



EUROPEAN COMMISSION  
DIRECTORATE-GENERAL  
HUMAN RESOURCES AND SECURITY

The Director-General

Brussels  
HR/GI

**NOTE TO THE ATTENTION OF MR GIANFRANCO SELVAGIO, PRESIDENT,  
R&D ISPra**

**Subject: Your note on EPSO – Ares(2023)4005476**

Thank you for your note referred to in subject, whereby you shared with me certain considerations regarding the test content and the organisation of the ongoing internal competitions AD6/AST2/AST-SC2. I would like to reassure you that DG HR will use this feedback fully for the continuous development of the selection and competition processes.

In this context, I would nevertheless like to highlight that the approval of test content falls solely within the remit of the Selection Boards, which must act in full independence, according to the applicable rules. The development of multiple choice question (MCQ) test content aims at ensuring a level playing field amongst all candidates, irrespective of the specific area in which they work. For this reason, the questions were designed to cover the widest possible array of themes and were largely based on the most recent publicly available documents on the activities of the Union.

That being said, DG HR will look into the possibility of publishing in due course a bibliography to help candidates better focus their preparation efforts for future internal competitions.

As regards the testing delivery platform, DG HR is striving to strike the right balance between the efficiency, accessibility and integrity of the process, the equal treatment of candidates and the protection of personal data.

Against this background, all candidates are offered the possibility to sit the tests on the corporate laptops and in the Commission premises, the choice of testing environment (office or home) belonging solely to the candidates themselves. These measures ensure equal treatment and full flexibility across the board.

I take due note, however, of your comments concerning the testing platform limitations and of the instructions sent to candidates regarding invigilation. In this regard, we will continue working with our contractor to improve user experience. Also, while I can assure you that no candidate was or would be excluded from the competitions for behaviours such as those described in your letter, we will look into further refining the instructions to candidates in the future, to avoid any possible misunderstanding or undue stress.

Finally, concerning your suggestion that the “*evaluation of the job performed by the candidates during their years in the institution*” be also taken into account in the competition process, such evaluations *per se* refer to specific job objectives and performances. They are, therefore, the object of different procedures (such as the annual appraisal and/or, via a comparative analysis of merits, the promotion/reclassification exercises). For competitions, candidates will use their experience, both prior to their recruitment in the Commission and within the institutions, to formulate their answers in the oral test.

Electronically signed

Gertrud Ingestad

c.c.: Ms Sabine Henzler