

16/07/2020



Career Opportunities

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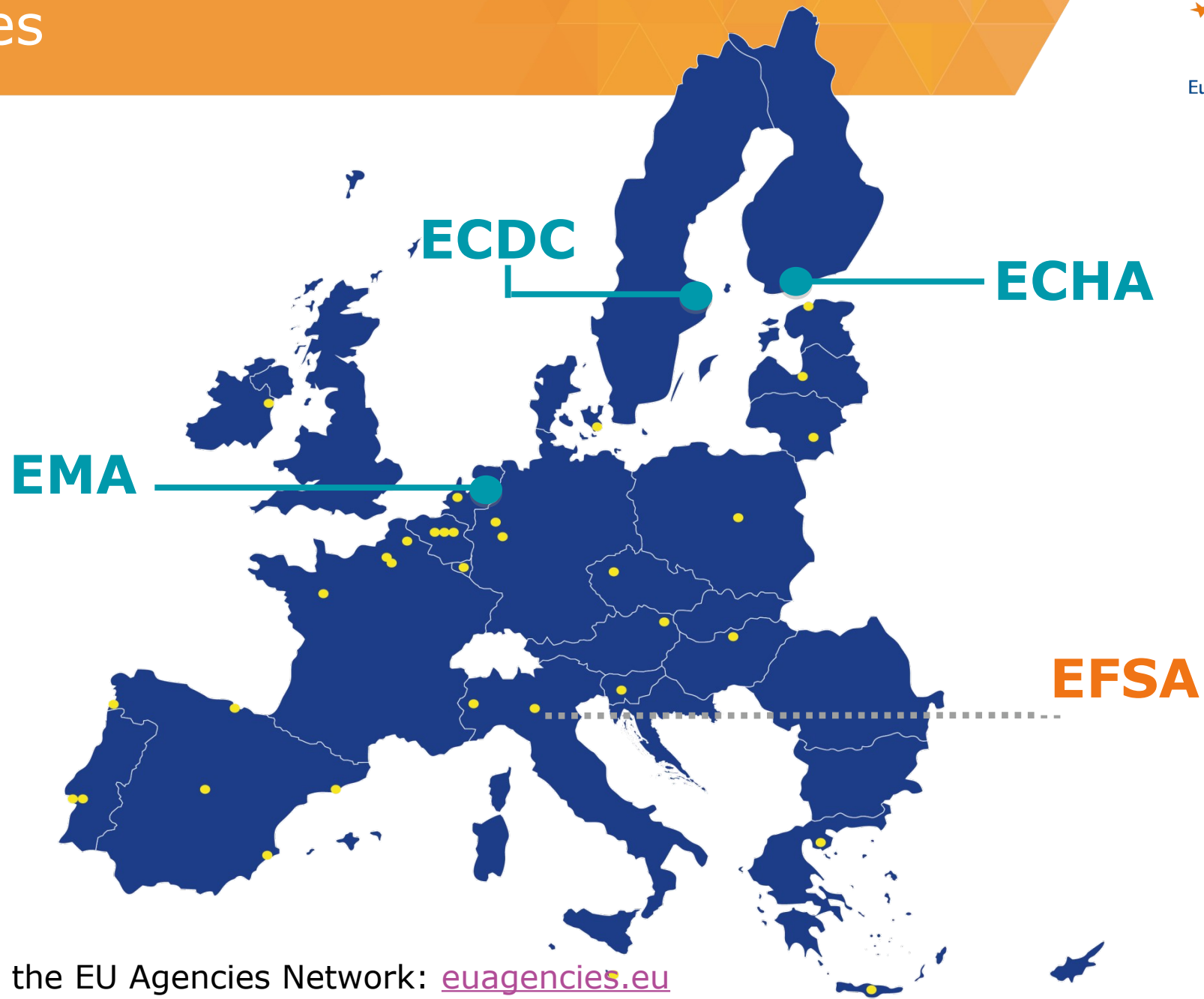
HELLENIC REPUBLIC
National and Kapodistrian
University of Athens

