



# Situational Competency-Based Interview 1

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**Time allowed: 20 minutes**

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## ASSIGNMENT

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### IMPORTANT NOTICE

**This document presents a fictitious scenario. It has been produced solely for the purpose of this exercise. All references to existing countries, international organisations, private companies, departments and their representatives, etc. have been invented purely as examples. Any views expressed should not be taken to represent the opinions of those bodies or persons. When dealing with the assignment, participants should therefore rely solely on the information presented in the exercise and not on any prior expertise in the field.**

For this exercise, you will be asked to take on the role of a European Commission (Commission) administrator and member of an advisory committee that provides recommendations to the Commission's Department for Farming and Food Safety (FFS). All the documentation that you need to prepare yourself for your interview is included in this information brochure. It comprises a number of documents, reports and other information that you need to analyse in order to be able to deal properly with the situations presented to you during the interview.

It is important that you accept the scenario as it is presented. You may print the documents, rearrange them in any order you wish and add comments or make notes as necessary. You may consult the notes you have prepared in advance during your interview. However, you cannot record your interview or take further notes during your interview. Also, please note that there will be no preparation time on the day of the interview.

Neither your knowledge in the field nor your knowledge on the topic of this exercise will be assessed during the interview; therefore, conducting any additional research is unnecessary. This Situational Competency-Based Interview is designed to assess the following general competencies: Self-management and Working together.

You will have until the day of the interview to go through the information individually in order to prepare for the interview. The interview will last 20 minutes.

**Please note that for the purpose of this exercise:  
the interview will take place on Thursday 5 May 20XX  
Last year was 20XX-1, next year will be 20XX+1**

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## BACKGROUND INFORMATION

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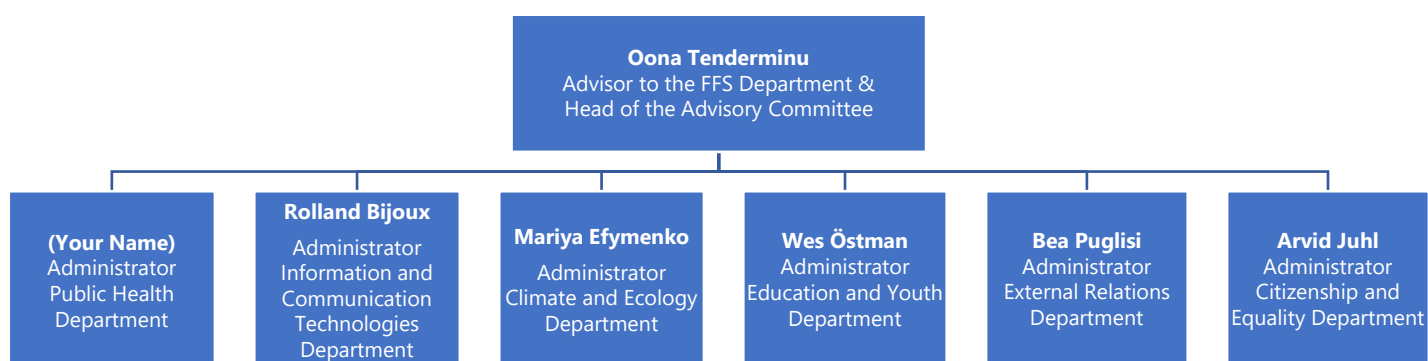
### The European Vegetable Programme for Primary Schools (EuroVeg)

