



EUROJUST
P.O. Box: 16183
2500 BD The Hague
THE NETHERLANDS

AD 2012-05

THE ADMINISTRATIVE DIRECTOR

**DECISION TO PROVIDE FOR INTERNAL SELECTION PROCEDURES AT
EUROJUST**

The Administrative Director of Eurojust,

Having regard to Council Decision 2002/187/JHA of 28 February 2002 setting up Eurojust with a view to reinforcing the fight against serious crime as amended by Council Decision 2003/659/JHA of 18 June 2003 and by Council Decision 2009/426/JHA of 16 December 2008 on the strengthening of Eurojust and in particular Article 30 thereof,

Having regard to the Rules of Procedure of Eurojust (2002/C286/01), and in particular, Article 25 thereof,

Having consulted the Staff Committee,

Whereas:

- (1) Articles 3(2) and 3(3) of the Decision of Eurojust on General Implementing Provisions on the Procedure Governing the Engagement and the Use of Temporary Agents at Eurojust of 22 December 2008 (hereinafter referred to as the “Eurojust Decision on Temporary Agents of 2008”) make provision for long term employment posts to be filled through an internal engagement or selection procedure and for the publication of such posts respectively,
- (2) Eurojust does not employ any officials but only temporary staff and thus it has comparatively far more limited tools at its disposal for managing the filling of posts and for reducing the workload and costs of recruitment,
- (3) The Eurojust College Decision 2011-4 on the Eurojust Multiannual Staff Policy Plan 2012-2014 foresees the possibility of holding internal competitions in the interests of the service provided that there is a sufficient pool of internal applicants to enable a genuine competition to be held; and notes *inter alia* that internal competitions limit the workload and costs of recruitment,
- (4) Although not foreseen in the Eurojust Decision on Temporary Agents of 2008 which decision was confined to Temporary Agents only, internal selection procedures should be equally open to Contract Agents and Temporary Agents at



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Eurojust, the external recruitment procedures for each being of the same standard and as there is no difference in the job description of a Temporary Agent and a Contract Agent holding the same post.

- (5) Staff members should be entitled to reasonable career prospects within their organisation and although internal selection procedures are primarily aimed at recruitment, they also represent a useful tool in retaining and motivating staff and thereby, also having regard to their welfare,
- (6) The Appointing Authority shall in any event, after a proper review of internal candidature, retain the possibility of widening its choice of candidates in order to recruit a candidate of the highest standards of ability, efficiency and integrity via an external selection procedure,
- (7) A Decision providing for the possibility of holding internal selection procedures at Eurojust is thus desirable.

HAS DECIDED AS FOLLOWS:

Article 1

Upon a recommendation from the Head of the Human Resources Unit following consultation of the Head of Unit or Service in which a vacant post occurs and provided that such a vacant post is in a grade range which is not higher than grade AST 4 or AD 8, the Administrative Director may decide that an internal selection procedure shall be organised in respect of that vacant post.

Article 2

Applications for a vacant post to be advertised internally in accordance with Article 1 shall be open to all temporary agents and contract agents employed at Eurojust who satisfy the eligibility and selection criteria published in the corresponding internal vacancy notice.



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Article 3

In order to ensure effective competition, the minimum total number of internal applicants who satisfy the requirements and criteria referred to in Article 2 shall be three.

Article 4

The procedure for internal selection procedures shall be on the basis of interviews or of tests or of both and shall apply the principles contained in the Eurojust Recruitment Policy¹ and as specified in the corresponding internal vacancy notice.

Article 5

The present Decision shall have effect as of the date of signature.

Done at The Hague, on 31 January 2012

A handwritten signature in blue ink, appearing to read 'K. Rackwitz', is positioned above the name of the Administrative Director.

Klaus Rackwitz
Administrative Director

¹ As approved by the College on 20 December 2007 and the amendments thereto.