



Mobility session for CA in Delegations

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Generation 2004

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What is mobility

- ▶ Career of 30 years - 5 to 8 mobility exercises - most common mobility every 6 years but depends on the hardship - 4, 3, 2 & in the interest of the service
- ▶ Decision (C(2020) 997) of 26.2.2020 on the mobility of European Commission contract staff posted to European Union delegations defining main rules of mobility
- ▶ Possibility for earlier rotation.
- ▶ Possibility to request for extension - for *duly substantiated personal reasons assessed on a case-by-case basis* - can also be in the interest of the service.
- ▶ Application for ad-hoc posts after 3 years is possible.
- ▶ Current system allows for delegations and Brussels.
 - ▶ Temporary assignment to Brussels for a period of up to 4 years at once is possible.
 - ▶ Should inter-institutional mobility be a target?
- ▶ Organised in 3 rounds - “listening panel” after refusal of the third offer and possible termination of contract
- ▶ Information on posts - Table CA Group

Working Group on mobility



- ▶ Purpose of the WG.
- ▶ Survey with questions and interviews.
- ▶ How you can support the WG - provide input.

Complexity - factors in play



- ▶ Mobility is a complex puzzle for the colleagues in Brussels.
- ▶ How mobility is organised - announcement of available posts, applications, interviews, delegations' selections followed by work at the HQ
- ▶ Job profiles and available posts in rotation
- ▶ Interviews / selections / preferences of candidates
- ▶ Linguistic skills
- ▶ Health
- ▶ Family - schools
- ▶ Double posting requests

An exercise among us - 4 minutes



ROTATION QUIZ

Mission:

1. Your mission is to make all CAs and Delegations happy.

Participants:

Melanie – Egypt (EN) – Education portfolio. Speaks English and French. Has a daughter of 12 years going to French school.

John – Guinea Bissau (PT) – Civil Society and education portfolio. Speaks English, German and Portuguese. Has a son at University in Germany. Worked two summers in apple collection in the fields of GDR as a pioneer while at high school.

Anton – Serbia (EN) – Civil Society portfolio. Speaks Bulgarian, English and German. Single with no kids.

Luca – Liberia (EN) – Agriculture portfolio. Speaks Italian and Portuguese and English. Has a son at the age of 3. Wants to definitely leave Liberia. Developed recently a serious health condition, requiring constant observation and care, which can only be done in Serbia among the rotation countries. This health condition is private information only shared by Medical services, and two colleagues in Brussels know that he has a condition that can be only followed-up in Serbia.

Agnieszka – Bosnia (EN) – Agriculture portfolio. Received extension and is OUT of the rotation this year.

Interview Results:

All were interviewed by all Delegations.

Egypt: 1. John (TOP) 2. Anton (OK) 3. Luca (NO)

Guinea Bissau: 1. Luca (TOP) 2. Melanie (OK) 3. Anton (NO)

Liberia: John, Melanie, Anton (ALL NO)

Serbia: 1. John (TOP) 2. Melanie (OK) 3. Luca (OK)

Preferences of CAs:

Melanie: 1. Serbia. No others.

John: 1. Serbia 2. Egypt

Anton: 1. Egypt. No others.

Luca: 1. Serbia 2. Egypt. No others.

French schools:

YES – Egypt, Guinea-Bissau, Serbia. NO - Liberia

Experiences and suggestions



- ▶ Very personal experience - restricting factors, supply and demand to a delegation.
- ▶ Ekmel / Andrea / Dominika
- ▶ Available information on posts.
- ▶ Interviews - are they an opportunity or a loss of time?
- ▶ Rationally follow your heart...



Thank you for your attention!

Questions and Answers