



SHAPING EUROPE TOGETHER



Career opportunities with the European Institutions and EPSO selection procedures



Your Career. Our European Union.



ROSITA

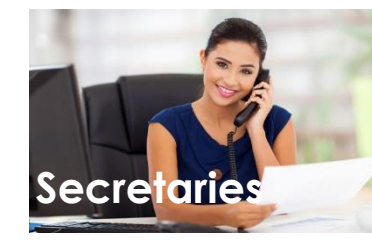
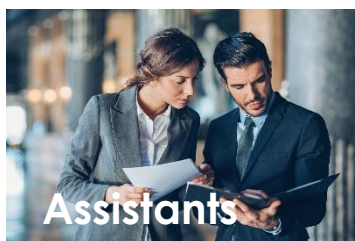
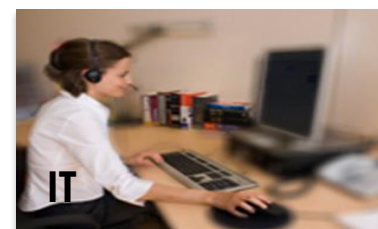
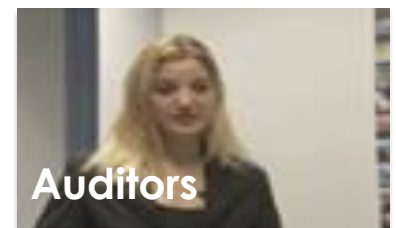
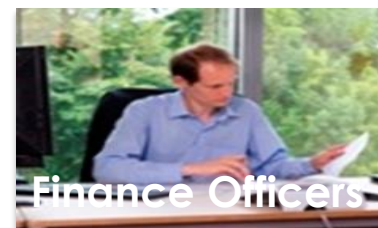
Where can an EU career lead?





Who?

Profiles



Grades

Assistants = Non-university degree

AST/SC = secretaries

AST/1

AST/2

AST/3

(up to AST/9)

Administrators = University degree

AD/5

AD/6

AD/7

(up to AD/16)

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

Base salaries

Grade	Salary
AST/SC	+/- 2.600 €
AST/1	+/- 3.000 €
AST/3	+/- 3.800 €
AD/5	+/- 4.900 €
AD/6	+/- 5.500 €
AD/7	+/- 6.250 €
AD/8	+/- 7.000 €



How?



