



EXTERNAL MOBILITY

European Commission Priorities

Marta SILVA MENDES, Head of Unit DG HR. F3 – *European Schools, Agencies & External organisations*

3rd HIGH-LEVEL MEETING OF THE PAG EXPERT GROUP 09-02-2023

External mobility in HR strategy

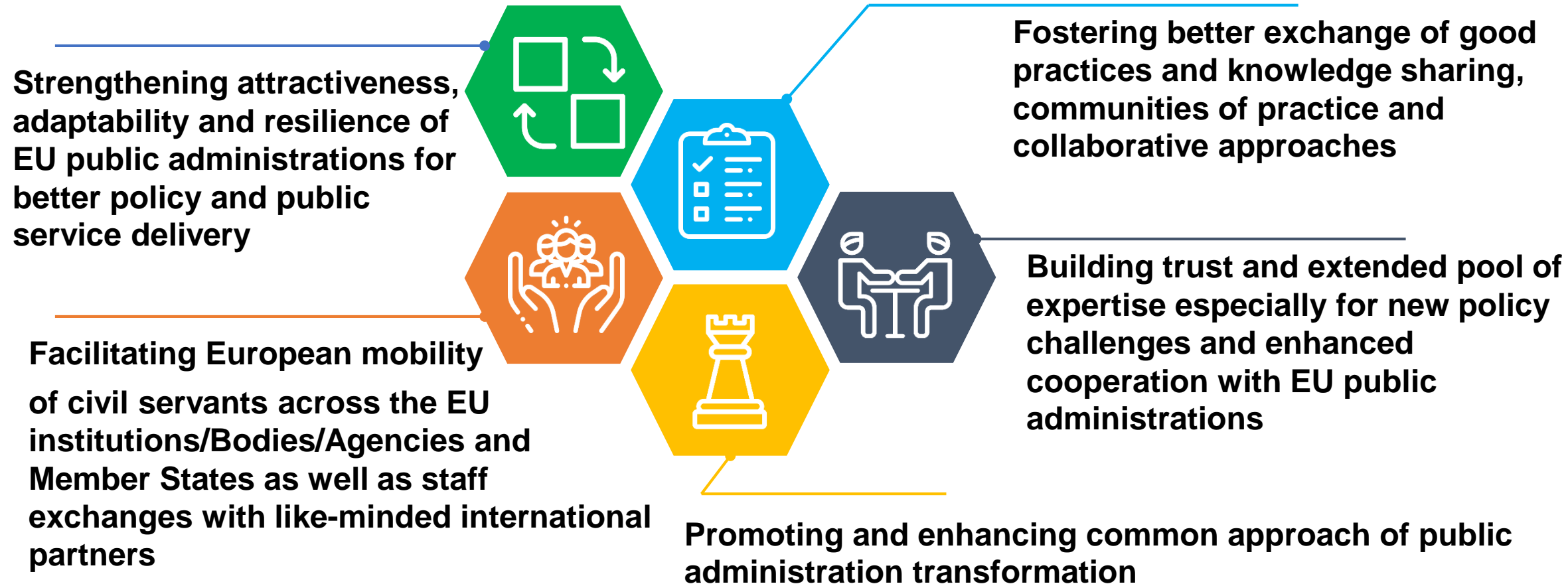


*HR Strategy - The Commission will promote **external mobility of its staff from/to other EU institutions, bodies and agencies** in the various places of employment.*

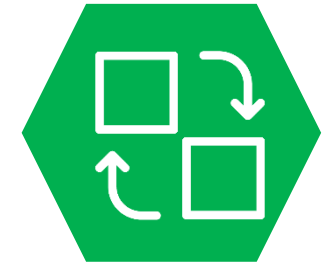
HRS Action on Promoting regular internal and external mobility at all levels in all places of employment, including EU Delegations.

- The Commission will also **develop more exchange programmes and secondments with Member States and international organisations**. It will proactively identify external mobility postings that are in the interest of the institution.
- The Commission already participated in the pilot **EU leadership exchange programme** (short-term exchanges of heads of units between Member States, focused on HR management and digitalisation), initiated by the Portuguese presidency, **and will apply the lessons-learned to future exchange programmes**.
- The Commission will work with **executive agencies** to improve their attractiveness and, where possible, build further opportunities for staff mobility and sharing of experience between them and the Commission. This could take the form of temporary staff in the executive agencies being seconded to the Commission and Commission staff job shadowing in the executive agencies.

External mobility: Strategic objectives



External mobility benefits



- Better insights and increased knowledge and experience sharing on the policy area, getting better acquainted with European level and national realities in the field
- Improved understanding of MS of EU policy and decision making as well as better implementation of EU policies
- Strategically increase the possibilities for matrix work producing common outputs with partner organisations and MS administrations
- Increased networking and common ways of working – reinforcing collaborative ways
- Building trust and communities of practice
- Attractiveness gains and modernisation of the work place

Existing external mobility programmes

Varied target groups, design & duration covering different needs

- EC- Member States

New

Secondment to MS

Study visits

SNE/NEPTs

PACE

- EU institutions, Agencies, Academia, International Orgs

New

Job shadowing

Fellowships

International
exchanges

Executive
Aencies

- Member States, EU institutions, 3rd countries, enlargement countries

Erasmus for PAs

TAIEX
NEAR

Twinning
NEAR

External mobility principles for the future



- Deepen the cooperation with MS and international partners to address common challenges
 - Strategic approach to needs identification and selection of mobilities, topics and outputs
 - Increased value added for the organisation and the staff
- Possibility to build up on existing programs
 - reinforcement in design, scale and follow-up
 - Structured programs as well as flexible arrangements
- Piloting before full deployment
 - Integration of lessons learnt for greater impact

External mobility principles for the future



- Address constraints on both human and financial resources
 - Aim for cost neutrality
 - Explore new opportunities due to hybrid work
- Increase visibility of External mobility programs and existing possibilities
 - Explore the need for a common platform

Next steps in 2023

- Participate in PACE Pilot as guests
 - Join selected exchange projects in MS public administrations
 - Receive in the Commission MS civil servants as part of PACE exchanges
- Approach new partners for international exchanges
- Collect needs internally on strategic topics for cooperation with MS and other partners that would benefit from mobility exchanges

Thank you!

Marta SILVA MENDES

Head of Unit European Schools, Agencies & External Organisations, DG HR

Marta.Silva-Mendes@ec.europa.eu