



# EU TRAINING

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## 2022 EPSO Administrators in Energy, Climate & Environment (AD6) - TRANSCRIPT

### INTRODUCTION

*Sound check, greetings and introduction (00:00-05:20)*

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A warm welcome to everyone for this live webcast with EU Training. It's about EPSO's fascinating opportunities in energy, climate and environment. Certainly, these topics are extremely popular currently and very relevant. You could have the opportunity to work in these areas with the European Commission and shape perhaps not just European but global policies. This is one in our usual series of information webcasts where we decode what the details are for this particular competition, whether it differs in any way from others, how it works in practice, and what sort of steps you need to take to get one of these jobs.

I'd like to emphasize that the official source of information is always the notice of competition that the EU institutions and most notably EPSO releases, available in the official journal of the European Union. If there is any discrepancy between the information I give you here, the official documents take precedence. Although we do our utmost to be as accurate as we can.

### ABOUT EU TRAINING (05:20)

EU Training has a fabulous and robust community.

#### OUR COMMUNITY

- Over 100,000 registered users over the many years we've been in business
- We have [55,000+ fans and followers](#) on Facebook, do join our community if you are on Facebook.

#### TEST PACKAGES

- We offer a really wide range of test packages

- Over [25,000 questions in our database](#) which is a really massive amount of questions, and it's growing actually. We are adding new questions to the database whenever there's a knowledge-based multiple choice quiz that EPSO requires, or we need to update certain parts of the database.
- We have had over 17 million questions used by our users creating test simulations and preparing for the exams.

## WEBINARS

- We have a huge number of webinars, webcasts and information sessions. A large [number of these are free](#), some you do have to purchase.
- 10,000+ people have participated in our webinars.

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## APPLICATION (07:24)

I'm going to walk you through the different steps you need to take to make the most of this competition. First and foremost, the most important point is that you are eligible and you qualify; make sure you meet all the formal and individual criteria for the profiles, so you can actually enter the competition, do your best and eventually pass it.

So, what are the different steps of the application process? I will go through each and every one of these.

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## ARE YOU ELIGIBLE? (12:00)

THE most important question tends to be whether or not you are considered eligible for the competition. There are some general and some specific requirements that you need to meet.

### **GENERAL CONDITIONS**

These are typically not hard to meet.

- You must have EU citizenship from one of the 27 member states.
- You need to have completed military service, if that's compulsory in your country.
- You need to meet the character requirements of the job.

Do you have what it takes in terms of a formal degree, professional experience, citizenship etc. to qualify for this competition? Based on the current rules, you need to meet the general conditions above. The character requirements of an EU official relates to perhaps a security clearing or criminal record or something along those lines.

### **LANGUAGE RULES**

The language rules are quite straightforward in this competition.

- Language 1 can be any of the 24 official languages of the EU at a level of C1 or above. That means you need to be quite fluent in written and spoken language in that particular

language. It must be one of the 24 languages of the EU, however, so if you speak Russian or Catalan, those are not among the official languages.

- Language 2 must be English.
- **Interesting to note that Language 1 cannot be the same as Language 2;** i.e. it cannot be English.

For example, I'm Hungarian. My mother tongue is Hungarian and I speak some other languages, but my choice is completely decoupled from my passport. Regardless of what citizenship you hold, you can choose any of the 24 official languages. I would choose French as Language 1 and English as language 2, or I could choose Hungarian as Language 1 and English as Language 2 because in this particular competition, Language 2 must speak English.

I cannot, however, choose English as Language 1 as well as Language 2. I generally advise candidates who speak multiple languages to choose the language you process information in the fastest for Language 1. This is an important consideration because Language 1 is the one in which pre-selection tests will be conducted, whereas the Assessment Centre is done in English. That's where your active expression or oral presentation skills and your writing skills become more important.

## **QUALIFICATIONS**

Let's now look at the qualifications and work experience or professional experience and see what the rules say. It's a bit complex because there are quite a few variations here. There are three fields, or profiles in this competition that you need to choose from: energy, climate and environment. What's common for all three is that there are two scenarios. Scenario one states that you need to have completed a four year university degree followed by three years of relevant experience. The degree has to be related to the area you are applying for, and they give a broad list of fields that qualify as relevant for your degree. As for the relevant work experience, I understand that you may have had different work experiences or worked on different projects, so the term relevant is still subject to some evaluation. If you were an energy consultant and you advised pipeline operators, for example, that's probably quite clear. If you were or are a lawyer who specializes in networking or interconnectivity, that could sound relevant. But you would need to provide either a job description or list of projects that you worked on – which is something that you will be asked for in the Talent Screener later on in any case. We'll come back to that.

