

WRITTEN QUESTION E-0752/09
by Paul van Buitenen (Verts/ALE)
to the Commission

Subject: Open Competition EPSO/AD/117/08 EPSO; work experience required

On behalf of OLAF, EPSO published a notice of open competition in OJ C 16 A on 23 January 2008. The relevant EPSO reference is EPSO/AD/117/08 (hereinafter referred to as 'EPSO/117'). The purpose of the open competition was to recruit AD11 administrators and, to be eligible, 16 years' work experience was required.

In recent years, the EC has published three vacancy notices (COM/2006/10031, COM/2008/10094 and COM/2008/10095), the purpose of all of which was to recruit senior managers at AD14 level and the period of work experience required was 15 years.

On 22 November 2007, EPSO published a notice of open competition in OJ C 279 A (EPSO/AD/105/07). The purpose of that open competition was to recruit Heads of Units, among others, at grade AD12. For these AD12 positions, 10 years' work experience was required. It should be noted that these positions not only are at a higher salary level (AD11 for OLAF as opposed to AD12), but actually involve heading a unit.

1. At OLAF, professionals having enough experience to take on the position of Director or Principal Adviser (with 15 years' experience) would not be eligible to apply for a position at AD11 level. Does the Commission find it acceptable, as OLAF recruitment practice, to set the requirements for AD11 level so high that future Directors and Principal Advisers would not be able to meet these requirements? If so, could it explain why?
2. Does the Commission think that requiring 15 years' experience at AD14 level is not enough? I understand that for almost all such vacant positions in the EC, 15 years' experience is required. Is the EC wrong to require 15 years' experience for an AD14 vacancy?
3. Does the Commission agree that requiring 16 years' experience for a vacancy at AD11 level is excessive? If not, could it please explain why not, especially in the light of the abovementioned 10-year requirement for an AD12 level vacancy for Head of Unit positions?
4. Does the Commission think that OLAF is in line with the Staff Regulations (Article 5(5)) when it requires 60% (or, alternatively, six years') more experience for an AD11 post than for an AD12 position, with actual unit management tasks, etc? If so, could it explain why?
5. Does the Commission think that OLAF is in line with the Staff Regulations when it requires more experience for an AD11 position than for AD14 positions? If so, could it explain why?
6. Does the Commission agree that requiring excessive experience discourages otherwise eligible/capable applicants?
7. How do the selection criteria address the need for professionals with a special skill set, such as forensic accountants? It should be noted that on 10 May 2007 the Commission, in reply to my Written Question E-1003/2007, stated that OLAF had only two forensic accountants, and it also mentioned that OLAF would be taking steps to take on professionals in this area. How was this undertaking reflected in the selection criteria and vacancy requirements?