

EU Careers



2016

Michael Stylianou

EU Careers



- ✓ The EU Personnel
- ✓ The EU Institutions
- ✓ When & who can apply?
- ✓ The Qualifications?
- ✓ The EPSO and EPSO Account
- ✓ The Procedure & the Competences
- ✓ The CV
- ✓ The Letter of Motivation
- ✓ The Interview
- ✓ The Reserve List



The EU Personnel

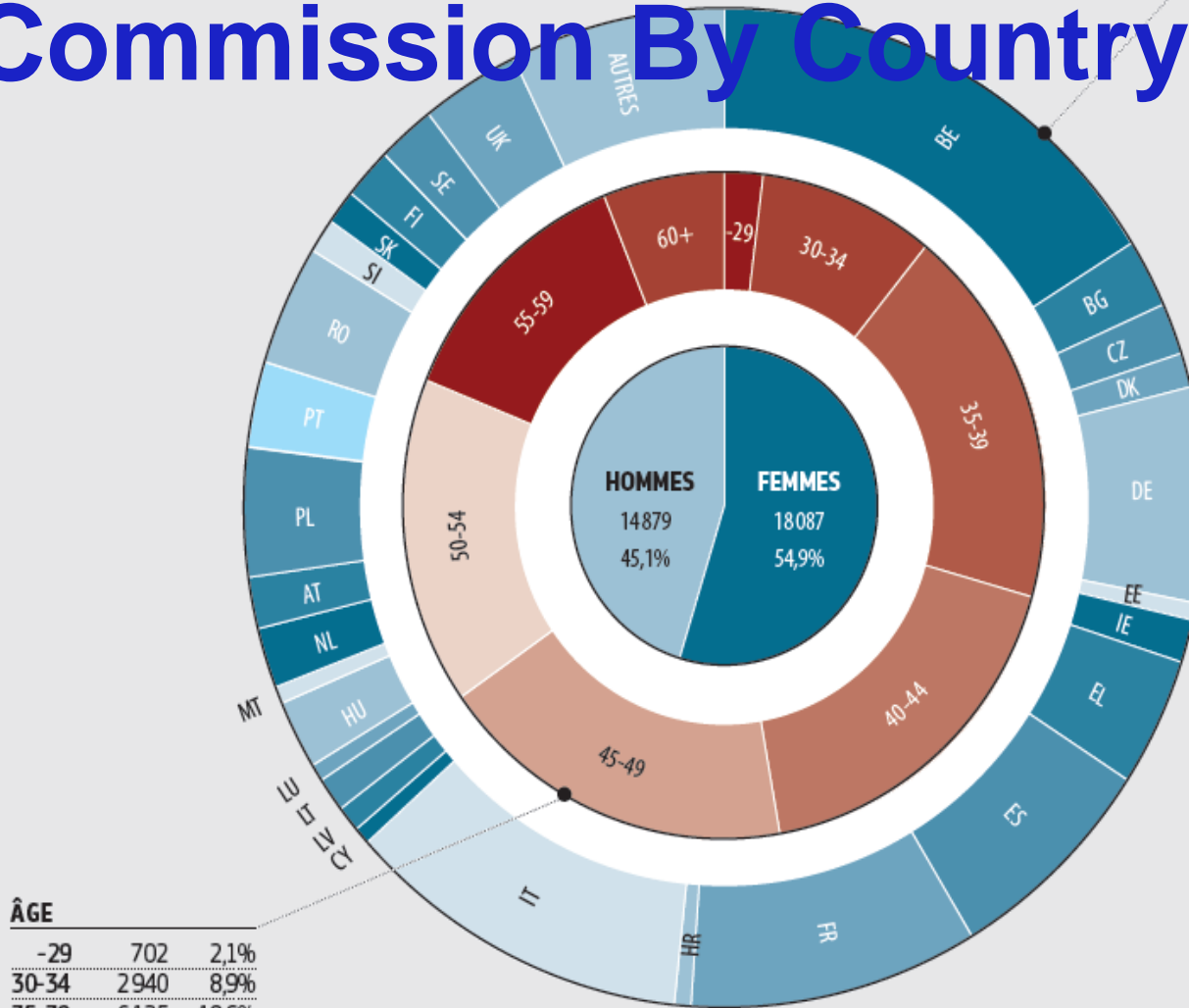


Senior & Middle Managers	1.467
Official AD	11.642
Official AST/SC	9.215
Temporary staff	1.084
Contract staff	6.637
Local staff	2.033
Other staff	<u>888</u>
TOTALS for the COMMISSION	<u>32.966</u>
OTHER INSITUTIONS	<u>10.000</u>



Les graphiques représentent les fonctionnaires, agents temporaires, agents contractuels, agents locaux, conseillers spéciaux et agents de droit national de la Commission européenne (soit au total 32 966 personnes au 1^{er} janvier 2016). Le total de 100,0 % en fin de colonne peut ne pas correspondre à la somme des chiffres individuels en raison des arrondis.

