

PRESENTED BY EU TRAINING

**EXPERTS IN STRUCTURAL REFORMS
& SCHENGEN ACQUIS EPSO EXAMS
INFORMATION WEBCAST**



9 APRIL 2021

TODAY'S SPEAKER

EU Training Co-founder

Author of Europe's best selling prep
book: *The Ultimate EU Test Book*

Co-author of: *The Ultimate EU Test
Book - Assessment Centre edition*

Former EU Official



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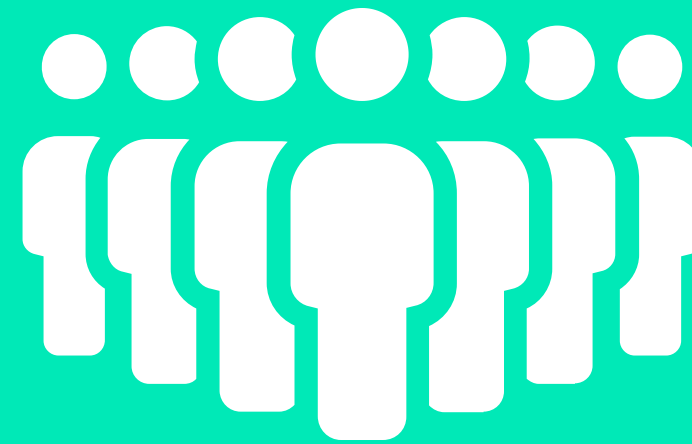
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OPEN

ABOUT EU TRAINING



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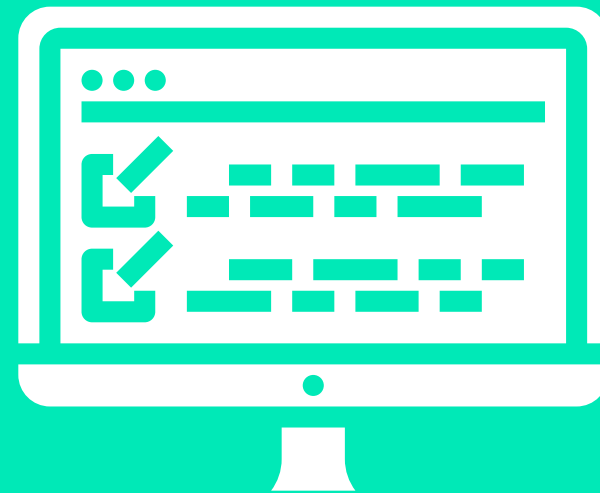


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TEST PACKAGES



25,000+
Question Database



Over 17 Million
Questions Used

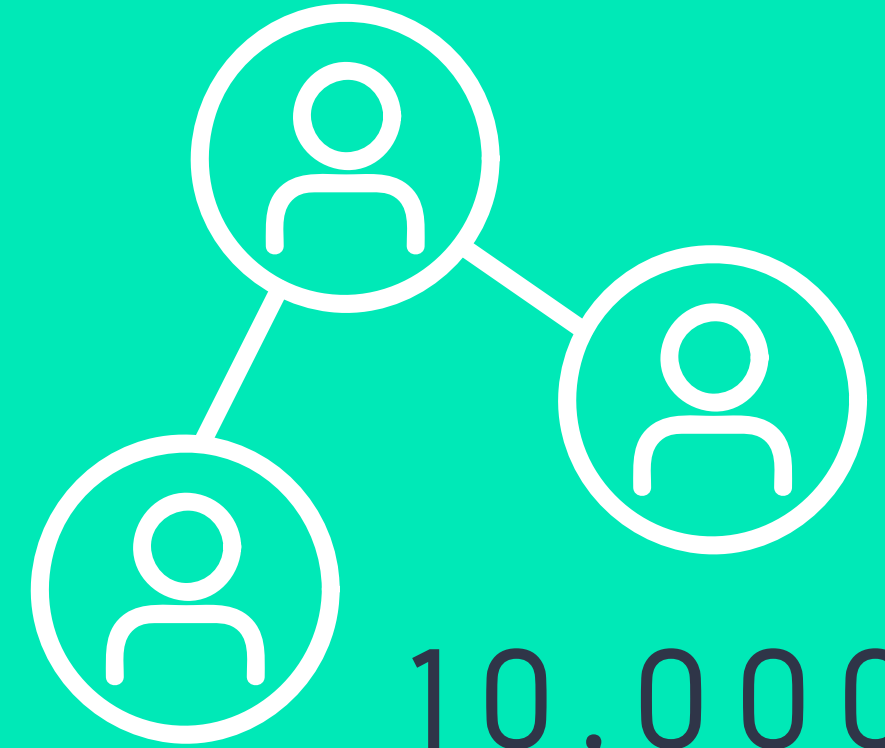


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WEBINARS



Over 100
Hours



10,000+
Participants



**WHERE WILL
YOU WORK?**

PLACE OF WORK

European Commission

BRUSSELS





WHAT WILL
YOU DO?

WHAT WILL YOU BE TASKED WITH?

Experts in Technical Support to Member States' Structural Reforms

Directorate-General for Structural Reform Support will be the main recruiter.

Design, implement and evaluate technical support projects, with the aim of supporting administrative and structural reforms in Member States, in these areas of expertise:

public administration / judicial system / financial sector / public revenue administration / expenditure management / business environment / energy and climate sector / environment sector / education sector / health sector / social welfare systems / digitalisation

WHAT WILL YOU BE TASKED WITH?

Experts in the Schengen Acquis

Directorate-General for Migration and Home Affairs will be the main recruiter.

