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# EPSO Development Programme implementation

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**10th February 2011**



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## New AD competition

- 1st AD competition successfully competed in 9 ½ months;
- 308 laureates now available;
- Average age of the laureates = 32 years;
- Services provided with a competency passport for each laureate;
- +/- 14 months reduction in time taken to run a large-scale competition.





## Competency Passport

EPSO/AD/177/10/EPA

ANONYMOUS SAMPLE  
01/10/2019

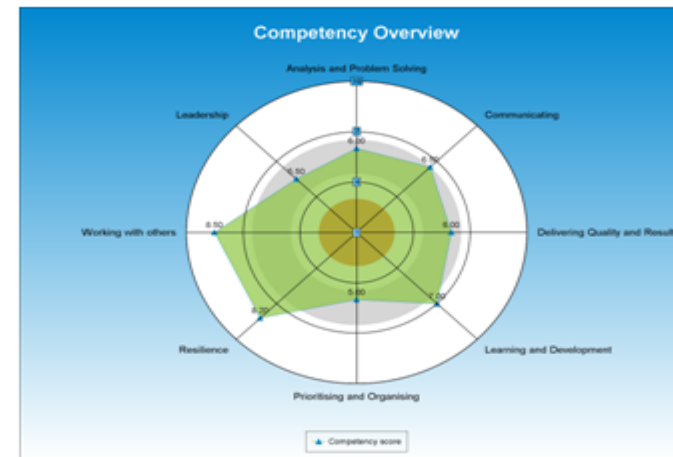


## Competency Overview

The graph below positions every core competency against the average score, permitting to get a quick overview of strengths and weaknesses of the participant. Every competency is measured at least two times. The score of each competency is thus the average between the scores from two different independent measurements.

The graph gives only rough indications of the position of the participant, without reflecting details and nuances that might put the global result in a totally different perspective. The next section of the report gives a more detailed view on the results obtained.

The technical knowledge is not scored in this graph, but is mentioned below, as well as the total score.



Total competency score : 52.7 / 80  
 Technical knowledge : 9 / 20  
 Total score : 61.7 / 100

Legend:  
 9-10 : Outstanding performance  
 7-8 : Strong performance  
 5-6 : Competent performance  
 3-4 : Performance requires some development  
 1-2 : Insufficient performance

A participant has to achieve the following minimum marks in order to pass the Assessment Centre:

Specific competencies in the field - Pass mark: 10 out of 20

General competencies - Pass mark: 3 out of 10 for each competency AND 50 out of 80 for all the 8 general competencies together.

## 2010 Operations Highlights – First annual cycles

- Re-engineered application, booking and testing process, (as well as testing outside of the EU member states), and expanded the testing network to test 37,000 candidates in 10 weeks;
- This represents a 94% increase of candidates handled within a 58% shorter period;
- First assessment centres set up and run successfully on large scale (917 candidates assessed in 13 weeks: 15/9 – 15/12);

## 2010 Operations Highlights – First annual cycles

- 1st wave of 5 specialist competitions complete;
- 1st reserve list produced in exactly 6 months.

## 2010 Operations Highlights – First annual cycles

- Introduction of self-assessment;
- New fully electronic application process;
- Introduction of Situational Judgement and abstract reasoning tests;
- Professional Selection Board members appointed;
- More than 2900 laureates delivered in 2010 under the old system.

# Old Timeline Vs Post EDP

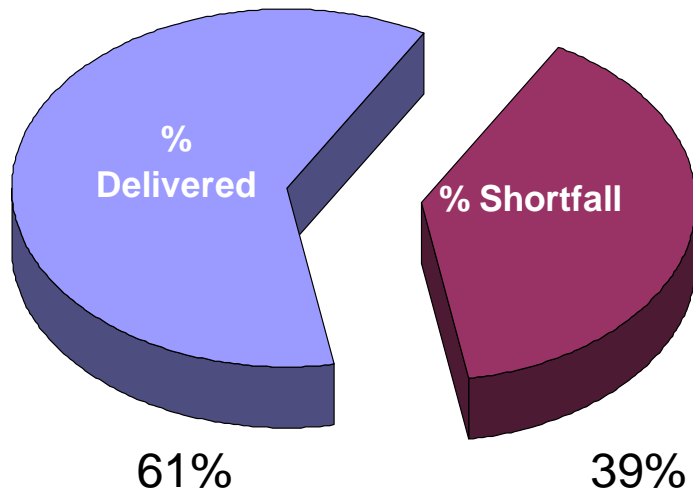
Month 0	Month 1	Month 1-3	Month 6	Month 9-10	Month 12-13	Month 15	Month 18-19	Month 20	Month 21	Month 23	Month 24
Inst Confirm needs	Inst Confirm needs	Inst identify needs									
Notice of Comp Published	Notice of Comp Published										
CV Sift & Assess Centre	CBT – Overlapping										
Reserve List	Admission & Assess Centre	Notice of Comp Published									
	Reserve List	CBT									
		Admission									
		Written exams									
		Oral exams									
		Reserve List									
		Flagging									
		Interview a& medical exam									
		Formal offer of employment									