Trusted science for safe food



- Present briefly EU Agencies role
- Describe the different career opportunities & selection procedures at EU level
- Describe the selection procedure for staff at EFSA
- Outline the Traineeship program at EFSA

EU Agencies



Learn more about the EU Agencies Network: euagencies.eu



ESTABLISHED
2002

HEADQUARTERS
in the **heart of Parma**



The reference body for risk assessment of food and feed in the European Union. Its work covers the entire food chain – from field to fork



One of the number of bodies that are responsible for food safety in Europe

Job Categories

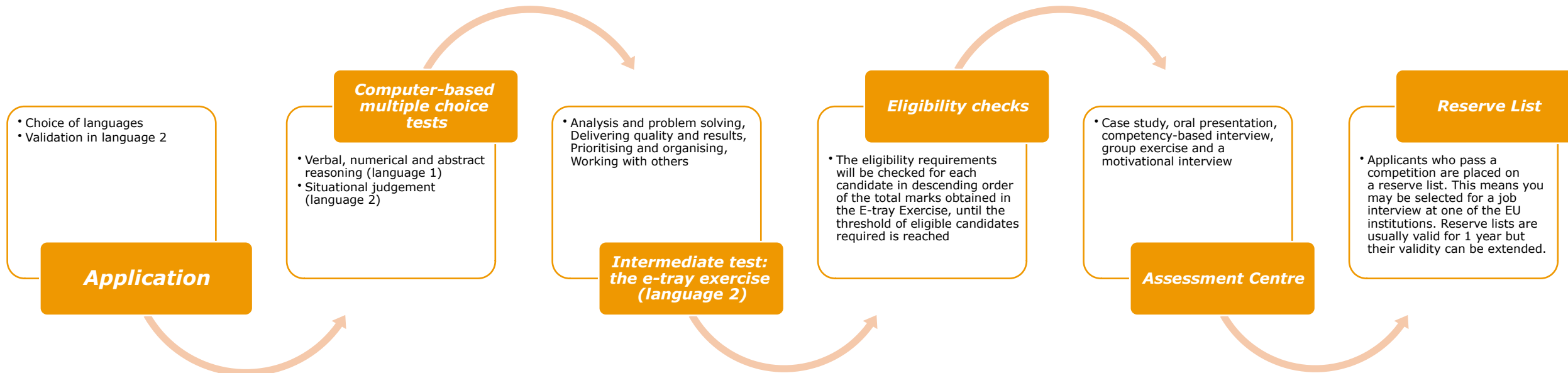
- Permanent Officials
- Temporary Agents
- Contract Agents
- Seconded National Experts
- Trainees
- Interims
- Consultants

Grades

- Officials and Temporary Agents:
 - AD (from 5 to 16)
 - AST (from 1 to 11)
- Contract Agents:
 - FGI to FGIV

EPSO: Graduate Administrators Competition

EPSO is organising an open competition, based on tests, to draw up a reserve list from which the institutions of the European Union may recruit new members of the civil service as 'administrators' (function group AD). Applications are usually open in May



Overview

Contract agents (known as CAST) are recruited,

- to manual or administrative support-service tasks or to provide additional capacity in specialised fields where insufficient officials with the required skills are available.
- from a pool of applicants (kept in a database) following a selection procedure usually organised by the European Personnel Selection Office (EPSO).

Selection Process

1. Register yourself in the CAST database, under all relevant contract agent profiles and functions groups where you meet the eligibility and skills requirements.
2. Recruiting services will invite suitable candidates to sit the CAST computer – based selection exam comprising of verbal, abstract & numerical reasoning + a field specific competency tests.
3. If you pass you will be included in the relevant database.
4. The recruiting service that selected you from the database has to invite you for an interview.
5. If you are successful in obtaining a contract, you will be employed for a fixed period. In some EU bodies, your contract could be extended for an indefinite duration.