Personnel of the Commission By Country



NATIONALITÉ		
BE Belgique	5400	16,4%
BG Bulgarie	724	2,2%
CZ Rép. Tchèque	512	1,6%
DK Danemark	404	1,2%
DE Allemagne	2215	6,7%
EE Estonie	246	0,7%
IE Irlande	495	1,5%
EL Grèce	1303	4,0%
ES Espagne	2363	7,2%
FR France	3193	9,7%
HR Croatie	250	0,8%
IT Italie	3858	11,7%
CY Chypre	137	0,4%
LV Lettonie	273	0,8%
LT Lituanie	394	1,2%
LU Luxembourg	139	0,4%
HU Hongrie	750	2,3%
MT Malte	162	0,5%
NL Pays-Bas	678	2,1%
AT Autriche	480	1,5%
PL Pologne	1440	4,4%
PT Portugal	875	2,7%
RO Roumanie	1306	4,0%
SI Slovénie	283	0,9%
SK Slovaquie	400	1,2%
FI Finlande	590	1,8%
SE Suède	556	1,7%
UK Royaume-Uni	1164	3,5%
Autres	2376	7,2%
TOTAL	32966	100%

ÂGE		
-29	702	2,1%
30-34	2940	8,9%
35-39	6125	18,6%
40-44	5884	17,8%
45-49	5941	18,0%
50-54	5244	15,9%
55-59	4179	12,7%
60+	1951	5,9%
TOTAL	32966	100%

CYPRUS 137

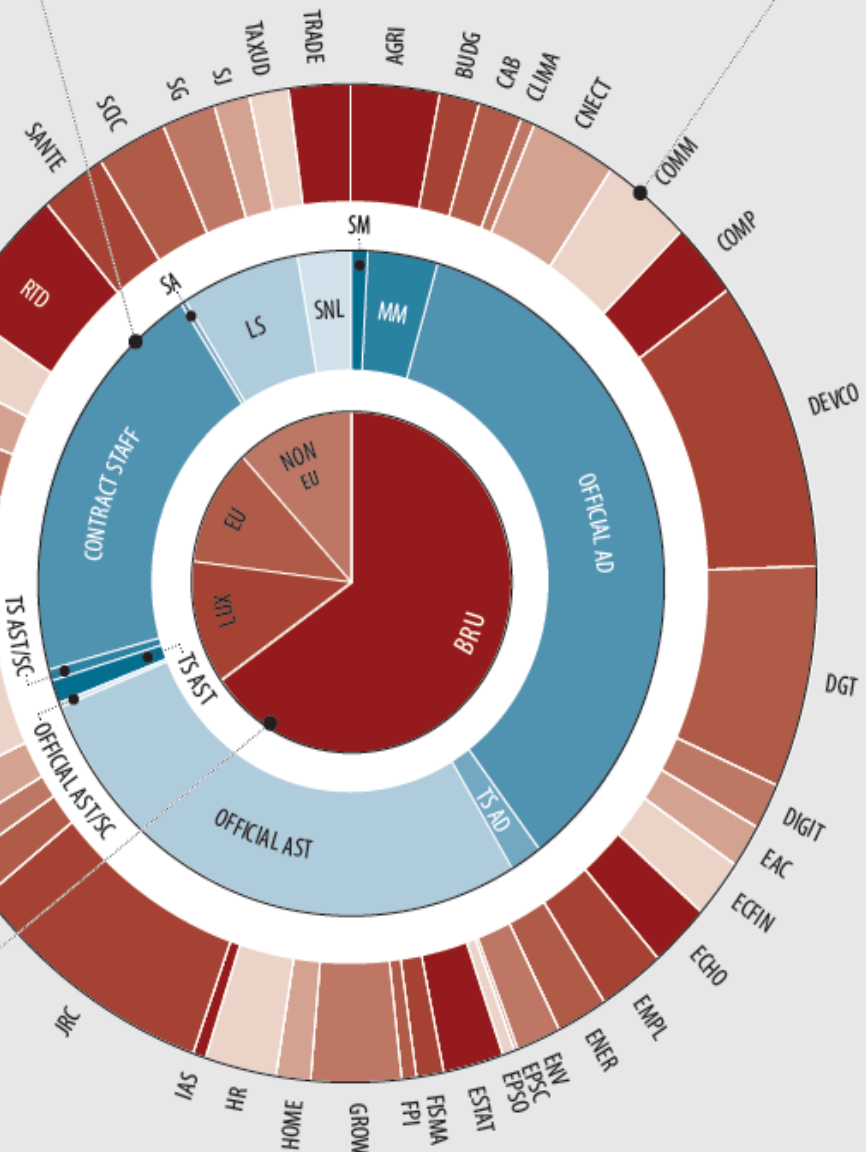


All graphics display officials, temporary staff, contract staff, local staff, special advisers and staff under national law (32 966 persons in total on 1 January 2016) in the European Commission only. The figures in certain tables do not sum up to 100.0% due to rounding.

