

## JUNIOR PROFESSIONALS PROGRAMME (JPP)

### What is the JPP about?

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The European Commission established the Junior Professionals Programme (JPP) in 2018, aiming **to retain and develop junior talents proven on the job**, through a comprehensive learning, development (L&D) and mobility programme.

Junior Professionals (JPs) are engaged as Temporary Agents in function group AD, grade 5, for a period of three years. As part of the mobility, the Junior Professionals (JPs) are posted in two DGs for the duration of six months, after which they are integrated into the DG that preselected them (or portfolio DG of the service that preselected them). The JPP L&D programme consists of classroom training, institutional visits, and silos-breaking practical project work.

**The JPP offers a limited number of temporary agent positions (currently maximum 50 per year), giving the successful candidates an opportunity to take part in an internal competition** (open to all other eligible staff) to access the permanent EU civil service.

### Who can participate in the JPP?

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To be considered eligible for the JPP, candidates must:

- a) **Already work at a Commission DG, Service, Cabinet, or Executive Agency** as:
  - Blue Book Trainees (for the ongoing session at the time of each call for expression of interest),
  - Contract Agents,
  - Temporary Agents,
  - Officials.
  
- b) **Have less than 3 years of paid professional experience**, counted from the date of obtaining the bachelor's degree.<sup>1</sup>

The 2022 HR Strategy adopted by the Commission expanded the JPP eligibility criteria in order to include as of the 2023 calls staff and Blue Book trainees working in Executive Agencies, as well as trainees from the Commission's Joint Research Centre traineeship scheme.

**The JPP application timeframe is fixed for all applicants** and cannot be extended. As a consequence, in order to be eligible to apply, the **Blue Book trainees must start their traineeship at the very latest on November 1<sup>st</sup> for the October session, and on April 1<sup>st</sup> for the March session.**

### How are the Junior Professionals (JPs) selected?

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**Each year there are two calls for expression of interest** (one in March/April, one in October/November). Currently, per call maximum 25 persons are selected as JPs.

Junior Professionals are selected through a **three-step selection process**, which is rolled out with the support of Commission DGs under the coordination of DG Human Resources and Security:

1. Verbal, Numerical, Abstract Reasoning Tests (VNART)
2. Preselection by the DGs
3. Final selection panel interview

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<sup>1</sup> The calculation of the years of professional experience will be carried out in line with article 2 of the Commission Decision C(2013) 8970, Brussels 16.12.2013 laying down general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement. Work experience is taken into account only from the time when the diploma giving access to the programme (Bachelor's degree) was awarded. Traineeships shall be counted as work experience if a financial consideration was received.