EPSO CAST Profiles

Administration / Human Resources

Child care staff

Communication

Educational Psychologists

Finance

Information and Communication
Technology (ICT)

Law

Manual and administrative support
workers

Political Affairs / EU Policies

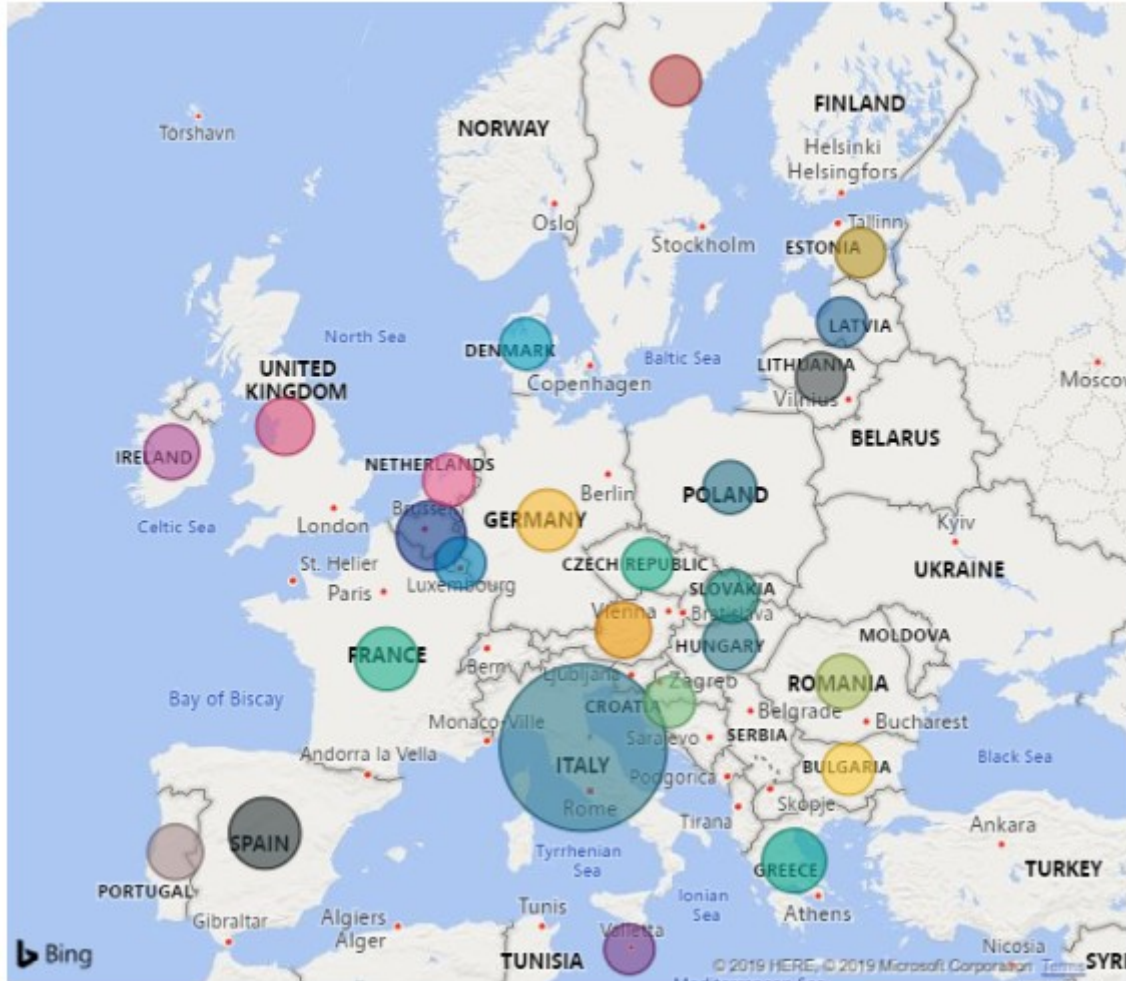
Project / Programme Management

Proofreaders

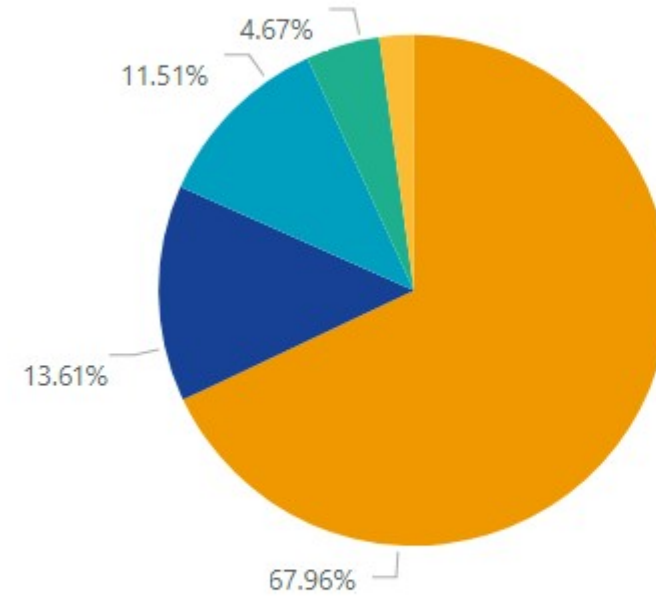
Secretaries / Clerks

Translators

Nationalities of Staff



Workforce Total Distribution



User Person Type

- Staff
- Scientific Committee and Panels
- Trainees
- External Staff for occasional tasks
- SNE

Average Age

Scientific Committee and Panels

56.88
Average of Age

SNE

41.19
Average of Age

Staff

45.41
Average of Age

Trainees

27.16
Average of Age

Career Opportunities for Young Professionals

- ✓ Which are the career opportunities for graduate students?
- ✓ Is there a program which combines academic and professional development?
- ✓ Could someone visit EFSA for a few days as part of a PhD project?
- ✓ How competitive is the staff selection procedure?