Personnel of the Commission BY DG

FUNCTION (GROUP)		
Senior manager (SM)	348	1.1%
Middle manager (MM)	1 119	3.4%
Non-management:		
Official AD	11 642	35.3%
Temporary staff AD	523	1.6%
Official AST	9 134	27.7%
Official AST/SC	81	0.2%
Temporary staff AST	338	1.0%
Temporary staff AST/SC	223	0.7%
Contract staff	6 637	20.1%
Special adviser	44	0.1%
Local staff	2 033	6.2%
Staff under national law	844	2.6%
TOTAL	32 966	100%

PLACE OF EMPLOYMENT		
BRU Brussels	21 540	65.3%
LUX Luxembourg	3 867	11.7%
EU except BRU & LUX	3 669	11.1%
Non-EU	3 890	11.8%
TOTAL	32 966	100%



DG/SERVICE/OFFICE		
AGRI	1 012	3.1%
BUDG	456	1.4%
CAB	498	1.5%
CLIMA	159	0.5%
CNECT	985	3.0%
COMM	1 021	3.1%
COMP	810	2.5%
DEVCO	3 121	9.5%
DGT	2 375	7.2%
DIGIT	494	1.5%
EAC	465	1.4%
ECFIN	627	1.9%
ECHO	690	2.1%
EMPL	757	2.3%
ENER	585	1.8%
ENR	507	1.5%
EPSC	41	0.1%
EPSO	137	0.4%
ESTAT	688	2.1%
FISMA	311	0.9%
FPI	167	0.5%
GROW	1 024	3.1%
HOME	392	1.2%
HR	814	2.5%
IAS	147	0.4%
JRC	2 887	8.8%
JUST	446	1.4%
MARE	323	1.0%
MOVE	520	1.6%
NEAR	1 528	4.6%
OIB	1 119	3.4%
OIL	408	1.2%
OLAF	390	1.2%
OP	621	1.9%
PMO	557	1.7%
REGIO	698	2.1%
RTD	1 475	4.5%
SANTE	756	2.3%
SCIC	794	2.4%
SG	610	1.9%
SJ	407	1.2%
TAXUD	447	1.4%
TRADE	697	2.1%
TOTAL	32 966	100%



D.Gs-European Commission



1. Agriculture and Rural Development (AGRI)
2. Budget (BUDG)
3. Climate Action (CLIMA)
4. Communication (COMM)
5. Communications Networks, Content and Technology (CNECT)
6. Competition (COMP)
7. Economic and Financial Affairs (ECFIN)
8. Education and Culture (EAC)
9. Employment, Social Affairs and Inclusion (EMPL)
10. Energy (ENER)
11. Environment (ENV)
12. Eurostat (ESTAT)
13. Financial Stability, Financial Services and Capital Markets Union (FISMA)
14. Health and Food Safety (SANTE)
15. Humanitarian Aid and Civil Protection (ECHO)
16. Human Resources and Security (HR)
17. Informatics (DIGIT)

D.Gs-European Commission



18. Internal Market, Industry, Entrepreneurship and SMEs (GROW)

19. International Cooperation and Development (DEVCO)

20. Interpretation (SCIC)

21 Joint Research Centre (JRC)

22 Justice and Consumers (JUST)

23 Maritime Affairs and Fisheries (MARE)

24 Migration and Home Affairs (HOME)

25 Mobility and Transport (MOVE)

26 Neighbourhood and Enlargement Negotiations (NEAR)

27 Regional and urban Policy (REGIO)

28 Research and Innovation (RTD)

29 Secretariat-General (SG)

30 Service for Foreign Policy Instruments (FPI)

31 Taxation and Customs Union (TAXUD)

32 Trade (TRADE)

33 Translation (DGT)

European Commission



• **Services**

1. Central Library
2. European Anti-Fraud Office (OLAF)
3. European Commission Data Protection Officer
4. European Political Strategy Centre (EPSC)
5. Historical archives
6. Infrastructures and Logistics - Brussels (OIB)
7. Infrastructures and Logistics - Luxembourg (OIL)
8. Internal Audit Service (IAS)
9. Legal Service (SJ)
10. Office For Administration And Payment Of Individual Entitlements (PMO)
11. Publications Office (OP)

See also

- Agencies and decentralised bodies
- Commission Directory
- Representations of the European Commission

How does the EU spend its money?



2015 EU budget: € 145.3 billion

2016 EU budget: € 155.0 billion

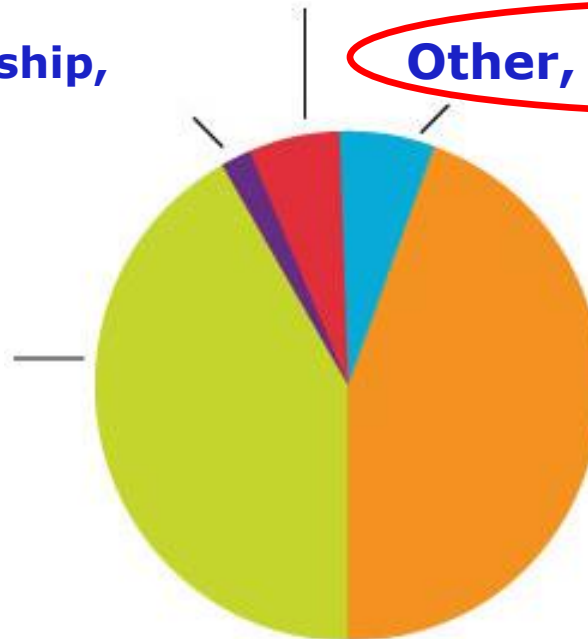
2015

**Global Europe:
including development aid 6%**

**Security & citizenship,
justice : 2 %**

Other, administration 6%

**Sustainable growth &
natural resources:
agriculture,
environment
40 %**



**Smart and inclusive
growth: jobs,
competitiveness,
regional development
46 %**

The EU Institutions



Commission



Committee of Regions



Parliament



**Economic &
Social Committee**



**European External
Action Service**



Ombudsman



Court of Justice



Court of Auditors



**Data Protection
Supervisor**

and many more agencies of the EU:

http://europa.eu/epso/discover/institutions/index_en.htm

in Brussels or Luxembourg (80%)

or elsewhere in the EU and the world (20%)

