



SHAPING EUROPE TOGETHER



Career opportunities in EU institutions and selection procedures organised by EPSO

European Personnel Selection Office (EPSO) is the *interinstitutional office* with a *core mission* to select candidates through a series of processes.

We process thousands of applications and conduct testing in 24 languages.

Find your career



European Public
Administration



Economists



Finance
Officers



Auditors



Interpreters



External
Relations



Communication
Specialists



IT



Scientists



Lawyer-
linguistics



Lawyers



Linguistic
Assistants



Secretaries



Translators



Assistants

Our main beneficiaries are recruiting services in EU institutions, EU Agencies, Offices and Bodies – *all with a common goal to build an efficient, future European civil service.*

What we offer

Interesting and
challenging work

International
working
environment

Personal
development
and trainings

Flexible working
conditions

Job
mobility

Work-life
balance

Well-being
initiatives

Shaping Europe
together

Collaborative way
of working

Inclusion, equality
and diversity

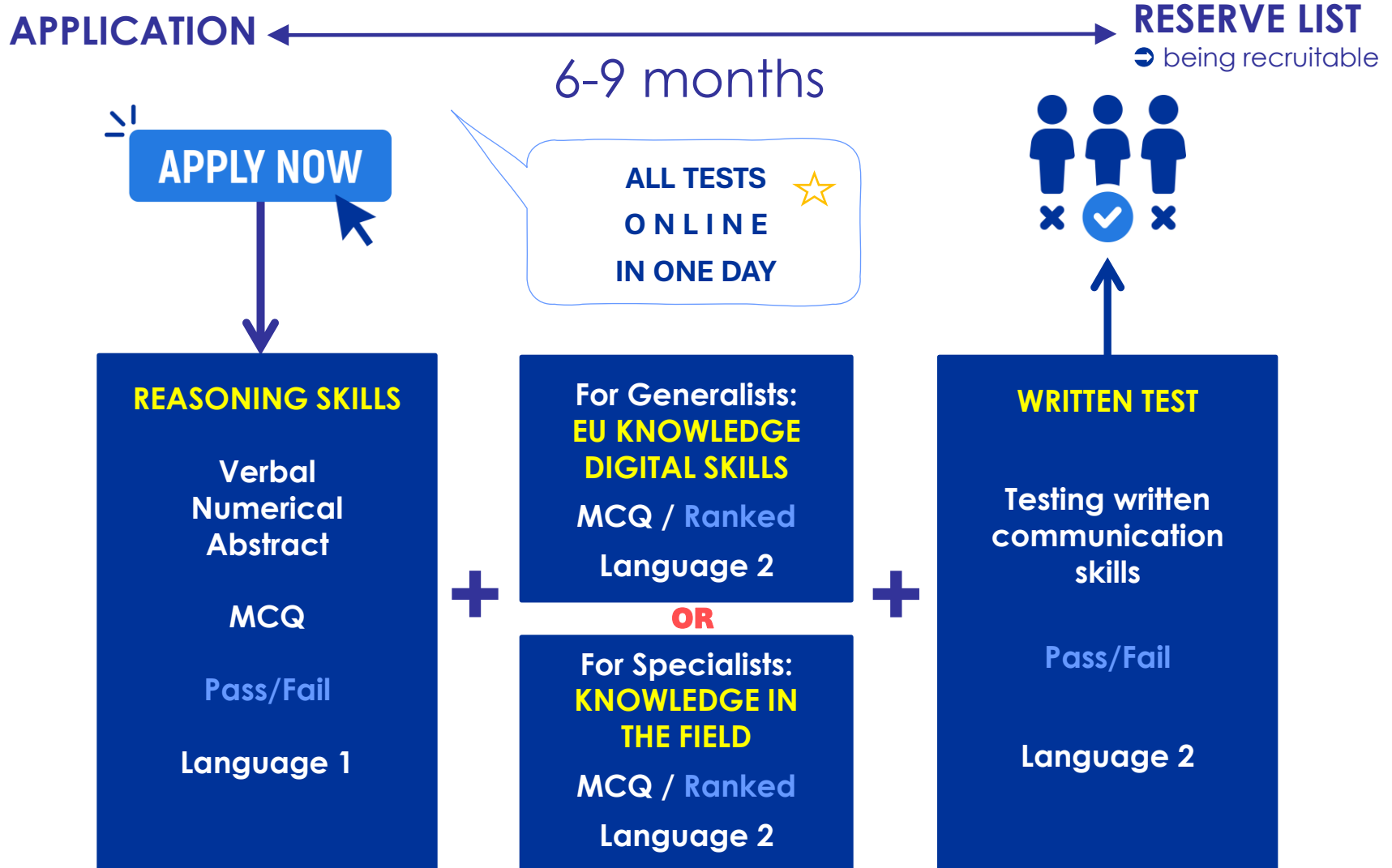
Compensation
and benefits





Competitions for permanent positions ➔ EU civil servants

Competition timeline





What it means

▼ Generalists?

- **All diplomas**
- **No professional experience needed**
- **Graduates**
- Grade AD5

▼ Specialists?

- **Specialised** profiles
- Professional **experience needed** in most cases
- **Graduates** and **non-graduates**
- Grade AD6, AD7, AST3

EPSO organise selections *for permanent positions* (EU civil servants) and contract staff but is not a recruiting service. When applying for a competition, you apply for a certain type of profile, not a specific (job) position.

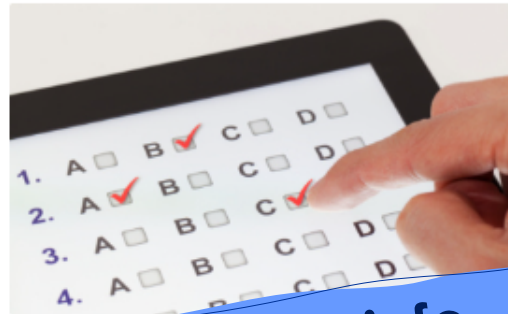
Prepare for tests

EPSO tests

EPSO competitions and selection procedures consist of a series of tests designed to evaluate several competencies.

The **Notice of Competition** is the only official document providing detailed information about the exact tests used by EPSO for each competition. All Notices are published in the **Official Journal of the European Union**.

