
**YOUR COMMITMENT. OUR 28 COUNTRIES.
YOUR CAREER. OUR EUROPEAN UNION.**

Career opportunities
with the European Institutions.

Tina Krznarić

Mogućnosti zapošljavanja i stažiranja u
institucijama EU

Pula, svibanj 2015.



Što je EPSO?

- **European Personnel Selection Office (Europski ured za odabir osoblja)**
- **Zaduženi za selekcijske procese za institucije EU**



Gdje vas EU karijera može odvesti ?



Europska komisija



Europski gospodarski i socijalni odbor



Europska služba
za vanjsko
djelovanje



Europski
ombudsman



Sud Europske
unije



Europski
revizorski sud



Europski nadzornik za zaštitu podataka



Gdje vas EU karijera može odvesti?



Bruxelles



Luxembourg



20% drugdje u EU i svijetu

Zašto karijera u EU?



✓ Učinite nešto korisno za Europu



✓ Razvoj karijere i osobni rast

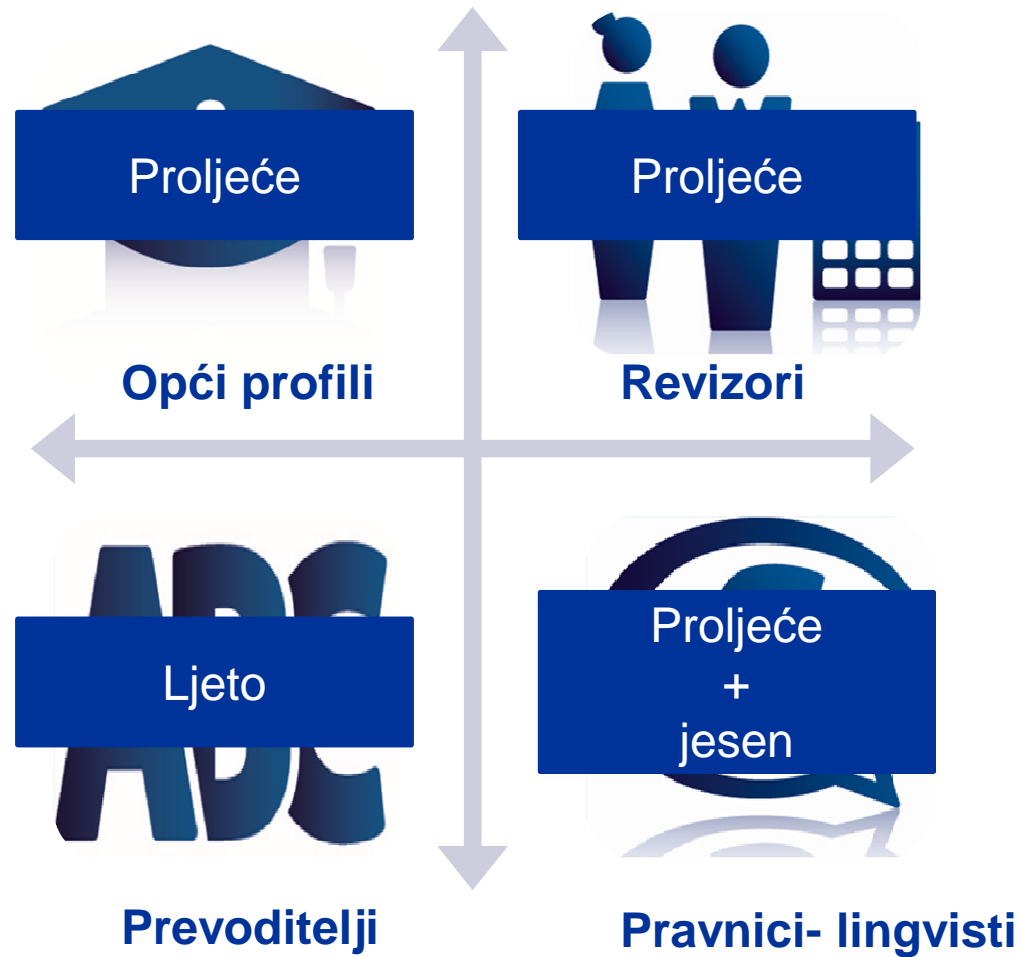


✓ Međunarodno radno okruženje

Profili za osebe s fakultetskim obrazovanjem



Kada se prijaviti?





