



SHAPING EUROPE TOGETHER



Career opportunities with the European Institutions and EPSO selection procedures

About EPSO

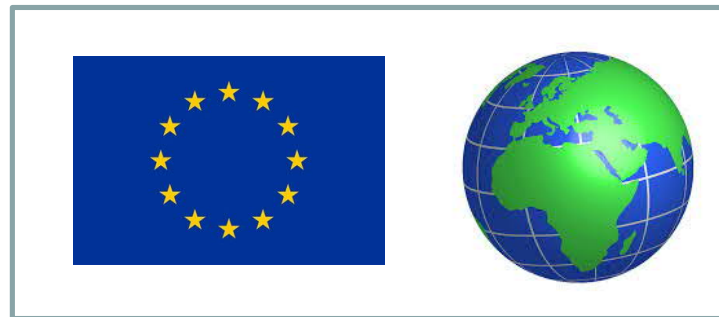
Vision

To be
the matchmaker
between aspiring talent &
EU institutions

Mission

To provide the EU institutions with the workforce that best matches their needs, accomplished by deploying high quality, efficient and effective selection procedures, together with an innovative approach

EU institutions as employers



Profiles



European Public
Administration



Economists



Finance Officers



Auditors



External
Relations



Communication
specialists



ICT



Scientists



Lawyers



Lawyer-
linguistics



Translators



Linguistic
assistants



Interpreters



Assistants



Secretaries



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

Personal
development,
training courses

Flexible working
conditions

Job mobility

Work-life balance

Well-being
initiatives

Shaping Europe
together

Collaborative way
of working

Inclusion, equality
and diversity

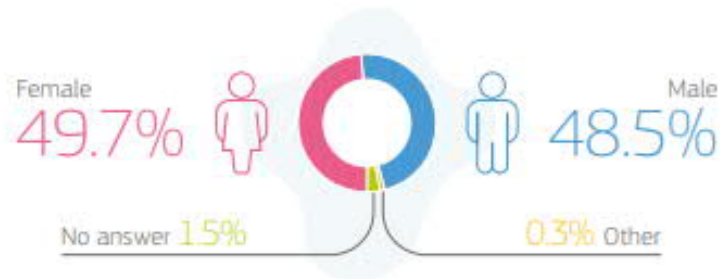
Compensation
& benefits



EPSO's applicant pool

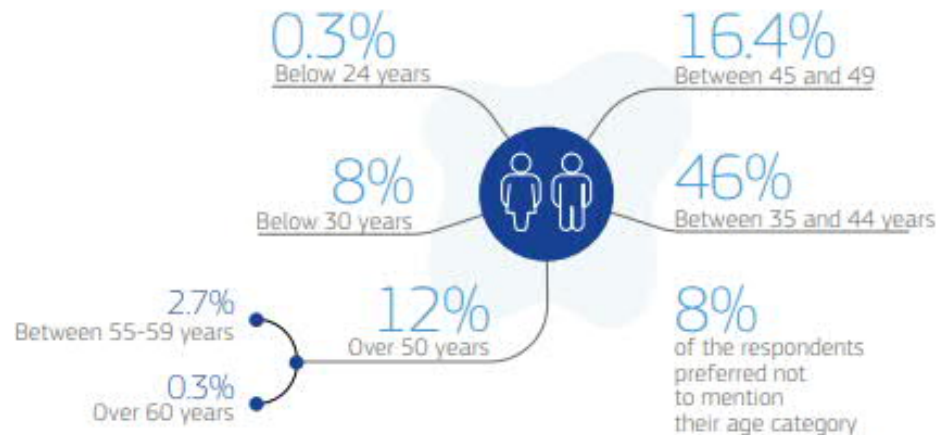
1. Gender

Gender balance was well established in our pool of respondents: **Female (49.7%), Male (48.5%). 0.3%** of participants selected the option "other", and less than **2%** of participants decided not to disclose their gender or did not provide any answer to the question.

