

SHAPING



EUROPE

TOGETHER



# Ευκαιρίες Καριέρας στα Θεσμικά Όργανα της ΕΕ

Μιχάλης ΠΑΠΑΓΙΑΝΝΗΣ  
Υπεύθυνος Επικοινωνίας  
Αντιπροσωπεία της Ευρωπαϊκής Επιτροπής στην Ελλάδα



# Ας γνωριστούμε

- **Από 2010:** EU CAREERS Staff Ambassador για λογαριασμό της EPSO.

➤ Θεσσαλονίκη

➤ Α.Π.Θ - Οικονομικές Επιστήμες

- **Σεπτέμβριος 2015:** Αντιπροσωπεία της Ευρωπαϊκής Επιτροπής στην Ελλάδα, Προϊστάμενος Διοίκησης και Οικονομικού **2018** Ομάδα Επικοινωνίας.

➤ Université libre de Bruxelles – Ευρωπαϊκή Οικονομική Ενοποίηση

- **2013–2015:** Ομάδα Δράσης για την Ελλάδα ως Υπεύθυνος Διοίκησης και Οικονομικού

➤ **2004-2007:** Ευρωπαϊκό Κοινοβούλιο ως Επιστημονικός Συνεργάτης Ευρωβουλευτή

- **2012- 2013:** Αντιπροσωπεία της ΕΕ στην Κροατία ως Αναπληρωτής Προϊστάμενος Οικονομικού

➤ **2007-2010:** Γενική Διεύθυνση Εξωτερικής Βοήθειας ως Οικονομικός Διαχειριστής



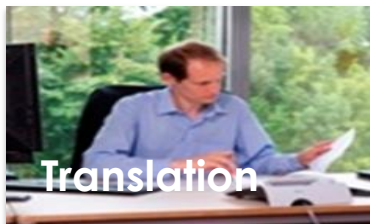
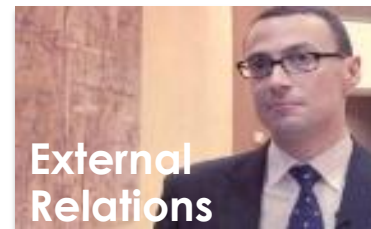
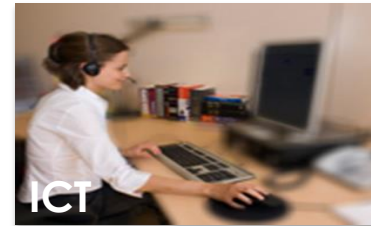
# Που μπορώ να εργαστώ;





Who?

# Προφίλ



# Βαθμίδες

**Assistants = Non-university degree**

**AST/SC = secretaries**

**AST/1**

**AST/3**

**Administrators = University degree**

**AD/5**

**AD/7**

# Ποιοι είναι επιλέξιμοι;



**EU  
citizens**

**Multilingual:  
Minimum of 2 EU  
languages**

**Enjoying  
working in  
multicultural  
teams**

**Graduates  
+  
Non-graduates**

# Τι προσφέρουμε;

**Interesting &  
challenging  
work**

**International  
working  
environment**

**Travel**

**Shaping Europe  
together**



# Τι κάνει η ΕΕ για σένα;



# Τι προσφέρουμε;

Training courses:  
languages,  
skills,...

Job  
mobility

Work-life  
balance

Well-being  
initiatives

# Τι προσφέρουμε;

## Social benefits

- pay
- pension
- family allowances
- European schools
- medical insurance
- ...

# Μισθός

Grade	Salary
AST/SC	+/- 2.500 €
AST/1	+/- 2.900 €
AST/3	+/- 3.700 €
AD/5	+/- 4.700 €
AD/6	+/- 5.300 €
AD/7	+/- 6.000 €
AD/8	+/- 6.800 €



**How?**



# Welcome to EU Careers

Quick job search ...

