



# Career opportunities for young professionals

**Eline De Vel & Panos Kalavros**

HuCap Team talent selection

Trusted science for safe food





## Standard positions

- For **anyone** meeting the specific requirements of the different job positions
- Renewable contracts of 3 to 5 years
- Payed
- Full time



## Guest Programme

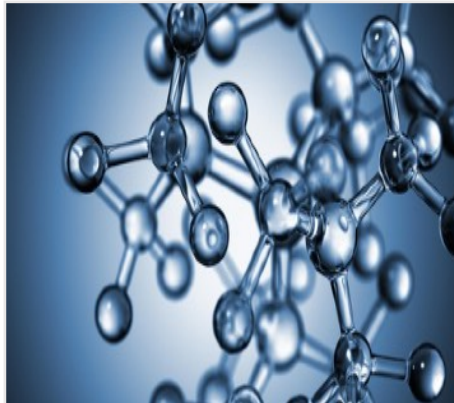
- For **PhD candidates** and public workers
- Up to 6 months for PhD candidates, 12 months for public workers
- Unpaid
- Full time



## Traineeship

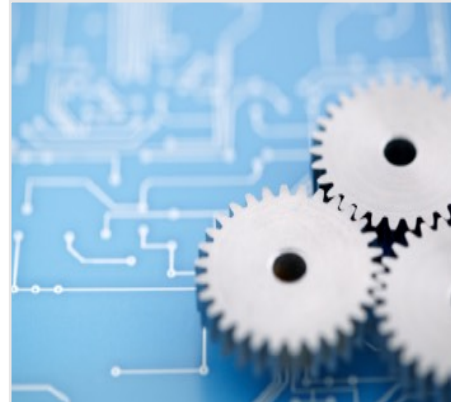
- For **university graduates**
- Open to ex trainees of EU institutions
- 5 to 12-month contract
- Payed
- Full time

## SCIENCE



Biology  
Toxicology  
Veterinary  
Chemistry  
Statistics  
Nutrition  
Pesticides

## BUSINESS SERVICES



International relations  
Legal Affairs  
Accounting  
Event and Campaign  
Management  
HR administration  
Business ICT Systems

## COMMUNICATIONS



Editors  
Media Relations  
Engagement and  
External Relations  
Digital Communications  
and Multimedia



Our traineeship is  
**OPEN**

**APPLY NOW!**

#EFSAttraineeship



## Goal

Gain professional experience in a leading scientific European Agency

Develop and strengthen your skills and competencies in the chosen field of interest

Expand your professional network

## Eligibility

University degree

B2 level in English

Have never been employed by EFSA

EU and non-EU citizen

EU trainees are eligible to apply

## Characteristics

Up to 12 months

Monthly maintenance grant €1,250

Working language: English



# How to apply for a job at EFSA

## Careers.efsa.europa.eu

[View all Posted Jobs](#)

### EFSA Professional Opportunities

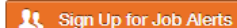


Find jobs by keyword

Search

### Sign Up for Job Alerts!

Not ready to apply? Take just a minute to sign up for job alerts.





### Featured Jobs

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#### Scientific Coordinator – Regulatory Science

NEW

Italy, Emilia-Romagna, Parma

EFSA is looking for a highly motivated scientist with the knowledge and determination to join an international scientifically driven organisation.

Science Professionals  
EFSA/X/AD/2021/05

#### Notice of call for expressions of interest - Scientific and Technical Support - Various Scientific Profiles

Italy, Emilia-Romagna, Parma

Notice of call for expressions of interest (corrigendum) Scientific and Technical Support in the areas of the assessment of Animal Health and...

Science Professionals  
EO/EFSA/2020/01

#### HR Business Partner

NEW

Italy, Emilia-Romagna, Parma

EFSA is looking for talented HR Business Partners ready to play a pivotal role in providing advice to EFSA business units and managers.

Business and Administration Professionals  
EFSA/F/4/2021/03

# Traineeship 2022 - Overview of the Selection Process

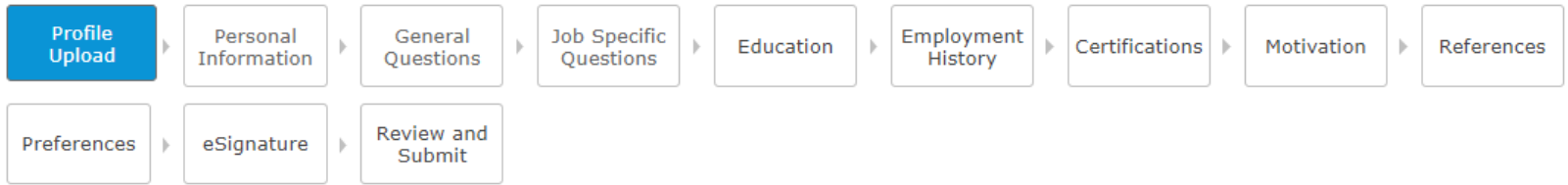


**Deadline for applications:**  
25th April

**Selection process:**  
May - June

**Starting dates:**  
September to December

Applying for: Scientific Officer - Regulatory Science (Job Number: EFSA/X/AD/2019/09) Step 1 out of 12



