

Recruitment & Sourcing Seminar @ CERN

18th November 2011

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Chairman of the EPSO Management Board

- **Mission**
- **Context and beginnings**
- **Why change**
- **Interinstitutional cooperation**



EPSO's Mission:

To provide a professional staff **selection** service on behalf of the European Union Institutions

Selection

Versus

Recruitment



EPSO – context and beginnings...

- Created in July 2002; operational from 1st January 2003;
- Single point of contact for EU citizens who wish to work in the European institutions;
- Before the creation of EPSO, each European institution managed its own selection procedures;



EPSO: context and beginnings...

- **Objective: to modernise and improve administrative efficiency within the European institutions;**
- **Commission's proposal and wide support from the European Parliament**
- **EPSO was put in place to harmonise and rationalise selection procedures, introduce more professionalism, and optimise use of resources by generating economies of scale;**

EPSO: context and beginnings...

- **Also created in the context of major changes in EU construction to face an unprecedented enlargement from 15 to 25, and subsequently 27 Member States;**
- **Avoid counterproductive competition in « new » member states;**
- **Demographic imbalance in (almost) all institutions**

We select staff for:

5000 
European
Parliament

3549 
CONSILIUM
Council

34 345 
European
Commission

...and many
other agencies of
the EU

2015 
Court of Justice

895 
Court of Auditors

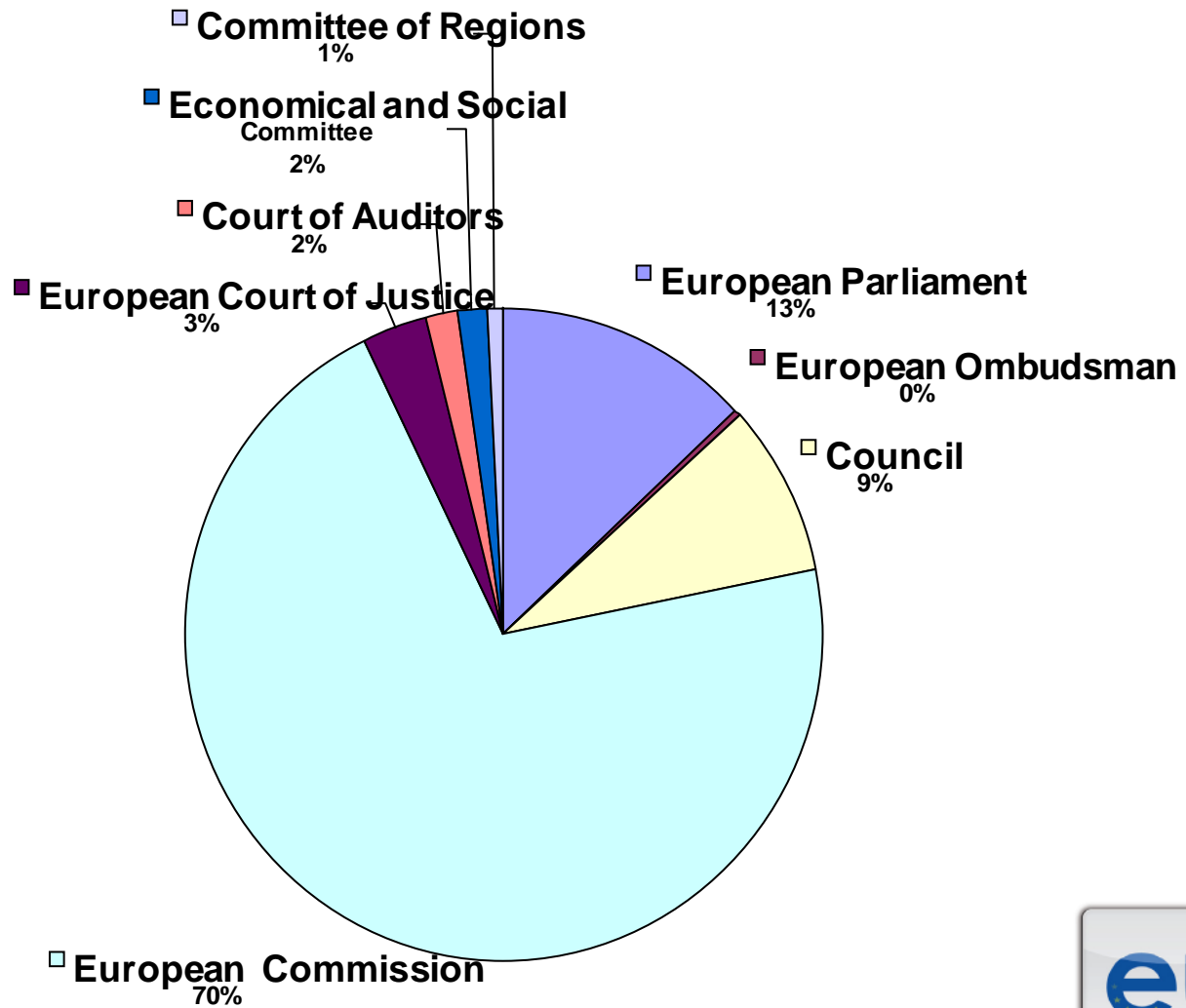

Ombudsman


Economic &
Social
Committee


Committee
of the Regions


Data Protection
Supervisor

Scale of operations



Why change (1)?

- **Recruitment process out-dated: based on 1950's competition model;**
- **Extremely long procedures both for candidates and Institutions;**
- **'War for talent': need to compete efficiently to attract the right people and create a positive image of the EU Institutions as potential employer.**



Why change (2)?

- **Accelerated rate of retirement over the next 10 years;**
- **Demographic change;**
- **A change in expectations and demands from the new generations;**
- **Align the European Institutions with best practice in the public sector.**

Why change (3)?



Why change (4)?



Why change (5)?



Fonte: <http://www.privateline.com/Seattlemuseum/MVC-021F.JPG>

Why change (6)?



Why change (7)?

KEY SKILLS

Versus

KNOWLEDGE



Why change (8)?

A good lawyer who can adapt

Or

**A lawyer who knows everything
about footnote 3, page 64, of
the Lisbon Treaty**



Management Board - composition

- A President (elected by the Management Board for two years);
- 1 permanent member and 1 substitute member by Institution;
- 3 observers from the Staff Committees of the Institutions.

Management Board

- Gives a favorable opinion to the Commission's proposal for Director of the Office;
- It approves the rules governing the Office and its organisational structure;
- **It approves the principles of selection policy;**
- It establishes the provisional budget of the Office;
- It approves the nature and fee for any extra work that the Office may do on behalf of the Institutions, Organs, Offices and Agencies;
- It approves the work programme, notably the competition planning and the calendar of competitions to be organised.



EPSO DEVELOPMENT PROGRAMME

Emphasis on:

- Realistic planning of (combined) needs;
- Length of procedures (annual cycles);
- Modernisation of selection techniques;
- Reasonable time spent by successful candidates on reserve lists;
- Report on candidates performance (competency passport)



INTERINSTITUTIONAL COOPERATION ?



INTERINSTITUTIONAL COOPERATION (2)

- Sizes of the institutions;
- Debate « skills><knowledge » still ongoing;
- Competition for specialised jobs (linguistic);
- Feeling of loss of autonomy;
- Specific issues linked to geography (Brussels / Luxemburg)

To conclude: without EPSO...

- Institutions could not have faced the challenge of successive enlargements;
- They would still be competing for the same profiles;
- They would probably still apply old fashioned selection techniques;
- Candidates would not be interested any longer



THANK YOU FOR YOUR ATTENTION

