



Career opportunities with the European Institutions & EPSO selection procedures

04/05/2017

Federico PIERI
EU Careers Ambassador in Italy
European Personnel Selection Office



Where can an EU career lead?



Who are we looking for?

Profiles

Audit	Communication	Economists
Lawyer-linguist	Interpreters	External Relations
Assistants	Proofreaders	Statistics
Public Administration	Finance	IT
Languages	Support Staff	Many others

Requirements

European citizens	Graduates + Non-graduates	Multilingual: minimum of 2 EU languages
Highly skilled Resilient	Result driven Analytical Potential to lead	Communicative & motivated

What do we offer?

Interesting & challenging work	International working environment	Travel
Training: language skills	Life balance	Job mobility
Social benefits	Bruxelles or Luxembourg based career	A chance to make a difference for Europe

How to apply?

Generalist competition



Before you apply:

Self selection test
+
Self evaluation test

STEP BY STEP



1. Stage 1
Preselection



2. Stage 2
E-tray
Exercise



3. Stage 3
Assessment
Centre



4. List of
successful
candidates

epso.europa.eu



Welcome to EU Careers

Quick job search ...



Why an EU career?

How to apply

 News

Don't leave it too late! Our

Computer Based Tests (CBT)

Preselection #1

Computer Based Tests (CBT)

1 of 24
official
languages

Verbal reasoning

Numerical reasoning

Abstract reasoning

2nd
language

Additional test

Verbal reasoning

Human genetic testing: implications and recommendations

Although genetic testing in Europe is based on high-quality scientific know-how, it can suffer from a certain level of technical errors. Moreover, the reporting on these tests is sometimes of poor quality. In the context of healthcare, a test should only be offered when it has been proven to be reliable and when there is a sound medical reason to justify it. A test validation system should therefore be established. Public concern regarding genetic testing revolves around the fear of misuse of genetic data and inappropriate access to such data by third parties. The confidentiality and privacy of all personal medical data, including information derived from genetic testing, is a basic right that must be respected. The individual has the right to know about test results, but also has the right to decide not to know.

What is the present situation as regards genetic testing?

- A. Testing is frequently carried out without a valid medical prescription.
- B. Scientists have the right to decide whether or not to divulge the results.
- C. The reporting of genetic data is always of a poor standard.
- D. Despite the expertise in the area, reporting is not always perfect.

Verbal reasoning

Human genetic testing: implications and recommendations

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Numerical reasoning

Road density in EU-15 (km per 1 000 km²) (2000)

	EU-15	Country A	Country B	Country C	Country D	Country E
1980	340	180	360	90	216	120
2000	390	195	450	120	270	130

On average, by how much was the road density in countries A and B higher than in countries D and E in 1980?

- A. 102 km/1 000 km²
- B. 122.5 km/1 000 km²
- C. 204 km/1 000 km²
- D. 276 km/1 000 km²

Numerical reasoning

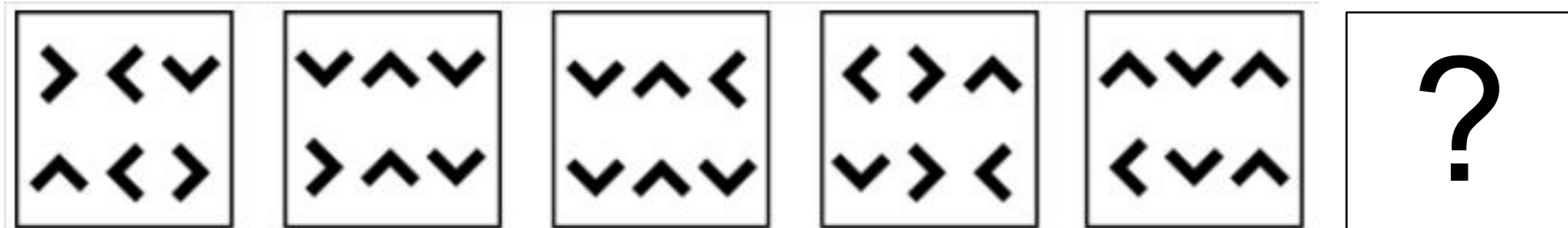
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Abstract reasoning