Design, implement and evaluate the Schengen acquis in Member States, with the aim of reinforcing the legal and policy framework in place, in these areas of expertise:

integrated border management / external border management / police cooperation concerning implementation of the Schengen acquis / visa policy / large-scale information systems for border, migration and security / migration management sector (including return)

POSITIONS AVAILABLE

AD7

Structural Reform Support

45

Schengen Acquis

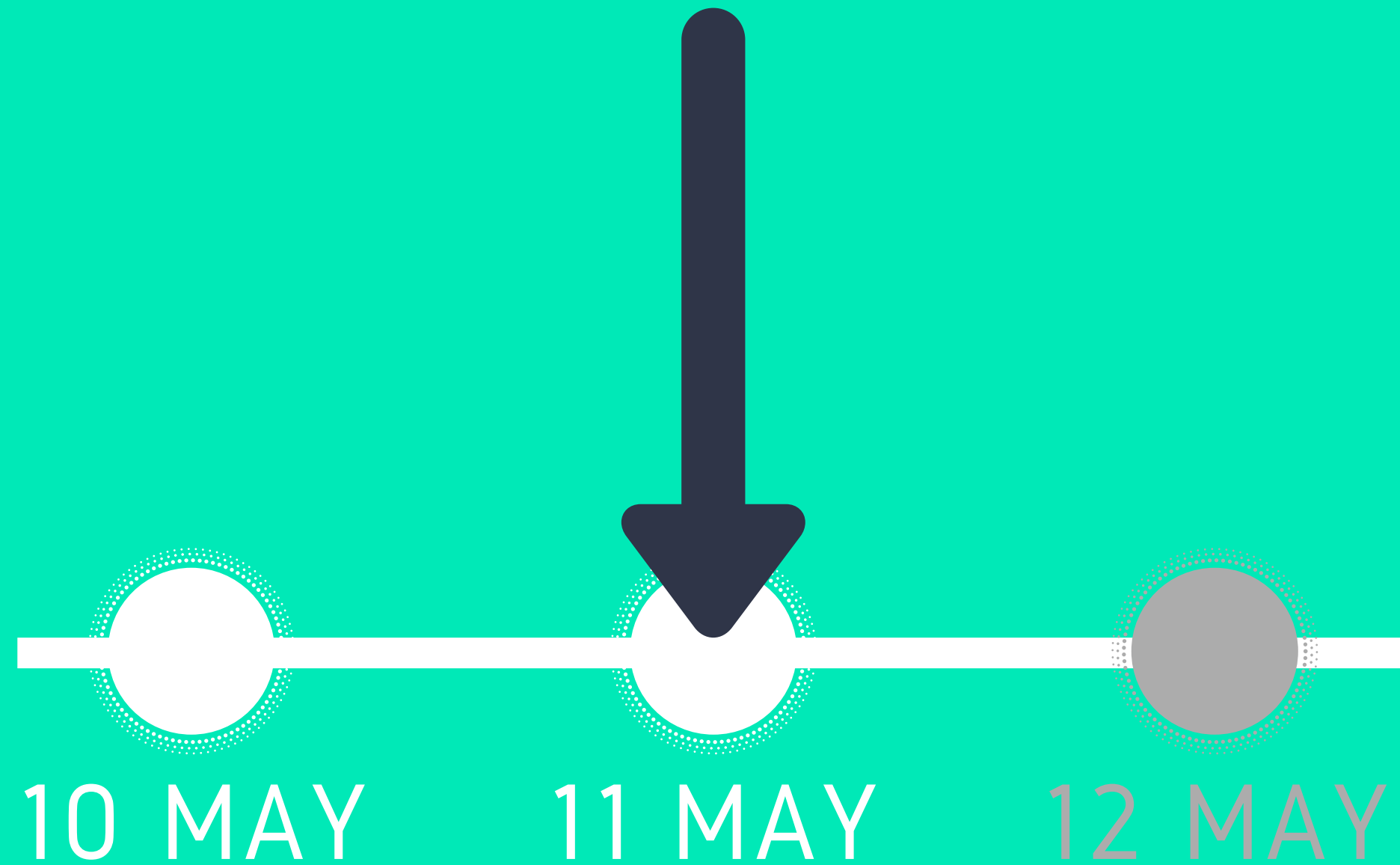
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*This competition covers 2 fields - you can ONLY APPLY TO ONE



