European Communities Recruitment Office: establishment

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PURPOSE : Proposal for a Decision of the European Institutions on the establishment of a European communities Recruitment Office and an Agreement between the Secretaries-General of the perspective institutions on the common principles for a shared selection and recruitment policy and for managing reserve lists. CONTENT : The present arrangements for interinstitutional co-operation are subject to limits, particularly because of disparities in procedures, separate organisation of certain competitions and the existence of structures in each institution for organising competitions and selecting staff. Uniform arrangements are needed for organising competitions and pooling the resources allocated. Such arrangements will bring economies of scale, particularly in the context of the forthcoming enlargement. They will also have a positive impact in terms of harmonising and introducing greater professionalism into selection procedures applied by the institutions. This will benefit not only the institutions, but also the citizens applying for whom the selection procedure may well be the first and only contact with the institutions. The institutions must adopt the Decision establishing the Office. To that end, the Secretaries-General should apply the Staff Regulations in the field of recruitment and take by common assent the measures need to implement the Decision. There are provisions enabling the institutions, in exceptional cases only, to hold their own open competition to meet specific needs for highly specialised staff.