Scenario two is pretty much the reverse, where you might have a three year relevant degree and then four years of experience. So, this is broadly about a Bachelor versus a Master's degree. There are a lot of caveats and personal circumstances that might come into play but it's pretty straightforward and fairly clear conditions. Then there's the climate area, field number two, which has two more options you may choose from depending on your personal circumstances. The first one is, you have a four year university diploma in a field that is different from the ones listed. So, if you happen to be a researcher in ancient Greek history, or you are a linguist, or you studied music theory, you could still qualify as long as you have five years of relevant work experience. In this case, the degree does not need to be relevant to or among those that they have listed. However, please note that then there is a higher requirement to have more years of experience, and that experience has to be relevant. Option two could mean a three-year degree followed by six years of relevant experience.

So, the bottom line here is that they make an exception for those dealing with climate issues; even if your underlying degree has nothing to do with the ones listed, with more relevant work experience you can make up for that. This is an interesting approach and my personal take on this is that they probably want to enlarge the pool of candidates. Those who are perhaps working in activist organizations or campaigning for something, someone who has maybe gained a lot of expertise but their underlying qualification originally had nothing to do with climate, they would still be eligible and considered for this particular competition.

Please note that this is **not** a comprehensive list – the comprehensive list is in the notice of competition that we have provided a link for here. This is just to give you a snapshot of the kind of fields and areas that they have listed as being a relevant degree or qualification for the three- or four-year diplomas. You can see energy, climate and environment, the kind of topics: scientific, legal, environmental and similar which would qualify. It's pretty broad, from biology, chemistry and life sciences all the way to energy and similar studies. Even law and economics would qualify.



*Q: Do political science and European studies qualify?*

A: To the best of my knowledge, it may not. If you have doubts about that, there are two things you can do. First, you can try to find out by asking EPSO through their contact form or contact center. Or specifically ask the selection board whether this particular degree is considered eligible. Second, minimize the risk of being disqualified and go for the climate area – provided you have five or six years of work experience in that field. Then you are not taking any particular risks with that decision. But I see now that political and European studies are social sciences, therefore they qualify for the energy field.

*Q: Does a PhD position in the energy field count as relevant professional experience?*

A: Typically, the rule of thumb for these competitions is that once you have obtained your underlying, minimum required quantification (meaning a Bachelor or Master's), the time afterwards would be considered as work experience. And as with many PhD studies, you might have had teaching obligations, or maybe you studied part-time and you had a day job in parallel. Normally, this wouldn't qualify as work experience.

*Q: Could you spell out what social sciences and humanities encompasses?*

A I'm afraid I can't answer that and I wouldn't want to give you any sort of list aside from my own gut reaction. I would think that for most universities it is perhaps listed under the relevant headings. My first thought would be to ask EPSO through their contact center to make sure. Sociology, for example, or political studies, international relations, that would very much count under the umbrella of social studies. But if you have a case or studies about which you're doubtful, better to ask them. Perhaps look up [CEDEFOP](#) which is about professional qualifications and the EU agency network, or another agency, or [DG EDUCATION](#) might offer some official guidance as to what qualifies as social studies. EPSO may have some guidance on that. I'm giving you some pointers because I don't immediately know what exact subjects would fall under that.

*Q: How many people typically apply for these kinds of specialist competitions?*

A: I wish I could tell you, not that I don't want to! I wish I could give you a number. It's very hard to say anything across the board, because if it's nuclear scientists, or chemical engineers, or competition lawyers, the numbers would be vastly different. It would depend on the earning situation in that particular profession, on how politically attractive those positions are and how many qualified people there are in those particular fields. Energy, climate and environment are, as I said in my introduction, extremely popular and extremely topical; especially when we're talking about European institutions which really deal with these topics as a central tenet of their policies. There's probably a lot of political attractiveness here where you can contribute to the shaping of policy and not just talk about or pass meaningless resolutions. For this reason, I would guess that there will be several thousand candidates for these three competitions. This is not to discourage anyone or scare you about your chances; it's just to be real, take it seriously, and really do your utmost to qualify and pass these competitions. The competition itself is probably going to be very intense.

*Q: Do traineeships or paid internships count as work experience?*

A: Typically, yes, as long as they were done after you obtained your underlying, required qualification. So, if once you've got your diploma (a three- or four year- degree depending on which channel you want to apply for), you went on to an internship, that would be considered as work experience.