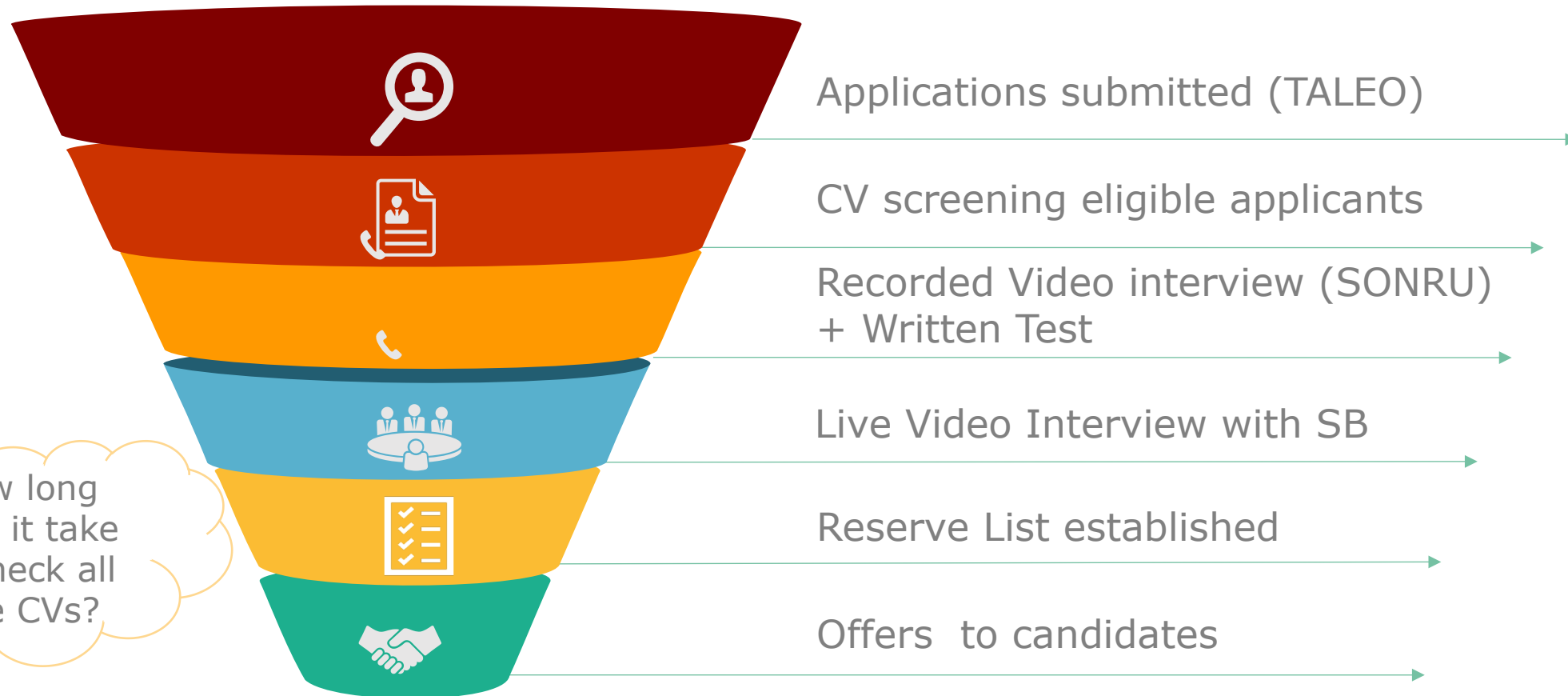
Trainees

EU FORA Fellows

Guest Programme Professionals

Statutory Staff

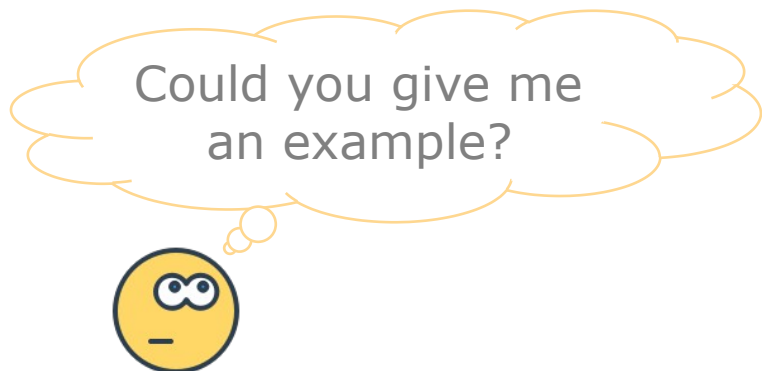
Selection Procedure for Staff



How long does it take to check all the CVs?



- ✓ Technical interview questions: focus on candidates' skills
- ✓ Behavioral competencies interview questions: focus on how you handled (would handle) various work situations



How do you manage stress?



Tell me about a time when you had to perform a task or project under a lot of stress.

Keep in mind

- ✓ Refer to the competencies in the vacancy notice – think of examples in advance
- ✓ Think about the depth and complexity of your examples
- ✓ Use the STAR technique
- ✓ Be concise and engage with the panel
- ✓ Think of your value proposition
- ✓ Do not take for granted that the SB knows your skills, achievements: explain and give all necessary details

What to avoid

- ✗ Generalised answer – sweeping statements (e.g. always get on well with people)
- ✗ Too much “I” or “we”, concentrate on your role on the team

Useful Video

- ✓ [Competency – based interviewing, M. Emery](#) (13mins video)

The outcome of EFSA Selection procedures for staff is the establishment of a **Talent Pool of suitable candidates**

- Is valid for two years (possible extension upon ED Decision).
- Inclusion on the Talent Pool does not guarantee a job offer
- Hiring managers can screen and select candidates from Talent Pools in case they have a business need (a second interview with the relevant manager may be scheduled)



Traineeship Programme



Goal

- ✓ Gain professional experience in a leading scientific European Agency
- ✓ Develop and strengthen your skills and competencies in the chosen field of interest
- ✓ Expand your professional and/or scientific network