## Scientific research specialists



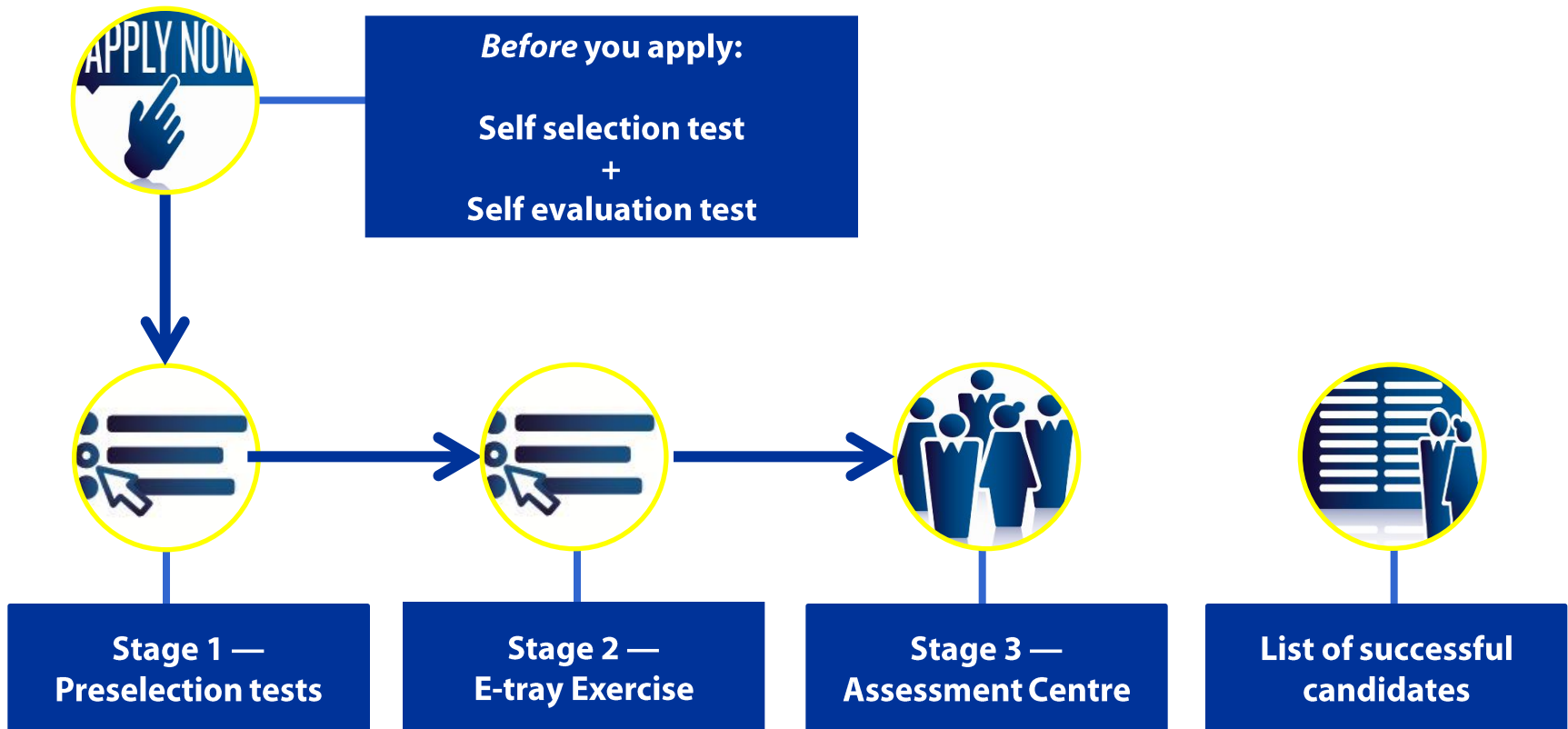
### News


Open for applications - Scientific Research Administrators - Nuclear research and decommissioning

