

Talent screener

Scientific profile



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- Why it matters?

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- What to answer – The CV

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- What to answer – The Talent screener

4

- How to answer

Why it matters

PROFILES – let's be scientific

- | | |
|--|----|
| 1. Quantitative and qualitative policy impact assessment/evaluation | 20 |
| 2. Data science applications | 10 |
| 3. Modelling for policy | 10 |
| 4. Development of space, telecommunication and remote sensing applications | 10 |
| 5. Scientific knowledge management and communication | 10 |
| 6. Nuclear research and decommissioning | 20 |

80 vacancies in total

Why it matters

You take seriously your application



You are as good as your explanation is



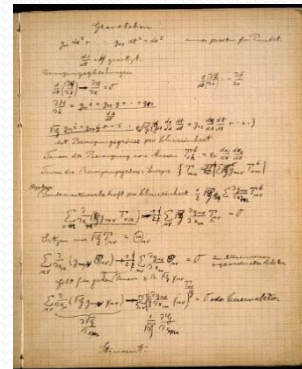
You get into the Assessment centre

Most common mistakes

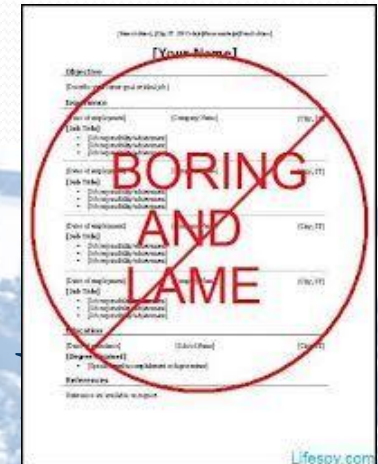
- Too many candidates



- Too complicated



- Fear of a bad CV - Not enough experience (even having enough)



- Procrastination



Why it matters

2017 -NUCLEAR ENERGY EXPERTS -
POLICY OFFICERS (AD 7)

312



**Initial
screening**



Reviewed at Talent Screener

144

1 of 2



Assessment Centre

45

1 of 3



RESERVE LIST

14

1 of 3

Why it matters

2017 –MACROECONOMICS (AD 7)

602



**Initial
screening**



Reviewed at Talent Screener

383

1 of 2



Assessment Centre

95

1 of 4



RESERVE LIST

37

1 of 3

Why it matters

2018- Food safety - policy and legislation -AD6

XXXX

Initial screening

Reviewed at Talent Screener

389

xxx

Assessment Centre

105

1 of 4

RESERVE LIST

41

1 of 2

Perspective

3 x Successful candidates sought



But first

- Your CV
- Talent screener



Same process for all

The candidature

- **As many inputs as possible.**
- **Detailed, it matters.**
- **Check (twice) you have the years.**
- **Please note that your whole application form will be accessed by the Selection Board (during the competition) and by the HR services of the European Institutions (for recruitment in case you are a successful candidate).**

Language 2 : EN , FR , DE , ES , IT

The initial questions = self analysis

- **Experience and Background** How is your education and experience relevant to this particular profile?
- **Interest to apply** Why do you want to apply for this particular career opportunity?
- **Contribution to EU**
- **In what role could you best contribute?** What particular strengths would you bring to your work?
- **Strengths** Outline two of your main achievements.

The initial self analysis

- Think on how your CV adapt to the reality of the duties.
- Are you really interested in the job?
- Do you know how the work in the institutions is?
- **Skills and capacities – initial and useful review for later stages, even if not punctuated directly.**

The criteria for the Talent Screener

- **only for those candidates deemed eligible as described above in point 2, using solely the information provided in this Talent Screener section. You should therefore include all relevant information in your Talent Screener answers, even if already mentioned in other sections of your application form. The questions are based on the selection criteria included in this notice.**

It's in the notice of competition

The criteria for the Talent Screener

- *the Talent Screener is subject to a comparative assessment by the Selection Board, it is used as a reference document by the Board during the field-related interview at the assessment centre, and is used for recruitment purposes if a candidate is successful.*

The Talent Screener counts for the whole process!!!

What to answer

Q₁

Do you have academic and/or professional research experience relevant to the chosen field gained after 01 January 2017?

Q₂

Do you have academic and/or professional research experience relevant to the chosen field gained before 01 January 2017?

Q₃

: Have you obtained a university-level diploma, in addition to the one required to access the competition, in one or more of the scientific domains?

Q₄

Have you published in peer-reviewed journals and professional research reports published after 01 January 2017?

Q₅

Have you published in peer reviewed journals and professional research reports published before 01 January 2017?

Q₆

Do you have technical experience relevant to the chosen field (professional use of laboratory equipment, Operating Systems, programming languages, scientific software, other)?

**They are looking for real and active
scientists**



What to answer

Science must be objective, your explanation too

Facts not opinions.

Be Smart, chose your best examples

Sleep your replies

Time to see who is a good friend.