Opći profili (administratori)

149

Tražimo prvostupnike ili magistre struke za poziciju administratora u

- oblikovanju politike**
- izvršavanju komunikacijskih i organizacijskih zadataka**
- menedžmentu resursa za institucije u Bruxellesu i Luxembourggu**

Tražimo li baš tebe?



Završen sveučilišni
studij u trajanju od
najmanje 3 godine



Govorite engleski,
njemački ili francuski,
te najmanje još 1
služebni jezik
Europske unije



Građanin
Europske unije



Pregled selekcijskog postupka



Predseleksijski testovi

Računalni testovi višestrukog izbora

Kada ste pozvani?

Ako potvrdite svoj prijavni obrazac unutar roka.

Vaši rezultati

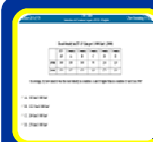
Za verbalno i numeričko zaključivanje postoji minimalan broj bodova koji mora biti zadovoljen.

Rezultati se neće uzimati u obzir za Vaš ukupan rezultat na predseleksijskim testovima.

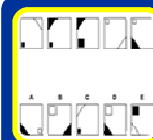
Predseleksijski testovi



Verbalno zaključivanje*



Numeričko zaključivanje*



Apstraktno zaključivanje*



Situacijska procjena na jeziku 2 (EN/FR/DE)

*Testovi na 1. jeziku
(1 od 24 službena EU jezika)



Među testovi (Intermediary test)

E-tray vježba na 2. jeziku (EN/FR/NJEM)
Testni centar u Europi

Kada ste pozvani?

Ako **prođete sve predseleksijske testove**

+

Imate jedan od najviših rezultata u:
apstraktnom zaključivanju
i testu situacijske procjene

U ovu fazu testiranja bit će pozvano
otprilike 10 puta više kandidata od
traženog broja zaposlenika.

E-tray vježba

15 do 20 pitanja

Procjenjuje se:

- Analiziranje i rješavanje problema
- Kvaliteta i rezultati
- Odabir prioriteta i organiziranost
- Rad s drugima

Test na 2. jeziku (engleski, njemački,
francuski)



Centar za procjenu na 2. jeziku Testni centar u Bruxellesu

Kada ste pozvani?

Ako ste ostvarili **jedan od najviših ukupnih rezultata** na e-tray zadatku

+

Udovoljavate **zahtjevima prihvatljivosti** prema podacima u Vašoj prijavi

U ovu fazu bit će pozvano otprilike 2 puta više kandidata od traženog broja zaposlenika.

Assesment centre



Studija slučaja



Grupna vježba



Strukturirani intervju



Usmena prezentacija

Testovi na 2. jeziku
(engleski, francuski ili njemački)