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APPLY BEFORE
11 May 2021

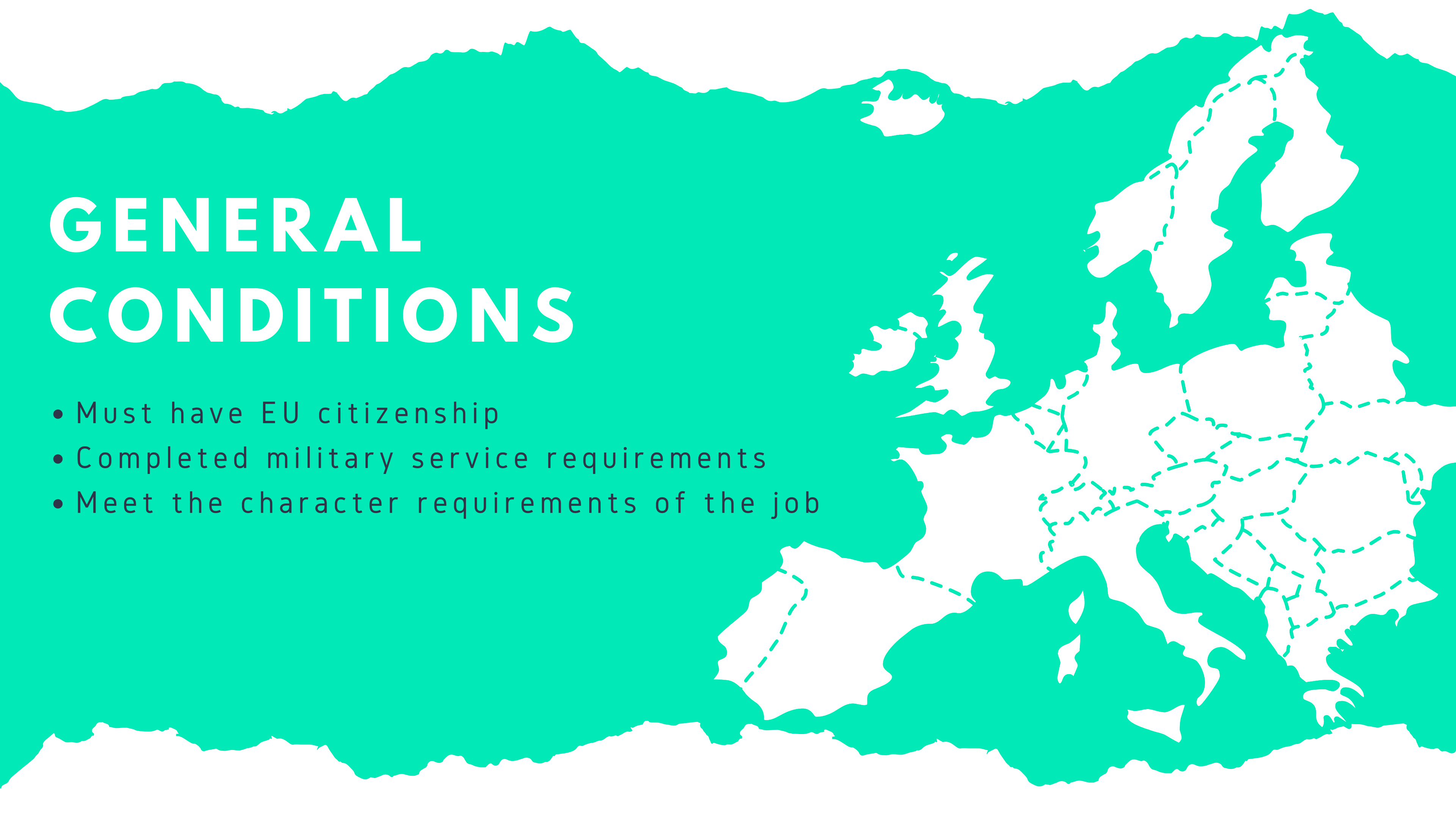




**ARE YOU
ELIGIBLE?**

GENERAL CONDITIONS

- Must have EU citizenship
- Completed military service requirements
- Meet the character requirements of the job



LANGUAGE RULES

LANGUAGE 1

Any of the 24 official EU languages (minimum C1 level)

LANGUAGE 2

Must be English OR French (minimum B2 level)

LANGUAGE 1 & 2 MUST BE DIFFERENT!



QUALIFICATIONS

Completed university studies of at least 4 years attested by a diploma.

PLUS a minimum of 6 years of professional experience directly related to the duties of the chosen field as indicated in Annex I.

OR

Completed university studies of at least 3 years attested by a diploma.

PLUS a minimum of 7 years of professional experience directly related to the duties of the chosen field as indicated in Annex I.



ANNEX 1: STRUCTURAL REFORM SUPPORT

The European Commission is looking for administrators with a strong knowledge of and expertise in structural reforms. The administrators recruited will be expected to perform tasks such as those described below, in one or more of the following areas/sectors of expertise:

- Public administration
- Judicial system
- Financial sector
- Public revenue administration
- Expenditure management
- Business environment
- Energy and climate sector
- Environment sector
- Education sector
- Health sector
- Social welfare systems
- Digitalisation

In these areas/sectors of expertise, the administrators' main duties may include, but are not limited to:

- Providing Member States' authorities with direct advice at technical and political level (by discussing reform needs), translating Member State requests for support into technical support projects and contributing to their successful implementation on the ground;
- Designing and coordinating technical support projects, as agreed with the Member States, in coordination with other Commission services and technical support providers (officials from other Member States, international organisations, public agencies, private experts);
- Providing direct technical support to reform design and implementation;
- Managing complex contracts or agreements of technical support to Member States, including the drafting of terms of reference and the description of the actions;
- Monitoring the operational implementation of technical support to Member States;
- Contributing to the evaluation of the results of the technical support projects and of the relevant reforms;
- Representing the Commission in discussions with Member States and other stakeholders (technical support providers in particular);
- Providing general analysis on policy developments in the area/sector of expertise;
- Providing inputs from technical support projects in the European Union governance processes, such as the European Semester.

ANNEX 1: SCHENGEN ACQUIS

The European Commission is looking for administrators with a strong knowledge of and expertise in the Schengen *acquis*. The Schengen *acquis* is composed of a wide-range and fast developing set of rules covering external border management, a series of flanking and compensatory measures as well as a robust evaluation and monitoring mechanism. The Schengen *acquis* concerns different policy areas/sectors on which specific expertise is required in the Commission to develop new policies and provide technical support to Member States (in the context of evaluation and monitoring).

The administrators recruited will be expected to perform tasks such as those described below, in one or more of the following areas/sectors of expertise:

- Integrated border management
- External border management
- Police cooperation in the field of implementation of the Schengen *acquis*
- Visa policy and travel documents
- Large-scale information systems for border, migration and security, their interoperability and automation of border controls
- Migration management sector, including return



ANNEX 1: SCHENGEN ACQUIS

In these areas/sectors of expertise, the administrators' main duties may include, but are not limited to:

- Preparing legislative initiatives on the Schengen *acquis* and participating in the negotiations with the co-legislator;
- Contributing to the design and implementation of new policy initiatives for the Schengen *acquis*;
- Providing general analysis on policy developments in the area/sector of expertise;
- Assessing and evaluating existing legislation of the Schengen *acquis*;
- Identifying new needs and adapting the existing legislation of the Schengen *acquis* on the basis of the outcome of its evaluation;
- Preparing and coordinating Schengen evaluation missions on the implementation of the Schengen *acquis* by Member States and Schengen Associated countries; leading the team of experts and following up with the evaluated Member States in coordination with other Commission services and technical support providers (international organisations, EU decentralised agencies, namely CEPOL, EUROPOL, eu-LISA and FRONTEX);
- Monitoring the operational implementation of the Schengen *acquis* by Member States and EU Agencies;
- Providing Member States' authorities with direct advice at technical and political level by discussing needs to improve the implementation of the Schengen *acquis*;
- Contributing to the evaluation of projects supporting the implementation of the Schengen *acquis*;
- Providing input to projects in the context of the Border Management and Visa Instrument (BMVI) as part of the Integrated Border Management Fund (IBMF) and Asylum Migration Fund (AMF);
- Representing the Commission in discussions with Member States, the European Parliament and other stakeholders, including technical support providers.

