MANAGEMENT BOARD DECISION 24/2019
26 September 2019

on the definition of professional training of an equivalent level in recruitment procedures

THE MANAGEMENT BOARD

Having regard to the European Border and Coast Guard regulation¹, and in particular Article 62(1) thereof,

Whereas:

(1) The recruitment of temporary staff in function groups AD for grades 5 and above and contract staff in function group IV requires a level of education which corresponds to completed university studies of at least three or four years attested by a diploma (Staff Regulations²).

(2) Where justified in the interests of the service, the Staff Regulations and the Conditions of Employment (CEOS) provide also for the possibility to recruit candidates without university diplomas but with “professional training of an equivalent level”².

(3) Competent candidates, including Member State border and coast guards and law enforcement officers, ICT or facility management personnel, interested in joining Frontex, might not be able to demonstrate the possession of a university degree as indicated in point (1), although they possess required competences.

(4) Currently, all Divisions in Frontex have business needs concerning a large variety of posts which hardly can be filled only on the basis of recruitment procedures requiring university diploma as an eligibility criterion. In addition, in the near future, the creation of a standing corps³, including 3 000 statutory staff (temporary and contract staff), will be an unprecedented recruitment challenge.

(5) To cope with these challenges, the definition and use of “professional training of equivalent level” as an alternative eligibility criterion is needed.

² Article 5 of the Staff Regulations applicable by analogy to temporary staff pursuant to Article 10(1) of the Conditions of Employment and Article 82(2) of the Conditions of Employment for contract staff (Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community (OJ 45, 14.6.1962, p. 1385)).
HAS DECIDED AS FOLLOWS:

Article 1

In the interests of the service, when deciding to fill a post for temporary staff in function group AD for grades 5 and above or a position for contract staff in function group IV, the Executive Director may consider that also candidates who do not possess the required diplomas (completed university studies of at least three years attested by a diploma) will be considered as eligible, if they meet the criterion of “professional training of an equivalent level”.

Article 2

For the recruitment of temporary staff in function group AD in grades 5 and 6 or for contract staff in function group IV, the “professional training of an equivalent level” is defined as follows:

<table>
<thead>
<tr>
<th>Duration of professional training in a relevant area:</th>
<th>Additional professional experience after completion of the training:</th>
</tr>
</thead>
<tbody>
<tr>
<td>More than 6 months and up to 1 year</td>
<td>3 years</td>
</tr>
<tr>
<td>More than 1 year and up to 2 years</td>
<td>2 years</td>
</tr>
<tr>
<td>More than 2 years</td>
<td>1 year</td>
</tr>
</tbody>
</table>

Article 3

For the recruitment of temporary staff in function group AD in grades 7 and above, the “professional training of an equivalent level” is defined as follows:

<table>
<thead>
<tr>
<th>Duration of professional training in a relevant area:</th>
<th>Additional professional experience after completion of the training:</th>
</tr>
</thead>
<tbody>
<tr>
<td>More than 6 months and up to 1 year</td>
<td>4 years</td>
</tr>
<tr>
<td>More than 1 year and up to 2 years</td>
<td>3 years</td>
</tr>
<tr>
<td>More than 2 years and up to 3 years</td>
<td>2 years</td>
</tr>
<tr>
<td>More than 3 years</td>
<td>1 year</td>
</tr>
</tbody>
</table>

Article 4

This decision enters into force on the day following its adoption.

Done by written procedure, on 26 September 2019.

For the Management Board

[signed]

Marko Gašperlin
Chairperson