Centar za procjenu

Testira 8 kompetencija



Analiziranje i
rješavanje problema



Komunikacija



Kvaliteta i rezultati



Učenje i razvoj



Određivanje prioriteta
i organiziranost



Otpornost



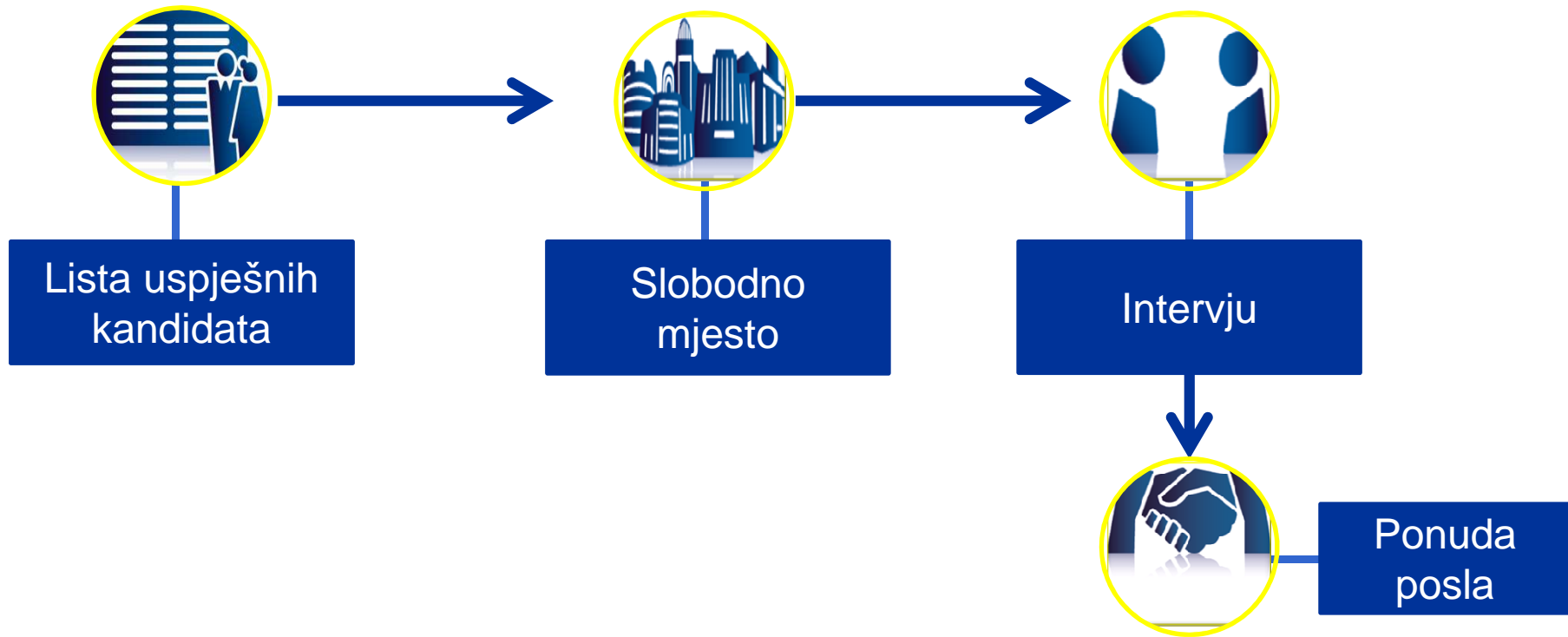
Rad s drugima



Potencijal za vođenje



Regrutacija





Kako se prijaviti?



Graduates.eu-careers.eu

Prijave od 19. ožujka do 21. travnja 2015.

Paket prednosti

- **Plaća AD5:** 4384 €/mesečno
- **Edukacije:**
 - jezici
 - vještine
- **Poslovna putovanja**
- **Radna pokretljivost**
- **Ravnoteža rad-posao**
- - zdravstveno
- - briga o djeci
- - europske škole



Revizori

80 Tražimo

prvostupnika ili magistara struke :
poziciju revizora u financijama,
izvedbi i internim revizijama
za rad u Revizorskom sudu u
Luksemburgu



EUROPEAN
COURT
OF AUDITORS

eu
careers

Tražimo li baš tebe?



Završen sveučilišni
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Europske unije



Građanin
Europske unije

Tražimo li baš tebe?



**Završen najmanje
trogodišnji studij**

Radni zadaci za ovaj profil zahtijevaju širok raspon znanja iz područja kao što su:

- **pravo**
- **računovodstvo**
- **javna administracija**
- **financije i ekonomija**
- **project management**

u raznim područjima djelovanja EU, IT, revizija i tehnike procjene.



Kako se prijaviti?



Auditors.eu-careers.eu

Prijave od 26. ožujka do 28. travnja 2015.



