

Recruitment procedures EPO

CSAIO 11

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Recruitment - legal framework

Article 2 EPO ServRegs

Bodies under the Service Regulations

(1) There shall be set up within the Office:

- f) Selection Boards.

Recruitment - legal framework

Article 5 EPO ServRegs

General recruitment criteria

- (1) Recruitment shall be directed to securing for the Office the services of permanent employees of the highest standard of ability, efficiency and integrity, recruited on the broadest possible geographical basis from among nationals of the Contracting States.

Recruitment - legal framework

Article 7 EPO ServRegs

Recruitment or appointment procedure

Recruitment or appointment shall generally be by way of competition in accordance with the procedure laid down in Annex II. A competition may be held for the purpose of constituting a reserve for future recruitment.

Recruitment - legal framework

ANNEX II EPO ServRegs Article 1

The Selection Board for each competition shall consist of a chairman designated by the appointing authority and of members designated by the appointing authority and the Staff Committee, each designating the same number.

Recruitment - legal framework

ANNEX II EPO ServRegs Article 2

(2) In the case of external competitions, notices shall be published in each of the Contracting States not less than one month before the closing date for applications and, where applicable, not less than two months before the date of the tests.

Recruitment – new developments: Internal Job Market -- definition

- Process by which staff develop and enhance their skills, knowledge and competence by taking up other duties than those which they are currently engaged in.

Recruitment – New developments: selection criteria

- "The organisational need for professional development of staff has to be balanced with the operational business needs of the department concerned."
- " The selection board will propose the most suitable candidate, taking into account his/her development potential. The drivers for the selection procedure are hence different to those for permanent appointments".

Recruitment - legal framework

Article 106 EPO ServRegs Internal Appeal Procedure

- An EPO staff member can file an internal appeal against a measure which adversely affects him. He can also file an appeal if he has requested a decision and after two months has not received one (implied decision of rejection).