**AD Cycle**

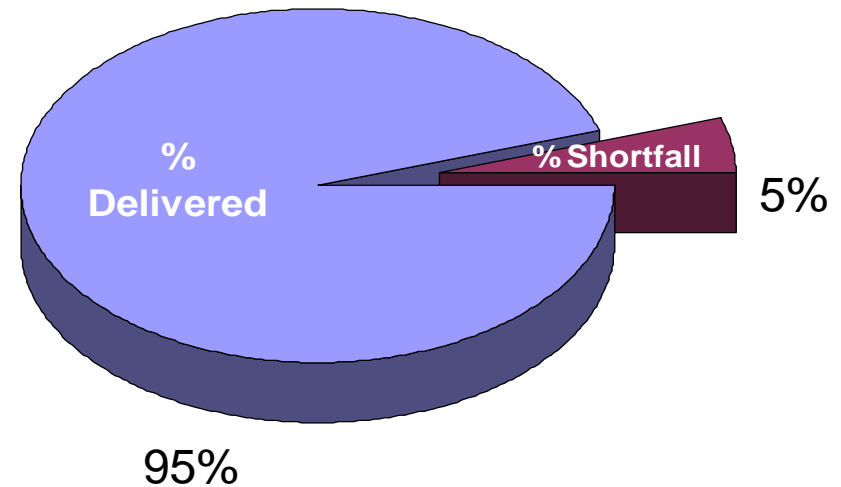
**Specialist**

# EPSO Performance on Meeting Laureate Targets

AAR Output 2009



New competitions output





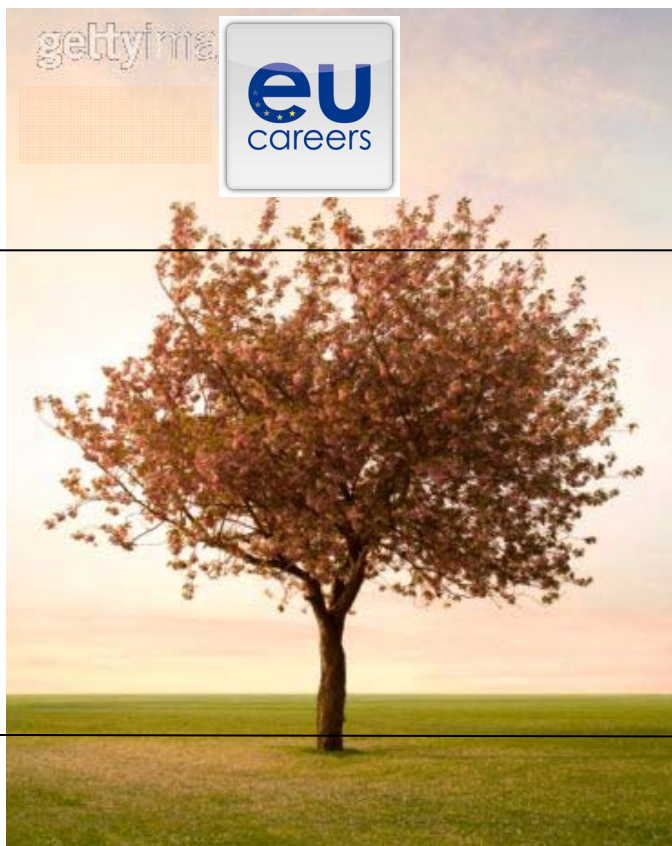
# 2010 Operations Highlights

- Higher candidate participation with testing to applications ratio 29% higher than historical benchmark;
- Lower centricity of Brussels and Luxembourg (10% lower) than historical benchmark;
- Successful introduction of 23 language testing for the linguistic cycle.



# 2010 Branding achievements

Overall brand



Visual identity

Facebook success (+ 35,000 fans!)

Career ambassadors

Job brand

Strategies for AD 5, linguists, AST

Raconteurs, twitter sessions

Focus on specific countries & fairs

Cooperation with JRC and others

Surveys on Employer branding

In 2010, EU Institutions = n° 1 employer in Belgium, (number 8 in 2009)!

Across Europe, have moved up from 39 in 2009 to 28 in 2010!

Selling Base

Introduction of social media

Increased use of multipliers, networks



# 2011

## **Next steps in 2011:**

- First AD general competitions since reform to be held at AD7 and AD5;
- Eliminary Situational Judgment Tests;
- Students in final year of study able to apply;
- Obligatory self assessment (application form).

## **Strategic goals 2011:**

- To successfully deliver the first full cycle of the new selection procedures and to continue with the next cycle;
- To further develop and internalise EPSO's expertise and competence in the field of competency-based selection, employer branding, psychometrics and other areas integral to its mission;
- To propose and introduce progressive and forward-looking improvements to the selection process on a continuous basis.



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# The future

Reduction in time required for competitions by 1 month each year between 2011-2015

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**Selection and Recruitment in 24 hours by 2015**

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