A

B

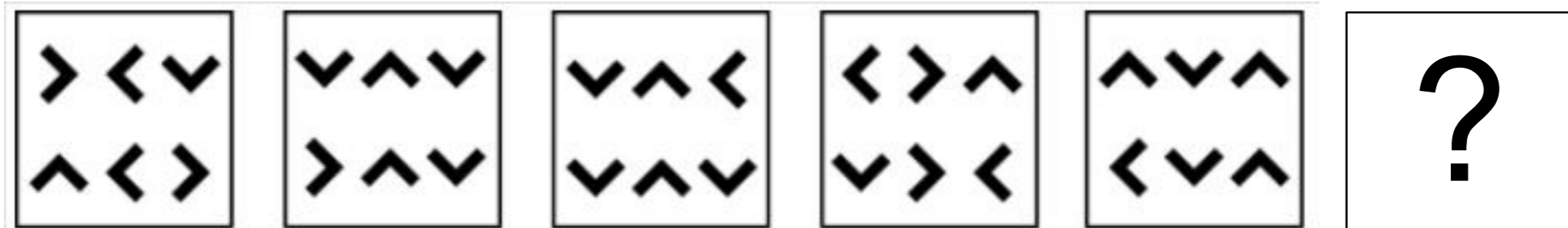
C

D

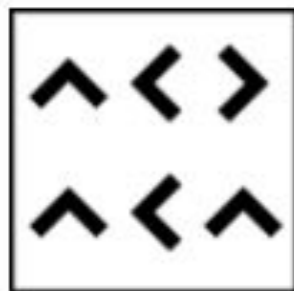
E



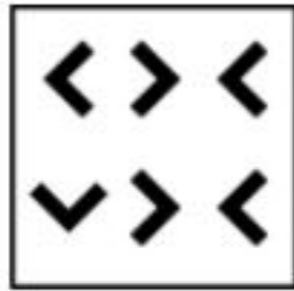
Abstract reasoning



A



B



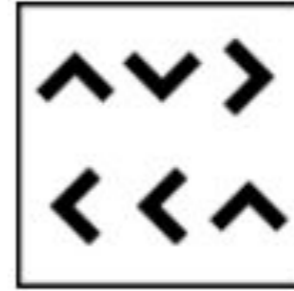
C



D



E



E-tray

Preselection #2

E-tray

When are you invited?

If you pass all pre-selection tests

If you have one of the highest total scores in:

- 1. abstract reasoning**
- 2. situational judgment tests**

NOTE

Approximately 10 times the number of successful candidates sought will be invited to this stage.

E-tray exercise

15 to 20 questions

Assessing:

- Analysis and problem solving**
- Delivering quality and results**
- Prioritising and organising**
- Working with others**

NOTE

This part is in your 2nd language.

Example E-tray exercise

From: Aaren Sutton, Secretariat of the Committee on Industry, Research and Energy, EP

To: Your name, Secretariat of the Committee on Industry, Research and Energy, EP

Date: 10/10/201X

Subject: Integrated proposal



Dear (Your name),

On 7 December 201X-1, the Commission submitted a proposal for a regulation of the European Parliament and of the Council to set emission performance standards for new passenger cars. This initiative forms part of the EU's integrated approach to reducing CO₂ emissions from light-duty vehicles.

The first reading has been completed and now I have to collect the opinions of the different stakeholders in order to propose a compromise solution to our Head of Unit at a meeting on 27 October 201X.

However, after today, I will be out of the office for the next two months (for medical reasons) and therefore will be unable to attend the meeting with our Head of Unit myself. Could you go in my place?