What to answer

Q1 and Q2

Do you have academic and/or professional research experience relevant to the chosen field

Subquestions
(4000 Characters)

- the name of your employer
- the duration of your academic/professional experience, giving start and end dates
- the nature of your work
- your specific role and responsibilities

SUGGESTED
STRATEGY

- List all your experience, latter there is enough time to cut.
- Classified them chronologically (divide it Q1 and Q2- they are independent)
- Any experience engulfed by others?
- Add Valuable details
- **USE KEYWORDS FROM ANNEX I - DUTIES**

What to answer

Q3

Subquestions
(4000 Characters)

Have you obtained a university-level diploma, in addition to the one required to access the competition, in one or more of the scientific domains?

- the title of the studies
- the field of the studies
- the specific level of the studies
- the duration of the studies, giving start and end dates
- the name of the institution delivering the diploma

SUGGESTED
STRATEGY

- **FINALLY! your PhD worths something!**
- Don't think it is too obvious. Provide as much context as you can.
- Quality over quantity
- Add Valuable details
- **If possible, USE KEYWORDS FROM ANNEX I - DUTIES**

What to answer

Q4 and Q5

Have you published in peer-reviewed journals and professional research reports

Subquestions (4000 Characters)

- the nature of your work
- the name of the journal or professional research report
- the title of the publication/report
- the date of the publication
- your contribution

SUGGESTED STRATEGY

- Don't think it is too obvious. Provide as much context as you can.
- Quality over quantity
- Add Valuable details
- **If possible, chose the articles most relevant or related to ANNEX I - DUTIES**

What to answer

Q4 and Q5

Have you published in peer-reviewed journals and professional research reports

Subquestions (4000 Characters)

- the circulation statistics (readership and geographical coverage)

SUGGESTED STRATEGY

- Your grandmother is not an objective reference
- Which are the most relevant publications of the field? The board maybe doesn't know.
- Impact index, number of citations (use reference tools : [scimago](#) ; [ads](#) ; [Xarchiv](#), [others](#)) and provide context (specially if it's a very specialized domain)
- Use best known tools (when possible)

What to answer

Q6

Do you have technical experience relevant to the chosen field (professional use of laboratory equipment, Operating Systems, programming languages, scientific software, other)?

Subquestions
(4000 Characters)

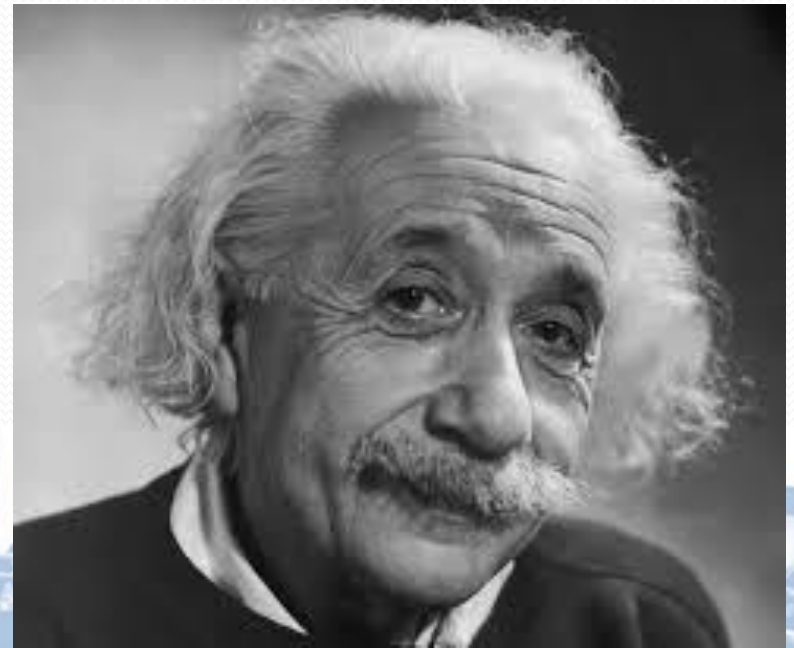
- the name of your employer
- the duration of your technical experience, giving start and end dates
- the nature of your work
- your specific role and responsibilities

SUGGESTED
STRATEGY

- Don't think it is too obvious. Provide as much context as you can.
- Quality over quantity
- Add Valuable details
- **If possible, chose the articles most relevant or related to ANNEX I - DUTIES**

*'Genius is making
complex ideas simple,
not making simple ideas
complex'*

- Albert Einstein



How to write it

Tip 1

Don't write too long sentences - Average sentence length **15-20** words. Maximum length 25 words wherever possible

Tip 2

Limit yourself to **1** main idea/input per sentence

Tip 3

Use bullet points for lists if space allows (don't use big blocks of text)

Tip 4

Don't bury key information or a key message in the middle of the sentence: it will get lost. **It will have more impact at the end of the sentence**

CAUTION!

It is with real practice that one gets better

How to write it

Tip 5

Don't use jargon. If you need it be certain it is explained.

Tip 6

It may have sense for you but ...for others? Get help to check if you replies have senses.

Tip 7

Careful with the false friends

Tip 8

Use available resources - intracomm

CAUTION!

It is with real practice that one gets better

Conclusion

Only your work matters





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Thanks!

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