



EUROPEAN CENTRAL BANK

EUROSYSTEM

ECB-PUBLIC

Mario DRAGHI

President

Mr Fabio De Masi
Member of the European Parliament
European Parliament
60, rue Wiertz
B-1047 Brussels

Frankfurt, 17 December 2015

L/MD/15/682

Re: Your letter (QZ-166)

Honourable Member of the European Parliament, dear Mr De Masi,

Thank you for your letter, which was passed on to me by Mr Roberto Gualtieri, Chairman of the Committee on Economic and Monetary Affairs, accompanied by a cover letter dated 17 November 2015.

The ECB is committed to attracting high-calibre candidates and appointing the most competent candidate for a position. The ECB's standards are therefore demanding and tailored to the needs of each individual position. Hence, they are set proportionately to the responsibilities and tasks. The ECB's recruitment policy specifies minimum academic requirements, when applicable, as well as the requirements in terms of experience, skills and competencies for the different categories of positions. When appropriate, the requirements for a vacancy equate substantial professional experience in performing the required duties to an academic degree, thereby also taking into account professional training in the relevant field of expertise.

For the specific vacancy notice referred to in your letter, a university degree is a minimum requirement. In addition, the ECB also decided to target candidates with sufficient professional and managerial experience, having had good experience with this approach in the past. This thereby ensures that the campaign fully taps the available supply in the job market. The minimum requirements do not therefore prevent someone without a master's degree from applying, provided that they have significant experience in the field of Human Resources (HR). Please also note that the ECB has taken into account the fact that academic degrees issued before the Bologna Accords should not be disregarded and has therefore encouraged potential

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candidates with a bachelor's degree to apply, provided that they have sufficient additional relevant work experience.

I would also like to add that, in order to attract the most suitable candidates for this campaign, the ECB drew on the services of an executive search firm to source the market and encourage suitable candidates to apply.

As far as your general points on the ECB's selection procedures are concerned, let me reassure you that the ECB has strict rules in place to ensure a fair and optimal selection process.¹ Members of selection committees must inform the rest of the committee about any close relationships they have with a candidate and, where such a relationship exists, must withdraw from the committee. Moreover, a representative of the ECB's Directorate General HR is always present to oversee the sound and consistent application of the selection rules, ensure an adequate composition of the selection committee and, where necessary, give instructions to ensure compliance.

Finally, as regards the ECB's traineeship programme, all trainees at the ECB are appointed for a period of up to one year, based on a competitive procedure. Short-term contracts, which can run up to 12 months, may be awarded without competition, depending on business needs. This is because such contracts typically aim to provide the ECB with the flexibility to respond to urgent and short-term needs (e.g. to cover sickness-related absences). In any case, short-term contracts cannot be extended beyond the one-year duration.

Yours sincerely,

[signed]

Mario Draghi

¹ See the extract of the ECB Staff Rules related to the selection and appointment of candidates available on the ECB's website at: https://www.ecb.europa.eu/careers/pdf/staff_rules.pdf

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