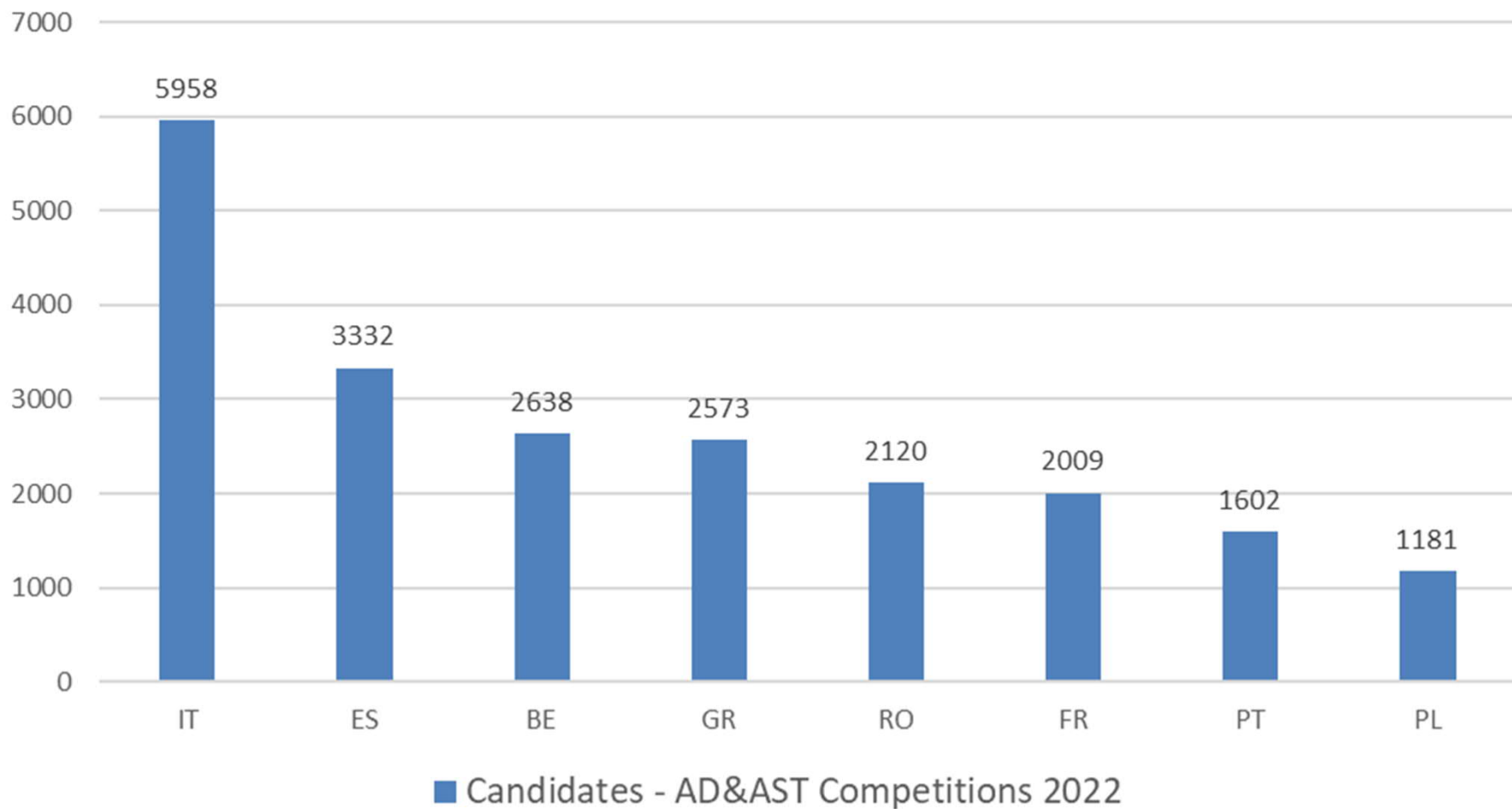


2. Age

The majority of the respondents are:



Top 8 Member States in total number of candidates





Competitions

Permanent officials (civil servants)