As a first step, I have asked Giuseppe Caligiuri from the Council to meet you in order to brief you thoroughly on the Council's position on the Commission's proposal.

Thank you for your flexibility.

Kind regards,
Aaren Sutton

Example E-tray exercise

From: Giuseppe Caligiuri, Council
To: Aaren Sutton, Secretariat of the Committee on Industry, Research and Energy, EP
Date: 10/10/201X
Subject: Council position on Commission proposal 749



Dear Ms Sutton,

My apologies, but I am afraid that, starting tomorrow, I will be out of the office until 29 October 201X, which means I will not be able to meet you or your colleague in the next two weeks to give you a full overview of the Council's position regarding the Commission's proposal. However, to ensure you have some information to work with, I have briefly summarised our position on the main points of the proposal:

- Phase-in: 60 % of the vehicle fleet to reach 130 g CO₂/km in 201X+4, 75 % in 201X+5, 85 % in 201X+6 and 100 % from 201X+7 on.
- Long-term targets: Review in 201X+5 to reach a long-term target close to 95 g CO₂/km in 201X+12 .
- Specific emission targets: we propose the same targets as the Commission proposes: targets should be based on vehicle mass.
- Penalties. Until 201X+7, penalties will be based on deviation from 130 g CO₂ as follows: penalty per exceeded gram will be €25 for any deviation of up to 3 grams; €40 for deviations of up to 6 grams and €80 for deviations exceeding 6 grams. From 201X+7, the rate per gram exceeded will be €25 for a deviation of up to 3 grams and €95 for any deviation exceeding 3 grams.

I hope this provides you with some of the information you need to propose a compromise solution. We can arrange a meeting when I am back from holiday if you have any further questions.

Kind regards,
Giuseppe Caligiuri

Example E-tray exercise

Example

How do you deal with the problem of the limited information you received from Mr Caligiuri? Rate the following actions on a scale ranging from totally disagree (--) to totally agree (++).

A.	When taking account of the Council's point of view in my compromise proposal, I use only to the information I received from Mr Caligiuri, as it is sufficiently specific.	--	-	-/+	+	++
B.	I ask Mr Caligiuri if any of his colleagues could provide me with a more in-depth briefing.	--	-	-/+	+	++
C.	I ask Mr Caligiuri for more documentation, just in case the Council's proposal conflicts with those of the other stakeholders.	--	-	-/+	+	++

Help

Previous

Next

Assessment Centre

Preselection #3

Assessment Centre

When are you invited?

If you scored one of the highest total marks for the e-tray exercise

If you meet the eligibility requirements according to the data in your application file

NOTE

Approximately 2 times the number of successful candidates sought will be invited to this stage.

Assessment Centre

Case study



Group exercise



Structured interview



Oral presentation



**Delivering
quality & results**

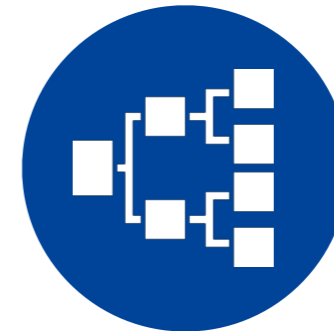


**Learning
& development**

Communication



**We test
8 skills**



**Prioritising
& organising**

**Analysis &
Problem
solving**



**Potential
to lead**



Resilience



**Working with
others**



A day in the Assessment Centre







[common information – received by all participants]