**Post date:** 22/02/2019 - 17:15

New address for computer-based tests in

# Overview





**Stage 1 – Preselection  
Computer Based Tests  
worldwide**



# Computer Based Tests (CBT)

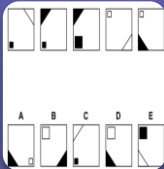
Verbal reasoning



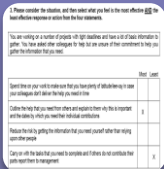
Numerical reasoning



Abstract reasoning



Situational judgement test



1 of 24 official  
EU languages



Language 2

# Παράδειγμα Κατανόησης Κειμένου

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

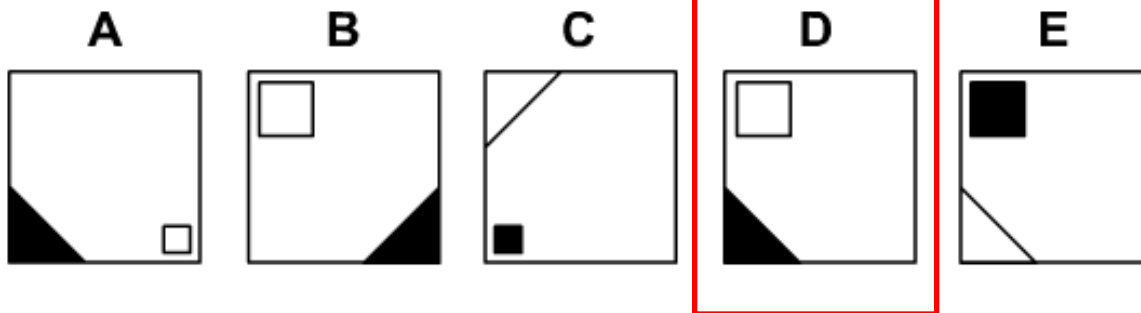
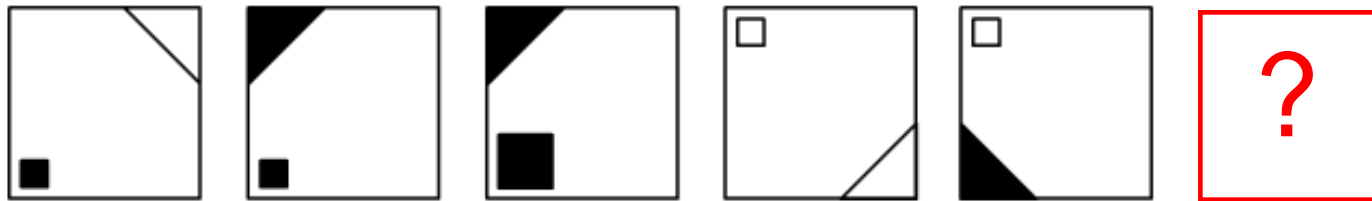
# Παράδειγμα Αριθμητικής

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?

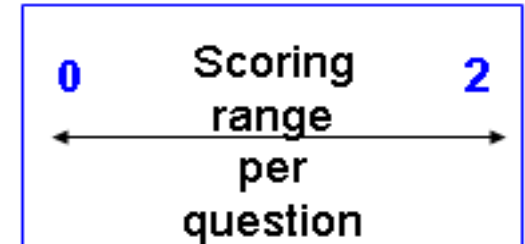
- A. 45.3%
- B. 47.6%
- C. 49.4%
- D. 52.2%
- E. Cannot say

# Παράδειγμα Αφηρημένης Συλλογιστικής



# Παράδειγμα situational judgement

You have recently been appointed to a position in a new project team. Although you are experienced in the technical aspects of the job, there are aspects of the work that you need to understand. Your job will eventually require internal liaison and collaboration with other project teams. Although your manager has proposed an induction and training period for you, many of the issues you are responsible for require urgent attention.



- a. Immediately arrange meetings with those individuals you feel you will need to work with. **(Most effective)**
- b. Quickly try to establish how your objectives will relate to your project manager's objectives. (Neutral)
- c. In the initial stages, make sure that you are doing your job as you understood it from the job description. **(Least effective)**
- d. Spend time building your understanding of the team's objectives for the future. (Neutral)

Most      Least

1	<input checked="" type="radio"/>	<input type="radio"/>	0
0.5	<input type="radio"/>	<input type="radio"/>	0.5
0	<input type="radio"/>	<input type="radio"/>	1
0.5	<input type="radio"/>	<input checked="" type="radio"/>	0.5



# Phase 2 – E-tray exercise across Europe

# E-tray exercise

## When are you invited?

If you **pass all pre-selection** tests  
+  
have one of the highest total scores in:  
**abstract reasoning +  
situational judgement**

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

## E-tray exercise

15 to 20 questions

### Assessing:

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

In Language 2

# Παράδειγμα E-tray εξέτασης

**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 CO<sub>2</sub> 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



