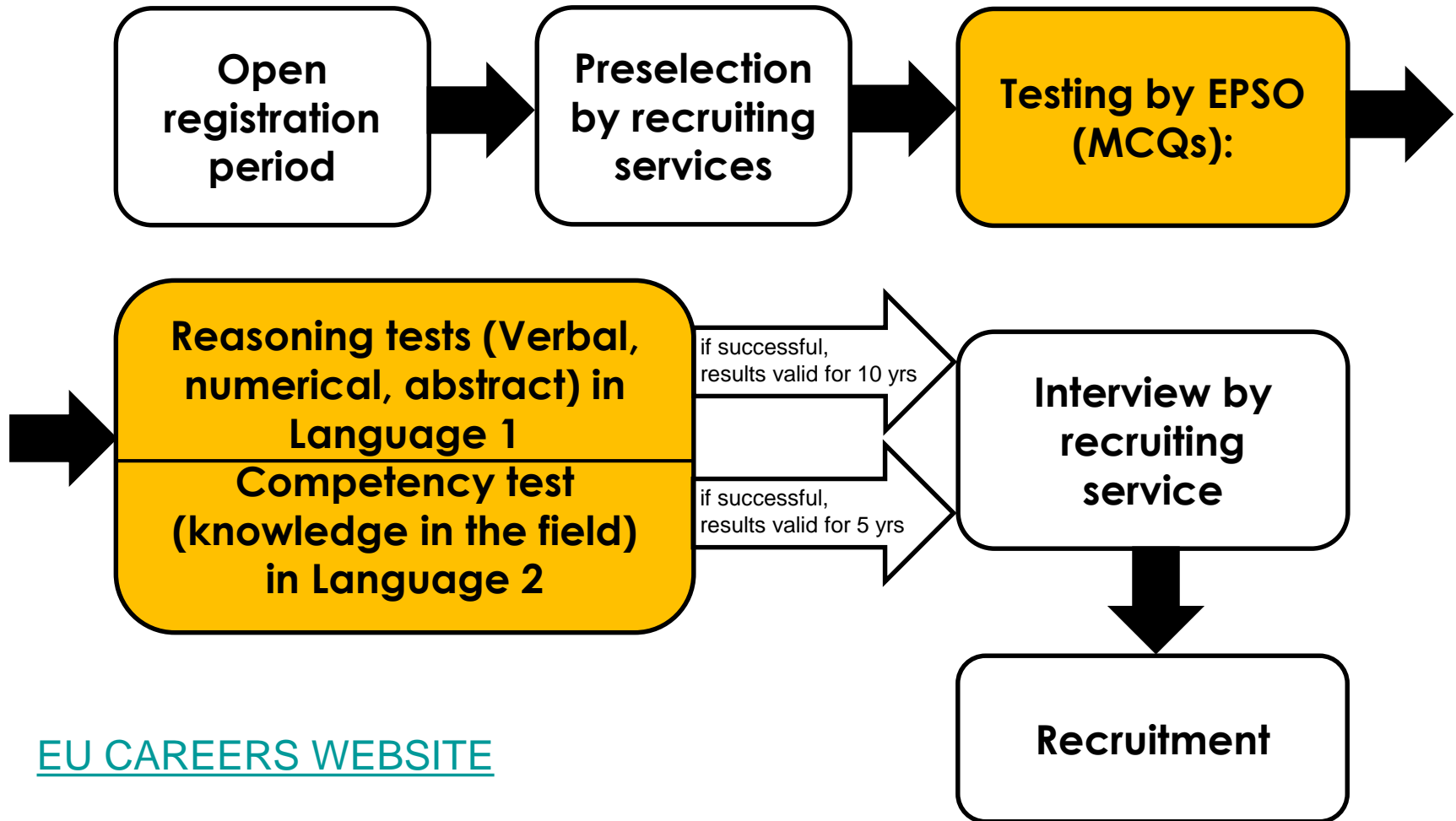
**Contract agents :
Contract of 3 years,
renewable once**

Profiles

Field	Function Group	Registration period
Manual workers	I	Open
Secretaries/Clerks	II	Open
Child Care staff	II	Open
Administration/HR	II – III – IV	Open
Finance	II – III – IV	Open
Project/Programme Management	III – IV	Open
Communication	III – IV	Open
Political affairs	III – IV	Open
Law	III – IV	Open
ICT	III – IV	Open
Educational psychologists	IV	Open
Translators	IV	Open
Proofreaders	III	Open

CAST PERMANENT

Selection procedure



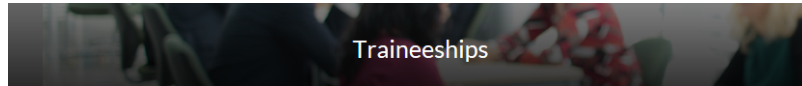
[EU CAREERS WEBSITE](https://eu-careers.eu)

Traineeships



Traineeships in the EU institutions

- All EU institutions offer traineeships – not centralised
- Consult EPSO's website for links to each programme:
Job opportunities > Traineeships



If you would like to get a taster of a career with the EU, why not apply for a traineeship?