Electric cars

Since 2008, a renaissance in electric vehicle manufacturing has occurred due to advances in batteries and energy management, concerns about increasing oil prices, and the need to reduce greenhouse gas emissions. Several national and local governments have established tax credits, subsidies, and other incentives to promote the introduction and now adoption in the mass market of new electric vehicles depending on battery size and their all-electric range. Electric cars are significantly quieter than conventional internal combustion engine automobiles. They do not emit tailpipe pollutants, giving a large reduction of local air pollution, and, can give a significant reduction in total greenhouse gas and other emissions (dependent on the method used for electricity generation). They also provide for independence from foreign oil, which in several countries is cause for concern about vulnerability to oil price volatility and supply disruption. Recharging can take a long time and in many places there is a patchy recharging infrastructure. For long distance driving, many cars support fast charging that can give around 80% charge in half an hour using public rapid chargers. While battery cost is decreasing fairly rapidly, it is still relatively high, and because of this, most electric cars have a more limited range and a somewhat higher purchase cost than conventional vehicles. Drivers can also sometimes suffer from range anxiety- the fear that the batteries will be depleted before reaching their destination.

Source: Wikipedia

[individual information – received per Representative]:

	<p>Representative of the Environmentalists for Europe In view of fighting climate change, the reduction of CO₂ emissions is our top priority. Replacing conventional cars by electric cars is a key tool in achieving this.</p>
	<p>Representative of OPEC (Organisation of the Petroleum Exporting Countries) Electric cars can never replace conventional cars because the raw materials to produce the batteries (precious metals) are not available in quantities large enough to meet the demand.</p>
	<p>Representative of the European Automobile Manufacturers' Association In the next five years, the autonomy of the batteries will increase and the price will decrease significantly. An electric car will become a valid alternative for a conventional car.</p>
	<p>Representative of the European Transport Safety Council Electric cars have several shortcomings: they are too silent which implies that pedestrians do not hear them coming, and the batteries are too dangerous: they can explode.</p>

Successful candidates



Generalist AD5

2017

Procedure

- 24 languages
- 5 languages

● LANGUAGE DECLARATION



● FULL APPLICATION



Selections



CBT



E-tray



Assessment Centre

1. Which languages do you know?

2. Top 5 of the most declared languages in view of the needs of the institutions

When to apply?

Spring

Graduates — **Generalist**

Summer

Linguists, Translators, Interpreters
Languages vary per year.

Winter

Assistants (non-graduates with experience)

When needed

Specialists (e.g. contractual staff)

Section: Verbal Reasoning - English

The creation of a European-centred world economy in the 19th century was characterised by a system of nation states in economic competition with each other. A significant feature of the period was that no single state was strong enough to dominate the others; this situation produced a world economy. However, unlike earlier systems such as the Hapsburg Empire, where the stability of the economy was dependent on the stability of the empire, in this new world system the economy would continue even if a state or government collapsed. It no longer mattered which states were involved; economic activity would continue because of the competition between different countries and political groups.

Which of the following statements is correct?

- A. The Hapsburg Empire collapsed owing to economic instability.
- B. Competition made the economy of the new world system more stable.
- C. The European-centred world economy resulted from the actions of a dominant state.
- D. The collapse of any nation state would have seriously weakened the European-centred world economy.

Section: Verbal Reasoning - English

Genetic testing is a medical procedure that identifies changes or specific problems in genes and chromosomes. Most of the time, genetic testing is used to identify inherited illnesses such as haemophilia. The results of a genetic test can confirm or rule out a suspected condition or help determine a person's chance of developing or passing on a genetic illness. Several hundred genetic tests are currently in use and more are being developed. Because testing has both benefits and limitations, the decision about whether to be tested is voluntary. A counsellor can give advice and information about the testing, but many people still doubt its usefulness. They believe that genetic testing is associated only with the heredity of fatal conditions and, on that basis, do not want to know.

Which of the following statements is correct?

- A. Genetic testing is generally used on healthy people.
- B. Genetic testing can be used to establish the likelihood of someone developing certain illnesses in the future.
- C. Genetic testing is not very useful because it is voluntary.
- D. Several hundred genetic tests are carried out each year.

Section: B. Numerical Reasoning - English
 A calculator is available at the bottom of this page.