EU Personnel



- **Employees are selected by general competitions from all member states**
- **Their remuneration is defined in accordance with specific legislation**
- **Administration costs around 15 EUR annually to every European citizen**





1. Permanent officials

They form the "EU Civil Service" and are divided in two categories – administrators (AD) and assistants (AST), with a career system consisting of 16 levels (grades).

I. Administrators (AD)

They draft policies and monitor the implementation of EU law, analyse & advise. To apply you must have completed at least three years of university.



ii. Assistants (AST)

They work in supporting roles and are crucial for the internal management of the institutions. To apply, you must have completed (at least) secondary school.



2. Contract staff

Contract staff are hired for specific manual or administrative tasks. Contracts are generally for a limited period—usually starting with 6-12 months.



3. Temporary staff

Temporary staff are recruited for specialised or temporary tasks with contracts of up to six years. Vacancies can be found on [EPSO's website](#) and on the websites of individual institutions and agencies.

4. Interim staff

Some institutions also take on local interim staff for up to six months – mainly for secretarial work. In this case recruitment is done by [temping agencies](#)



5. Seconded national experts (SNEs)

They are normally public-sector employees in their home country, seconded for a fixed period to an EU institution to share their expertise and learn about EU policies and procedures.

National experts are selected through a specific procedure, which does not involve EPSO. Your country's permanent representation to the EU can inform you about current opportunities



6. Trainees

Every year 1.200 young people have the chance to increase their professional skills, develop their personal qualities, and enhance their EU knowledge.

They last 3-5 (plus) months. Need a first university degree of any discipline, (a transcript can normally be provided if the certificate has not yet been awarded).

http://europa.eu/epso/apply/how_apply/trainees/index_en.htm

Trainees



Institution	Duration	Paid?	Application deadline	Start dates
European Commission	5 months	Yes, around 1100€	31 January 31 August	1 October 1 March
European Parliament	5 months Up to 3 months (unpaid)	Yes, around 1200€ No	15 May 15 October At least 3 months before start date	1 October 1 March 1 January 1 May 1 September
European External Action Service	9-18 months	2300-3000€	See website for updates	See website for updates
European Council	5 months	Mostly	31 August in the year before the traineeship	1 February 1 September
Court of Justice	5 months	Yes	1 October 1 May	1 March 1 October
Court of Auditors	5 months	Usually around 1100€	On-going	Variable

Trainees



Institution	Duration	Paid?	Application deadline	Start dates
Economic and Social Committee	5 months	Yes	30 September 31 March	16 February 16 September
Committee of the Regions	5 months	Yes, around 1000€	30 September 31 March	16 February 16 September
European Ombudsman	4-12 months	Yes, pay decided on a case-by-case basis	30 April 31 August	1 September 1 January
European Central Bank	Variable	Yes, 1050€ or 1900€, dependent on duties	Not fixed, posted on website	Variable
European Data Protection Supervisor	5 months	Yes, 950€	1 October 1 March	1 March 1 October

Translation traineeships are offered by the [European Commission](#) and by the [European Parliament](#).

The Court of Justice also offers traineeships in its [translation and interpreting departments](#).

Trainees



The following EU agencies and bodies also organise traineeships:

1. [European Investment Bank](#)

2. [The European Network and Information Security Agency \(ENISA\)](#)

3. [European Joint Undertaking for ITER and the Development of Fusion Energy \(Fusion for Energy\)](#)

4. [EMCDDA, European Monitoring Centre for Drugs and Drug Addiction](#)

5. [European Union Satellite Centre \(EUSC\)](#)

13. [European Law Enforcement Agency](#)

14. [Office for Harmonization in the Internal Market](#)

15. [The European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union](#)

16. [European Centre for the Development of Vocational Training](#)

17. [European Training Foundation](#)

Trainees



6. <u>The European Institute for Gender Equality</u>	18. <u>European Foundation for the Improvement of Living and Working Conditions (Eurofound)</u>
7. <u>ECHA - European Chemical Agency</u>	19. <u>European Union Agency for Fundamental Rights</u>
8. <u>European Centre for Disease Prevention and Control</u>	20. <u>The European Union's Judicial Cooperation Unit (EUROJUST)</u>
9. <u>European Aviation Safety Agency</u>	21. <u>Translation Centre for the Bodies of the European Union</u>
10. <u>European Food Safety Authority</u>	22. <u>Joint Research Centre</u>
11. <u>European Medicines Agency</u>	23. <u>European Maritime Safety Agency</u>
12. <u>European Railway Agency</u>	

The following links also provide information on traineeships in the EU Institutions, including details of traineeships open for applications now, for:

- [students](#)
- [university graduates](#)
- [linguists](#).