Let's go on and see what else you need to keep in mind and what other conditions you need to fulfill in order to pass the competition and eventually be an EU official working on energy, climate or environment issues.

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## **WHY IS THIS A GREAT OPPORTUNITY? (29:41)**

What benefits does the job include? The following is valid for every permanent civil service job that the European Union has to offer because you will work based on the conditions that are laid out in staff regulations. Staff regulations talk a lot about the salary calculation depending on which geographic location you might be relocating from, in this particular case, to work in Brussels. It also takes into account your family situation, whether you're married, whether you have children, and some other factors.

We have a salary calculator on our website, but just a word of caution – we are currently updating that. The current formula that the salary calculator on the EU training website uses is not fully accurate, as there have been a lot of refinements since we put that online. Currently, we're working on updating that to make sure you get accurate information. What you can simulate there shows a slightly higher figure than the current figures, but it's still a very attractive salary proposition.

Based on the latest formula, it's around 6240 euros, if the conditions that you see on the screen are met. If you don't have kids or you're not married, it still doesn't decrease significantly and is in the 5500 - 6000 thousand range. That's a pretty attractive proposition. Not only that, but you also have European schools, health benefits and health insurance, and certainly the inherent

value of working on meaningful topics in an international organization that the European Union is, a very special kind of international organization, doing really meaningful work. I think that is also a very powerful factor and a very attractive offer for many candidates.

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## **WHERE WILL YOU WORK? (31:59)**

In this case, it's Brussels. In other cases it could be other cities or different capitals around the world, but for this particular competition, given the nature of the duties, it is Brussels. It's DG Energy, DG Climate and DG Environment – essentially these are the 3 DG's inside the European Commission that are looking to hire permanent staff for these particular fields.

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## **HOW TO GET ONE OF THESE JOBS? (32:41)**

We've spoken so far about the formal criteria such as the general ones, then there was the linguistic aspect, and then we spoke about the qualifications and the work experience required. This is the formal part and you either have it or you don't, although it's not so completely black or white because certain degrees, certain work experience may be looked at differently, depending how you present or frame it. That becomes a very important angle – how to present a certain experience in the most convincing manner so that you qualify for these criteria. That's something we're going to talk about because there is an important element in the process called the Talent Screener.

What is a **Talent Screener**? How do you fill it in and how do you optimize your chances – that's something we will look at in a few moments. Provided you meet all these criteria about the language, the general background and work experience, and you picked the right language from EU 24, you are then required to fill in this so-called Talent Screener. It is actually only available in English – there has been a lot of controversy about this and whether it should be offered in other languages. But in this particular case, probably due to practical and project management reasons, or to make sure that the incoming applicants can quickly be processed, English is the only language in which you can fill in the Talent Screener by the 22nd of November.

**APPLY BEFORE 22 NOVEMBER 2021**

## ***WHAT IS A TALENT SCREENER? (34:38)***

What is the Talent Screener? The Talent Screener is an interesting way to evaluate candidates, to screen candidates and check whether their profile, background and expertise truly fit what EPSO and the selection board is actually looking for. It's a question and an answer form, a Q&A form, that you need to fill in under the: Am I eligible to Apply part of the notice of the competition. You will be asked very pointed and relevant questions and based on your answers, it will be decided whether you should proceed to the next stage or not.

So, there's certainly a lot of interest in filling it out in the best possible way: finding the right words, the right formula, the right way of presenting the information. A lot depends on your answers and how those are going to be evaluated by the selection board members.

## ***HOW IS THE TALENT SCREENER SCORED?***

It's usually scored on a scale of zero to three per question and there are a number of questions. When the scores are added up, it will be decided whether or not you can pass to the next stage. One piece of advice on how to maximize your score is to try and answer every question, even if you don't really know whether you meet that criteria or not. Having said that, it's okay not to tick all of the boxes; with questions where you just really don't have that particular experience, or you really cannot come up with a sensible answer, it's okay to leave one or two unanswered, or to simply say that you don't have this kind of expertise. It is still possible to pass, provided you have the right answers to the other questions.

We actually have a [webinar on the Talent Screener](#) and how to maximise your answers because a lot depends on your written communication skills. There is a lot of advice that we share in those webinars but I'm also going to do a quick snapshot of that and what you can do to come across in a more persuasive manner. Obviously, you want to be truthful and stay ethical; you're not going to make up information or lie on the Talent Screener just to optimize your points. That can really backfire in Talent Screener or perhaps at a later stage. But you still want to make sure that the information you have, your background and experience, is packaged in a way that really convinces the assessors that you merit a certain number of points for those particular questions.