Why an EU career? ▾

EU Career profiles

How to apply ▾

Job opportunities ▾

Successful candidates ▾

Help

EPSO account login

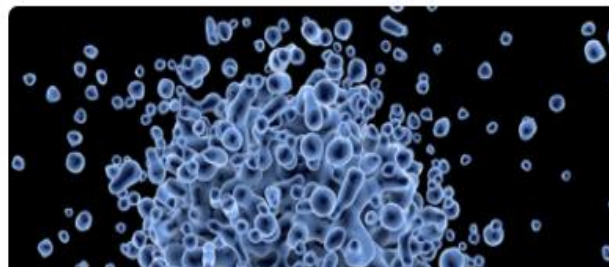


Welcome to EU Careers

EU Careers – Short questionnaire



Coronavirus – Important information



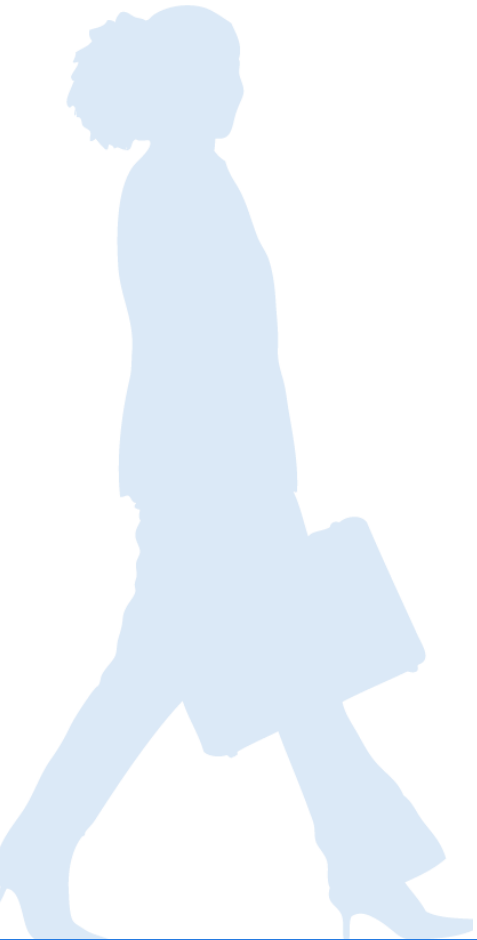
 News

[EU Careers – Short questionnaire](#)
Post date: 06/04/2020 - 13:30

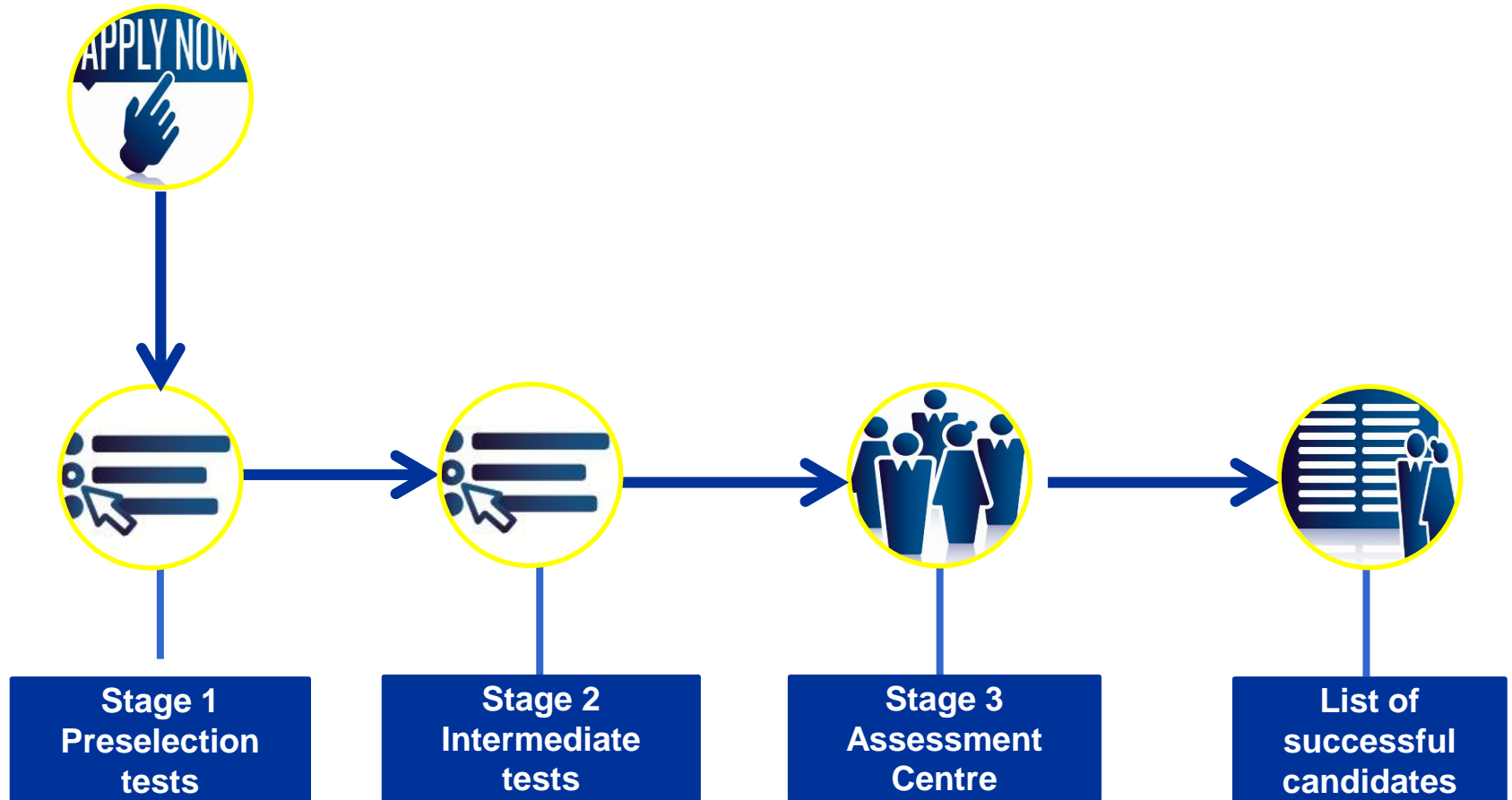
[Open for applications - Lawyer-linguists](#)
Post date: 06/03/2020 - 10:10

Competitions

**Permanent officials
(civil servants)**




Overview



A close-up photograph of a person's hand clicking a black computer mouse. The mouse is on a wooden desk. The background is blurred, showing a keyboard and a computer monitor. The text is overlaid on the image in a large, bold, blue font with a white outline.