Why an EU Career?



**Interesting and
challenging
work**

**International
working
environment**



**Training
languages
skills**



**Variety of
career
options and
roles**



Travel

**Make a
difference for
Europe**

Who can apply?



Bachelor's degree



From an EU MS & Other nationalities

Speak two EU languages



One of them should be:



NO age limit

NO prior work experience with EU institutions



You 2!!

Qualifications Needed



	Administrator (AD)	Linguists (AD)	Assistants (AST) & Secretaries (SC)	Specialists (AD or AST)
Minimum Qualifications	Degrees –min. BA Level or 3 years of studies	Degrees –min. BA Level or 3 years of studies	High School diploma Or post- secondary qualif. – Min. 30years of work experience	Same as for AST's and AD's
Work Experience	AD5-None AD7-6 years AD9-12 years	AD5-None AD7-6 years AD9-12 years	None to 3 or 6 years...	Same as for AST's & AD's...
Type of Qualifications	Arts, Law, Economics, Political Science, Statistics, Business Admin.	Language studies, Interpreting	Clerical studies, Arts, Finances, IT, Technical skills etc...	Lawyers Linguistics Engineers Scientists Doctors...

You can apply for AD & AST...

The Qualifications



**European public
Administration**

**POLICY
OFFICER**

Law

**Lawyer
Lawyer-linguist**

**Economics
Statistics**

**Economist
Statistician**

Audit

Auditor

Languages

**Translator
Interpreter
Proof Reader
Lawyer-Linguist**

Communication

**Communication
Officer
Communication
Assistant**

**Information
Technology**

**Information
and
Communications
Technology
(ICT)**

**Support
Staff**

**Secretary
Adm/tive
assistant
Human
resources
assistant**

Finance

**Financial Manager +
Assistant,
Accounting Assistant**

**External
Relation**

**Policy
Officer**

The European Personnel Selection Office (EPSO)



Mission / Role

EPSO's role is to serve the EU Institutions by providing high quality, efficient and effective selection procedures enabling them to recruit the right person, for the right job, at the right time.

Selection Committee

The selection committee is responsible for selecting the best candidates based on the qualifications described in the job description.





EPSO: http://europa.eu/epso/index_en.htm

Europa>EPSO



**Want to work for the EU?
See all of our current opportunities**

- 1
- 2
- 3
- 4
- 5

Discover

Read about what an EU Career can offer.

Apply

Find out about our job opportunities and how to apply.

Already Applied

Follow the latest news on ongoing competitions.

The EPSO Account



CAREERS WITH THE EUROPEAN UNION

by the European Personnel Selection Office

[login/create account](#)



Europa > EPSO > Applications



Manage your application

Your EPSO Account

User name :
Password :

[Forgot your username/login?](#)

[Forgot your password?](#)

[Create your EPSO Account](#)

[Online Application Manual](#)

Stay up to date

Sign up at EU-careers.info and receive regular updates about selection procedures.



Successful candidates

Successful in a selection procedure? Find out here what happens next.

Procedure - General Overview



**Apply
Online
eu-careers.eu
+
SELF
ASSESSMENT**

**Computer
Based
Admission
Tests**

**Assessment
Centre
in
Brussels or
Luxembourg**

**List
of
Successful
Candidates**

Competition Stages...



Administrators

For example
European public
administration, Human
resources, Economics, Law,
Finance, Audit, Statistics

Linguists

Translators
Interpreters

Languages will vary
each year.

Assistants

For example
Administrative Support,
Human resources, Finance,
Information technology,
Communication, Secretaries

Special Profiles

For example
Lawyer linguists, Nurses,
Nuclear inspectors,
Scientific researchers

Publication of Notice of Competition and self-assessment

Online registration
Spring

Online registration
Summer

Online registration
Winter

Online registration

Computer based testing:
Verbal + numerical +
abstract reasoning +
situational judgement
tests

Computer based testing:
Mix of cognitive reasoning
and professional skills
tests

Computer based testing:
Verbal + numerical +
abstract reasoning +
situational judgement
tests + professional skills
tests

CV sift based on
eligibility criteria

Assessment centre:
• Case study in the field
(written)
• Group exercise
• Oral presentation
• Structured interview

Assessment centre:
• Practical linguistic
tests
• Group Exercise
• Oral presentation
• Structured interview

Assessment centre:
• Professional skills test
(practical tests)
• Structured interview

Assessment centre:
• Generic case study
• Structured interviews
• Group exercise
• Verbal + numerical +
abstract reasoning tests

Reserve lists / Recruitment

Month

Month

0

0

1

1

2

2

3

3

4

4

5

5

6

6

7

7

8

8

9

9

Computer Based Tests (CBT)



Verbal reasoning

Numerical reasoning

Abstract reasoning

Situation Judgment

In your main language
1 of 24 official
EU languages



In your 2nd language



+ E-tray for some competitions

http://europa.eu/epso/apply/sample_test/index_en.htm



VERBAL REASONING

- **Test of logic:**
- **Ability to quickly analyse a statement and understand the meaning of a text.**
- **Ability to identify quickly which statements are most likely to constitute the correct answer.**
- **Ability to read a text selectively.**
- **Process of elimination using the information from the text.**



NUMERICAL REASONING

Calculation is only a part of the answer:

- ✓ **Understand and analyse: you need to know how to read a piece of information and interpret tables, graphs in order to decide correctly what is needed.**
- ✓ **You need to know percentages, variation rates, averages etc.**
- ✓ **Speed, use calculator if needed only.**

Computer Based Tests (CBT)



ABSTRACT REASONING

Series of diagrams containing geometric shapes which are repeated or modified according to a logical sequence. Find the logic and then the diagram that completes the series.