As I said before, try to answer yes to as many questions as you can, as long as it stays within ethical and practical boundaries. Not only that, but make sure your answers are very concrete. When you say you have many years of experience in the energy sector, that's a good opening statement, but it's insufficient. You want to come up with specific examples: what was the budget of a project that you worked on; how many years did you cooperate with a certain number of people in different countries; name those countries; mention the number of people you've worked with; what was the impact of your work; how many public tenders did you apply for and how serious were those. Try to get the facts and figures to demonstrate the scale and substantiate certain points that you're making in your answers in the Talent Screener on those particular questions. Aside from that, try to provide really relevant information and not just high-level stuff. You don't want to just fill it with clichés and things that are meaningless. For example: I'm extremely committed to securing European energy supplies. Wonderful, but what does that mean in practice? What have you done in your work? Which organizations have you cooperated with? Was it actually the Commission, or are you currently a temporary agent in the Commission and working on an important file, or are you a national authority who actively cooperates with other national authorities? Make sure that you're really specific and demonstrate your statements by listing examples .

There are also some questions which are pretty similar, so some questions may look like another one that you've already answered. A lot of candidates – and we've seen hundreds of thousands of Talent Screener replies, obviously not in this competition but similar ones – tend to just copy paste earlier answers because they don't have the motivation or patience to truly

customize their responses to any given question. In those cases, I urge you to deeply think about what the question is actually asking you about and customize your reply to that particular question. That sometimes means that you need to reorder your bullet points or your replies. You may need to emphasize different points and not others, so make sure you spend a bit of time thinking about how to best prove your point for that particular answer.

Some general advice and tips on clear writing and good written expression apply in this case as well. What do I mean by that? You want to format and present your answers in the best possible way, so use bullet points, sub headers and structure your message in clear paragraphs. There's a lot that you can do, even if there is no bolding, underlining, big headers and all the rest available. You can still help the reader or assessor read through your answers, scan and process the information in the quickest way possible. Because if you write extremely long paragraphs or you don't break the text down into pieces, you may lose the attention of the assessor. They may not find the most important information in your text because it gets buried in the body of information you present them. Be sure to help them help you. Help them process the information by presenting a visual structure that is clear and to the point.

Keep in mind that the institutions and EPSO are pretty formal, so if you're not working inside institutions or you never worked with EU institutions before, you might want to look up the DG environment, DG Climate, DG energy websites, their annual reports, and get a bit familiar with the kind of language or abbreviations or things that they use. You can apply that language in your responses. It will resonate better with those who are evaluating your application and your Talent Screener because you speak the same language. Sometimes you may use terminology, a typical example of this is the word sustainability, that can mean very different things to different people depending on which institution they are sitting in. Make sure that you use a certain term or terminology in the same way as the institution. That's a little bit of a job applicant's approach, even though this is not specifically a job application. And yet, it's a hurdle you need to clear. It's a step in the application process, so you might want to present your expertise and background in a way that resonates with the institutions.

[Here's a link to a webinar that I presented some time ago](#), feel free to check it out. We also have some [tips and tricks articles](#) that go a little deeper and give more examples, so check those out as well. I trust that it will be helpful for your particular application. We also provide application assistance, so if you already have your Talent Screener, or you want to have that reviewed by a professional who's not a climate, energy or environment expert, but someone who knows these methods and how to present information in the best possible way, there's a paid service available. If you're interested in that, please do not leave it to the last moment because we often get a lot of requests closer to the deadline. But that's something we offer to all candidates.

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*Q: How often are these positions looking for a new 86 candidates? Is it annually, biannually?*

A: I'd say it is sporadic, especially now. That's not something I've mentioned yet, but I will do it now. EPSO is changing their selection process; it doesn't seem to be a radical overhaul of this system that I'm presenting to you right now, but they are reforming it. They are going to put new exam announcements on hold most likely until May 2023. So, for about five or six months, they're not going to announce any new competitions. And even after that, we don't know which



topics and which areas they will announce competitions for. So to answer this particular question, we cannot say with any certainty whether it's annual or biannual, or how regularly they might announce these kinds of jobs. Grab this opportunity now, because that's for certain, and we don't know what the future might hold.

