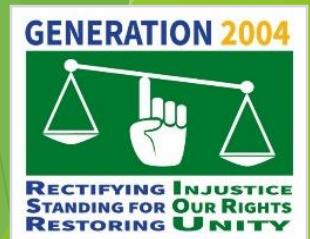


CAREER DEVELOPMENT AND COMPETITIONS

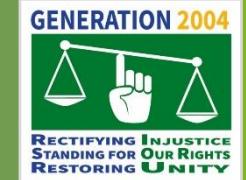
16 October 2025

From entry to progression: building fairer careers in the European Commission

GENERATION 2004
Marcela Válková
Chair of **Generation 2004**



Overview



- Internal competitions & certification
- Promotions and reclassification
- Mobility and professional growth opportunities
- Talent retention in Luxembourg and Specialised Services
- Equal opportunities and geographical balance
- EPSO reform – recruitment impact

Career Development in the European Commission

- ▶ Career development does not stop at entry.
- ▶ It continues through access to **fair internal competitions, certification, promotion, and mobility**.
- ▶ Generation 2004 advocates for a system that recognises talent, ensures equal treatment and retains expertise.

Internal Competitions and Certification

- ▶ Limited frequency, late calendars, and eligibility issues.
- ▶ Uneven access for some categories (some CAs, AST/SCs, ASTs).
- ▶ Certification process lacks transparency and consistency.
 - ❖ (AST→AD): scarce slots, opaque criteria, repetitive failures without feedback.
- ▶ Generation 2004 calls for annual internal competitions, widened eligibility, clear criteria and robust technical delivery.

Internal Competitions and Certification

July 2025
update

INTERNAL COMPETITIONS PLANNING

Generalist Competitions

2025-2027

	2025			2026				2027		
	QIV	QIV	QIV	QII	QIII	QIII	QIV	QII	QIII	QIV
Eligible population	AD7	AST3	AD5	AD12	AST2	AD6	AD5	AD10	AST/SC2	AD5
AD Staff *	👤		👤	👤		👤	👤	👤		👤
AST Staff **	👤	👤	👤		👤	👤	👤	👤		👤
AST/SC Staff		👤			👤				👤	
Contract Agents FG IV			👤			👤	👤			👤
Contract Agents FG III					👤					
Contract Agents FG II									👤	

* AD Permanent and Temporary Staff in at least a -2 grade of the competition.

** AST Permanent and Temporary Staff in at least a -2 grade of the competition.

Internal Competitions and Certification

July 2025
update

INTERNAL COMPETITIONS PLANNING Specialised competitions 2025-2027

	2025			2026			2027			
	Jul / Aug 2025	Sep 2025	QIV	QIV	QIV	QII	QIV	QIV	QIII	QIV
Possible eligible population**	Interpreters AD5 and AD7 (hr, cs, el, mt)	Financial risk officers (AD7+) *	Case handlers (AD5+) *	Interpreters AD5 and AD7 (da, en, fr, it)	ICT experts (AD7+) *	Health specialists (AD7+) *	Interpreters AD5 and AD7+	ICT experts (AD7+) *	Case handlers (AD5+) *	Other profiles
AD Staff	AD5+	AD5+	AD5+	AD5+	AD5+	AD7+	AD5+	AD5+	AD5+	
Contract agents FG IV	Only to AD5		Only up to AD6	Only to AD5		Only to AD5			Only if AD5	
AST Staff		AST staff may be granted access to some AD specialised competitions, depending on the service needs, and provided they hold a university degree and are at least in the function group of the competition -2.								

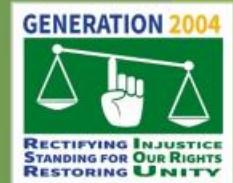
*The grade of the competition is decided upon consultation of the DG/DGs involved, taking into account the needs of the service and the target population.

** The eligible population depends on the grade of the competition and will be decided in consultation with the concerned DGs.

Promotions and Reclassification

- ▶ Comparative assessment lacks transparency and consistency across services.
- ▶ Insufficient recognition of actual duties performed and impact delivered.
- ▶ **Our ask:**
 - ❖ Transparent, consistent and well-defined criteria => performance & responsibilities
 - ❖ Better feedback and more consistent application across DGs/services.
 - ❖ Fair promotion systems are vital to retain experienced staff.

