

Recruitment @ the ECB

Rules and practices
CSAIO 2010
CERN Geneva
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Principals of recruitment

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

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Principles of selection

- Comparison of merits as outlined in the vacancy notice
- Individuals with the highest levels of
 - Ability
 - Efficiency and
 - Integrityshould be selected.
- Broadest possible range of nationalities from the EU Member States (no quota)
-

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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

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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.

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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.

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Recruitment procedure

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

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Recruitment procedure (continued)

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

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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
- ...

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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)
- ...

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Problems (continued)

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

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Problems (continued)

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

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Q & A

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

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