

Junior Professionals Programme (JPP)

Overview and main features



DG HR.B.1 – Competitions & Selections – JPP Sector

PEOPLE FIRST

What is the JPP?



The Junior Professionals Programme (JPP) is an internal selection programme created by the European Commission in 2018.

As of 2023, the JPP has been extended to Executive Agencies staff and trainees + JRC trainees.



Main purpose of the JPP is to retain and develop junior talents proven on the job, through a comprehensive learning, development, and mobility programme.



2 JPP selections are launched every year, approximately one month after the Blue Book traineeships start.

To apply, trainees must start their traineeship at the very latest on 1 April for the March session, or 1 November for the October session.



A maximum of 70 Junior Professionals (JPs) are recruited per year.

JPs are offered a 3-year temporary agent contract and the opportunity to take part in internal competitions (open to all other eligible staff) to become officials at the end of the programme.

Who can apply?



MAIN ELIGIBILITY CONDITIONS



EU citizens working for the European Commission or for one of its Executive Agencies* as: Blue Book trainees, Contract Agents, Temporary Agents or Officials.**



With thorough knowledge of one of the 24 official languages of the European Union (C1 level CEFR) and a satisfactory knowledge of English, French or German (B2 level CEFR).



With a level of education which corresponds to completed university studies of at least 3 years attested by a diploma.



With maximum 3 years of full-time, remunerated professional experience counted from the bachelor's degree completion date.

How is the JPP structured?



PARTICIPANTS

Up to 35
Junior Professionals selected twice
per year.



YEAR 1

Internal mobility:
2 x 6-month assignments in 2 DGs
different from the DG of origin.



YEAR 2 AND 3

Work in the DG of origin.



LEARNING & DEVELOPMENT PROGRAMME
Including teamwork to develop a project under the lead
of a project sponsor.



**INTERNAL
COMPETITION**