# Παράδειγμα E-tray εξέτασης

## 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



**Stage 3 –  
Assessment Centre  
in Brussels**  
(or Luxembourg)

# Assessment Centre

## When are you invited?

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

+

You meet the **eligibility requirements** according to the data in your application file

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

## Assessment centre



Case study



Group exercise



Structured interview



Oral presentation



Motivational interview

In Language 2

# Assessment Centre

## Testing 8 competencies



Analysis &  
problem solving



Communication



Delivering quality &  
results



Learning &  
Development



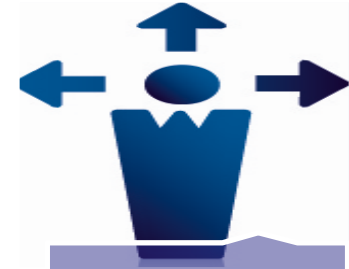
Prioritising &  
organising



Resilience



Working with others



Potential to lead

# A day at the Assessment Centre



# Successful Candidate





31

When?

# Πότε γίνονται οι προκηρύξεις;



## Spring

Graduates – Generalists profiles such as law, public administration, etc.



## Summer

Linguists - Translators, Conference interpreters  
*\*languages vary per year*



## Winter

non- graduates with experience (Assistants)



## Specialists when needed

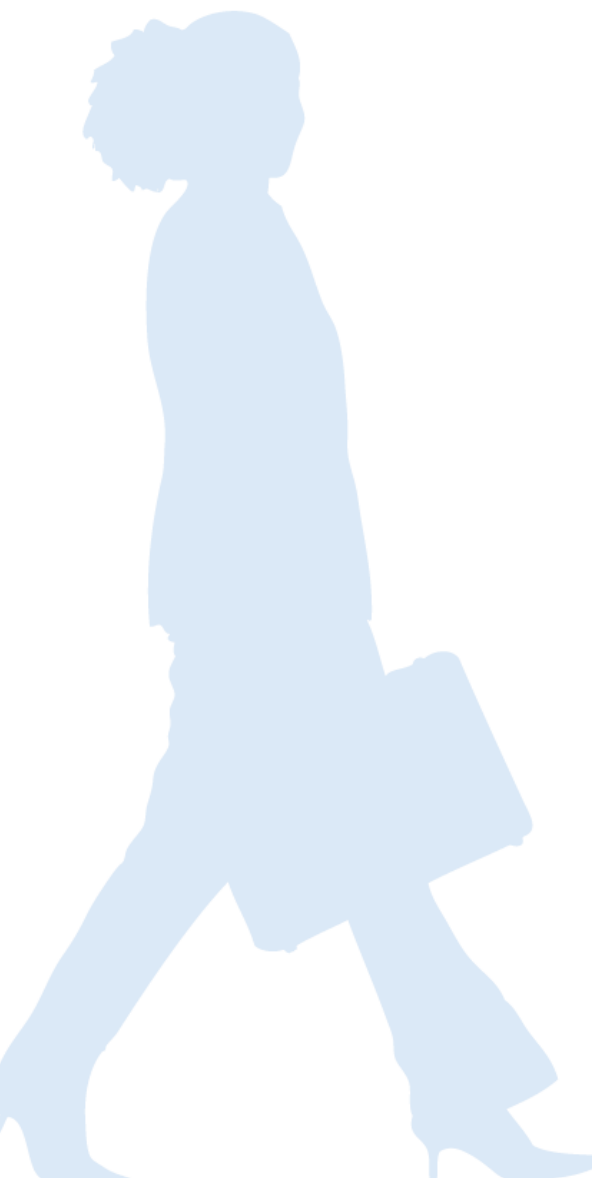
(e.g. economists, building specialist, ICT, food safety, contractual staff when needed)



# Προσεχείς διαγωνισμοί

*all dates to be confirmed*

Field	Language	Grade	Application period
<b>Scientific Researchers</b> <ul style="list-style-type: none"><li>Quantitative and qualitative policy impact assessment/evaluation</li><li>Data science applications</li><li>Modelling for policy</li><li>Development of space, telecommunication and remote sensing applications</li><li>Scientific knowledge management and communication</li><li>Nuclear research and decommissioning</li></ul>	EU-28  Lg 2 = EN FR DE IT or ES	AD7	21/02-26/03
National Law	CY EL HU IT PL LV	AD5-7	07/03-09/04
Auditors		AD5-7	7 May
Generalists		AD5	16 May
Proofreaders	EL ES ET GA IT PT	AST3	Spring
Specialist Law		AD7	Spring
Development cooperation		AD7	Summer