*Q: Do you know what the salary consideration would be if you previously were in Belgium for more than six months but then moved from there to another country for more than a year?*

A: I believe that in that case you would need to move back to Brussels and given the fact that you spent over a year away from here, you would be eligible for the expatriation allowance or relocation assistance and similar budget headings. So you would need to move here for the job as if you had always lived outside of Belgium.

*Q: About the professional experience– can it be in any EU official language or does it have to have been in English?*

A: No, certainly it doesn't need to have been in English. So if you work in Romania, or Bulgaria, or Portugal, or Estonia, obviously you don't need to have worked in English. This is about presenting the information as part of your application process, but it's entirely different from the actual substance and years you spent in a given job.

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## **ASSESSMENT CENTRE (47:22)**

Let's take a look at the assessment center. Provided you fulfill all the criteria about the general conditions, the language, the diploma and work experience, and you have filled out the Talent Screener to the best of your abilities and persuaded the assessors that you are indeed eligible for this competition, and you have a great profile, that's when you get called in to the assessment center.

Typically, they would invite three times as many people to the assessment center as the number of places on the reserve list. You do the math, but roughly there are about 50 places for each profile, so around 150 individuals will be invited to the assessment center in each of these three profiles.

The assessment center in this competition is online, just the same way it's been in the past roughly 2 years. We'll see whether that changes or not but most likely it will not change, especially because the kind of exams that they have are pretty well adapted to be done online or even in test centers, like the abstract verbal numerical reasoning test.

## **CBT EXAM (48:37)**

Abstract, verbal and numerical reasoning tests are almost always part of the selection procedure. Sometimes they take place before the assessment center and sometimes as part of the assessment center. In this case, it's part of the assessment center package. Anyone who is invited to the assessment center will need to sit these tests.

The abstract, verbal and numerical tests (often referred to as CBT computer based tests) are in this case held in language one, hence my earlier comment on choosing a language in which you can really process information fast. What do they look like? I would assume many candidates would be pretty familiar with these by this point, but quickly, verbal reasoning is a logic test. It's not just about reading comprehension, but making certain logical deductions from a certain text passage and then thinking about which answer option is the most accurate and picking that one. Sometimes they use generalizations or similar wording and other tricks to mislead you, but then there's always one answer which is accurate. In this case you have 20 questions & 35 minutes. It's a pretty standard time allocation and not very easy to read the text to find the right answer, but doable.

The numerical reasoning test is where you have a chart – usually with data, not a fully fledged excel sheet but a table with numbers and figures – and you need to figure out how to quickly calculate or at least estimate and then pick the right answer in relation to that chart. In this competition you have 10 questions in 20 minutes which is standard but a pretty heavy time pressure. You need to work fast. And then you have the abstract reasoning which is 10 questions and 10 minutes. For many candidates this is the toughest one, where you have certain charts and figures which move around according to certain logic and you need to find the next one in the sequence. The good news is that given the fact that these tests are part of the assessment center, the threshold to pass is relatively low. You only need to get the pass mark, so you are not competing against other candidates when it comes to the abstract, verbal and numerical reasoning. All you need to do is to have at least 20 points out of the maximum achievable score of 40. As this one doesn't count to your overall score, it's just a checkbox that you need to tick and as long as you pass, you can move on. And 20 points means that even if you get zero points on abstract reasoning, you can still pass as long as you have sufficient points with numerical and verbal.

The more challenging part perhaps of the assessment center comes at this point where you have three exams, two of which relate to your general competencies. There's a competency framework, it's public and out there. We also have an ebook on that, we have tips and tricks and lots of materials on what these mean and how you can optimize your preparation for these tests. Essentially, there are two tests that evaluate your competencies. Those eight competencies and these two tasks are the ones you see on the screen. One is a case study and the other is a situational competency-based interview which is a special kind of interview based on a background file that they send you before the exam. So there's a case study that's a written exercise as the name suggests, and the SCBI which is based on a background file. It's a live interview with the assessors. The good news is that our website has a lot of trainings; you can find simulations and even a service where we evaluate your case study and offer personalized feedback. We have several excellent coaches and trainers who provide group and individual sessions to prepare you for the SCBI, or any other test that you may have. But in this particular case, it's these two.

The last one is the FRI: that's our own internal abbreviation for field-related interview. That's an interview which is broadly based on your background and the Talent Screener, but it's essentially about evaluating and testing your knowledge in that particular field. How much do you know about energy, about climate, about environment, depending on which field you have applied for. Obviously, you don't need to know much or you're not going to be tested on issues

which are strictly in the domain of another field and which is different from the one you applied for. This really focuses on the field that you have chosen from those three options.