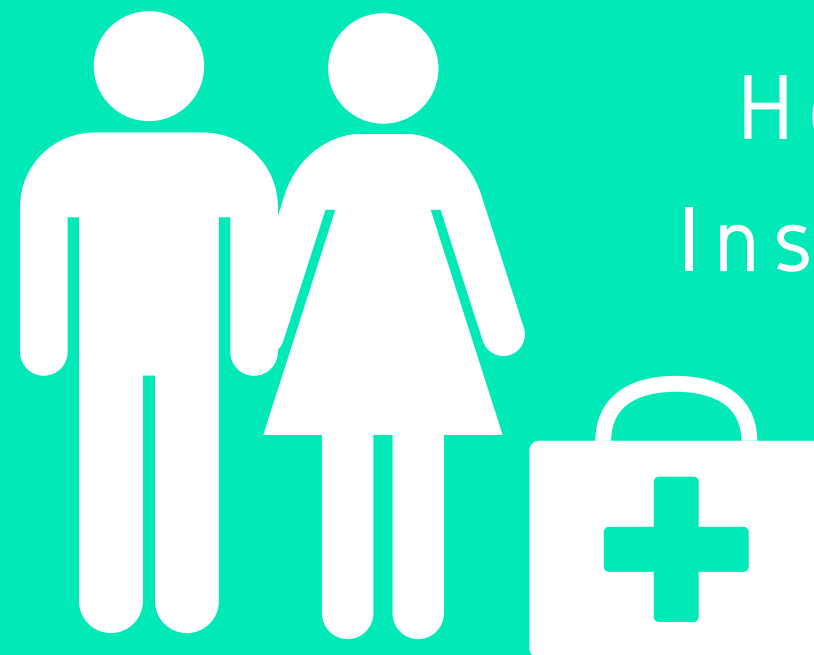


**WHY IS THIS
A GREAT
OPPORTUNITY?**

Attractive Salaries



Good Benefits



Health
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**HOW TO GET
ONE OF THESE JOBS**



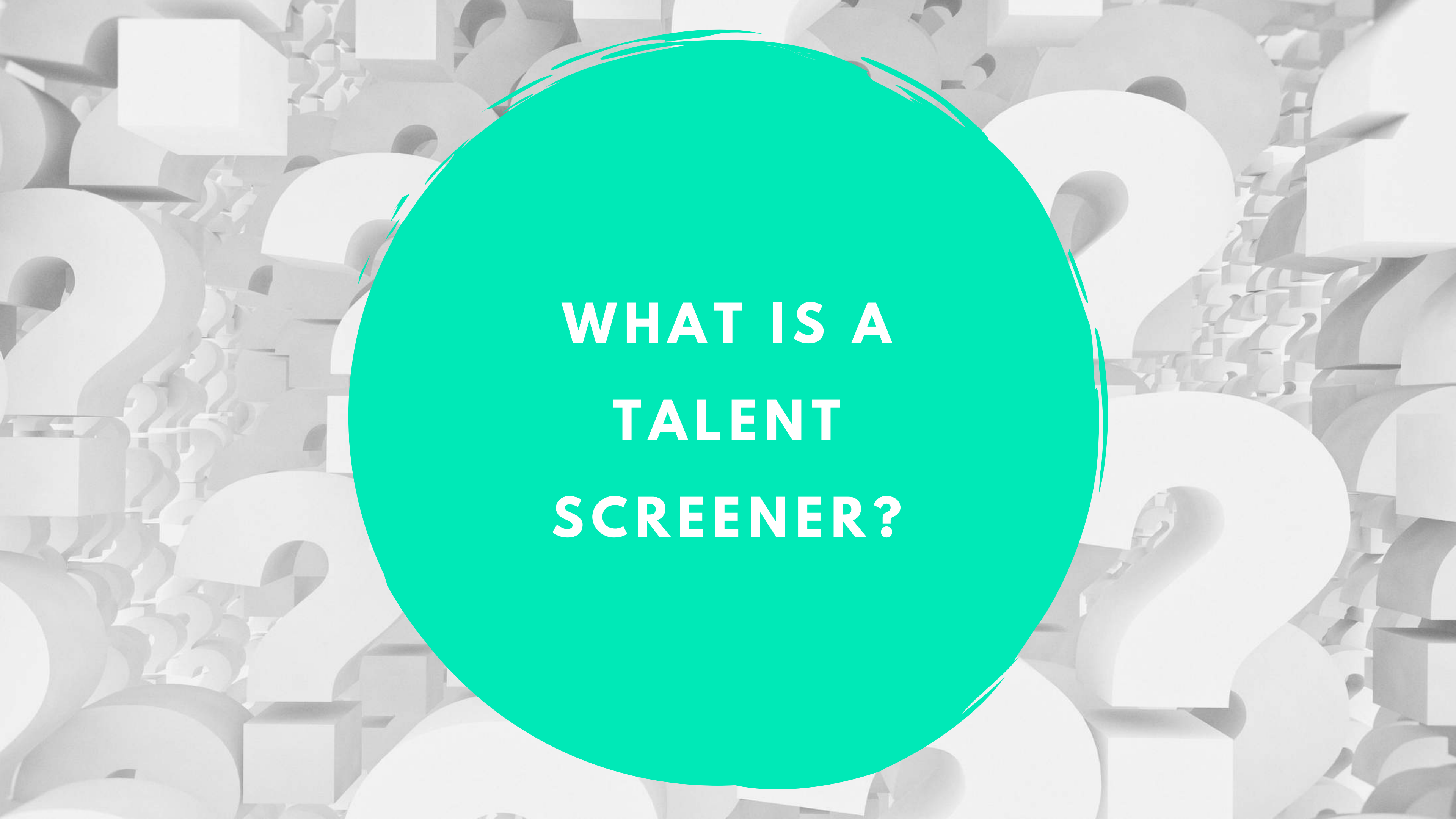
STEP ONE

APPLICATION PROCESS

- Eligibility declaration
- Pick your Language 1 & 2
- Application can be submitted in any of the 24 EU languages
- BUT the **Talent Screener** needs to be in either **English OR French**.

