



Maroš ŠEFČOVIČ

Vice-President for inter-institutional relations and administration

Better, Faster, Stronger: Launch of new selection procedure for EU officials

Press conference on the launch of a new selection procedure for EU officials

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CHECK AGAINST DELIVERY

Ladies and gentlemen

Next Tuesday, the European Personnel Selection Office will officially launch its first recruitment competition for EU officials under its modernised and streamlined selection procedure.

The new system is based on best practice across the public sector. It will provide the EU institutions with the right people at the right time. And it will remain true to the principles of fair and open competition.

The new system will be better by establishing annual competitions for the most common job profiles.

This will allow candidates to plan their applications more effectively and help human resource planning by the EU institutions.

It will be faster and more efficient, involving fewer steps than the current process. And it will be stronger, shifting the emphasis from knowledge to competency-based assessment. This is proven to be one of the best predictors of future job performance.

In an increasingly competitive jobs market, the European institutions have to be able to attract a diverse range of top quality applicants.

It's also important that we hang on to these people. And we will only do this if the candidates have the prospect of finding an attractive post without undue delay.

EPSO has introduced a three-year rolling plan where institutions regularly assess their staffing needs. There will be annual recruitment competitions in three cycles, for Administrators, Assistants and Linguists. And when needed, there will be individual competitions for specialists.

There will now be just two stages in the selection procedure.

Computer-based pre-selection testing in individual EU countries and an assessment stage in Brussels.

The new cycle will take between 5 and 9 months, rather than up to two years as is the case under the previous system.

Pre-selection will still involve tests of cognitive ability and situational judgement, plus professional and language competency, depending on the profile sought. But the previous test on EU knowledge will no longer feature in the first stage. This will instead be tested at the second stage alongside specific job-related exercises.

The assessment phase will allow all key competencies to be properly and reliably tested. The emphasis will be on job-related abilities rather than factual knowledge.

Finally, selection boards will be professionalised. This will be done through the secondment to EPSO of selection board members, the certification of board members in competency-based assessment and greater use of expertise in HR and psychology.

We want to attract the very best candidates to work in the EU. I truly believe that the new selection process will help to ensure that we do.

I'd now like to ask Davis Bearfield and John Speed to say a few words.

Thank you