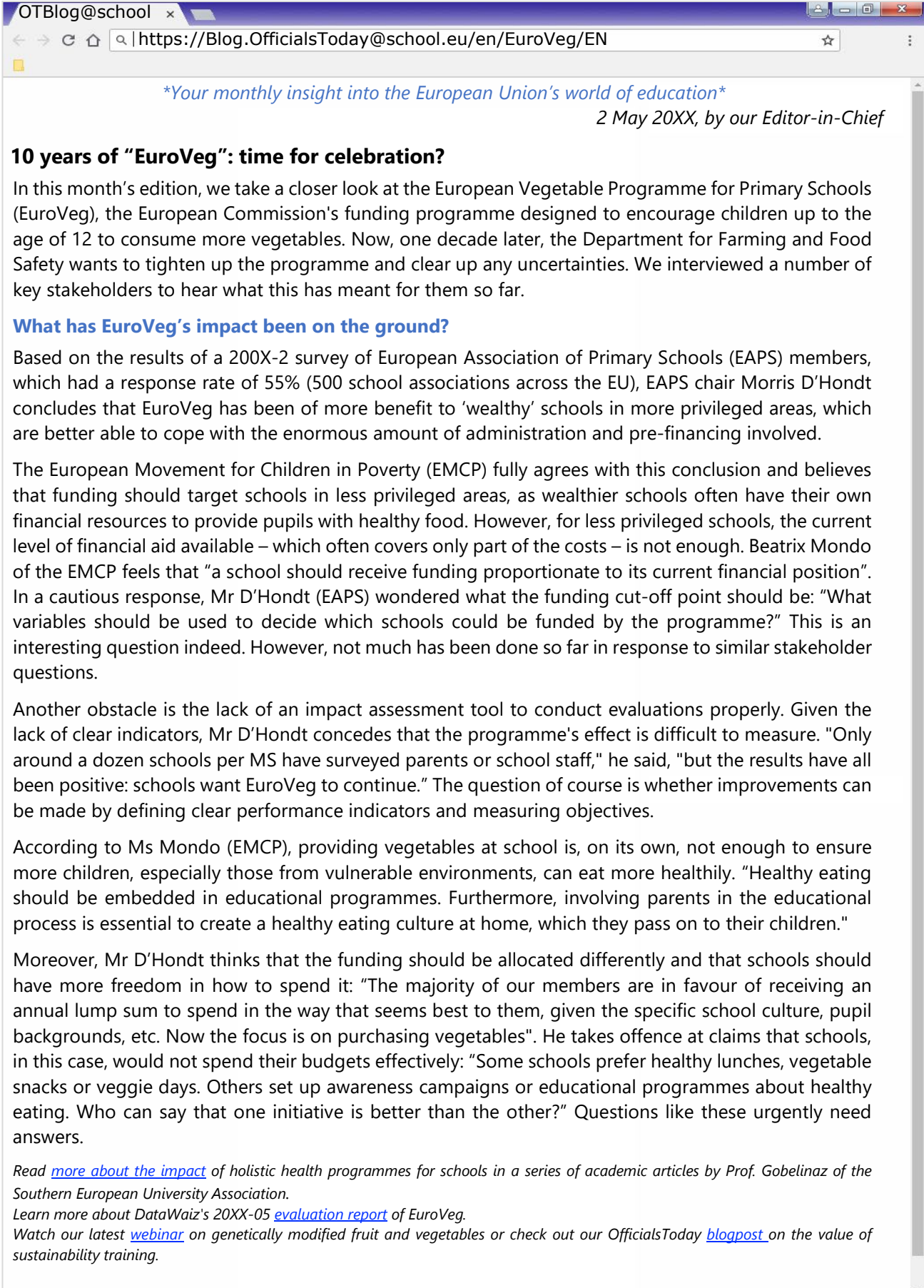
The European Commission (Commission) created the EuroVeg Programme in order to stimulate local agriculture and increase the amount of vegetables being consumed by children up to 12 years of age. The legal framework for EuroVeg was created in the form of a directive, and the Programme itself was introduced into primary schools 10 years ago, with the primary goal to increase the value and encourage the consumption of, preferably, locally grown vegetables. The Commission provides funding to the Member States (MS), which in turn finance their local schools, mainly to cover the purchase cost of the vegetables. The MS choose their own allocation and reimbursement systems, and, of course, the schools need to provide the necessary administrative and financial proof that the funds are being spent properly.

Five years ago, the MS were asked to evaluate the Programme via an online questionnaire, managed by an external organisation, DataWaiz. The most significant complaints related to procedures for handling (financial) administration between local authorities and schools, as it can currently take up to six months for schools to be reimbursed. The idea of providing an online platform to facilitate administration and financial transparency between schools and authorities was considered but ultimately fell through, as no clear consensus could be reached within the Commission or among the MS on what form such a platform should take or who should pay for it.

Meanwhile, in response to claims that the funding was not reaching the entire target group (i.e. all children, including the more vulnerable ones), the **Farming and Food Safety (FFS) Department** decided to establish an advisory committee of administrators from various Commission departments. Meeting regularly since 15 April 20XX, this committee has been tasked with providing the FFS Department with suggestions on how the Commission can make EuroVeg more effective and transparent for all stakeholders involved.

### Advisory Committee on EuroVeg





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*\*Your monthly insight into the European Union's world of education\**  
2 May 20XX, by our Editor-in-Chief

## 10 years of "EuroVeg": time for celebration?

In this month's edition, we take a closer look at the European Vegetable Programme for Primary Schools (EuroVeg), the European Commission's funding programme designed to encourage children up to the age of 12 to consume more vegetables. Now, one decade later, the Department for Farming and Food Safety wants to tighten up the programme and clear up any uncertainties. We interviewed a number of key stakeholders to hear what this has meant for them so far.