Primjeri testova

KAKO SE PRIPREMITI?

Kako se pripremiti?

Posjetite stranicu sample-tests.eu-careers.eu



Primjer verbalnog zaključivanja

Human genetic testing: implications and recommendations

Although genetic testing in Europe is based on high-quality scientific know-how, it can suffer from a certain level of technical errors. Moreover, the reporting on these tests is sometimes of poor quality. In the context of healthcare, a test should only be offered when it has been proven to be reliable and when there is a sound medical reason to justify it. A test validation system should therefore be established. Public concern regarding genetic testing revolves around the fear of misuse of genetic data and inappropriate access to such data by third parties. The confidentiality and privacy of all personal medical data, including information derived from genetic testing, is a basic right that must be respected. The individual has the right to know about test results, but also has the right to decide not to know.

What is the present situation as regards genetic testing?

- A. Testing is frequently carried out without a valid medical prescription.
- B. Scientists have the right to decide whether or not to divulge the results.
- C. The reporting of genetic data is always of a poor standard.
- D. Despite the expertise in the area, reporting is not always perfect.

Primjer verbalnog zaključivanja

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Primjer numeričkog zaključivanja

Road density in EU-15 (km per 1 000 km²) (2000)

	EU-15	Country A	Country B	Country C	Country D	Country E
1980	340	180	360	90	216	120
2000	390	195	450	120	270	130

On average, by how much was the road density in countries A and B higher than in countries D and E in 1980?

- A. 102 km/1 000 km²
- B. 122.5 km/1 000 km²
- C. 204 km/1 000 km²
- D. 276 km/1 000 km²

Primjer numeričkog zaključivanja

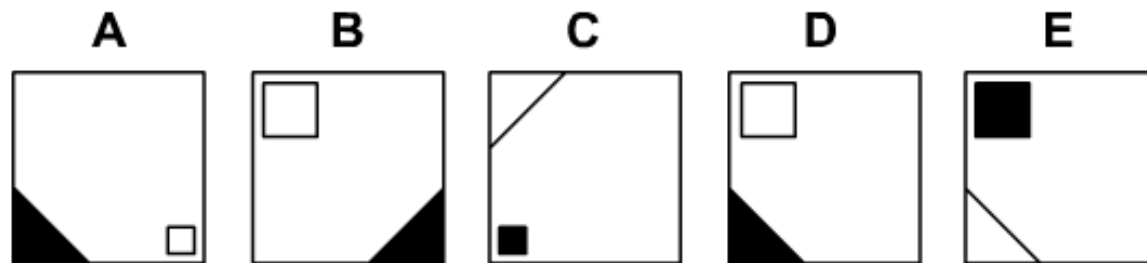
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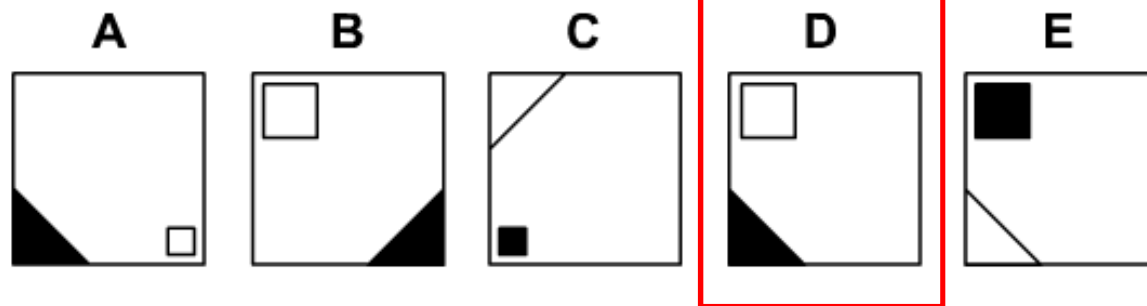
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Primjer apstraktnog zaključivanja



Primjer apstraktnog zaključivanja



Primjer situacijske procjene

3. Please consider the situation, and then select what you feel is the most effective **AND** the least effective response or action from the four statements.