VALIDATE BY APPLICATION DEADLINE


11 MAY 2021



WHAT IS A TALENT SCREENER?



**HOW IS THE
TALENT SCREENER
SCORED?**



**HOW DO YOU
MAXIMISE YOUR
TALENT SCREENER
SCORE?...**

A FEW TIPS...

Try to answer 'YES' as much as possible, but only if you can back it up with truthful and relevant information.

Provide lots of valuable information, but give only relevant and meaningful answers. Leave out space fillers.

Concrete vs. Abstract answers.
Scores are based on hard evidence - facts, figures, places and dates.

Do not copy-paste previous answers. You can use the same experience again if you can manage to present it from a different angle than before.



A FEW TIPS...

Readability and clear communication will influence your assessors' understanding of your professional background:

- Use a structured layout with bullet points.
- Clear references.
- Short but to-the-point descriptions.

EU institutions and EPSO are formal and terminology-driven. Learn the lingo and use it.

What's in it for them...make sure to link your personal background and work experience with the needs of the EU or institution you are applying to.

If you want to write a stellar Talent Screener view this webinar recording:
["Everything You Need To Know About EPSO's Talent Screener"](#)



STEP TWO



PRE-SELECTION CBT EXAM



Verbal
Reasoning



Numerical
Reasoning



Abstract
Reasoning

*May be held at the Assessment Centre if candidate applications do not exceed a certain threshold.