This page offers examples of tests that may be used to help prospective applicants understand the tests they will encounter during the selection process.



● **Sample tests + info**
<https://eu-careers.europa.eu/en/selection-procedure/epso-tests>

For more information on the **General competency framework** for more information on the competencies essential for effective performance in the roles offered by the EU institutions and bodies served by EPSO. Some competencies are assessed during the selection phase by EPSO, while others are evaluated by the respective institutions during the recruitment process.

► **EPSO TESTS – COMPETITIONS FOR PERMANENT EU CIVIL SERVANTS**

► **EPSO TESTS - CONTRACT STAFF/AGENTS**

Important information

Video tutorial for EPSO tests

Dos & Don'ts for EPSO Testing

EPSO staff recommendations

Why can't I use my corporate computer for EPSO's online selection tests?

IT and technical requirements for online testing with EPSO's new provider

EPSO does not offer preparatory courses or material apart from the sample tests provided here, nor does it endorse publications or training courses made available by other entities.

Please check the [Member States training and support contact list](#) to find out the training and support provided by some of them.

Try here our short Sample quiz



Finding support

EU Careers info – Member States

This webpage will allow you to connect to the Member States' social media accounts, where they publish regular information on EU Careers, including EPSO competitions.

In some cases, you will also find the links to relevant websites.

This will allow you, for instance, to learn about possible promotion events, online or in person, organised by your Member State's authorities.

Danmark

▼

Search



DK

Social media accounts and websites exclusively used to promote EU Careers:

- Danskere i EU
- <https://fm.dk/udgivelser/2025/marts/karrieremuligheder-i-eu/>
- <https://um.dk/om-os/stillinger/job-i-eu>

Contacts

Universities

EU Careers Student Ambassadors

Are you a **university student** interested in gaining work experience and contacts? Are you **outgoing, motivated and enthusiastic** about the EU?

Then you may be our next brand ambassador!