You are working on a number of projects with tight deadlines and have a lot of basic information to gather. You have asked other colleagues for help but are unsure of their commitment to help you gather the information that you need.

	Most	Least
Spend time on your work to make sure that you have plenty of latitude/leeway in case your colleagues don't deliver the help you need in time		
Outline the help that you need from others and explain to them why this is important and the dates by which you need their individual contributions	X	
Reduce the risk by getting the information that you need yourself rather than relying upon other people		
Carry on with the tasks that you need to complete and if others do not contribute their parts report them to management		X

Primjer e-tray zadatka

From: Aaren Sutton, Secretariat of the Committee on Industry, Research and Energy, EP
To: Your name, Secretariat of the Committee on Industry, Research and Energy, EP
Date: 10/10/201X
Subject: Integrated proposal



Dear (Your name),

On 7 December 201X-1, the Commission submitted a proposal for a regulation of the European Parliament and of the Council to set emission performance standards for new passenger cars. This initiative forms part of the EU's integrated approach to reducing CO₂ emissions from light-duty vehicles.

The first reading has been completed and now I have to collect the opinions of the different stakeholders in order to propose a compromise solution to our Head of Unit at a meeting on 27 October 201X.

However, after today, I will be out of the office for the next two months (for medical reasons) and therefore will be unable to attend the meeting with our Head of Unit myself. Could you go in my place?

As a first step, I have asked Giuseppe Caligiuri from the Council to meet you in order to brief you thoroughly on the Council's position on the Commission's proposal.

Thank you for your flexibility.

Kind regards,
Aaren Sutton

Primjer e-tray zadatka

From:	Giuseppe Caligiuri, Council
To:	Aaren Sutton, Secretariat of the Committee on Industry, Research and Energy, EP
Date:	10/10/201X
Subject:	Council position on Commission proposal 749



Dear Ms Sutton,

My apologies, but I am afraid that, starting tomorrow, I will be out of the office until 29 October 201X, which means I will not be able to meet you or your colleague in the next two weeks to give you a full overview of the Council's position regarding the Commission's proposal. However, to ensure you have some information to work with, I have briefly summarised our position on the main points of the proposal:

- Phase-in: 60 % of the vehicle fleet to reach 130 g CO₂/km in 201X+4, 75 % in 201X+5, 85 % in 201X+6 and 100 % from 201X+7 on.
- Long-term targets: Review in 201X+5 to reach a long-term target close to 95 g CO₂/km in 201X+12 .
- Specific emission targets: we propose the same targets as the Commission proposes: targets should be based on vehicle mass.
- Penalties. Until 201X+7, penalties will be based on deviation from 130 g CO₂ as follows: penalty per exceeded gram will be €25 for any deviation of up to 3 grams; €40 for deviations of up to 6 grams and €80 for deviations exceeding 6 grams. From 201X+7, the rate per gram exceeded will be €25 for a deviation of up to 3 grams and €95 for any deviation exceeding 3 grams.

I hope this provides you with some of the information you need to propose a compromise solution. We can arrange a meeting when I am back from holiday if you have any further questions.

Kind regards,
Giuseppe Caligiuri

Primjer e-tray zadatka

Example

How do you deal with the problem of the limited information you received from Mr Caligiuri? Rate the following actions on a scale ranging from totally disagree (--) to totally agree (++)

A.	When taking account of the Council's point of view in my compromise proposal, I use only to the information I received from Mr Caligiuri, as it is sufficiently specific.	--	-	-/+	+	++
B.	I ask Mr Caligiuri if any of his colleagues could provide me with a more in-depth briefing.	--	-	-/+	+	++
C.	I ask Mr Caligiuri for more documentation, just in case the Council's proposal conflicts with those of the other stakeholders.	--	-	-/+	+	++

Help

Previous

Next

Centar za procjenu



Dobro je znati!

login/create account



Kreirajte svoj EPSO račun na eu-careers.eu PRIJE prijave na natječaj



Ne čekajte zadnji dan da biste napisali i poslali prijavu!