Types of competitions

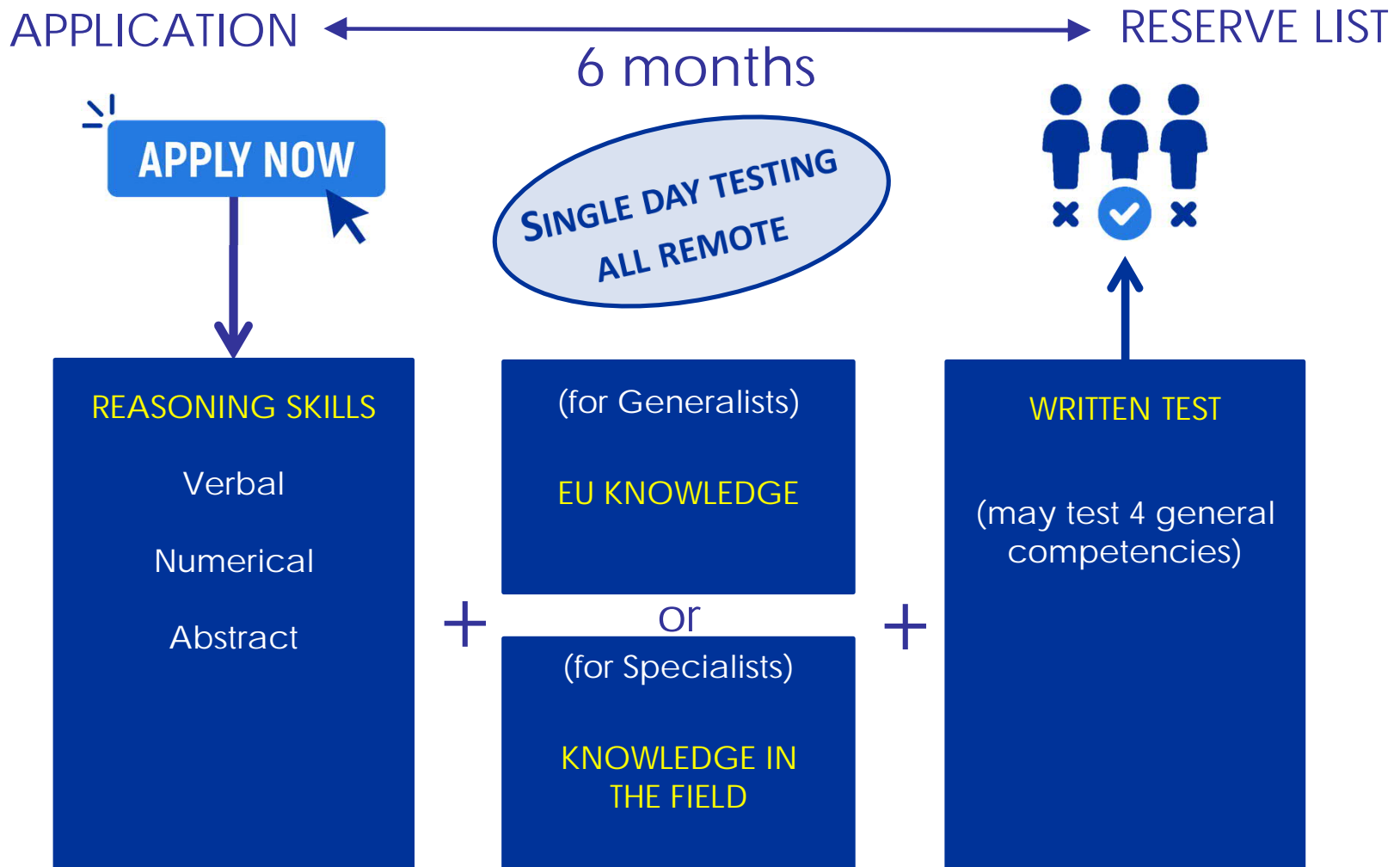
Generalists

- No fields
- No professional experience needed
- For graduates
- Entry-level (Grade AD5)

Specialists

- Specialised fields
- Professional experience needed for most profiles
- For graduates and non-graduates
- Grade AD6, AD7, AST3

Elements of a competition

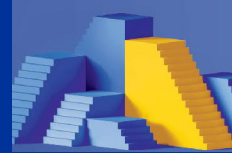


What we are looking for

Critical thinking,
analysing & creative
problem solving



Decision-making & getting
results



Information management
(digital & data literacy)



