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Becoming successful European administrators

Certification

David Walker is the Director of the European Administrative School (EAS).

How is the first phase going?

On 4th July, the 157 candidates for certification completed the first five-and-a-half weeks of the training programme organised by the European Administrative School (EAS). This programme contained ten essentially skills-based modules covering their ability to analyse and solve problems, to think creatively, to write and speak effectively, to negotiate successfully, to organise themselves efficiently and to develop teamwork and maximise

their colleagues' potential. We knew that they would be experienced officials who already possessed many of the skills needed to become successful administrators, so we deliberately pitched the training at a challenging level and it seems to have worked.

How will they be tested?

Candidates will be tested on the skills covered during the training programme over the course of three examinations, the first of which is in the form of an assessment centre. The basics are that candidates are asked

to analyse a problem contained in material that is distributed at the start of the exam, firstly individually and then as a group with the aim of finding an agreed solution.

And what about assessment?

The inter-institutional Examining Board, which actually sat the exam last week as part of its training for the event, will assess candidates' behaviour during the group work. The institutions have accepted our proposals for an innovative approach to the examinations. When we recruit

people we spend most of our time verifying what people know, so we took the view that it was important for certification to test what they can do and how they can do it.

Is there further training?

Candidates resume their training programme at the end of September for a further two-and-a-half weeks, most of which will be devoted to the so-called specific modules. There are seven of these, covering areas such as admin and HR, finance and contract management, communication policy, project management

etc. Candidates have selected one of them in agreement with their boss, taking into account their own experience and expertise. There will be a written examination on the content of these modules.

Is there then an interview?

Innovation doesn't stop with the first examination. In place of the traditional "concours" interview, the oral exam will test candidates' abilities to deliver a prepared speech and to speak on a general topic, drawn at random, at very short notice. And in the two written examinations, they will be allowed to use PCs, thanks to the support of EPSO which provides the logistical back-up for all the exams.

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RAPIDO

Energy Taxation

The Commission has adopted a Communication in which it reviews more than one hundred derogations in the Energy Tax Directive that are due to expire by the end of 2006. Most of the derogations are no longer needed.

Services financiers

La Commission a publié trois rapports sectoriels qui analysent les principaux défis auxquels doivent faire face différents segments du secteur européen des fonds d'investissement, et qui portent respectivement sur les fonds d'investissement de détail, les fonds spéculatifs et les fonds de capital-investissement.

Sri Lanka : €7m

The Commission has allocated €7 million to help around 300,000 people displaced by the on-going conflict in the north and east of Sri Lanka.

Bay of Biscay

The Commission has recommended that the fishery be closed until 31st December 2006 because of the severe risk of collapse which the anchovy stock in the Bay of Biscay is now facing.

Protection of birds

Implementation of the EU's Birds and Habitats Directives is crucial to achieve the EU goal of halting the loss of biodiversity in Europe by 2010. A large number of Member States have not correctly implemented these two laws and the Commission has therefore launched infringement procedures against thirteen MS over violations.

Growth of SMEs

Innovative small and medium-sized enterprises can only grow if they have proper access to risk capital. To tackle this problem the Commission has unveiled a set of measures to help small companies get easier access to finance.

SUR LE TERRAIN

United in rivalry

United in diversity

On the eve of knowing who the next football World Champion will be, something is already certain: the four best teams in the world are European. Out of the ten teams coming from Member States, 8 reached the last sixteen. Then the story is well known, some played as never before but lost as always, while others managed to keep their fans dreaming until the end of the tournament.

Like it or not football has been dominating us for a little more than a month, most often to enjoy the beautiful game. However, it has also been high on the agenda of the EU institutions for a few months. In view of the World Cup, the European Parliament adopted a resolution on "Forced prostitution in the context of world sport events". Moreover Jan Figel', in charge of Education and Culture, including Sport, attended a meeting on "Racism and Sport" in the framework of a series of high-profile anti-racism activities launched by FIFA. He reminded the participants of the Commission's actions in the specific area of racism in sport and reminded how the fight against racism in sport must be a priority for both the Member



Happier times for both Germany and Argentina before their elimination from the competition.

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States and the Sports Federations. Sport has an educational and social dimension which must not be undermined by acts of disrespect or violence. Next year, the Commission should adopt a White Paper on Sport which, among other issues, will address the links between sport and societal questions, including racism.

"The fight against racism in sport is priority".

Jan Figel'

During the World Cup, the Commission supported - in the framework of the Youth Programme - some projects dedicated to the fight against racism and xenophobia, including a "Fan Convention on Fair Play" in Rust (Germany) and meetings between

young football supporters.

This centenary old activity has become the best letter of introduction for different cultures and civilisations. If we Europeans are 'united in diversity' very often, when it comes to football, our Member States are 'united in rivalry'.

Football is full of legendary rivalries and those that exist between teams of our continent do not need further introduction. For this reason, in an institution like ours, the way a World Cup is experienced is especially intense. Whatever happens in the end, this knowing smile addressed to your superior after a victory of your country is priceless, unless until the next Cup.

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