Budite u toku s informacijama o natječajima, Prijavite se za primanje obavijesti: eu-careers.info



Nakon što ste se prijavili, redovito provjeravajte svoj EPSO račun. Informacije o napretku postupka primat ćete isključivo putem svojeg računa.

Jobs.eu-careers

Drugi selekcijski postupci

<u>Područje</u>	<u>Otvaranje</u>	<u>Zatvaranje</u>
• Heads of Administration in EU Delegations based in third countries (AST4)	09/04/2015	12/05/2015
• Parliamentary Ushers (SC1)	23/04/2015	26/05/2015
• Cooperation and Management of aid to non-member countries (AD7)	07/05/2015	09/06/2015
• Lawyer-linguists (AD7) – languages to be confirmed	May/June	June
• Translators (AD5) – languages to be confirmed	June/July	July



Druge mogućnosti

Ugovorni
djelatnici
(CAST)

Privremeni
djelatnici

Privremeni
djelatnici
(preko
agencija)

Honorarni
djelatnici

Upućeni
nacionalni
stručnjaci

Stožisti

Jobs.eu-careers.eu



CAREERS WITH THE EUROPEAN UNION
by the European Personnel Selection Office

login/create account



Europa > EPSO > Apply > Ta

Discover

Apply

- Job opportunities
- How to apply
- Travel expenses
- Sample tests
- Training and support

This page is available in 3 languages

Vacancies - Temporary Staff

Temporary staff may be employed to perform a wide variety of highly specialised or temporary tasks. The length of the employment varies, at the European Commission it is a maximum period of six years. Selection competitions for temporary staff are generally run by the Institutions and Agencies themselves, rather than by EPSO. Candidates are therefore advised to regularly visit the websites of the [Institutions](#) and the [EU Agencies](#) if they are interested in such opportunities. After the closing date for applications, statistical updates on the few selection procedures for temporary staff being run by EPSO may be found on this page: <http://blogs.ec.europa.eu/eu-careers.info/en/>

Please note: Some vacancies listed here are only open to successful candidates of CAST selections.

Go to chapter

- (ACER) The Agency for the Cooperation of Energy Regulators
- (CDT) The TRANSLATION CENTRE
- (COM) European Commission
- (COUNCIL) Council of the European Union
- (DEVCO) International Cooperation and Development – EuropeAid
- (EASA) EUROPEAN AVIATION SAFETY AGENCY
- (EASO) EUROPEAN ASYLUM SUPPORT OFFICE
- (EBA) European Banking Authority
- (ECB) The European Central Bank
- (ECDC) European Centre for Disease Prevention and Control
- (ECHA) European Chemicals Agency
- (EEA) The European Environment Agency
- (EFAS) European External Action Service
- (EFSA) The European Food Safety
- (EIOPA) European Insurance and Occupational Pensions Authority
- (EMSA) European Maritime Safety Agency
- (ENISA) The European Union Agency for Network and Information Security
- (ESMA) European Securities and Markets Authority
- (EUI) European University Institute
- (eu-LISA) European Agency for the operational management of large-scale IT systems in the area of freedom, security and justice
- (F4E) FUSION FOR ENERGY
- (FCH JU) Fuel Cells and Hydrogen Joint Undertaking
- (FRA) European Union Agency for Fundamental Rights
- (Frontex) The European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union
- (GNSS) European GNSS Agency (responsible for the European Satellite

eu-careers.info

[EU CAREERS virtual career fair 2015](#)
Friday 13 February 2015
8:52:41

EPSO is organising a "virtual ...

[Next steps – EPSO/AD/294/14 – Updated 12/02/2015](#)
Thursday 12 February 2015
12:50:37

Data protection specialistsThe...

[Deadline for questions – EPSO/AST-SC/03/15](#)
Tuesday 10 February 2015
16:59:32

Secretaries and clerks for adm...

