

What is it about?

As part of the 2016 Talent Management Strategy, the Commission set up pilot project aimed at better integrating junior staff from the Commission's internal pool into the EU civil service.

This scheme, called the Junior Professionals Programme (JPP), is based on a tailor-made selection process (including Computer Based Testing, pre-selection by Commission DGs and an interview with a central selection panel) and rolled out with the support of Commission DGs under the coordination of DG Human Resources and Security.

The programme provides participants with the necessary knowledge and skills needed by the Institution through a comprehensive learning, development and mobility programme across two years.

The pilot was first launched in June 2018 to select 30 Junior professionals. Based on the positive results, the College approved an extension of the pilot and the organisation of new rounds to select on a biannual basis up to 50 Junior professionals per year.

The **main objectives** of the programme are:

- diversifying sources for developing and retaining highly talented staff already tested on the job, notably from the Commission's internal talent pool;
- equipping participants with a better understanding of the Commission and with the necessary knowledge and skills needed by the Institution;
- developing a European and Commission spirit among new recruits;
- contributing, inter alia, to a balanced mix of staff in terms of gender, age, nationalities, skills that reflects the variety of EU citizens and Member States;
- modernising recruitment at the Commission and increasing its competitiveness against other top employers, which already have such programme in place.

What does the programme offer?

Junior professionals are offered a **two-year contract as temporary agents in function group administrator** (AD), grade 5 (entry level).

The **two-year programme** combines the following elements:

- During the first year: internal mobility. Junior professionals are placed at the disposal of two different Commission DGs for each six-month period.
- During the second year: working in the DG that pre-selected them.
- Across the two years: learning and development. A training programme runs in parallel to the internal mobility and the work in the services. It aims at improving participants' key skills, understanding of the EU functioning and main policies, and challenges them to work in team on concrete projects among those proposed by the Commission DG's management.
- By the end of the programme: an internal competition. Junior professionals will have the possibility to access an internal competition, also open to other staff, and to become AD5 officials, if successful.

Who can participate in the programme?

The programme aims at selecting a small number of Junior professionals from the internal pool of talents among candidates working in Commission DGs as: **Blue book trainees, contract agents, temporary agents or officials and having a maximum of 3 years of professional experience**ⁱ.

The JPP is a Commission programme, including a selection based on an assessment on the job and pre-selection by Commission DGs. These DGs later have an obligation to reintegrate JPs in the DG of origin in the second year of the programme. Staff and Blue Book trainees working in Executive agencies and other EU institutions are therefore not eligible to the programme.

In order to be considered eligible, candidates must on the date of the closure of the call, work in one of the Directorates General, Cabinets, Offices or any other service of the European Commission either as:

- o Blue Book trainee for the session which is ongoing at the time of the closing of the present call; or
- o contract agent; or
- o temporary agent; or
- o official.

One of the JPP eligibility criteria is that the applicant must work in the European Commission on the date of the closure of the call, either as a Blue Book trainee, contract agent, temporary agent, or official. The application timeframe is fixed for all applicants and cannot be extended.

As a consequence, in order to be eligible to apply, the Blue Book trainees must start their traineeship at the very latest on November 1st for the October session and on April 1st for the March session .

ⁱ The calculation of the years of professional experience will be carried out in line with article 2 of the Commission Decision C(2013) 8970, Brussels 16.12.2013 laying down general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement. Work experience is taken into account only from the time when the diploma giving access to the programme was awarded. Traineeships shall be counted as work experience if a financial consideration was received.