Recruitment @ the ECB

Rules and practices
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Principals of recruitment

• Recruitment is based on the principles of
  – Professional qualifications
  – Transparency
  – Equal access and
  – Non-discrimination

Principles of selection

• Comparison of merits as outlined in the vacancy notice
• Individuals with the highest levels of
  – Ability
  – Efficiency and
  – Integrity
    should be selected.
• Broadest possible range of nationalities from the EU Member States (no quota)
• ....
Principles of selection (continued)

- ...  
- A balanced representation of men and women  
- The ECB fosters mobility  
- Aims to attract candidates with flexible profiles that can be used in various business areas

Advertising vacancy notices

1. Internal mobility within business area or if the EB (Executive Board) approves between business areas  
2. Internal campaign  
3. Internal and external simultaneously if  
   - Position is at salary band I or higher (Advisers, Heads of Section, Deputy Heads of Division, Heads of Division, Directors, Deputy Director Generals and Director Generals)  
   - Graduate Programme  
   - Urgent need to fill the position.

Conditions of recruitment

- Internal positions are for employees who have worked at least one year in their current position unless it is a position in a higher salary band.  
- External recruitment is open for candidates who  
  - Are nationals of one of the EU Member States;  
  - Have a thorough knowledge of English and satisfactory knowledge of another official EU language;  
  - Have relevant degrees;  
  - Pass the medical check and security clearance.
Recruitment procedure

- Vacancy notice
- Submission of applications
- Establishment of the selection committee
- Avoidance of conflict of interests
- Confidentiality
- Tests and interviews
- Shortlisting of candidates
- ...

Recruitment procedure (continued)

- ...
- References
- Selection decision
- Communication of the decision
- Recruitment file.

Problems

- The institution needs generalists
- The Heads of Divisions need specialists to fulfil immediate needs
- This restricts the career possibilities of the internal staff
- The recruitment procedures are similar to those in the private sector
- The criteria is political allegiance
- No staff representation in the panels
- HoD usually decides
- ...
Problems (continued)

• Own rules
  Recruitment should be internal but in practice is quite often external
  Half of the promotions are recruitments and this goes according to the rules.
  The other half is done behind backs.
  Figures here (headcount freeze, gender balance, low turnover)
• ...

Problems (continued)

• Headcount freeze
  – Fixed-Term Contracts
  – Agency Staff Contracts
  – ESCB/IO Contracts
  – Trainees
  – Outsourced services
  – Consultants
• ...

Problems (continued)

• Career advancement only by application for a higher position
• No real expert career path
• Favoured candidates
• Advertised positions are not genuinely available
• Advertisements biased
• Golden cage leads to low turnover
  – Mortgage
  – European School
  – No inter-institutional mobility
Q & A

• We would like to thank you for your attention.
• Any questions?