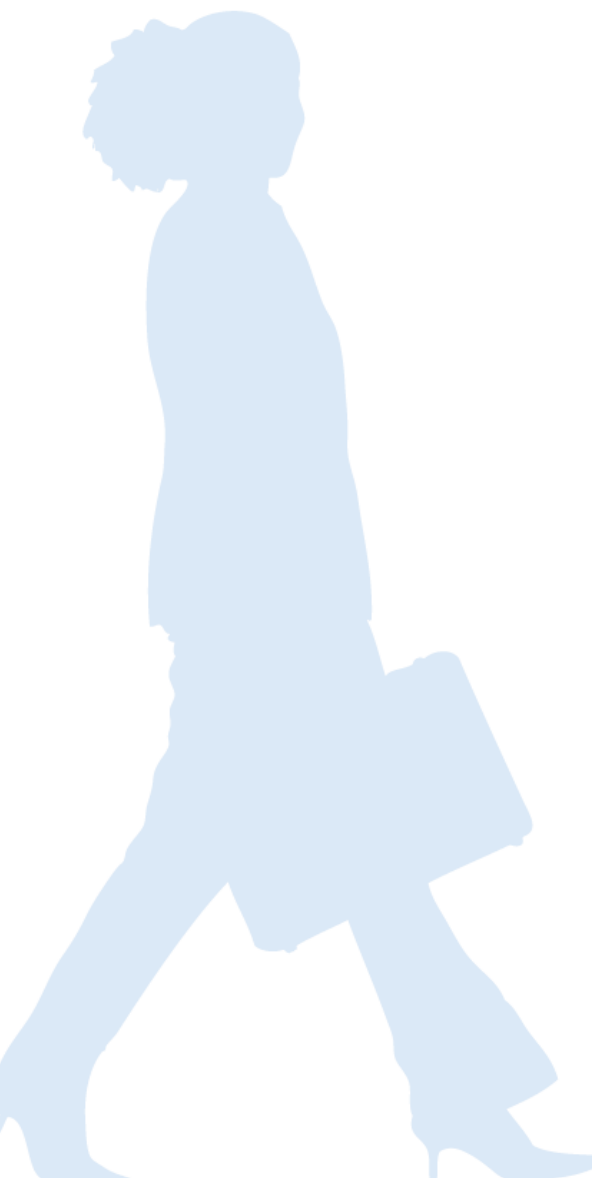


# Άλλες κατηγορίες προσωπικού

# Άλλες κατηγορίες προσωπικού

**Contract agent  
(CAST)**

**Trainees**

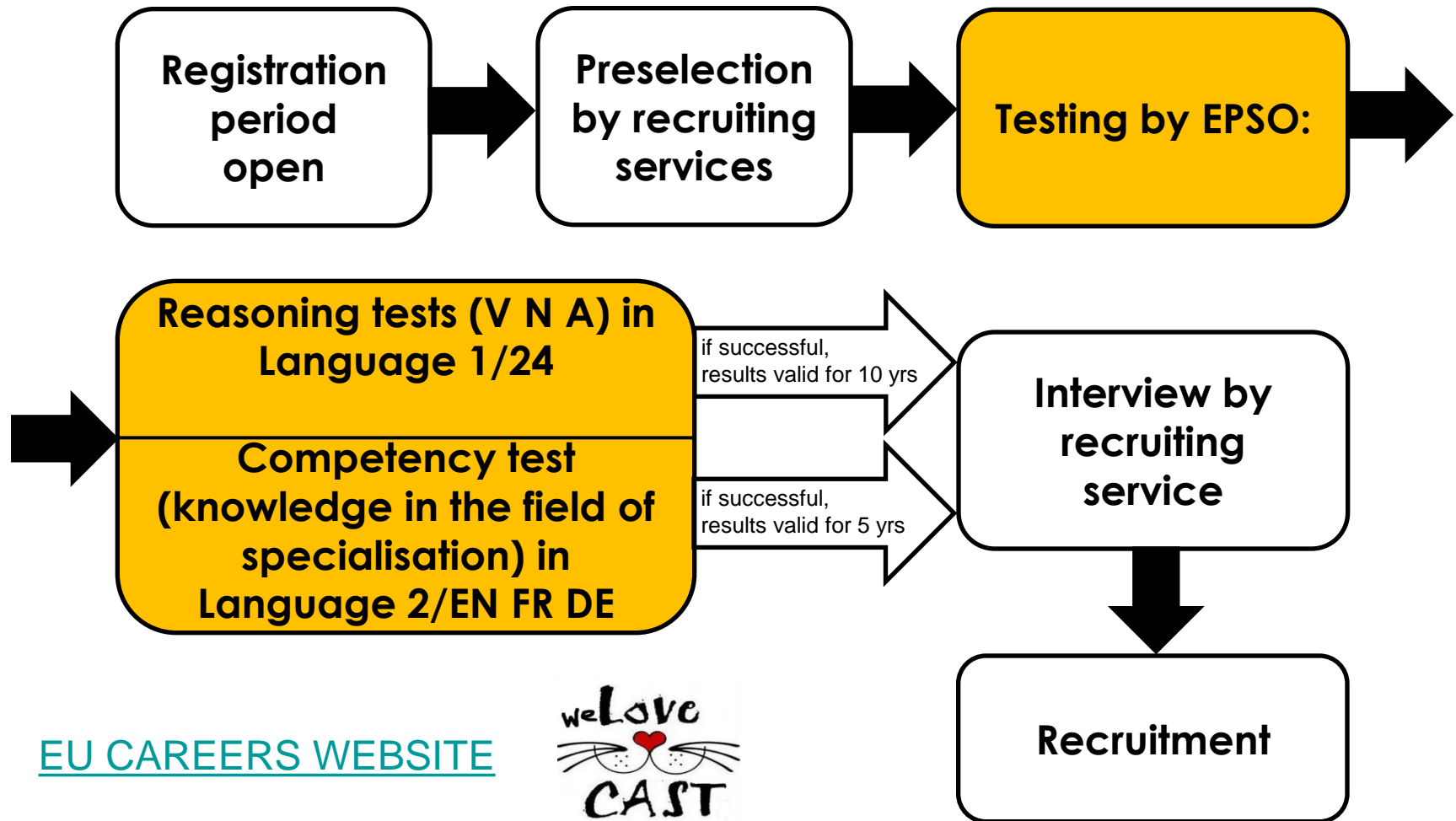


# Συμβασιούχοι

# Προφίλ

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 Διαδικασία Επιλογής

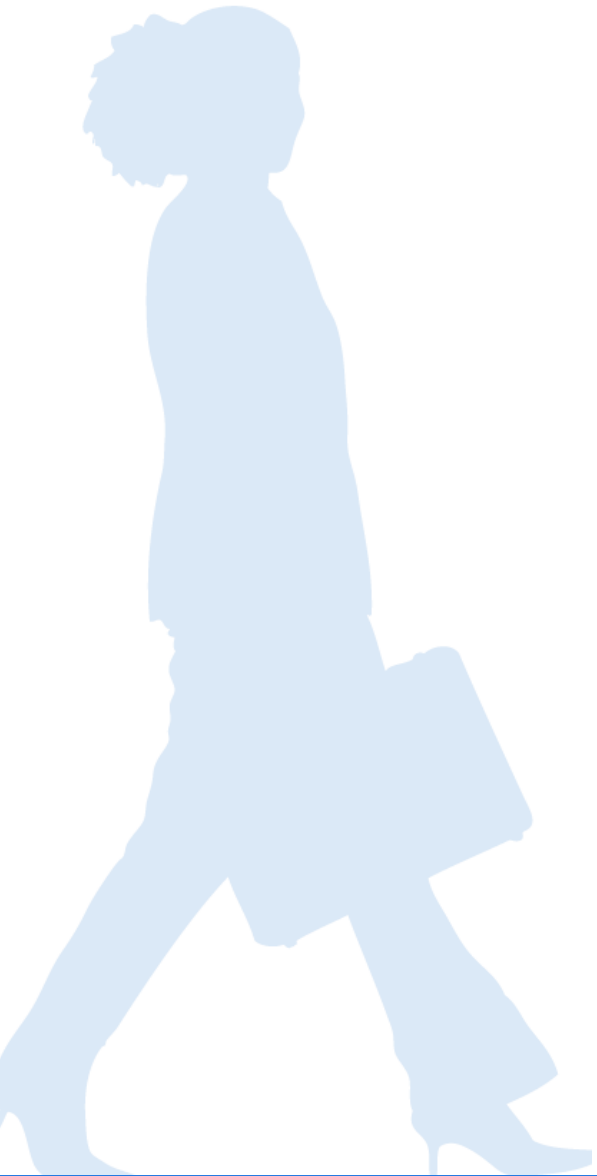


[EU CAREERS WEBSITE](https://eu-careers.eu)



# CAST Salary

Grade	Salary
FG I	+/- 2.000 €
FG II	+/- 2.100 €