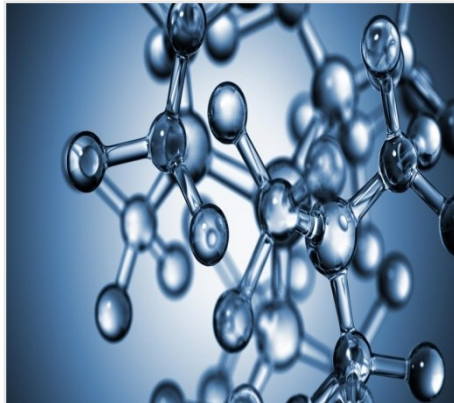
Eligibility

- ✓ University degree
- ✓ B2 level in English
- ✓ Have never been an EFSA trainee or employed by EFSA
- ✓ EU citizen and non-EU citizen
- ✓ EU trainees are eligible to apply

Characteristics

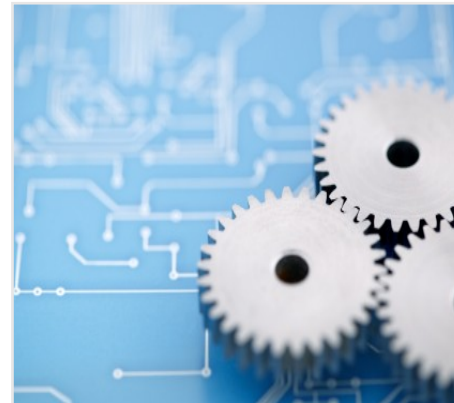
- ✓ Duration: up to 12 months
- ✓ Monthly maintenance grant €1,160
- ✓ Working language: English

