

# JUNIOR PROFESSIONALS PROGRAMME

## What is the JPP about?

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The European Commission established the Junior professionals programme (JPP) in 2018, with the main goal **to retain and develop junior talents proven on the job**, through a comprehensive learning, development, and mobility programme.

**The JPP offers a limited number of temporary agent positions (up to 50 per year). That also offers the successful candidates the opportunity take part in internal competitions** (open to all other eligible staff) to become an official at the end of the programme.

## Who can participate in the JPP?

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To be considered eligible for the JPP, candidates must:

- a) **Already work at the Commission** as
  - Blue Book Trainees (for the ongoing session at the time of each call for expression of interest),
  - Contract Agents,
  - Temporary Agents,
  - Officials.
- b) **Have less than 3 years of paid professional experience**, counted from the date of obtaining the bachelor's degree.<sup>1</sup>

The new 2022 HR Strategy foresees that a pilot scheme will be put in place in the future to expand the eligibility criteria to include the staff and Blue Book trainees in the Executive Agencies.

**The JPP 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 1<sup>st</sup> for the October session, and on April 1<sup>st</sup> for the March session.**

## How are the Junior Professionals (JPs) selected?

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**Each year there are two calls for expression of interest** (one in March/April, one in November), leading up to the selection of 25 JPs per call.

Junior Professionals are selected through a **three-step selection process**, which is rolled out with the support of Commission DGs under the coordination of DG Human Resources and Security:

1. Computer-based test (CBT)
2. Preselection by the DGs
3. Final selection panel interview

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<sup>1</sup> 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.