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THE 2023 NEW EPSO SYSTEM

INFO WEBINAR

15 February 2023

Presented by:
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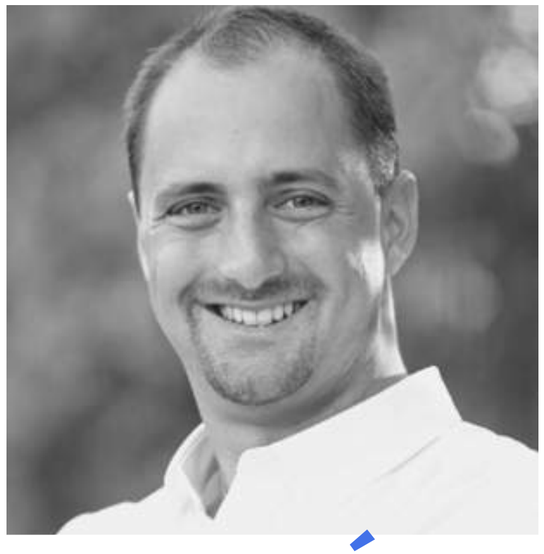
TODAY'S SPEAKERS



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ANDRÁS BANETH

- 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

TICIANA TUCCI

- EU Training's senior EPSO coach
- Trained psychologist, with over 20 years experience in HR recruitment and selection, training and development.
- Extensive experience as a certified career and executive coach.

THE NEW EPSO SYSTEM

- New model adopted on 31 Jan 2023
- To be finalised in February, effective from May
- Ongoing competitions: according to the original NoC : *No change*
- New system for new competitions:
  - “Dual” system for a while
  - Doesn't affect internal EC/EP... competitions
- Similar to pre-2010 system & “temporary agent selection on steroids”

*Official logo/trademark of EPSO

MAIN ELEMENTS OF THE NEW SYSTEM

One-Phase Competition

Faster selection (4-6 months from A-Z)

EPSO more of a "service provider" than a "gatekeeper"

Regular competitions

No more assessment centre*

Remote testing only

Competition based on written/CBT tests

Autonomy/ flexibility for EU institutions and DGs

How Candidates Will Be Tested

PRE-COMPETITION PHASE

Short term planning of exams

Quick, agile system based on EU institutions' demands

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How Candidates Will Be Tested

COMPETITION PHASE

- Publication of Notice of Competition
- Self-assessment of eligibility
- Experience Profiling Instrument (internal to EPSO)
- Selection + ranking*
- Eligibility check after exam results
- Reserve list established

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*Selection and Ranking Based On...

1

Verbal, Numerical and Abstract reasoning tests:

- pass/fail

2

Digital literacy tests:

- likely, but not always
- pass/fail?

3

Knowledge tests:

- Generalists: EU knowledge
- Specialists: MCQ in the field

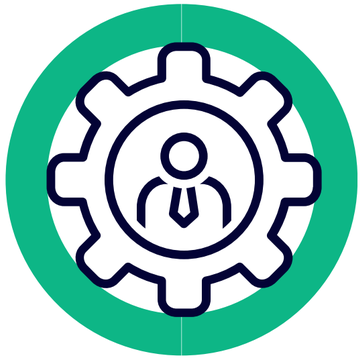
4

Written test/case study

- tests communication skills
- NOT knowledge

WRITTEN TEST / CASE STUDY

Competency-based
Not knowledge-based!



Background documents
Most likely allowed

Competencies:

- Critical thinking, Analysing, Creative problem-solving
- Decision-Making & Getting results
- Intrapreneurship

Computer-based
Remotely-proctored

DIGITAL LITERACY TESTS

1. INFORMATION AND DATA LITERACY
2. COMMUNICATION & COLLABORATION
3. DIGITAL CONTENT CREATION
4. SAFETY
5. PROBLEM SOLVING

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DIGITAL LITERACY TEST

Here's what we know:

1

DOES NOT EXIST CURRENTLY

- Will be created soon, in development

2

NOT UNIVERSAL

- Will not be used in all competitions

3

ENGLISH ONLY

- All software used in the institutions are in English

4

DIFFERENT LEVELS

- AD: conceptual
  - E.g.: product innovation
  - E.g.: digital trends
- AST: practical

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NO MORE ASSESSMENT CENTRE

- No more oral tests in the selection phase
- Optional additional tests in ‘post-competition’ phase are not AC
- Could be specific or general, require preparation nevertheless
- Each institution/DG may decide what extra evaluation to use, if any
  - Option to do "mini" OP, CBI or SCBI
  - In the near future: personality tests, role play... etc.
- Written communication more important for competition phase now