- ✓ **Ability to visualize geometric transformations (rotations, symmetries)**
- ✓ **Skill to spot similarities between complex shapes.**

Computer Based Tests (CBT)



Situation Judgment Test (SJT)

SJT are a type of psychological aptitude test that assesses judgment required for solving problems in work-related situations.

Candidates are presented with hypothetical situations that employees might encounter at work, may involve working with others as a member of a team, interacting with others, and dealing with workplace problems. Candidates are presented with several possible actions (in multiple choice format) that could be taken when dealing with the problem described.

ASSESSMENT CENTRE IN BRUSSELS OR LUXEMBOURG



<https://www.youtube.com/watch?v=T6nVuwr31wQ>

Assessment Centre Overview Generalists



1,5 day
in your 2nd language



Case
study in the
Field -
Chosen
Written

Group
Exercise
(Case)

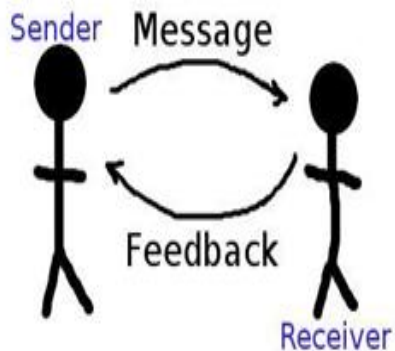
Oral
Presentation
(Case)

Structured
interview



8 COMPETENSES

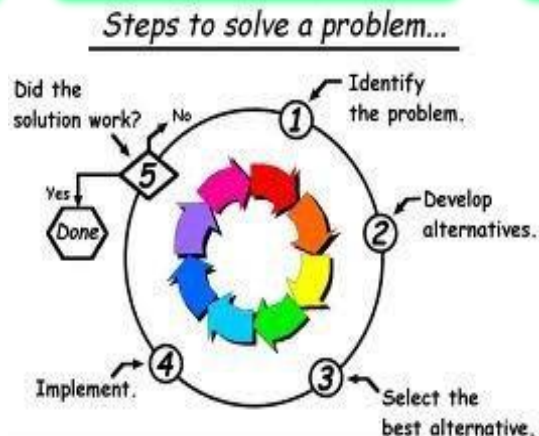
1. Communication



2. Learning & Development



3. Analysis & Problem solving



4. Delivering Quality & Results



5. Resilience



6. Working with others



7. Prioritising & Organising



8. Leadership



ASSESSMENT CENTRE



- ✓ **Each and every one of the Competences are examined TWICE by TWO assessors.**
- ✓ **When the marking of the two assessors differs and the difference is "significant" then a third assessor is appointed.**
- ✓ **The candidates have the right to object (in writing) to a decision in every one of the stages of the competition. It must be done within a specified time limit.**