Each year around 1,200 young people are offered the chance to increase their professional skills, develop their personal qualities, and enhance their EU knowledge through the EU trainee programmes. Most of the EU institutions organise traineeships for young university graduates, each lasting usually between 3 and 5 months.

Traineeships are available in a wide range of fields and offer a great insight into the work of the EU. The content of the job largely depends on the service you are assigned to. Opportunities are available in the fields of competition law, human resources, environmental policy, communication and many more.

The selection procedures for traineeships are run by the individual EU institutions and agencies. You can see below the different opportunities available.

European Parliament	Council of the European Union	European Commission	Court of Justice
(ECB) European Central Bank	Court of Auditors	European External Action Service	(EESC) European Economic and Social Committee
European Committee of the Regions	(EIB) European Investment Bank	European Ombudsman	European Data Protection Supervisor
(FRONTEX) European Border and Coast Guard Agency	(EASA) European Aviation Safety Agency	(ECDC) European Centre for Disease Prevention and Control	(CEDEFOP) European Centre for the Development of Vocational Training
(ECHA) European Chemicals Agency	(EFSA) European Food Safety Authority	(EUROFOUND) European Foundation for the Improvement of Living and Working Conditions	(EIGE) European Institute for Gender Equality
(F4E) European Joint Undertaking for ITER and the Development of Fusion Energy	(EMSA) European Maritime Safety Agency	(EMA) European Medicines Agency	(EMCDDA) European Monitoring Centre for Drugs and Drug Addiction
(ENISA) European Union Agency for Network and Information Security	(ERA) European Railway agency	(ETF) European Training Foundation	(FRA) European Union Agency for Fundamental Rights
(Europol) European Union Agency for Law Enforcement Cooperation	(EUIPO) European Union Intellectual Property Office	(SatCen) European Union Satellite Centre	Joint Research Centre
(EUROJUST) The European Union's Judicial Cooperation Unit	(CDT) Translation Centre for the Bodies of the European Union	(EIOPA) European Insurance and Occupational Pensions Authority	(ACER) Agency for the Cooperation of Energy Regulators
(EBA) European Banking Authority	(GSA) European Global Navigation Satellite Systems Agency	(EU-OSHA) European Agency for Safety and Health at Work	



Traineeship in the European Commission

5 months

01/03 - 31/07
01/10 - 28/02

Paid
(± €1.200)



Brussels
Luxembourg
+ representations



1.800
trainees/year



Participate in the
work processes

High number of
applicants

Who can apply?

Application
within the
deadline

Bachelor
degree

Minimum of 2
EU languages

1 language
must be:



No EU
citizenship
needed

No age limit



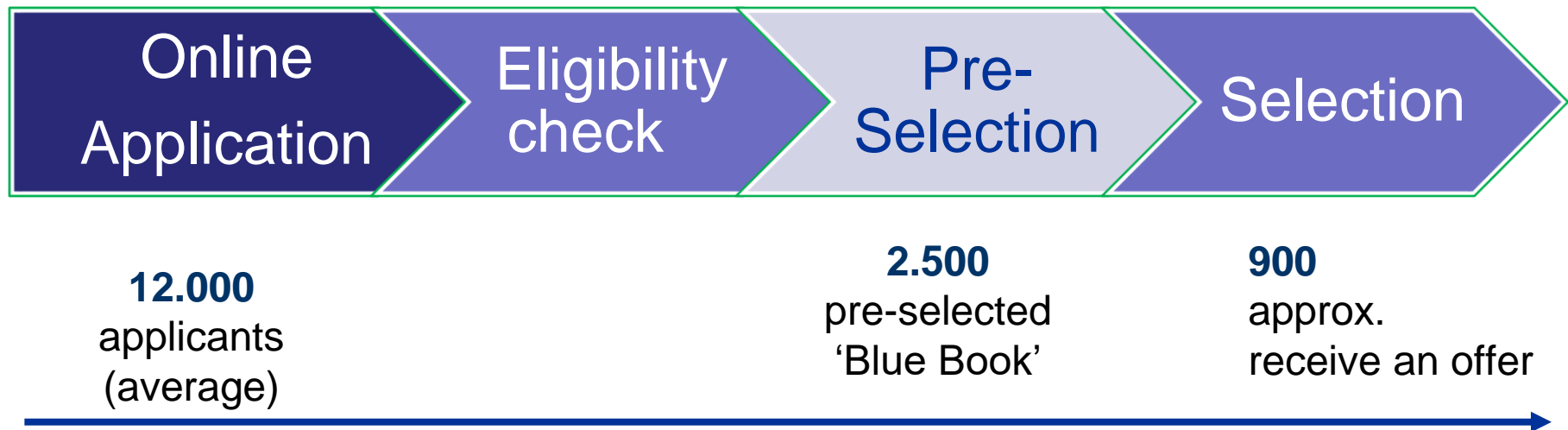
You?

No prior EU
employment of
more than 6
weeks

Blue Book Traineeship – key steps

Apply in January 2021 for the October 2021 traineeship

Apply 16 July-31 August 2021 for the March 2022 traineeship



Online application for EC Traineeship:
http://ec.europa.eu/stages/index_en.htm



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Your opinion? Short poll

<https://www.surveymonkey.com/r/K7BCQW8>



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Questions? Thank you!

www.eu-careers.eu