SCIENCE



Biology
Toxicology
Veterinary
Chemistry
Statistics
Nutrition
Pesticides

BUSINESS SERVICES

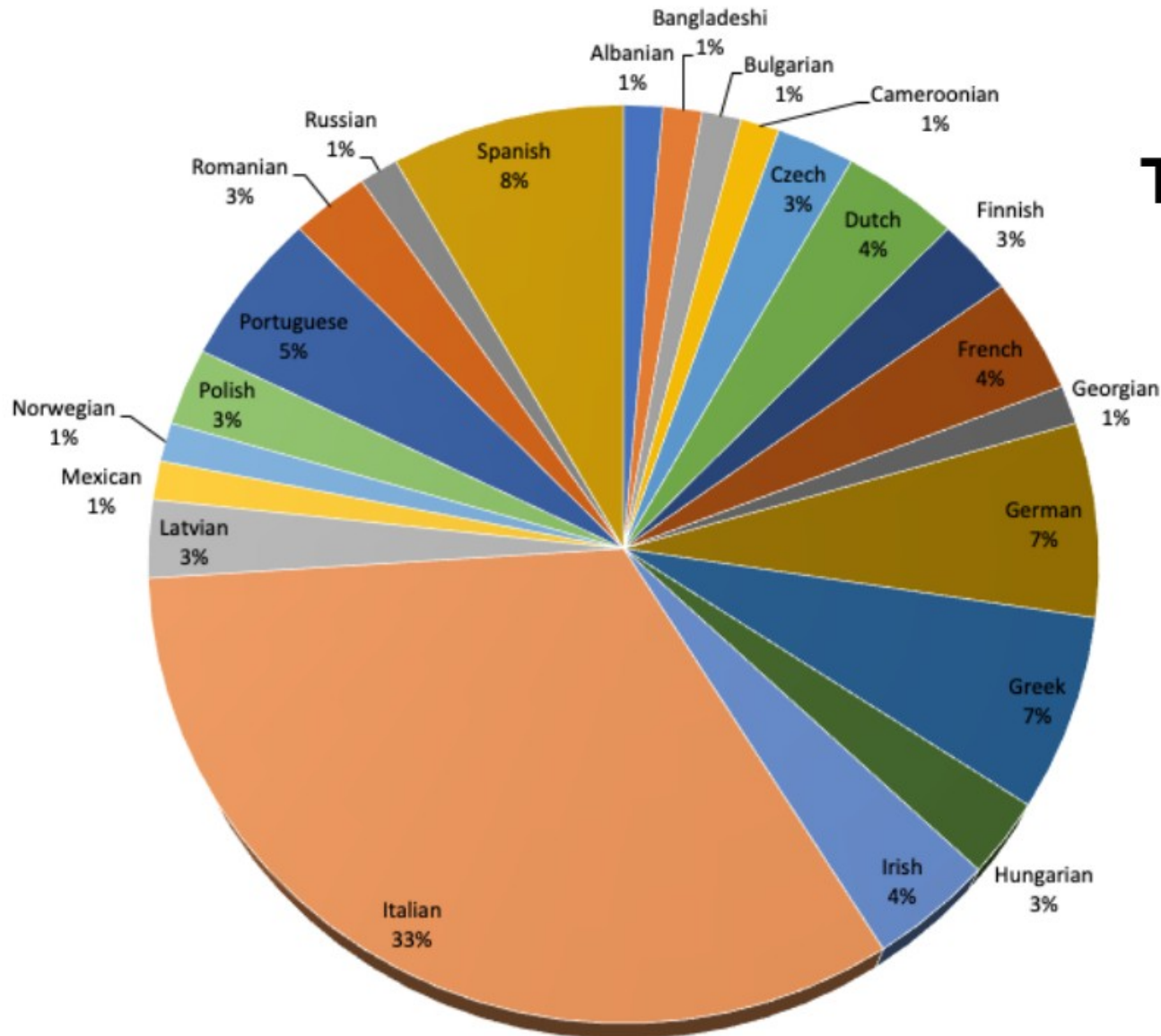


International relations
Legal Affairs
Accounting
Event and Campaign
Management
HR administration
Business ICT Systems

COMMUNICATIONS



Editors
Media Relations
Engagement and
External Relations
Digital Communications
and Multimedia



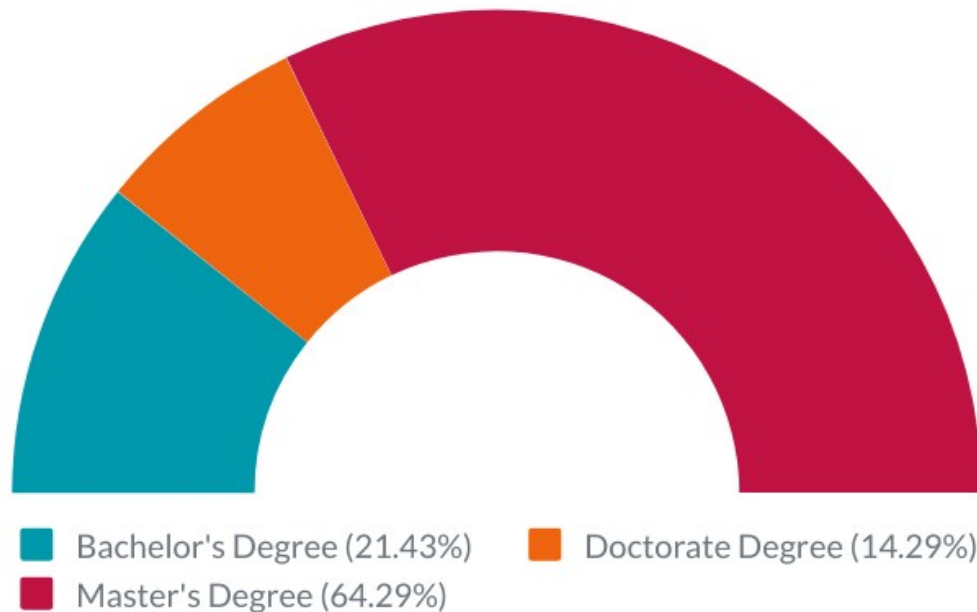
Trainees Hired: 22 Nationalities

10% non - EU trainees:
Albania, Bangladesh,
Cameroon, Georgia,
Mexico, Norway & Russia

Applications: 2304
Hired: 73

Success Rate: 3,2%

Academic Background of Hired Trainees



Gender Balance & Age



Women represent approximately 73% of the trainees.

- ✓ Trainees & Interims constitute the **8% of candidates placed on reserve lists.**
- ✓ Focused **on junior position calls** (FG III and IV), for the period of 2016 – 2018, the relevant number is increased to **23%.**
- ✓ **Trainees are also an important pool for interim staff;** for the period 2016 – 2018, 47% of interims were former trainees.



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