### What has EuroVeg's impact been on the ground?

Based on the results of a 200X-2 survey of European Association of Primary Schools (EAPS) members, which had a response rate of 55% (500 school associations across the EU), EAPS chair Morris D'Hondt concludes that EuroVeg has been of more benefit to 'wealthy' schools in more privileged areas, which are better able to cope with the enormous amount of administration and pre-financing involved.

The European Movement for Children in Poverty (EMCP) fully agrees with this conclusion and believes that funding should target schools in less privileged areas, as wealthier schools often have their own financial resources to provide pupils with healthy food. However, for less privileged schools, the current level of financial aid available – which often covers only part of the costs – is not enough. Beatrix Mondo of the EMCP feels that "a school should receive funding proportionate to its current financial position". In a cautious response, Mr D'Hondt (EAPS) wondered what the funding cut-off point should be: "What variables should be used to decide which schools could be funded by the programme?" This is an interesting question indeed. However, not much has been done so far in response to similar stakeholder questions.

Another obstacle is the lack of an impact assessment tool to conduct evaluations properly. Given the lack of clear indicators, Mr D'Hondt concedes that the programme's effect is difficult to measure. "Only around a dozen schools per MS have surveyed parents or school staff," he said, "but the results have all been positive: schools want EuroVeg to continue." The question of course is whether improvements can be made by defining clear performance indicators and measuring objectives.

According to Ms Mondo (EMCP), providing vegetables at school is, on its own, not enough to ensure more children, especially those from vulnerable environments, can eat more healthily. "Healthy eating should be embedded in educational programmes. Furthermore, involving parents in the educational process is essential to create a healthy eating culture at home, which they pass on to their children."

Moreover, Mr D'Hondt thinks that the funding should be allocated differently and that schools should have more freedom in how to spend it: "The majority of our members are in favour of receiving an annual lump sum to spend in the way that seems best to them, given the specific school culture, pupil backgrounds, etc. Now the focus is on purchasing vegetables". He takes offence at claims that schools, in this case, would not spend their budgets effectively: "Some schools prefer healthy lunches, vegetable snacks or veggie days. Others set up awareness campaigns or educational programmes about healthy eating. Who can say that one initiative is better than the other?" Questions like these urgently need answers.

Read [more about the impact](#) of holistic health programmes for schools in a series of academic articles by Prof. Gobelinaz of the Southern European University Association.

Learn more about DataWaiz's 20XX-05 [evaluation report](#) of EuroVeg.

Watch our latest [webinar](#) on genetically modified fruit and vegetables or check out our OfficialsToday [blogpost](#) on the value of sustainability training.



MESSAGE

## Mail message

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RE: FW: AUTOMATING THE EUROVEG PROCESS



From: Mariya Efymenko, Administrator, Climate and Ecology Department  
Date: Tuesday 19/04/20XX  
To: EuroVeg Advisory Committee members  
Cc: Oona Tenderminu, Head of the Advisory Committee

Dear Rolland and colleagues,

Indeed, I believe that EuroVeg can be improved in numerous ways. For example, it should be possible to monitor and evaluate the programme on specific criteria, such as sustainability (organic and local vegetables), via an online tool.

We can discuss this soon; looking forward to sharing all our ideas.

Kind regards,

**Mariya Efymenko**

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**From:** Rolland Bijoux, Administrator, ICT Department  
**Sent:** Monday 18/04/20XX  
**To:** EuroVeg Advisory Committee members  
**Cc:** Oona Tenderminu, Head of the Advisory Committee  
**Subject:** FW: Automating the EuroVeg process

Dear colleagues,

Please see below. Would you mind providing any ideas you might have from your perspective and experience in other areas? I do not mean technically, but more broadly, for example, a third-party payment system like that used in healthcare. Another possibility is integrating EuroVeg into the administrative systems that currently exist between schools and the competent authorities.

Can we brainstorm together on Wednesday at 10 am?

Thanks a lot,

**Rolland Bijoux**

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**From:** Oona Tenderminu, Head of the Advisory Committee  
**Sent:** Monday 18/04/20XX  
**To:** Rolland Bijoux, Administrator, ICT Department  
**Subject:** Automating the EuroVeg process

Good morning Rolland,

Bearing in mind the continuing complaints from schools about administrative difficulties, late reimbursement by authorities etc., do you know what technical possibilities are available for simplifying the current administrative and financial procedures behind the entire EuroVeg payment process? Remember, the solutions must be user-friendly if we want to get everyone to take part.

Can you give me your input before our team meeting on Friday please?

Many thanks,

**Oona Tenderminu**