ASSESSMENT CENTRE



In the field chosen

LEVEL:
Administrator

Case study

Structured
interview

Group exercise

Oral presentation

Analysing & problem
solving

X

X

Communicating

X

X

Delivering Quality &
results

X

X

Learning & development

X

X

Prioritising & organising

X

X

Resilience

X

X

Working with others

X

X

Leadership

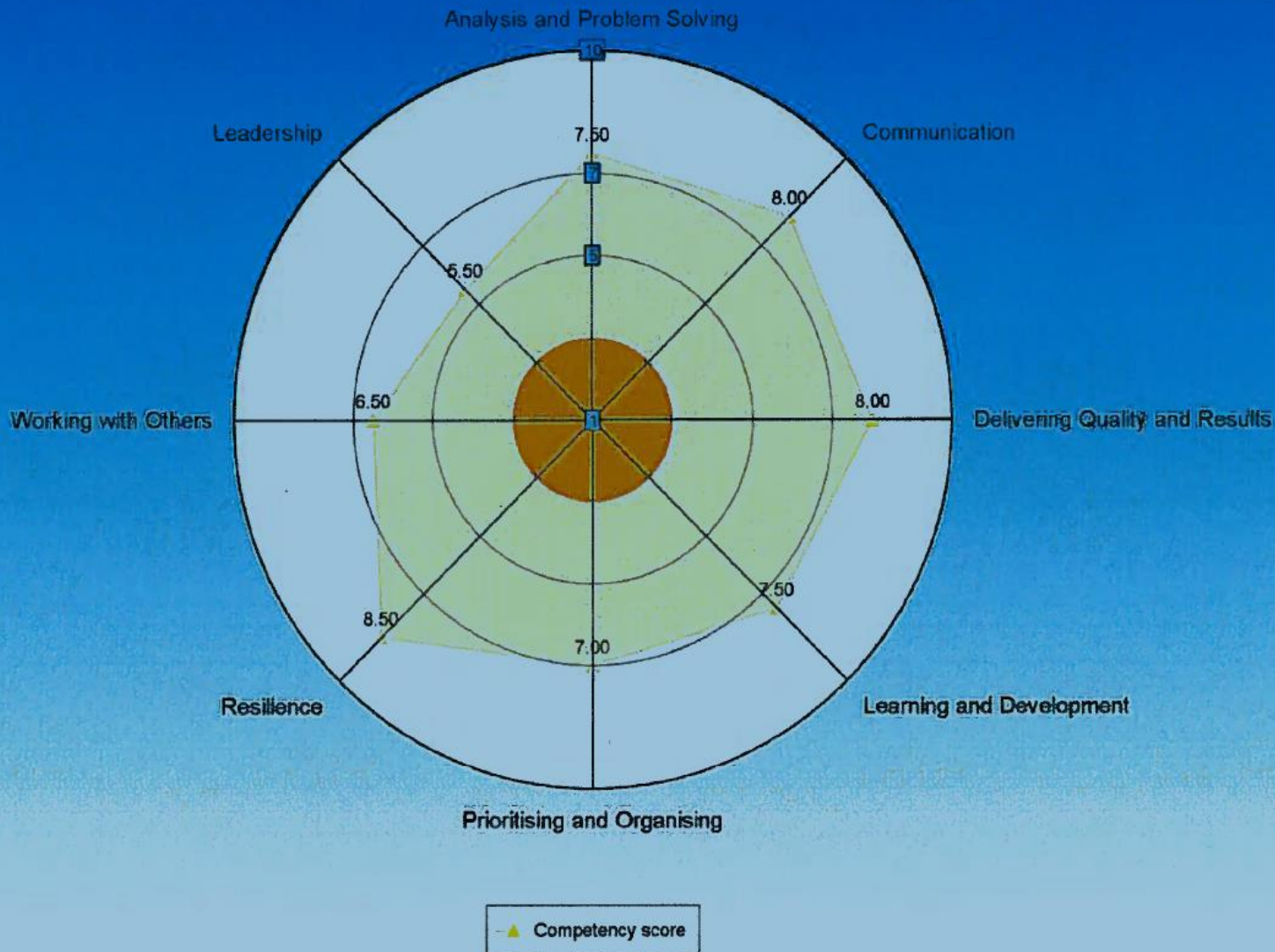
X

X

ASSESSMENT CENTRE - RESULT

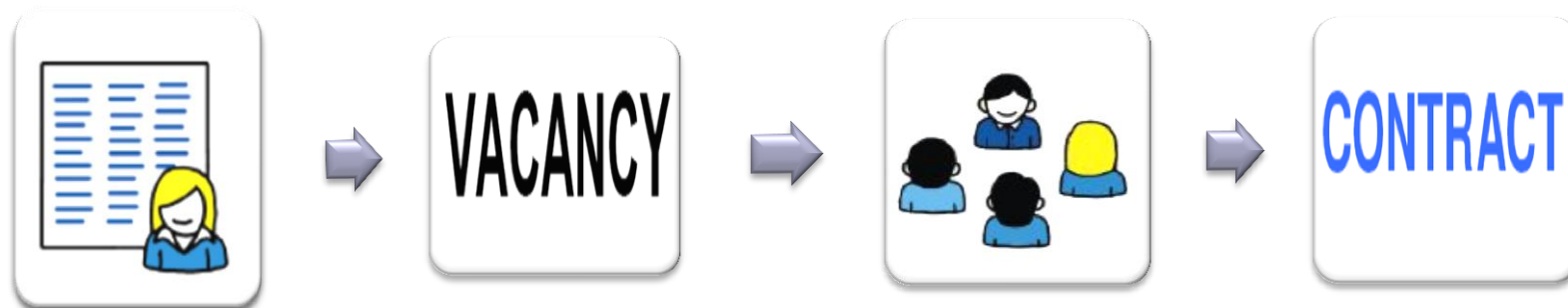


General competencies overview



Key	
1	Extremely weak
2	Very weak
3	Weak
4	Fair
5	Satisfactory
6	Good
7	Strong
8	Very strong
9	Excellent
10	Outstanding

Successful Candidate General Overview



List of
successful
candidates

Contact with
EU
institutions

Job
Interview

Recruitment
by EU
institution

Successful Candidate



- The “reserve list” is a database from which the EU Institutions can select staff who has successfully passed the EU Careers selection procedures.
- For the most common job profiles, the reserve lists will remain valid until the following year’s competition cycle (for 1 year). For other profiles, reserve lists will remain valid for a longer period.
- All participants will receive feedback on their performance.

https://europa.eu/epso/application/passport/login.cfm?comp_id=

THE APPLICATION (CV)



- ✓ **The first impression**
- ✓ **Present Yourself**
- ✓ **Not too much, not too little**
- ✓ **Concentrate on the essentials**
- ✓ **It must be adaptable**
- ✓ **Make it easy to read**
- ✓ **Be Clear and Concise**
- ✓ **Check it before sending it**

OFFICE USE ONLY

**APPLICATION FOR ADMISSION AS AN UNDERGRADUATE TO A
COLLEGE OF OXFORD UNIVERSITY**

Information provided in this form will remain confidential to the college that is handling your application, and to other colleges to which it may be passed for selection purposes. Please complete in block capitals and black ink. The application form must be accompanied by an application fee of £10 payable to the Oxford College Admissions Office and should be submitted before **15 October 2012**. Applications should be sent to: Oxford Colleges Admissions Office, University Offices, Wellington Square, Oxford OX1 2JD.