We are looking for volunteers to promote EU career opportunities in a variety of universities across the EU.

As a Brand Ambassador, you will:

- Find out more about EU career opportunities and promote them to your fellow students
- Build an exciting student network across Europe
- Gain work experience to boost your CV
- Develop your skills in public speaking, marketing and human resources
- Receive a full induction training and coaching throughout the role
- Meet high-ranking EU officials
- Receive a reference letter based on your performance



Participating universities



Role description

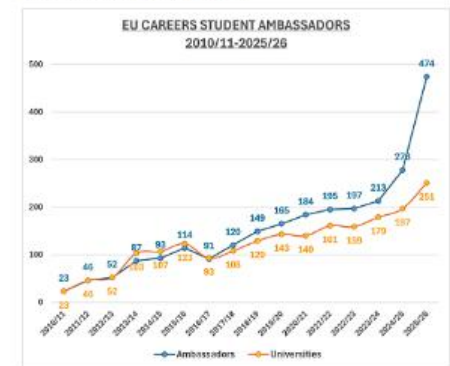


Learn more from EU Careers Ambassadors



Important information

EU Careers programme evolution



■ **Student Career Ambassadors** > [EU Careers Student Ambassadors | EU Careers](#)

■ **Member States support** > <https://eu-careers.europa.eu/en/eu-careers-members-states>

Successful Candidates



Once all the competition steps are finalised and the outcome validated, "a reserve list" is established. This **shortlist** contains successful **candidates ready to be recruited**.

Reserve lists are valid at least one year but may be *and have often been extended*.

Institutions with vacancies consults the list for a suitable person, the candidate is interviewed and a job offer may follow.

Candidates can choose to accept an offer or to decline - and instead remain available on the list. Successful candidates are **advised to actively pursue** opportunities and improve skills, like language proficiency, while waiting.





Temporary positions for ➡ contract staff/agents

Multiple opportunities

**Contract staff
(agents)**

**Temporary
staff (agents)**

Interim staff

Trainees

**Seconded
national
experts**

Freelance



EPSO is involved only with the organisation of
CONTRACT STAFF (agent) **selection procedures** and
competitions selecting permanent positions (civil servants)

Contract staff selections

Job profile	Function group
Administration / Human resources	FG II, FG III, FG IV
Archivistics/Records Management	FG III, FG IV
Building management	FG II, FG III, FG IV
Childcare staff	FG II
Communication	FG III, FG IV
Educational Psychologists	FG IV
Finance	FG II, FG III, FG IV
Information and communication technology	FG III, FG IV
Information and document security	FG III, FG IV
IT security	FG III, FG IV
Law	FG III, FG IV
Manual and administrative support workers	FG I
Political affairs / EU policies	FG III, FG IV
Project/programme management	FG III, FG IV
Proofreaders	FG III
Secretaries/Clerks	FG II
Security operations	FG II
Security operations, including regional security	FG III, FG IV
Technical security	FG II, FG III, FG IV
Translators	FG IV