Save and Continue Save as Draft Quit

## Profile Upload

### Profile Upload

You can submit personal and professional information by uploading a profile. The system will automatically extract the relevant information included in the profile and fill out part of the online submission. You can review the extracted information and make the appropriate changes in the next steps. If you do not upload a profile, you will need to fill out the online submission manually.

### Uploading a profile

To upload a profile through a third-party service, select the radio button next to the relevant service icon. The system imports the data

## Keep in Mind

- Make sure you fulfil eligibility criteria
- Read the vacancy note carefully, all info is there
- Mention all relevant experience with details
- Pay attention and fill in carefully the Job Specific Questions
- Don't wait until the last day to apply
- Once you apply your profile will remain available for future applications



- **Recorded Online Video Interview**

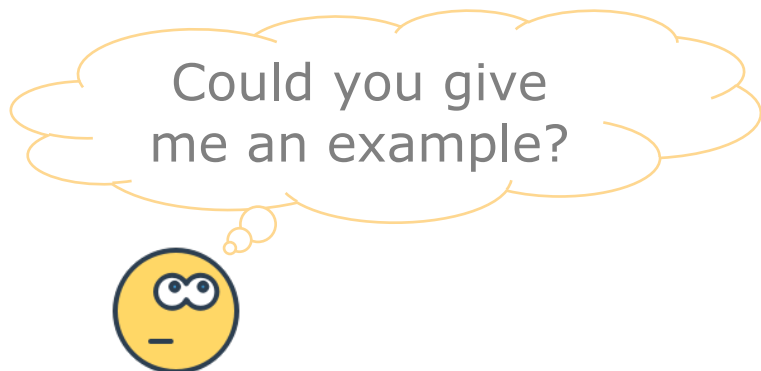
Focused mainly on **language**, **presentation** and **verbal** communication skills

- **Written Test**

The written test is designed to assess technical competencies and the **written** communication skills.



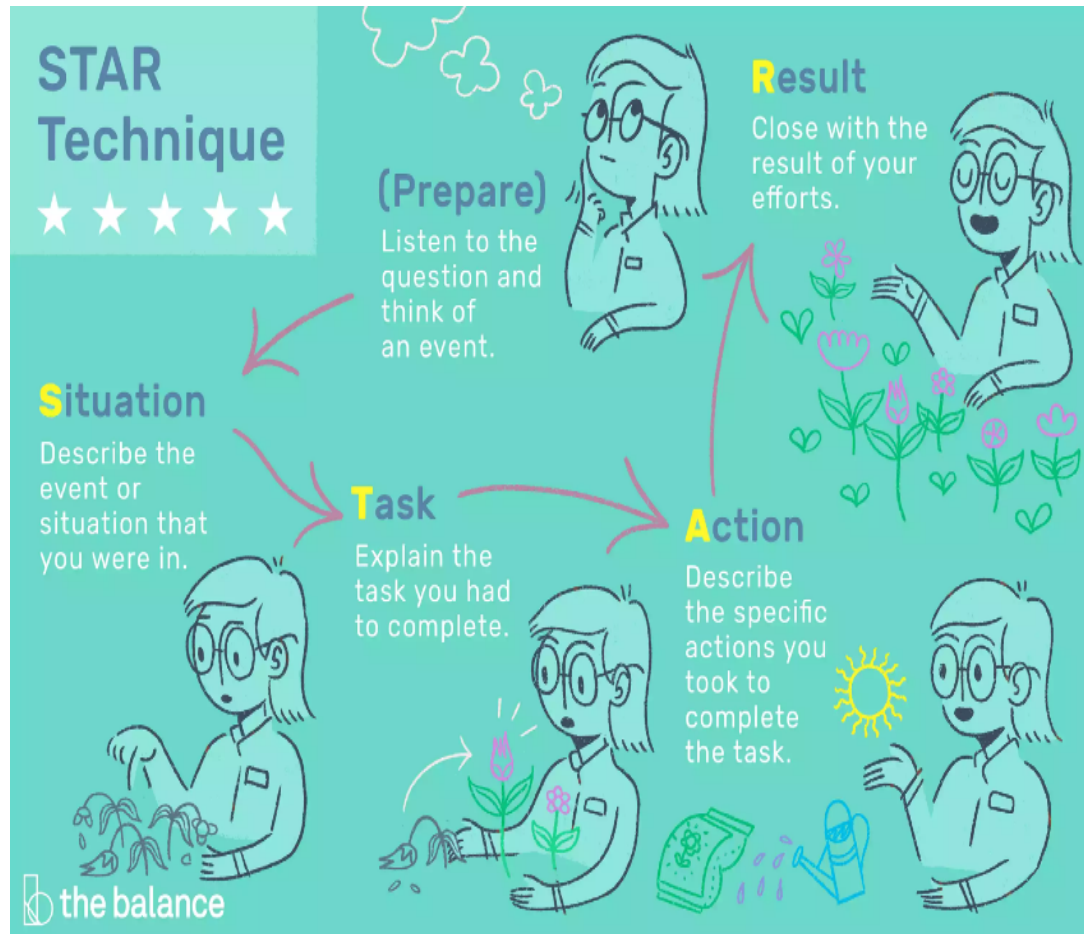
- ✓ Technical interview questions: focus on candidates' skills
- ✓ Behavioral competencies interview questions: focus on how you handled (would handle) various work situations



