



Directorate-General for Personnel

### ***The European Parliament offers contractual agent employment for candidates with a disability***

For the 8<sup>th</sup> consecutive year, the European Parliament has launched the 2022 positive action selection procedure to enable persons with a disability to work in this EU institution.

It offers a number of one-year contracts to individuals with a disability who are successful in the selection procedure organised by the European Parliament and have never previously worked for an EU institution (EU traineeships are not included in this case).

For the purpose of this programme, the category of persons with a disability includes those who have a long-term physical, mental, intellectual or sensory impairment of minimum 20%, which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

#### **Eligibility criteria:**

Appropriate candidates include those who:

- Have a disability causing impairment that is equal to or greater than 20%;
- Enjoy full rights as a citizen of an EU Member State;
- Demonstrate a minimum of C1 in one of the 24 official EU languages; demonstrate the minimum level B2 in another EU language based upon the [Common European Framework of Reference for Languages](#).

The official languages of the European Union are: BG (Bulgarian), CS (Czech), DA (Danish), DE (German), EL (Greek), EN (English), ES (Spanish), ET (Estonian), FI (Finnish), FR (French), GA (Irish), HR (Croat), HU (Hungarian), IT (Italian), LT (Lithuanian), LV (Latvian), MT (Maltese), NL (Dutch), PL (Polish), PT (Portuguese), RO (Romanian), SK (Slovak), SL (Slovenian), SV (Swedish).

For function groups II and III (Assistants): a level of post-secondary education attested by a diploma; or a level of secondary education attested by a diploma giving access to post-secondary education, and appropriate professional experience of at least three years; or where justified in the interest of the service, professional training or professional experience of an equivalent level.

For function group IV (Administrators): a level of education which corresponds to completed university studies of at least three years attested by a diploma; or where justified in the interest of the service, professional training of an equivalent level.

### **Selection Process:**

Upon confirming the eligibility of candidates, the European Parliament will invite the candidates meeting them to sit computer-based multiple choice question (MCQ) tests pertaining to the following fields: EU knowledge, verbal reasoning, situational judgment. The confirmation of disability status will occur later in the selection process.

Reasonable accommodation for testing will be provided on the submission of a medical note detailing personal requirements. Please note that only those candidates who pass these tests can be called for interview and possibly be recruited by the European Parliament.

Successful candidates, who have reached the 50% pass mark and scored within the top 30 of candidates, will form a short list, which will be considered by the Directorates-General for available posts/can be convoked for interviews. If a candidate cannot attend in person, the interview can take place via video conference, by video call, or by telephone.

Candidates selected for recruitment will then be required to provide proof of their disability (medical certificate or national disability card). As a pre-condition for employment, the European Parliament's Medical Service will assess whether the disability meets the specific criteria in order to confirm eligibility for the scheme. Candidates will need to have a disability, causing impairment that is equal to or greater than 20% (physical or mental impairment) in order to be considered, for this opportunity. The European Physical and Mental Disability Rating Scale for medical purposes used to assess the degree of disability can be accessed here: [European Physical and Mental Disability Rating Scale](#).

Reasonable accommodations for European Parliament tests are agreed, defined and implemented by the European Parliament. Candidates with a disability who need special accommodations for European Parliament tests should inform ([PERS-PositiveAction@europarl.europa.eu](mailto:PERS-PositiveAction@europarl.europa.eu)) when they transmit their application.

Reasonable accommodations at subsequent stages of the selection and recruitment process will be managed by the recruiting Institution - in this case the European Parliament - and candidates should feel free to request them at the relevant stage.

### **How to apply?**

Please send the following information in pdf format by email to [PERS-PositiveAction@europarl.europa.eu](mailto:PERS-PositiveAction@europarl.europa.eu) by the deadline of Monday 7 March 2022, 18:00 CET (Central European Time).

- Your CV (in a [Europass format](#)),

- Information of the choice of EU official language in which you would like to take the test.
- Whether or not you require any reasonable accommodation for the testing.

In case you request reasonable accommodation for the testing phase, a medical certificate/doctor's note justifying the request for testing reasonable accommodation should be sent directly only to the EP medical service at [PERS-MedicalServiceBrussels@ep.europa.eu](mailto:PERS-MedicalServiceBrussels@ep.europa.eu) When transmitting the note, please use the following email title 'DG PERS 2022 Positive Action Selection/RA Testing Justification Note'. Please be advised that reasonable accommodations for the working environment will also be offered to the candidates hired and will be dealt with at a later stage.