ALWAYS OPEN
for registrations

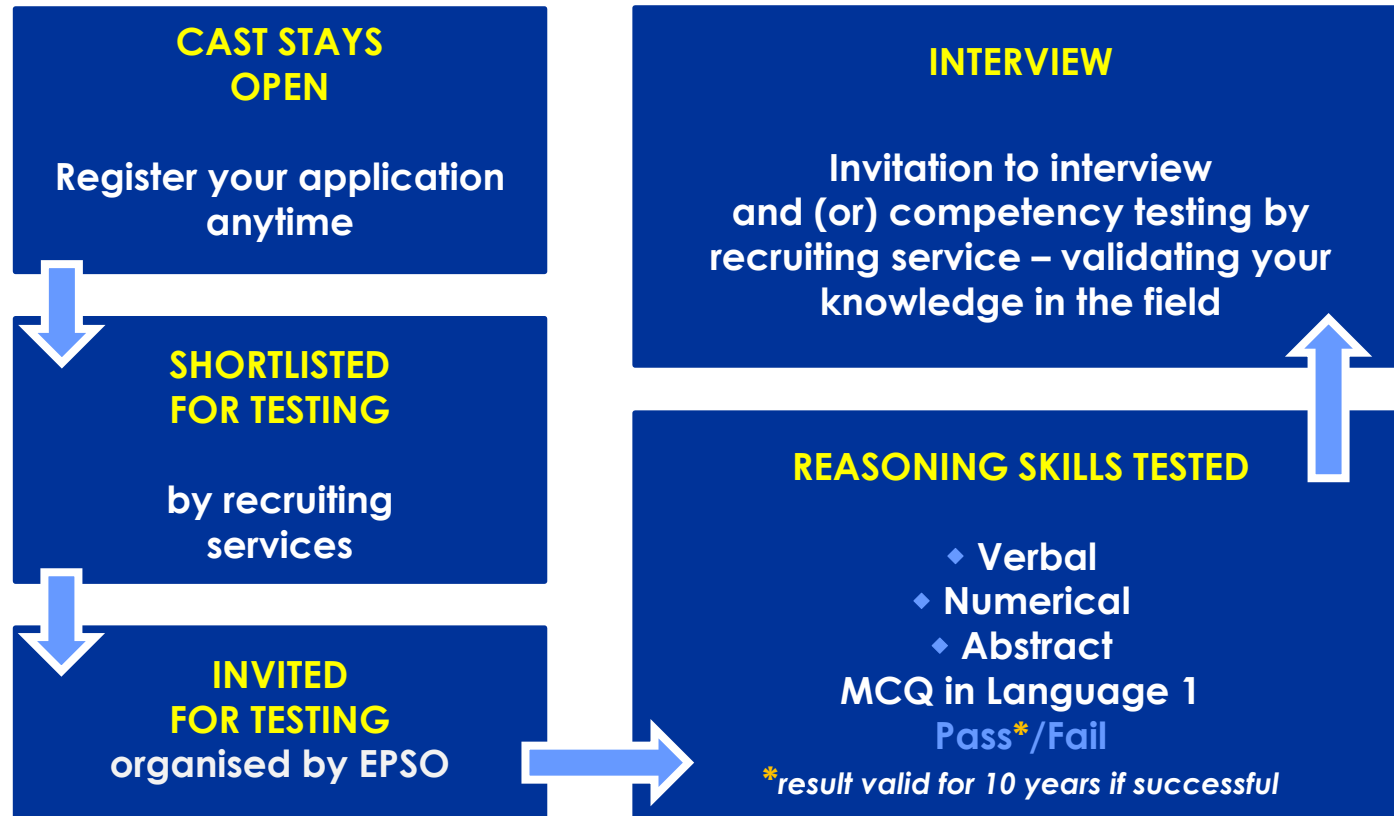
Contract staff selection timeline

APPLICATION

→ always open

can be 2-4 months

RECRUITED



ALL TESTS
ONLINE
IN ONE DAY



Traineeships

Traineeship opportunities



EU institutions and Agencies offer traineeships.

Info and links to opportunities available online (below)

► **Work for the EU**

► **Apply for a traineeship**



Start typing to search or select from the list.

Institution/Agency - Any - Search

- Any -

- Court of Justice
- Clean Aviation Joint Undertaking
- Clean Hydrogen Joint Undertaking
- Circular Bio-based Europe Joint Undertaking (CBE JU)
- (KDT) Key Digital Technologies Joint Undertaking



Who can apply?

Mind the
deadline

Bachelor
degree

Knowledge
of minimum
2 EU languages

1 language
must be 

No EU
citizenship
needed

No age
constraints



You?

No prior EU
employment
of more than
six weeks

Blue Book Traineeship

5 months
Mar to Jul
Oct to Feb

Full time
Paid ± 1 300
EUR/month

Apply from February to March 2026 for
a traineeship starting in October 2026

Online
Application

Eligibility
check

Pre-
Selection

Selection

12 000
applicants
(average)

2 500
pre-selected
'Blue Book'

1 000
approx.
receive an offer



European Commission

[EC Blue Book Traineeship Programme - European Commission \(europa.eu\)](https://europa.eu)



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eu-careers.eu