Stage 1 – Preselection Computer Based Tests (worldwide)

Computer Based Tests (CBT)



Verbal reasoning



Numerical reasoning



Abstract reasoning

1 of 24 official EU languages



Example verbal reasoning

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

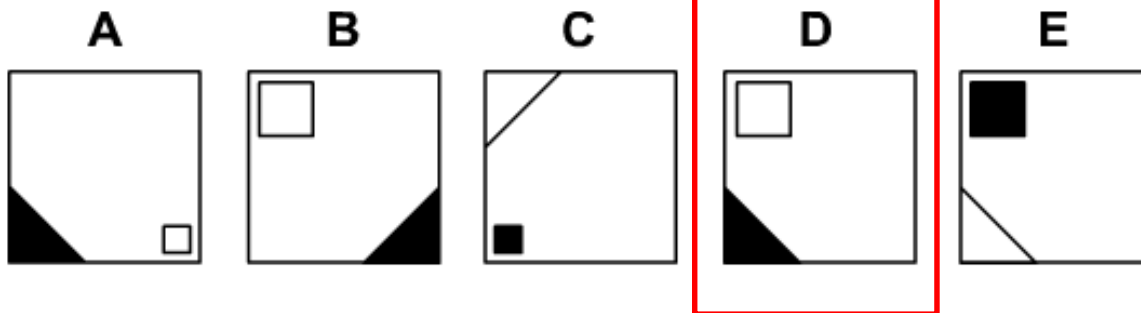
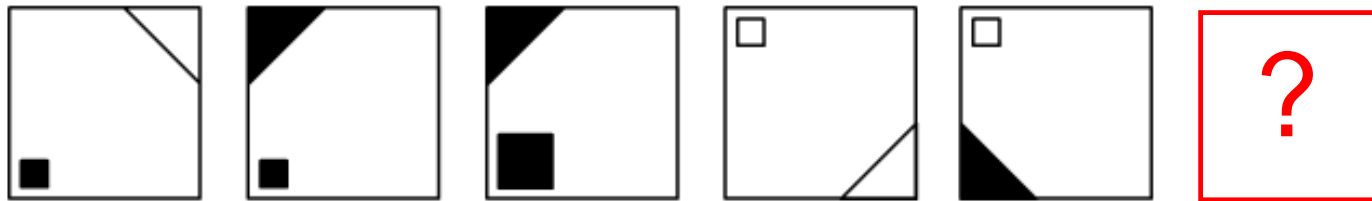
Example numerical reasoning

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

Example abstract reasoning





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



Group exercise/Role play



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
Administrators in EU Law	EU-27	AD5	Summer 2020 *
Secretaries	EU-27	AST-SC 1/2	Summer 2020 *
Administrators in external relations (EEAS)	EU-27	AD5/AD7	Summer 2020 *
Experts in structural reforms	EU-27	AD7/AD9	2 nd semester 2020 *
Agronomists	EU-27	AD6	2 nd semester 2020 *
Proof-readers	EL ES ET GA IT PT	AST3	2 nd semester 2020 *
Chemists	EU-27	AD7	2 nd semester 2020 *
Translators (temporary agents)	DA DE EN SV	AD5	2 nd semester 2020 *

**dates to be confirmed*



Contract Staff (CAST Permanent)