What is the pass mark? 40 points out of 80 for the general competencies and then 50 out of 100 for the field related. The scoring is geared towards evaluating your general competencies as a future EU official, but obviously you need to know your stuff. You need to understand and know the subject matter in which you're going to be working. These two scores are added up and that's when they do a ranking. They will look at how you compare to other candidates and the top X number of candidates will be placed on the reserve list.

Once on the reserve list, we know how many places there are. It has a certain validity, but for specialist competitions like this, it's often much lower than one year. They can extend it, but they want to make sure that whoever is on the reserve list – as long as you still wish to be recruited – will be recruited. Certainly, your personal circumstances might change in the meantime, but the vast majority (90% and above of those on the reserve list) will be hired by the institutions. That's the recruitment part where you actually get to start working.



## HOW TO GET THE JOB? (56:00)

Some general advice on how to get the job. It very much depends on your current preparational level, how much you know about a certain topic and how familiar you are with the system and subject matter.

- Be sure to prepare for quite a few weeks and don't leave it to the last moment. Maybe an hour a week, maybe every third day, but make it regular.
- You might want to create a study group with some friends to keep up the motivation, even if they might be competitors.
- Make sure that you understand the methodology – it has a methodology, and there are ways you can quickly prepare for the assessment center. We're going to optimize your answers for the Talent Screener, so everything I've covered so far broadly relates to the idea that there is a system to it. It's not completely random and not completely at hoc.
- Be persistent and do not give up. It's a lengthy process that might take 9 to 12 months from the application until you are hired, so keep up your motivation and your interest throughout the process by doing lots of simulation, depending on which exam phase you are preparing for.

We're really here to help. We've put an incredible amount of resources on the website; as I said, a lot of them are free, some need to be paid for. Our team really knows this stuff, so feel free to get in touch and send a message. We're happy to help, and even if we don't know the answer, we're going to point you to a resource or some site where you can actually find out for yourself.

[With the simulated practice tests](#), we're very proud to have verbal reasoning tests in all 24 official languages of the EU, so no matter what your language might be, we have verbal reasoning practice tests, numerical and abstract reasoning as well, and [webinars](#), [personal coaching and career coaching is also available](#) for you.

And then last but not least, there's [the EU textbook](#).

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## QUESTIONS?

*Q: How long will it take from the deadline of the application until the invitation to the assessment center?*

A: Hard to tell, but my guess would be that given the fact the deadline is 22nd of November, perhaps around February give or take. That's my guess considering there's the New Year and Christmas holidays.

*Q: If you join through the specialist competition, then work for DG Climate for three years, can you move on to other DGs later on?*

A: You can absolutely do that. Indeed, the staff regulation grants you the right to keep your administrative position. So it's 86 or wherever you might be, and then you can move to another DG, even to another EU institution, in which the position is under the staff regulations. You have those acquired rights as a civil servant and as long as you're accepted to work in another DG or another institution, you keep that acquired status when you move on.

*Q: If my education is a three-year Bachelor degree in a different field and one year Master's in a relevant field, am I eligible to apply?*

A: Interesting question. My immediate answer to this and gut reaction would be probably no. But then again you might want to check because my understanding is that the studies have to be fully relevant. So not just part of it, but the entire package. Again, you probably want to minimize risk of disqualification. Still, you can definitely ask the selection board and they might have some guidance, or they might point you to further resources.

*Q: In the Talent Screener, there's a question on whether we have at least one year of experience in a specific task. Could this one be split among different jobs we've had?*

A: To me it seems yes. It doesn't seem like they want that experience to be continuous, as long as on the whole you have that year, and you can prove it one way or another. Certainly, you should make declarations and give specific examples, perhaps even the time periods during which you worked in that particular area. As a first step that's great, and if ever you are asked, then you can provide some proof, whether it's a project description or just a declaration from your previous employer.

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## THANK YOU!

I will stop here with heartfelt thanks again to Rita and all the other members of our team who helped put this all together. Thank you so much and thanks to everyone who participated in the live session. It's really an honor to spend this virtual time with you. This is a good investment in your future career, and as I said before, if we can be helpful with anything else or if you have questions, we will be very happy to answer through our customer support. [Do get in touch with us](#) and check out the number of resources we've made available on our website. I hope we can continue this conversation and provide you with the most relevant preparation services.

Thanks and to be continued hopefully soon.