Surname/
Family name

First given
name(s)

School Name
and Town

UCAS
School Code Pre or Post Qualification

College/PPH*
of preference PPH/Harris Manchester Second Choice Year of Entry

Proposed
Course UCAS
Course Code

Further
Details

Further
Details

Day Month Year

Date of birth Sex Country of birth

Nationality Country of ordinary residence
since 1 September 2001

Source of financial support, if not
a UK or other EU resident

Correspondence address

Home address (if different)

Postcode
(UK only)

Postcode
(UK only)

Main contact telephone number
(including STD area code) Fax
No.

Mobile
Tel/no. e-mail
address

* Please ensure that your College PPH of preference entries on this form and the UCAS form are the same.

Please turn over

THE LETTER OF MOTIVATION



4 Ws

- ✓ **Who are You?**
- ✓ **Why are You interested in this particular job?**
- ✓ **What can You offer?**
- ✓ **Why should they choose You?**

21 Bridge Street
Smallville
Dunwich DU3 4WE

April 24, 2007

Director
Doe & Co
35 Anthony Road
Newport
Ipswich IP3 5RT

Dear Sir or Madam:

I am writing to you on behalf of the Wikipedia project (<http://www.wikipedia.org/>), an endeavour to build a fully-fledged multilingual encyclopaedia in an entirely open manner, to ask for permission to use your copyrighted material.

...

That said, allow me to reiterate that your material will be used to the noble end of providing a free collection of knowledge for everyone; naturally enough, only if you agree. If that is the case, could you kindly fill in the attached form and post it back to me? We shall greatly appreciate it.

Thank you for your time and consideration.

I look forward to your reply.

Yours Faithfully,

Joe Bloggs

P.S. You can find the full text of GFDL license at <http://www.gnu.org/copyleft/fdl.html>
encl: Copyright permission form

"GOOD" INTERVIEWS...



- ✓ **Be Positive & Relax**
- ✓ **Find some facts about the Job**
- ✓ **Easy on Perfume / Cologne**
- ✓ **Confident & Comfortable**
- ✓ **Dress Appropriately**
- ✓ **Warm Handshake**
- ✓ **Smile, Eye Contact**
- ✓ **Ask Something ?**
- ✓ **Be Yourself**



- Hair*
- Dress*
- Body language*
- Perfume*
- Smile*

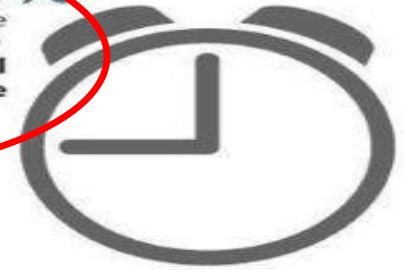
INTERVIEW MISTAKES...



Common nonverbal mistakes made at a job interview

From a survey of 2000 bosses

In a survey of 2000 bosses **33%** claimed that they know within the first **90 seconds** of an interview whether **they will hire someone**



The average length of an interview is **approximately 40 minutes**

Statistics show that when meeting new people the impact is:

21% Playing with **hair** or touching face

47% Having little or **no knowledge** of the company is the most **common mistake** job seekers make during interviews

Failure to make **eye contact** **67%**

Lack of smile **38%**

Bad posture **33%**

21% **Crossing arms** over their chest

9% Using too many **hand gestures**

Handshake that is too weak **26%**

33% **Fidgeting** too much

7% From what we **actually say**

38% The quality of our **voice grammar** and overall **confidence**

55% The **way we dress, act** and **walk** through the door

Clothes

Bright colors are a turnoff

70% Employers claiming they don't want applicants to be **fashionable or trendy**.

65% Of bosses said **clothes could be the deciding factor** between two similar candidates.

Links to help you find a job (EU Institutions)



**EPSO – European
Personnel Selection
Office**

http://europa.eu/epso/index_en.htm

**Traineeships in the
Institutions of the EU**

http://europa.eu/about-eu/working-eu-institutions/index_el.htm

**We Mean Business –
Internships in
organizations and
businesses across Europe**

http://ec.europa.eu/education/we-mean-business/next-steps_en.htm

Links to help you find a job across the EU, Including Cyprus



- **EURES – The European job mobility portal**
- **EURES – European Job Days**
- **EURES Cyprus**
- **Your first EURES Job**
- **Ministry of Labour and Social Insurance**
- **Public Employment Service– Department of Labour**

<https://ec.europa.eu/eures/public/en/homepage>

<http://www.europeanjobdays.eu/>

www.eurescyprus.eu

<http://ec.europa.eu/social/main.jsp?catId=993&langId=en>

http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/dmlindex_en/dmlindex_en?OpenDocument

<http://www.pescps.dl.mlsi.gov.cy/CPSWeb/f001w.jsp>



Thank you for listening

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