	Area (million km ²)	Population (millions)	GDP per head (€)
EU 25	3.89	454.56	18 960
EU 15	3.15	380.36	21 710
Eurozone	2.46	306.70	20 987
USA	9.63	293.03	29 795
Japan	3.78	127.62	26 609

Eurozone: Austria, Belgium, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain.

EU 15: All eurozone countries, plus Denmark, Sweden, United Kingdom.

EU 25: All EU-15 countries, plus Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia, Slovenia.

GDP (Gross domestic product) per person - an estimate of the wealth generated by a person over a given time period.

How much greater is the total GDP of the eurozone than that of Japan (in € millions)?

- A. 3 040 872
- B. 3 145 482
- C. 3 307 586
- D. 3 458 379
- E. 3 473 610

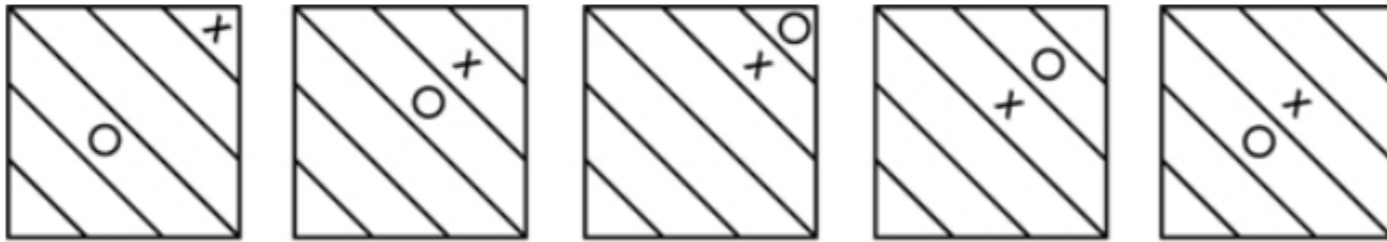
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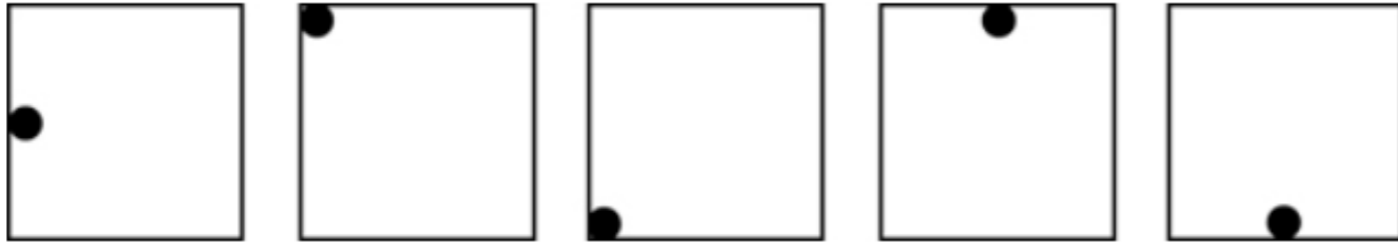
Global population demographics				
Continent	Size (sq km)	Population (million)	% of population living in cities	Number of countries
Africa	30 065 000	877.5	36	53
Asia	44 579 000	3 879.0	34	44
Europe	9 938 000	727.0	74	46
North America	24 256 000	501.5	79	23
South America	17 819 000	379.5	82	12






What is the size (in sq km) of North and South America combined?