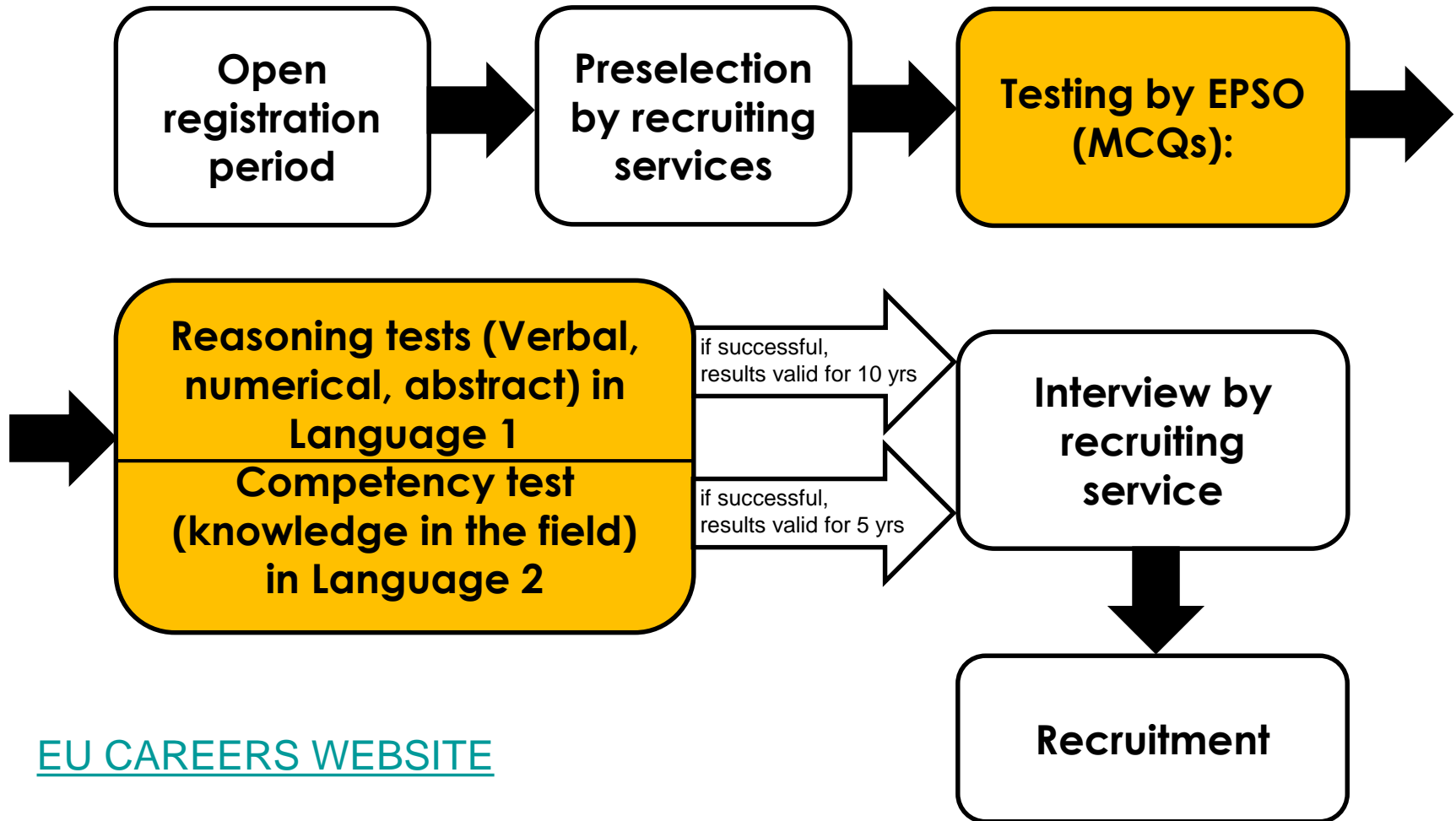
**Contract agents =
3 years contracts,
renewable once**

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)

CAST Salaries

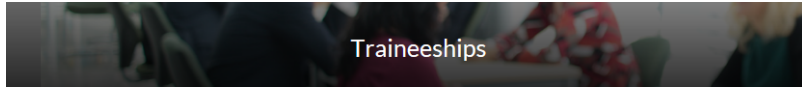
Grade	Salary
FG I	+/- 2.080 €
FG II	+/- 2.150 €
FG III	+/- 2.750 €
FG IV	+/- 3.500 €

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 mid-July 2020 for the March 2021 traineeship

Apply in January 2021 for the October 2021 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