Communication



Working with others



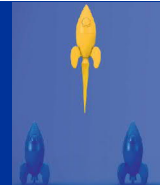
Learning as a skill



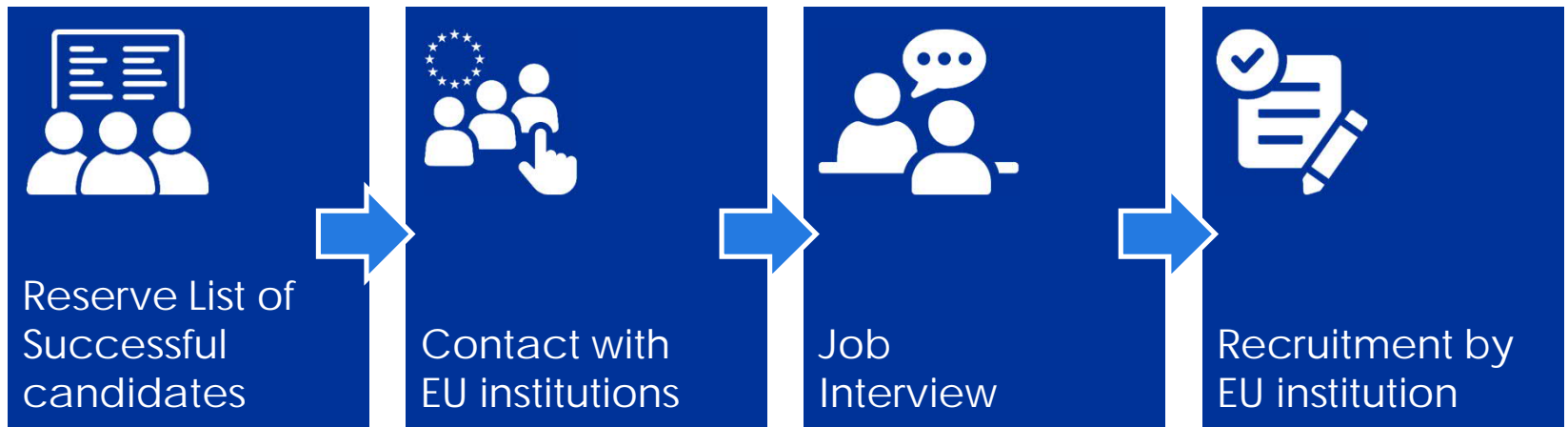
Self-management



Intrapreneurship



Successful candidates



Other staff categories

Contract
agents
(CAST)