[European Summit on 12/02/2015 – Security perimeter](#)
Tuesday 10 February 2015
16:45:11

During the European Council me...

[Pre-admission results \(EPSO/AST-SC/02/14\)](#)
Thursday 5 February 2015
15:34:25

Internal Security Guards (m/f)...

[Extended deadline for applications – EPSO/AST-SC/03/15](#)
Wednesday 4 February 2015
14:43:24

Secretaries and clerks for adm...



A diverse group of young people, including a young woman in the foreground with curly hair and a necklace, smiling. The background shows other people, including a man with curly hair and a woman with long dark hair, also smiling. The overall mood is positive and inclusive.

**Stážiranje
(pripravništvo)**

Stażiranja

EU institucije & agencije

5
mjeseci*

Plaćeno!



**Brussels,
Luxembourg i
drugdje**



**Stjecanje
iskustva**



**Praktičan
svakodnevni rad**

**Vrlo konkurentan
natječaj**

Gdje?



Tko se može prijaviti?



Prvostupnička
diploma

2
EU jezika

Jedan od njih je

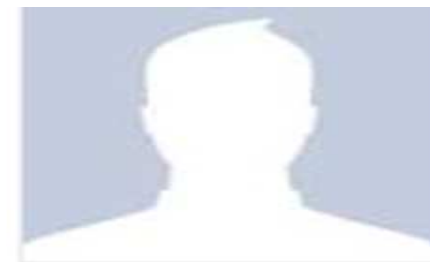


NE morate biti
državljanin EU

NEMA
dobne granice

NE
smije se imati ranijeg
radnog iskustva u EU
institucijama

Ti?



Kako i gdje se prijaviti?

Pregled



Za stažiranje od:

1. listopada – prijave u siječnju

1. ožujka- prijave u srpnju/kolovozu

- uvjeti prijave mogu odstupati ovisno o instituciji
- niz drugih opcija

Stážiranje

Europska komisija

A TRAINEESHIP AT THE EUROPEAN COMMISSION: THE ADVENTURE

Traineeship European Commission

A trainee in Brussels!

A trainee in Brussels
1,222 likes · 73 talking about this

Personal Website
All about the tricks and tips of being a trainee in Brussels.
<http://www.atraineinbrussels.com/>
About · Suggest an Edit

1,222 Likes



Traineeships in Brussels and Luxemburg

For all past, present and future stagiaires doing their internship in the European institutions

[Forum](#) [Calendar](#) [FAQ](#) [Search](#) [Members](#) [Groups](#) [Register](#) [On](#)

<http://ec-traineeship.findtalk.biz/>

ORLA COLCLOUGH
Blue Book Stagiaire, Mars 2012, EPSO

Orla Colclough on a traineeship at the European Commission



Kako i gdje se prijaviti?

Europska komisija

Home About Traineeships How to apply Contact

Traineeships in the European Commission

About traineeships

- [What's in it for you?](#)
- [Who can apply?](#)
- [What former trainees said](#)
- [Outside the office](#)
- [FAQ](#)

How to apply

- [Traineeships rules](#)
- [Application procedure](#)
- [3-step recruitment process](#)

My Account
Registration for the March 2014 traineeship session is now open.

To create or modify your application form.

Calendar

MARCH 2014 Traineeship

OPENING of the Application Form : **Afternoon of 15th July 2013.**

CLOSING of the Application Form : **30th August 2013 at noon.**

Pre-selection: **Mid- September/October 2013.**

Selection: **December 2013.**

Traineeship: **March 2014.**

OCTOBER 2013 Traineeship

Selection: **ONGOING.**

Sending of offers: *start end June 2013.*

Traineeship: **October 2013.**

News and Events

Trainee Forum

Trainees from inside and outside the European institutions met to discuss ways to improve the quality of traineeships.

TRAINEE FORUM

<http://ec.europa.eu/stages/>





European
Commission



*Traineeship
Programme*



www.eu-careers.eu