- A. 42 015 000
- B. 42 075 000
- C. 42 135 000
- D. 42 195 000
- E. 42 255 000



- A.
- B.
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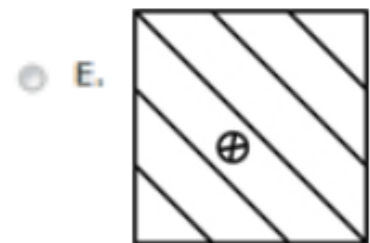
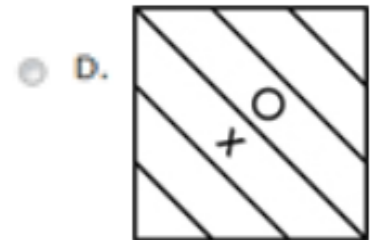
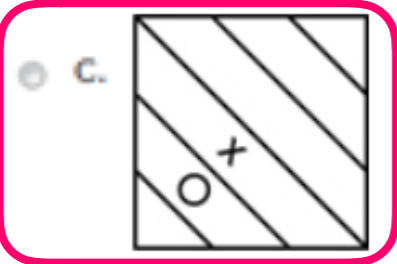
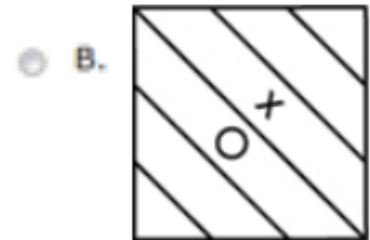
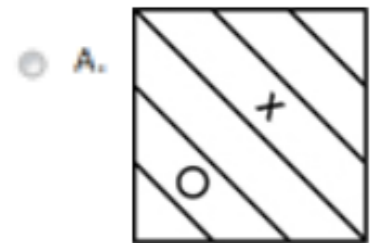
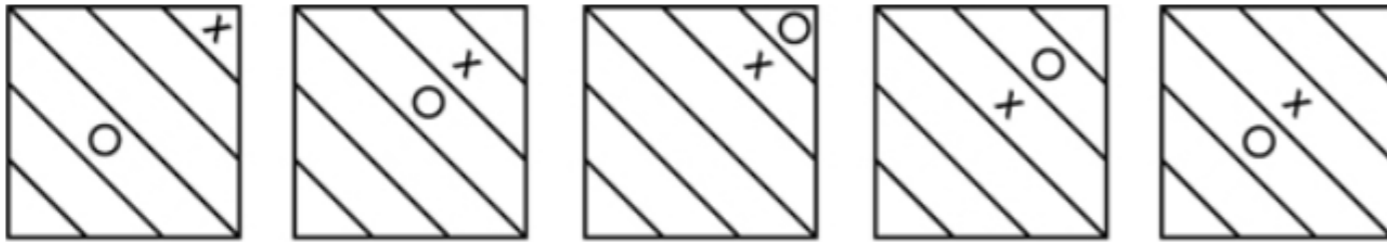
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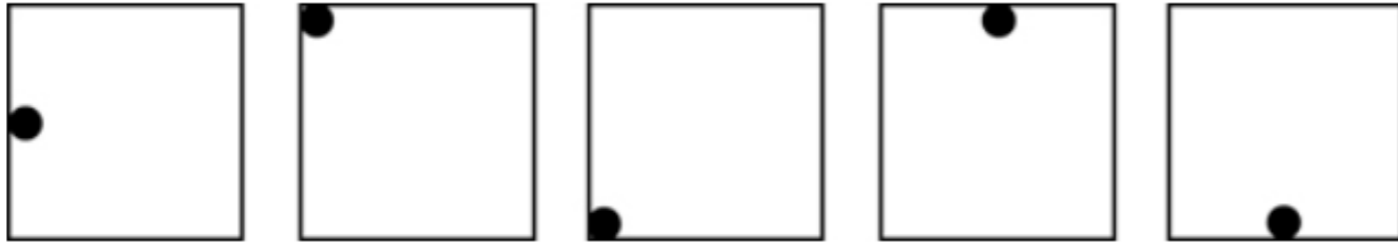
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- B. 
- C. 
- D. 
- E. 



Other Staff

Other Staff

Contract Agent (CAST)	Temporary Agent
Interim Staff	Freelance
Seconded National Experts	Trainees

When to apply?

Contract Agent

Selection procedure run by EPSO or Institution/Agency.
No Assessment Centre, no predefined number of successful candidates.

Temporary Agent

Vacancy published on EPSO website by Institution or Agency (and on their own website). Selection without EPSO.

