

INFORMATION NOTE

EPSO'S NEW COMPETITION MODEL

INTRODUCTION

On 31 January 2023, EPSO's governing body, the interinstitutional Management Board, decided to opt for a new model that should significantly improve the speed of competitions, in order to attract talented Europeans from all Member States. The length of the competitions was seen as a major obstacle to attracting young people.

Future competitions will put greater emphasis on the qualifications of candidates and on a set of written tests.

Candidates' general competences will still be reviewed via recruitment interviews, after the publication of reserve lists by EPSO. EPSO will offer recruitment stage support in the form of training, guidance, tools and evaluation of general competences, as requested by the recruitment services of the institutions. **The choice of whom to recruit will remain entirely with the institutions.**

These changes will be effective for all open competitions as of now. **The first competitions to be published under the new model are planned for the first half of 2023.** Regular updates are available on EPSO's website: [Upcoming selection procedures | EU Careers \(europa.eu\)](#)

Read also our [information note on the core IT requirements for online testing](#), as well as our [information note on the use of corporate computers](#).

MAIN NOVELTIES

- The 'Assessment Centre' and its related oral tests cease to exist. Therefore, oral tests will no longer be part of the selection procedures.
- The verbal, numerical and logical reasoning tests will remain part of the selection procedures. However, candidates will only need a pass mark.
- In the case of 'generalist' competitions (e.g. the popular AD5 entry-level competition open to all profiles) an EU knowledge test will be introduced¹.
- The focus of the EU knowledge test will be on meaningful substance questions related to the functioning of the EU, its policies and procedures.
- All competitions will also include a written test (usually a case study) to assess candidates' drafting skills.
- In future, all competitions will be run online via remotely proctored tests².
- A digital skills test may also be introduced for some competitions, in line with our institutional clients³ needs.
- With competitions based exclusively on written tests, it will be possible for EPSO to operate with much smaller Selection Boards and, importantly, to reduce competition timelines from a current average of 13 months to just 6 months, and eventually, less.

¹ This test will be replaced by a Multiple Choice Questionnaire (MCQ) in the field, for the 'specialist' competitions.

² A remotely proctored test is an online test administered and monitored by a proctor who is located remotely. A proctor is usually someone who supervises or monitors students during an exam. In the context of EPSO's remotely proctored tests, the primary role of a proctor is to supervise and monitor candidates to ensure that they comply with the test regulations and do not use any deceitful means to pass the test.

³ Learn about EPSO's institutional clients here: [About EPSO | EU Careers \(europa.eu\)](https://europa.eu/about-epsou/eu-careers)

CORE ELEMENTS

Speed: the aim is to complete competitions within 6 months and eventually less (from the moment of publication of the Notice of Competition to the establishment of the reserve list).

Efficiency: all tests will take place online in one single testing session, therefore in one day.

Modernity: online testing is faster, more flexible, in line with today's digitalised world, 'greener' and more accessible to the vast majority of candidates, wherever they are.

Transparency: the sources used for the creation of the EU knowledge test will be pre-published online by EPSO, levelling the playing field among candidates⁴.

Quality: in the new EPSO competition model, successful candidates will have to show satisfactory cognitive abilities, be among the best in field-related knowledge and in drafting skills. They will also have the right diploma and/or working experience.

Competencies: [The general competency framework \(April 2022\)](#) remains valid.

Diversity: with a faster, leaner and more accessible competition model, EPSO also wishes to stimulate applications by a more diverse pool of candidates.

⁴ The source materials used for the creation of this test will be published at the same time of publication of the Notice of Competition.

Competition Phase – Main Steps

- Publication of the Notice of Competition
- Self-assessment of eligibility via a specific survey*, followed by application
- Reasoning tests on a pass/fail basis
- Digital skills test (when applicable)
- EU knowledge test (for 'generalist' competitions) or Multiple Choice Questionnaire (MCQ) in the field (for 'specialist' competitions) - ranked
- Written test (e.g. case study, for most competitions, with a focus on drafting skills) corrected only for those with the best results in MCQ
- Eligibility checks at an appropriate stage (final verification before placing on the Reserve List; checking of second language, if necessary)
- Reserve List**
- Single 'Request for Review' window

***Experience Assessment Survey Instrument (EASI):** EASI is a tool aimed at providing optional feedback to interested candidates to help them understand better their likelihood of admission (eligibility) to a competition, based on their qualifications and professional experience, compared to the requirements laid down in the Notice of Competition. The feedback will only be shared with candidates themselves and will not be shared with any member of the Selection Board.

****Reserve List:** database of successful candidates, published by EPSO at the end of each competition, used by EPSO's institutional clients for their specific recruitment needs.

EPSO, Outreach & External Relations, 3 May 2023