FG III	+/- 2.650 €
FG IV	+/- 3.400 €



# Πρακτική



# ΕΚΠΑΙΔΕΥΟΜΕΝΟΙ

- All Institutions offer traineeships
- Most trainees work in the Commission
  - 1300 trainees per year
- Hands-on experience
- Paid ( $\pm$  €1200)
- EU knowledge
- Academic theory into practice
- 5 months: Oct>Feb or March>July

# EC Traineeship – Who can apply?

## Selection Criteria

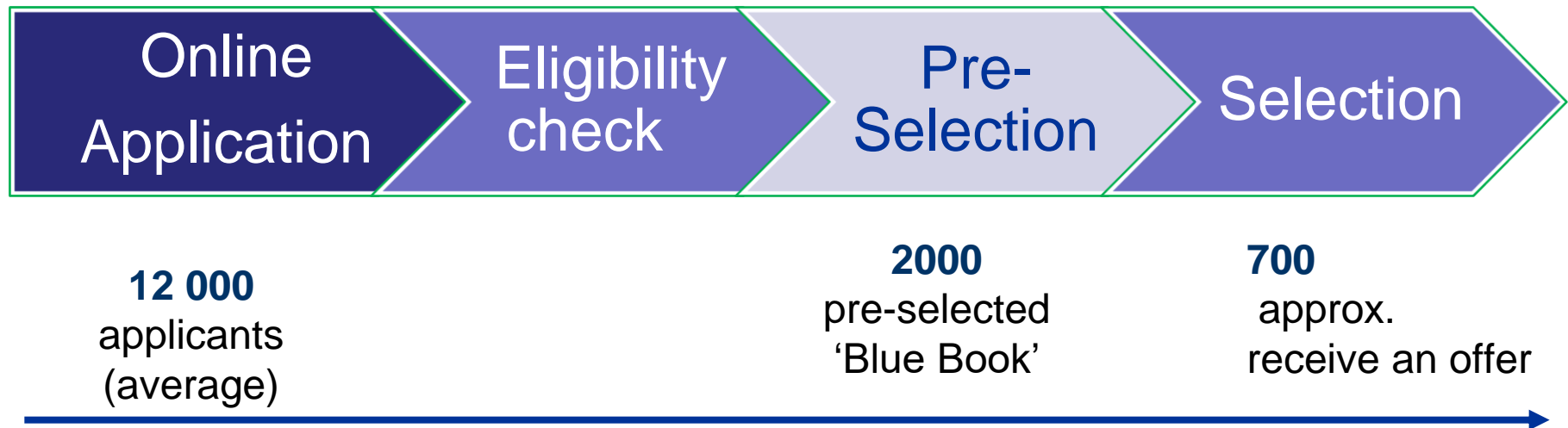
- ✓ Any citizenship/nationality
- ✓ Any age
- ✓ No prior work experience within the Institutions

## You need to:

- ✓ have an undergraduate degree (Bachelor)
- ✓ speak 2 EU Languages
- ✓ apply in time ....

# Πρακτική στην ΕΕ

Apply in July 2019 for the March 2020 traineeship



Online application for EC Traineeship:  
[http://ec.europa.eu/stages/index\\_en.htm](http://ec.europa.eu/stages/index_en.htm)

# Trainees



# Ερωτήσεις;



[www.eu-careers.eu](http://www.eu-careers.eu)