Interim Staff

Temporary position through local temping agencies.

Freelance

For translation and interpretation profiles. See relevant websites of EU language services.

SNEs

Secondments of civil servants from Member state governments/bodies to EU institutions in specific fields. Vacancies through Permanent Representations.

Trainees

In general 5 months — various EU institutions, agencies. Competitive selection.

Traineeships

General information

All institutions offer traineeships

Not typical traineeship

You are paid (around €1200)

5 months: OCT—FEB / MAR—JUL

European Commission

650 selected (twice per year)

Selection criteria:

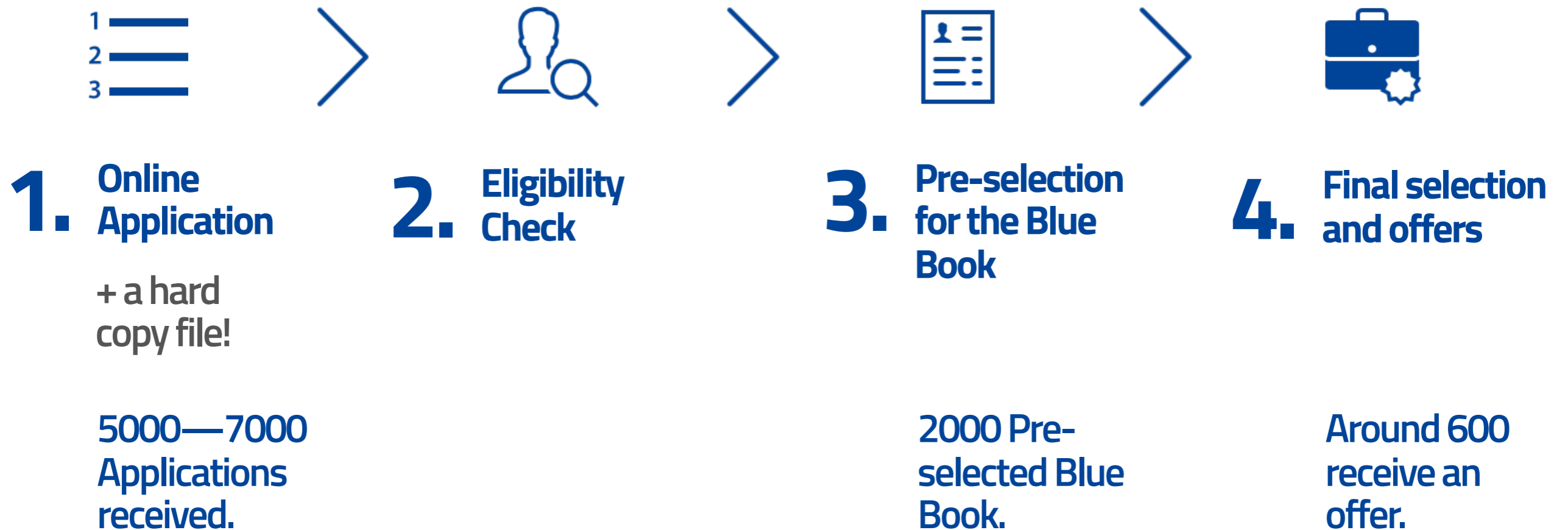
- **No EU citizenship required**
- **No age limit**
- **No prior work experience with any EU institution**

You need:

- **A Bachelor (BA)**
- **To speak 2 EU languages**

Oct 2017

Apply in January 2017 for the October 2017 traineeship
(Apply in July 2017 for the March 2018 traineeship)



ec.europa.eu/stages

Why should you choose an EU Career?





Your EU Career, Our European Union.

This presentation has been given by the
EU Careers Ambassador in Italy, Federico PIERI.

For any kind of information,
please feel free to contact him via email at
eucareers.luiss@gmail.com

#EUCareers
@EUCareers.Italy