Temporary
agents

Interim staff

Freelance

Seconded
National
Experts

Trainees

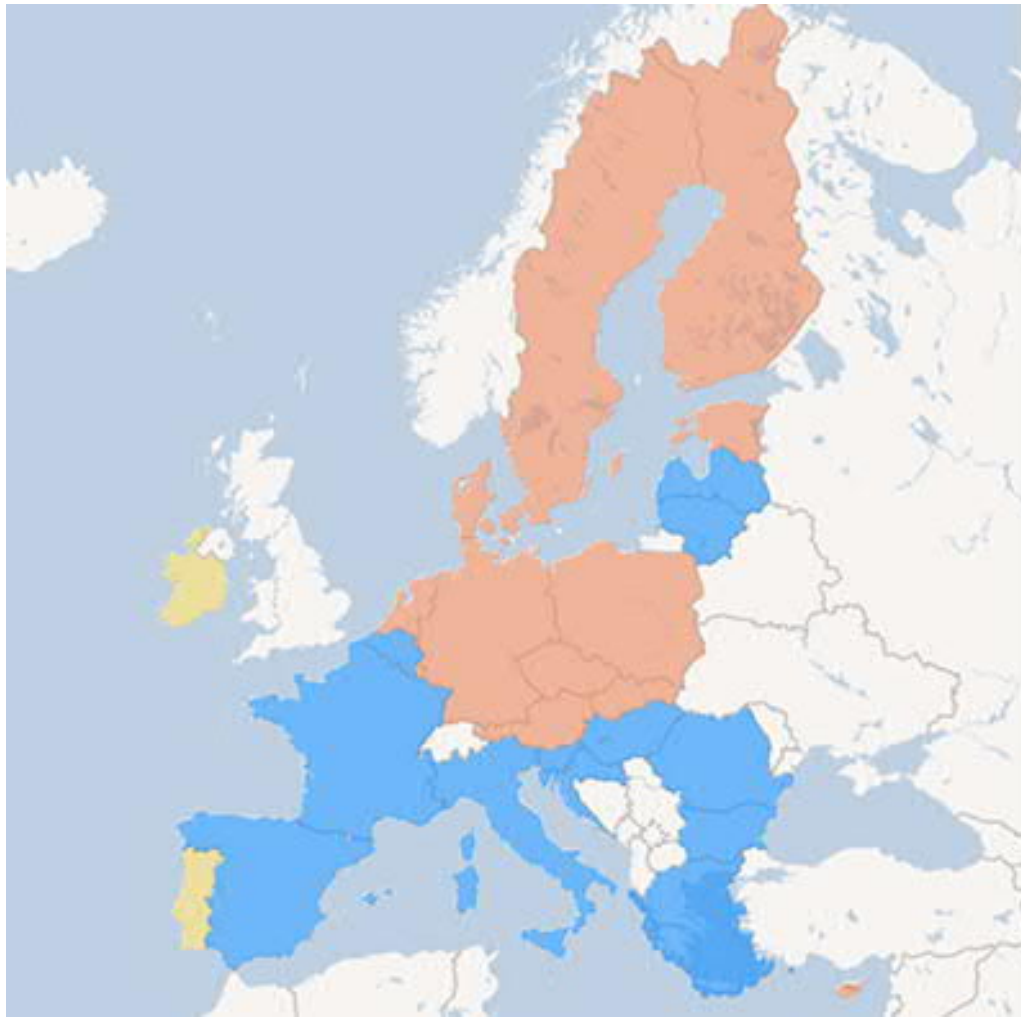
Upcoming competitions

- ✓ Economists (AD6 - May 2023)
- ✓ Administrators in the field of intellectual property (AD6)
- ✓ Administrators in the fields of Crisis Management, Migration and Internal Security (AD7)
- ✓ Administrators in the field of transport (AD)
- ✓ Administrators - Generalists (AD5)

Finland's case

Statistics on Finnish candidates (2018-2022, for all institutions)

- ✓ Candidates: 1549
- ✓ Laureates: 32
- ✓ Recruited: 16



Under-represented

- Austria
- Cyprus
- Czech
- Denmark
- Estonia
- Finland
- Germany
- Luxembourg
- Malta
- Netherlands
- Poland
- Slovakia
- Sweden

Appropriately represented

- Belgium
- Bulgaria
- Croatia
- France
- Greece
- Hungary
- Italy
- Latvia
- Lithuania
- Romania
- Slovenia
- Spain

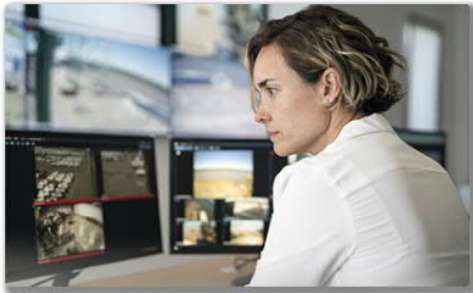
Close to under-representation

- Ireland
- Portugal



Info and jobs on EPSO's website

What's new?



Assistants in security and safety

Would you like to start an international career within a multicultural and diverse team?

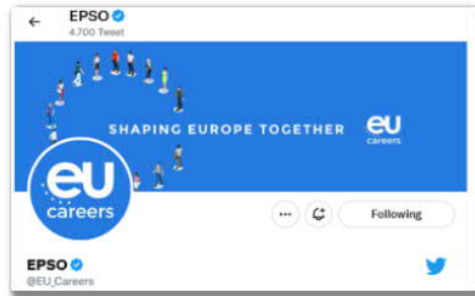


EPSO is delivering

The pandemic slowed us down but we are getting back on track! We are picking up speed and dealing with the 'backlog'.



Contract Staff (CAST Permanent)



EPSO Tweet

Highlights



European Committee of the Regions Traineeship programme

News

Reserve list - Administrators in the field of Data Protection
Post date: 09/12/2022

Final results of the competition - Laboratory technicians
Post date: 06/12/2022

Final results of the competition - Polish-Language (PL) Lawyer-Linguists
Post date: 01/12/2022

[Read more news](#)



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Questions? Thank you!
www.eu-careers.eu