How do you manage stress?



Tell me about a time when you had to perform a task or project under a lot of stress.



## Examples of answers based on **STAR** technique:

- Recently, when I was working on (**task**), I discovered (**situation**). Because of that, I (**action**). Because of this, (**result**).
- One situation that comes to mind is (**situation**). My role was (**task**), and I (**action**). There were a few complications along the way. One was (complication) and what I did was (action). The other was (complication) and I (action). Because these challenges were addressed (result).

## DOs



- Refer to the competencies in the vacancy notice – think of examples in advance
- Think about the depth and complexity of your examples
- Be concise and engage with the panel
- Think of your value proposition
- Do not take for granted that the SB knows your skills, achievements: explain and give all necessary details


## DON'Ts



- *Generalised answer – sweeping statements (e.g. always get on well with people)*
- *Too much "I" or "we", concentrate on your role on the team*

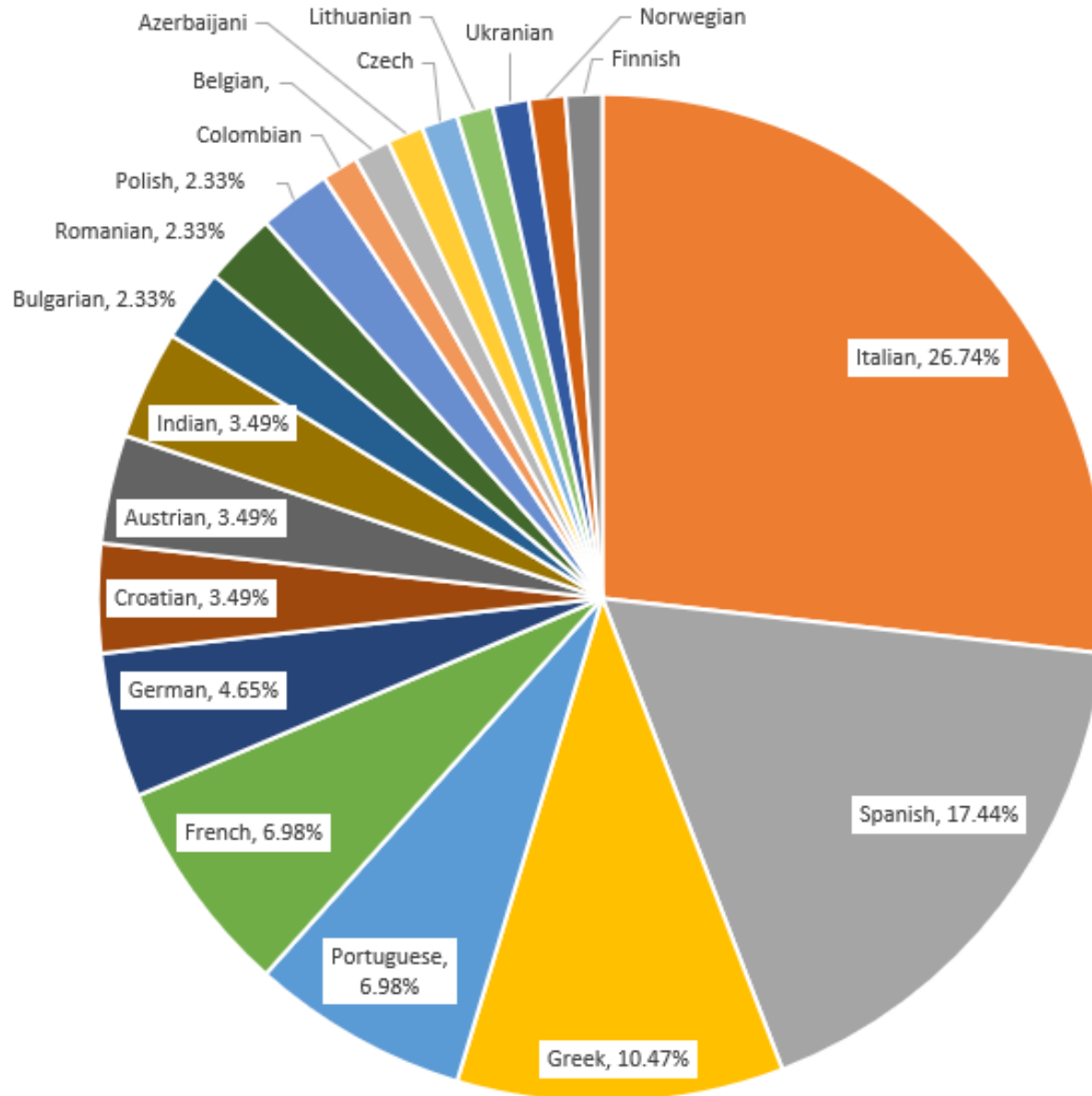
The outcome of EFSA Selection procedures for staff is the establishment of a **Talent Pool of suitable candidates**