□ RECLASSIFICATION - GENERAL SPEED



FG	Grade	bracket	Average
IV	17	[6, 10]	8
	16	[5, 7]	6
	15	[4, 6]	5
	14	[3, 5]	4
	13	[3, 5]	3
III	11	[6, 10]	8
	10	[5, 7]	6
	9	[4, 6]	5
	8	[3, 5]	3
II	6	[6, 10]	8
	5	[5, 7]	6
	4	[3, 5]	3
I	2	[6, 10]	8
	1	[3, 5]	3

RECLASSIFICATION - MORE DETAILS

- ▶ Based on GIPs on reclassification

Regular exercise

- ▶ Normally quota is generated based on the beginning of the bracket
- ▶ Expected promotion => middle of the bracket except for entry levels
- ▶ Confirmation of the methodology => this explanation disappeared from the intranet
- ▶ More grades would make it more meaningful, but blocked by SR

Appeal phase

- ▶ Who you compete among: CA from Offices (all FG), Delegations and Representations + from DGs in FGI
- ▶ **Exceptional requests** => in principle when no quota available, about 4% of appeals for CAs
- ▶ Appeal chances => are you in the bracket?
- ▶ Do not change jobs before final list available in administrative notices (November)

SCREENING ART 13

SCREENING ART 13

To address undervalued population in Offices

- ▶ possibilities for the function group upgrades
- ▶ exceptional in nature (the condition to be lifted via the renegotiation of GIPs)
- ▶ irregular and not sufficiently exploited

Generation2004 advocacy towards talent retention includes:

- ❖ **More frequent and accessible internal competitions**
 - Current competitions are too limited in number
 - Not all staff are eligible to participate
 - Insufficient frequency for contract agents (CAs)
- ❖ **More specialized EPSO competitions tailored to JRC sites**
 - Creating opportunities accessible primarily to JRC colleagues
- ❖ **Creation of pathways for evolving into different functions**
 - Calling for the extension of the 7-year rule (= extend maximum time on non-permanent contracts)
 - Easier access to TA positions

Generation2004 - examples of actions

- ❖ Notes (and articles) prepared and addressed to administration on the 7-year rule
- ❖ Advocacy during TA decision negotiations

The possibility of the 7-year rule extension is currently under analysis by the administration / Cabinet

- ❖ Note about **talent retention in JRC** asking specifically for:

- *Prioritization of specific competitions or targeted openings to become officials*
- *Extending the career perspectives of already engaged CA3B colleagues easier access to TA contracts*

Mobility & Professional Growth - opening real options

- ▶ Inter-service mobility often constrained by staffing gaps and timing.
- ▶ Access to training, mentoring and short-term assignments remains uneven.
- ▶ **Luxembourg specifics:** specialised services, smaller pools, fewer like-for-like posts.
- ▶ **Our ask:** transparent vacancy publication, fair selection panels, and supported short-term mobility.

Talent Retention in Luxembourg

- ▶ Retain **expertise in specialised services** to ensure continuity and service quality.
- ▶ **Recruitment/replacement** can be slower due to local labour market constraints.
- ▶ **Career stability matters:** clear progression routes sustain motivation and institutional memory.
- ▶ **Our ask:** strengthened internal pathways and mobility frameworks tailored to Luxembourg realities.

Equal Opportunities & Geographical Balance (recruitment context)

- ▶ Under-representation of some nationalities persists; recruitment models can amplify imbalances.
- ▶ A diverse workforce strengthens legitimacy and performance of the EU civil service.
- ▶ **Our ask:** recruitment processes that are fair, inclusive, and transparent across languages and profiles.

EPSO Reform - brief context for insiders

- ▶ **New model:** faster, more digital; fewer assessment centre elements; written tests emphasised.
- ▶ **Reality:** cancellations/delays have impacted staffing, mobility, and workload in services.
- ▶ **What it means for you:** internal opportunities become even more critical to keep careers moving.

Generation 2004 - advocacy and actions

- ▶ **Systematic follow-up** with DG HR/EPSO; letters and complaints pursued where needed.
- ▶ **Proposals:** wider access to certification; predictable internal competitions; stronger feedback loops.
- ▶ **Luxembourg focus:** career stability, mobility options, and targeted opportunities in specialised services.

Next Steps

- ▶ **Share your concrete obstacles** (eligibility, calendars, feedback gaps, mobility hurdles).
- ▶ **We consolidate cases to push for systemic fixes** with the administration.
- ▶ **Stay informed:** subscribe, join working groups, and consider becoming a member of Generation 2004.

HOW TO KNOW MORE ABOUT US?

<https://generation2004.eu/>

- Generation 2004 – rep-pers-osp-generation-2004@ec.europa.eu
- We're here to help: career development queries, competition issues, mobilityadvice.

The image shows two mobile devices (a smartphone and a tablet) displaying content from the Generation 2004 website and newsletter. The smartphone screen shows a news article titled "European Parliament requests changes in European Schools governance" with a sub-headline "Any colleague with children in European Schools realises how many aspects need to be improved, but also looks with concern at any proposals for change." The tablet screen shows a newsletter editorial titled "Newsletter editorial – 30-06-2023" with a sub-headline "European Parliament requests changes in European Schools governance". Both screens feature the Generation 2004 logo at the top.