UPCOMING COMPETITIONS 2023

ECONOMISTS (AD6)

MAY 2023

Administrators in the field of intellectual property

MAY 2023

Administrators in the fields of Crisis Management, Migration and Internal Security (AD7)

JUNE 2023

Administrators in the field of transport (AD)

JULY 2023

ADMINISTRATORS GENERALISTS (AD5)

SEPTEMBER 2023

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TIPS TO PREPARE AND SUCCEED

- EU knowledge test sources will be provided: create structured summaries
- Domain specific: find the relevant online sources
- Split your preparation into two parts:
  - Studying/learning phase: EU knowledge / domain specific
  - Exam simulation:
    - Verbal / Numerical / Abstract
    - Digital literacy
    - Written test / case study
- Keep in mind what's needed to pass + rank against others
  - As the ranking will be based on only 2 tests, you need to get VERY high scores
- Keep in mind the evaluation criteria for the written test (3 or 4 competencies)
- Do lots of practice and test simulations focusing on scores, timing, accuracy

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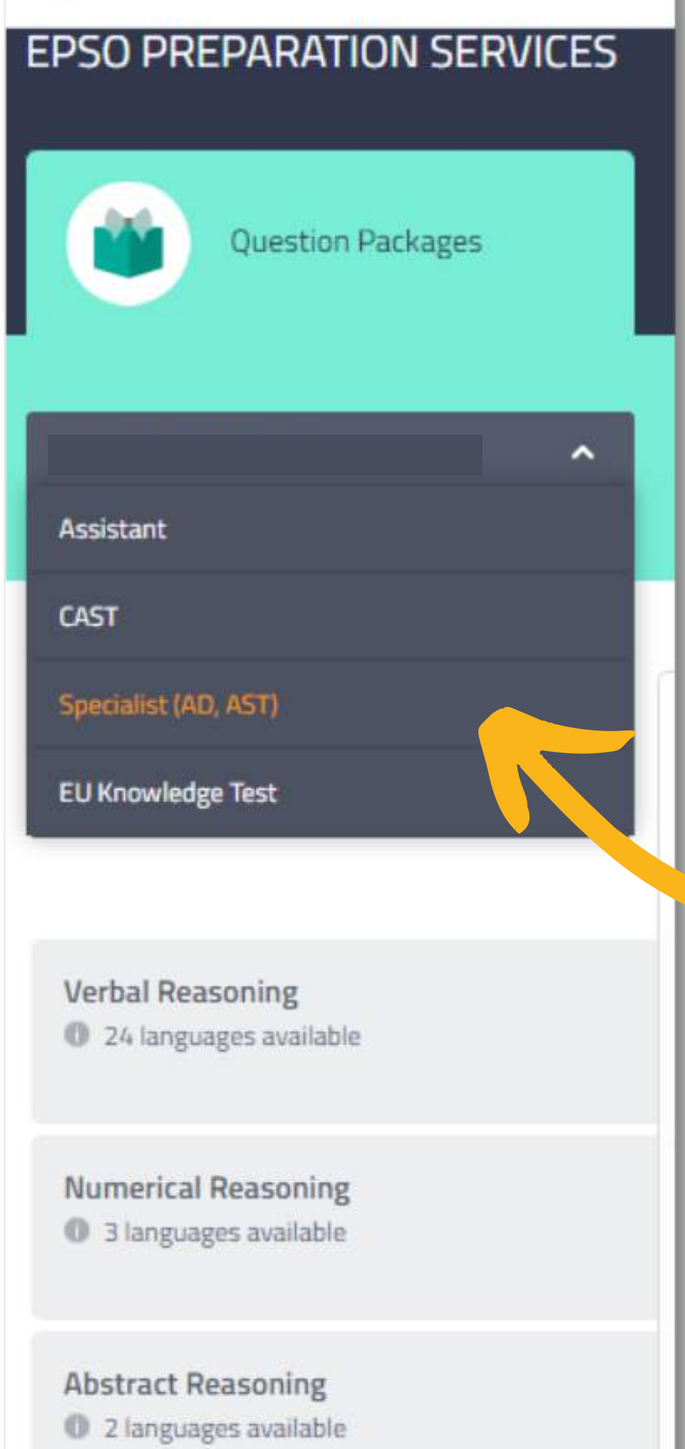

COMING SOON:

- Generalist (AD5) category
- Digital Literacy Skills

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SIMULATED PRACTICE TESTS

- Verbal Reasoning - **24 LANGUAGES!**
- Numerical Reasoning - EN, FR, ES
- Abstract Reasoning - EN, FR

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Contact Us

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.

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Wishing you best of luck for your EPSO exams!

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