



# **5<sup>th</sup> EASA Industry Meeting**

## **14 November 2006**

### **Forthcoming Recruitments at EASA**

Andrea Lorenzet  
Head of Personnel

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# Staff Evolution in EASA

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## STAFFING PLAN

	2006	2007 (EP)	2008	2009	2010
<b>EASA (TA)</b>	<b>301</b>	<b>467</b>	<b>553</b>	<b>583</b>	<b>623</b>
<b>Increase vs PY (Quantity)</b>		<b>166</b>	<b>86</b>	<b>30</b>	<b>40</b>
<b>Increase vs PY (%)</b>		<b>55%</b>	<b>18%</b>	<b>5%</b>	<b>7%</b>

**TA = Temporary Agent**

**EP = Establishment Plan**

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# Main profiles requested

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- Approx. 150 vacancies in publication / to be published in the next months (mainly technical/ aviation positions in Grade AD5 – AD9)
  - ✦ **DOA, POA, MOA Team Leaders**
  - ✦ **PCMs (Large Aeroplanes, General Aviation, Rotorcraft, Propulsion)**
  - ✦ **Experts (for all areas)**
  - ✦ **Rulemaking, Operations and Flight Crew Licensing Officers**
  - ✦ **Standardisation Team Leaders**
  - ✦ **Various administrative / support positions**

All vacancies published for one month on EASA website  
→ [www.easa.eu.int](http://www.easa.eu.int) in the section 'careers'

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# Working for EASA

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- EASA staff is subject to the EU staff regulations (same conditions of employment as in other EU institutions)
    - ★ **“Temporary Agents” is our stable/long term staff: 5 years contract + indefinite contract**
    - ★ **Attractive salary compared to equivalent positions in the private / national public sector**
    - ★ **Exempt from national taxes**
    - ★ **Benefits & Relocation packages**
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**European Aviation Safety Agency**

# **Working for EASA**

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## **➤ Benefits & Relocation**

- ★ Expatriation allowance, family and school allowances**
  - ★ EU Sickness Insurance scheme (also for family members)**
  - ★ EU pension scheme, possibility to transfer previous pension rights into the EU scheme**
  - ★ Installation/re-installation allowance and removal paid upon start and end of service**
  - ★ Relocation services**
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European Aviation Safety Agency

# Working for EASA

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- HR Development in EASA
    - ★ **Training and competence building opportunities (general and technical training)**
    - ★ **Objective-based performance assessment**
    - ★ **Career advancement (merit-based promotion system)**
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# Working for EASA

## ➤ Recruitment Grades

AST	Assistants
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11	
10	
9	
8	
7	
6	
5	
4	
3	
2	
1	
	Senior
	Junior

AD	Experts	Managers
16		
15		Director
14		
13		Dty Director
12		
11		Head of Dept
10	Senior	
9		H.o. Section/Dept
8	Expert	
7		Head of Section
6		
5	Junior	