VERBAL REASONING



Language 1

Questions

20

Minutes

35

**Text
Passage**

Question

**Four
Statements**

**One Correct
Answer**

Outside
Information

Generalisations

Possibility
vs. Fact

Similar
Wording



NUMERICAL REASONING

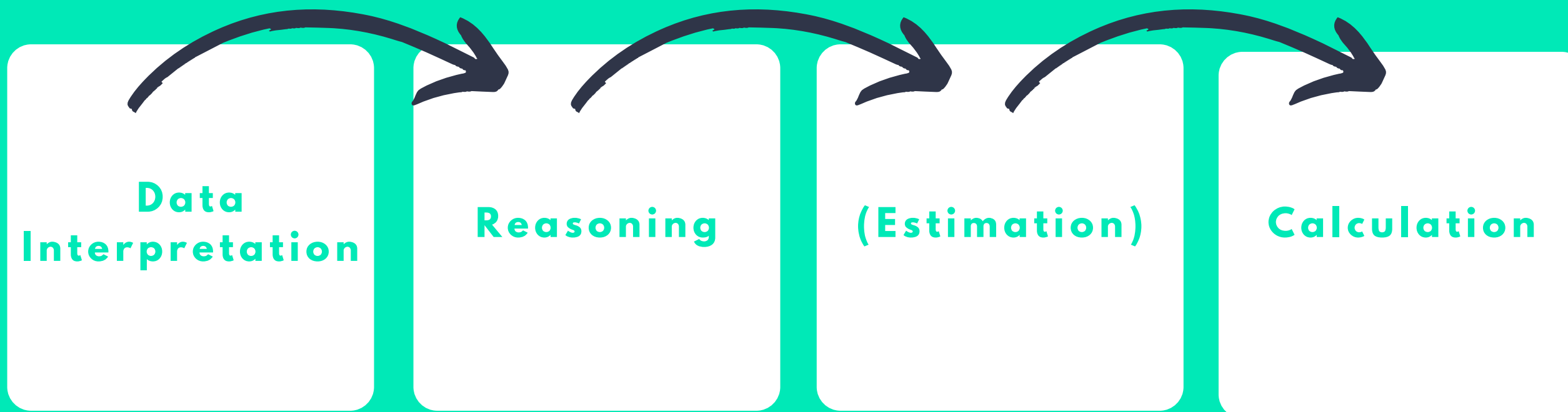
Language 1

Questions

10

Minutes

20



ABSTRACT REASONING

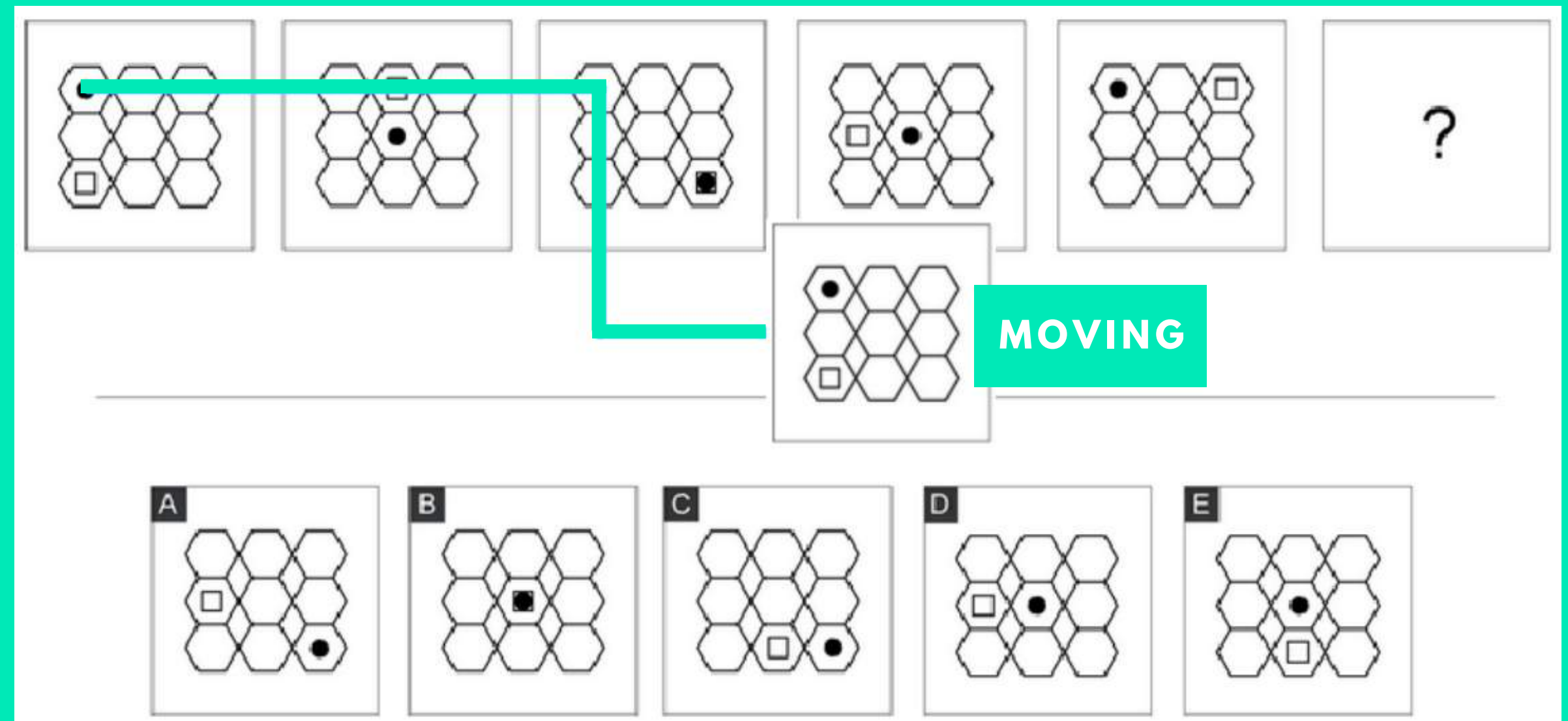
Language 1

Questions

10

Minutes

10



The puzzle interface consists of a sequence of six boxes. The first five boxes each contain a 3x3 grid of hexagons. In each grid, there is a black dot and a small square. The positions of these elements change from one box to the next. The sixth box contains a question mark. Below the sequence is a 'MOVING' button. At the bottom, there are five answer options labeled A, B, C, D, and E, each showing a 3x3 grid of hexagons with a black dot and a small square in different positions.

MOVING

A B C D E



CBT SCORING

Pass Mark: 10/20

VERBAL
REASONING
0/20

Pass Mark: COMBINED 10/20

NUMERICAL
REASONING
0/10

ABSTRACT
REASONING
0/10

PASS MARK IS NOT ENOUGH!

Need to get one of the highest marks overall
to make it to the next stage of the competition.

STEP THREE

TALENT SCREENER REVIEW

Those who got the highest scores in the computer-based tests and make it through the Eligibility Check will have their Talent Screener reviewed.



STEP FOUR

ASSESSMENT CENTRE

Approximately 3 times the number of candidates sought will be invited.

Tests: Language 2

Location: online or in-person



ASSESSMENT CENTRE TASKS

Five types of exercises:



Case Study
Exam



Situational
Competency-Based
Interview (SCBI)



Competency-Based
Interview (CBI)



Interview
In The Field



Written Test
In The Field



ASSESSMENT CENTRE SCORING

Pass Mark: 40/80

8 GENERAL
COMPETENCIES
(each worth 10 points)

Pass Mark: 25/50

FIELD-RELATED
INTERVIEW
0/50

Pass Mark: 25/50

WRITTEN TEST
IN THE FIELD
0/50

Those who get the highest overall score
will make it onto the RESERVE LIST.



SUCCESS!

RESERVE LIST

**Number of
places on the
Reserve List**

Validity

Recruitment





HOW TO GET THE JOB?

PRACTICE FOR 10-12 WEEKS

PREPARE FOR 1-HOUR PER DAY OR 10-HOURS PER WEEK

LEARN TEST METHODOLOGY

PERSISTENCE IS KEY

DO LOTS OF TEST SIMULATIONS





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SIMULATED PRACTICE TESTS

- Verbal Reasoning - 20 LANGUAGES!
- Numerical Reasoning
- Abstract Reasoning

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WEBINARS...

FREE - BEGINNER'S GUIDE WEBINARS:

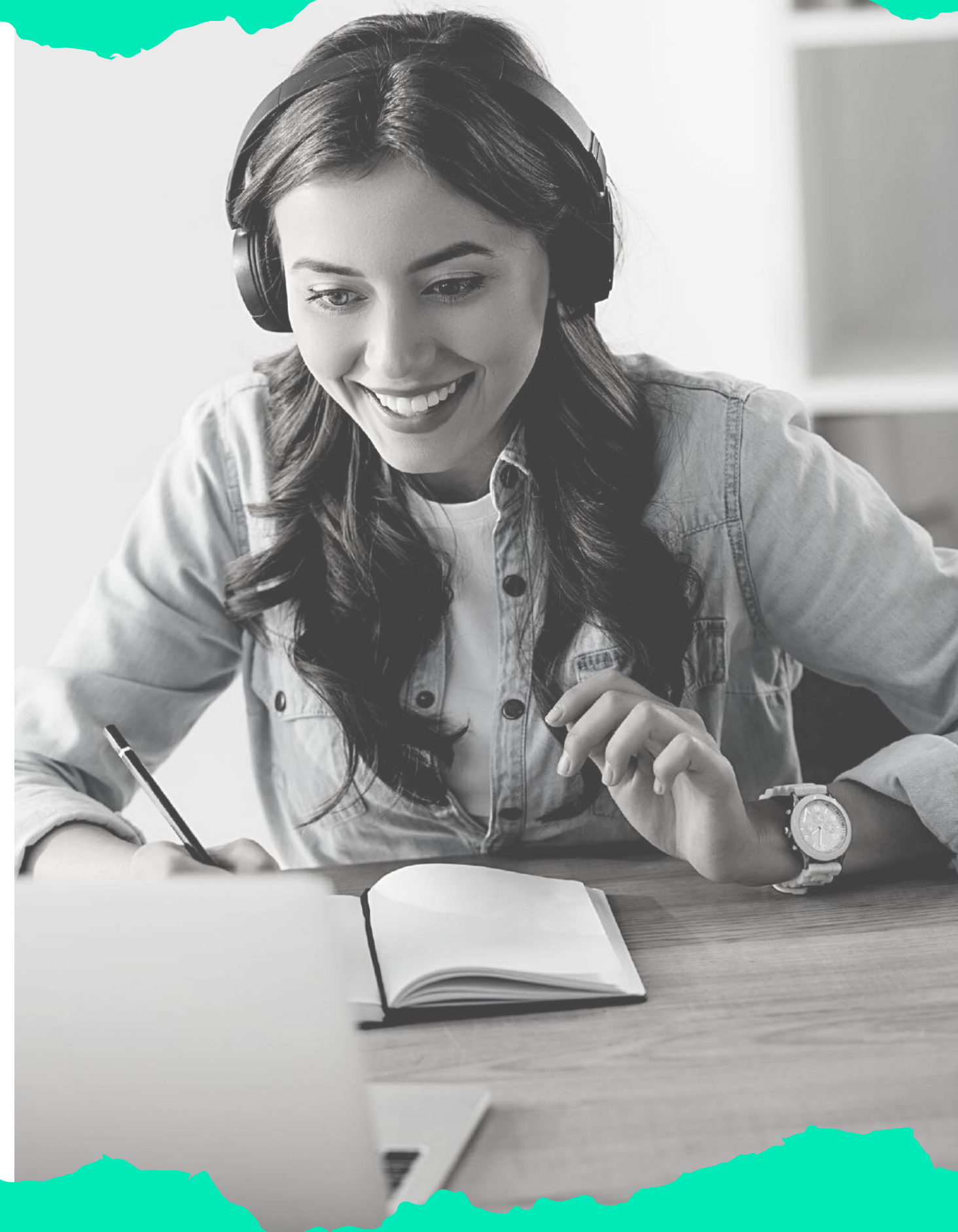
- Beginner's Guide To The EPSO Verbal Reasoning Test
- Beginner's Guide To The EPSO Numerical Reasoning Test
- Beginner's Guide To The EPSO Abstract Reasoning Test

PRO TIPS WEBINARS:

- Pro Tips For The EPSO Verbal Reasoning Test
- Pro Tips For The EPSO Numerical Reasoning Test
- Pro Tips For The EPSO Abstract Reasoning Test

OTHER:

- Maths Refresher For Numerical Reasoning



A WEALTH OF RESOURCES



**FREE
E-BOOKS**



**LOTS OF
TIPS & TRICKS**



**FREE
DEMO TESTS**



**TRAINING
SESSIONS**



**PERSONAL
COACHING**

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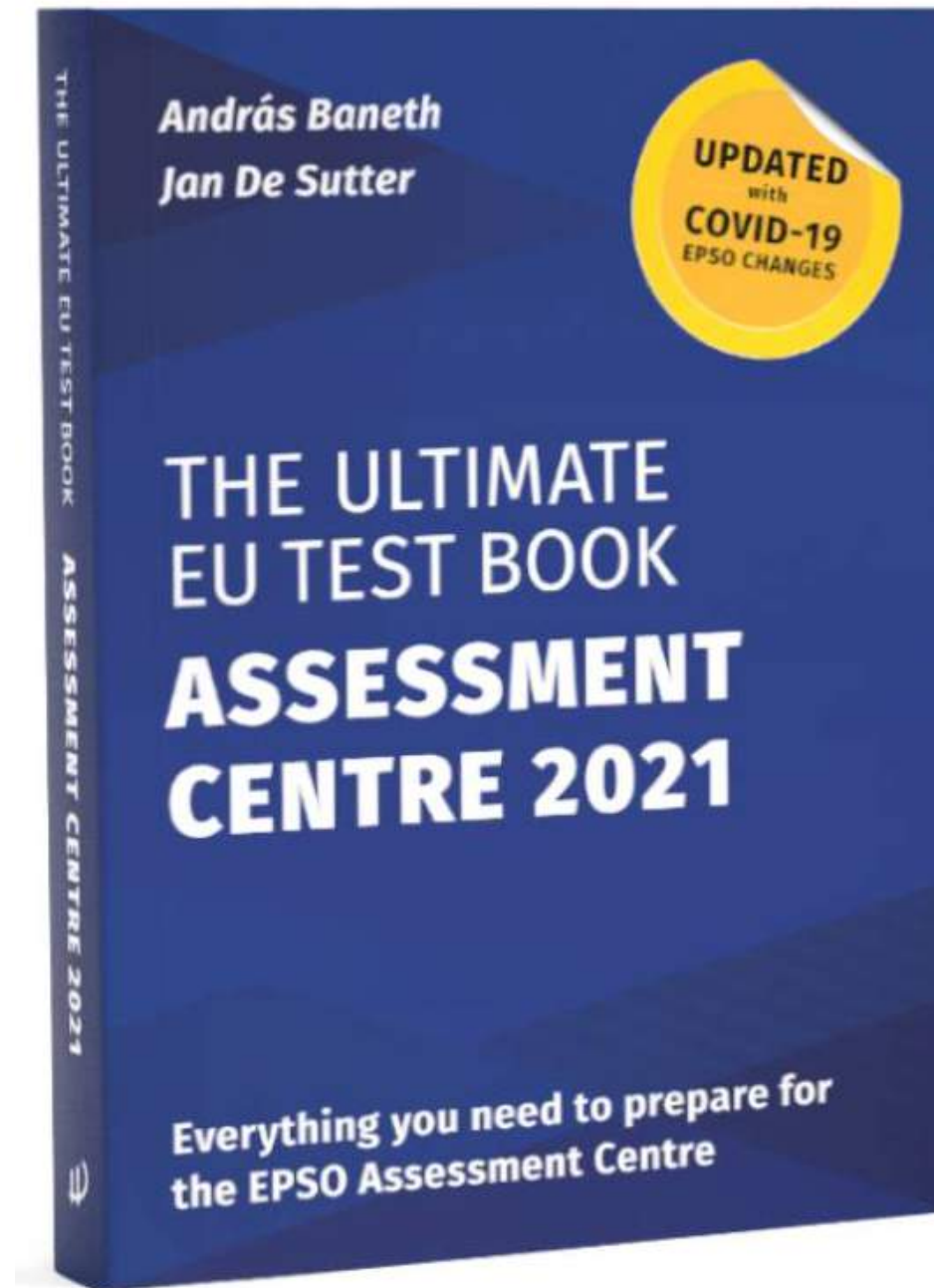
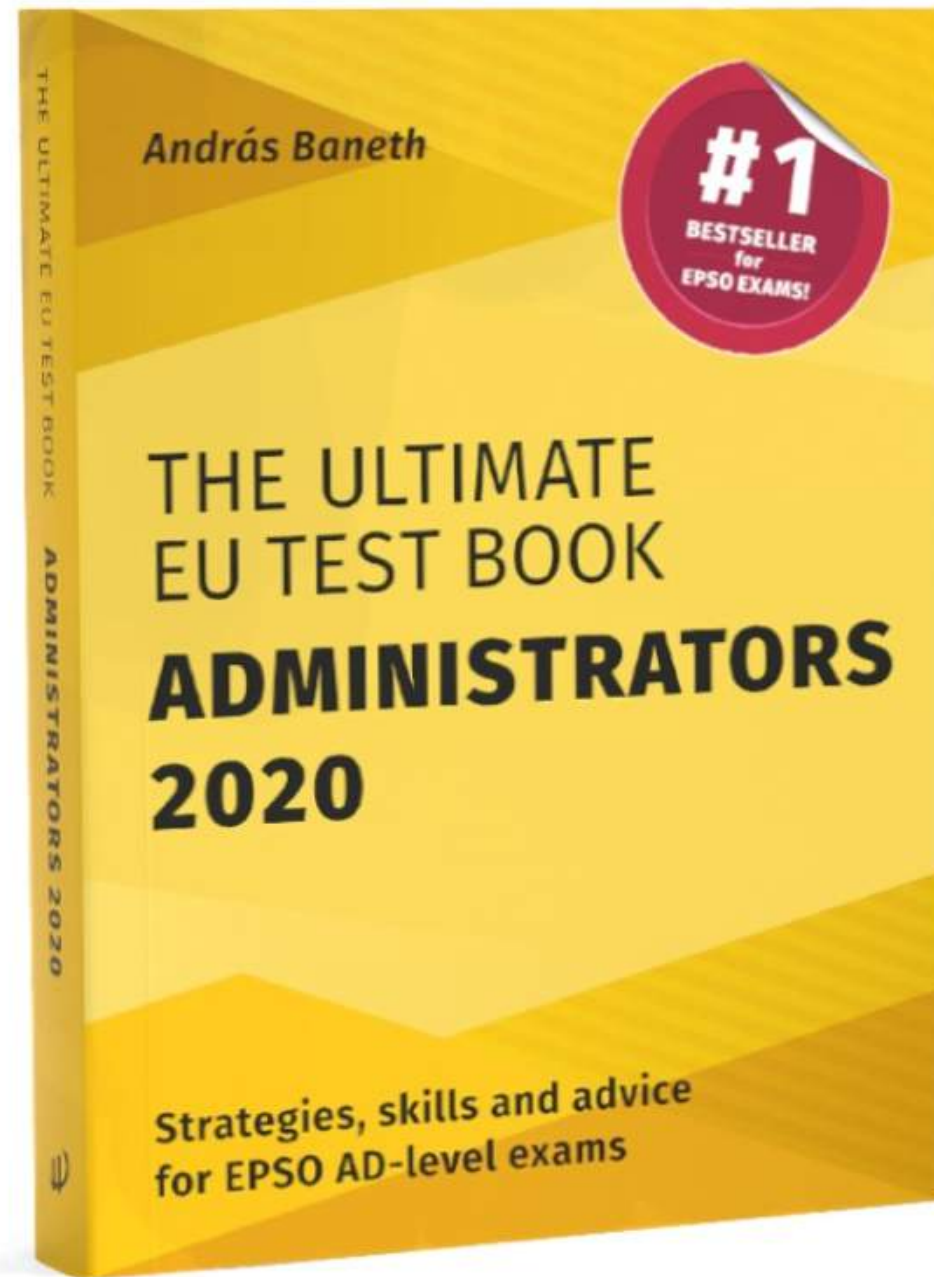
Join an EPSO community.

"Experts In Technical Support & Schengen Acquis - EPSO Competition Exams" Facebook group

Engage with other candidates and learn from their experiences.

www.eutraining.eu

BOOKS



THANK YOU

**CONTACT FOR FREE ADVICE:
SUPPORT@SUPPORT.EUTRAINING.EU**

Please note that the official source of information on EU competitions is the European Personnel Selection Office (EPSO). We do everything in our power to provide you with the most accurate and up-to-date information possible.