- The Talent Pool is valid for two years (possible extension upon ED Decision)
- Inclusion on the Talent Pool does not guarantee a job offer
- Hiring managers can screen and select candidates from Talent Pools in case they have a business need (a second interview with the relevant manager may be scheduled)



Is the Talent Pool only available for a specific Unit?

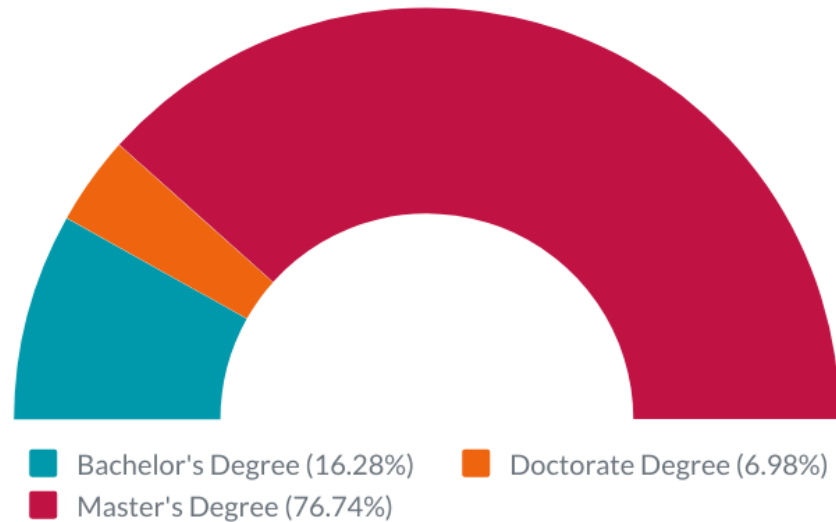




- **3280** applications
- **86** hired
- **20** different nationalities
- **6** trainees coming from non – EU countries (India, Colombia, Azerbaijan, Norway, Ukraine)



## Academic Background of Hired Trainees



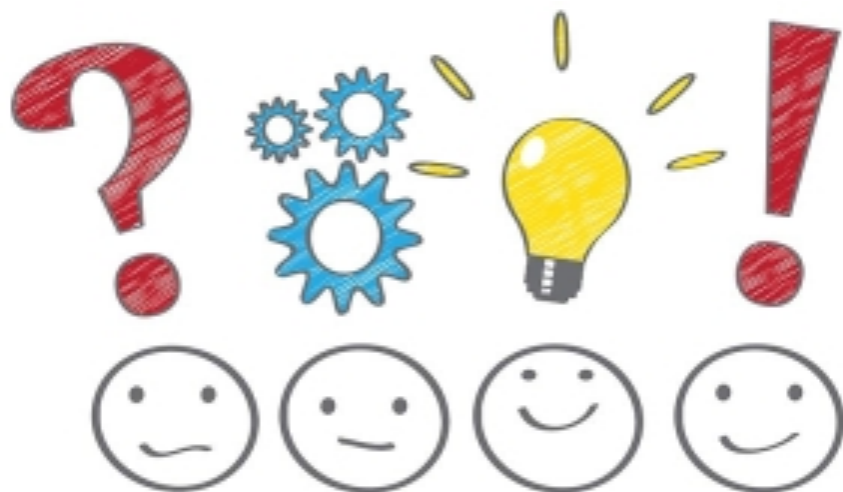
## Gender Balance & Age



Women represent 72% of the trainees.

# In short – why should you want to be a trainee at EFSA?





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**Thank you!**

**Do you have any questions?**

**Any question?** <https://connect.efsa.europa.eu/RM/s/askefsa>



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