



## ASPIRE programme

ASPIRE is a new programme designed by the European Court of Auditors (ECA) to ensure a better integration of new recruits.

The programme which runs in principle twice a year and consists of an induction period including appropriate training and immersion in teams. The aim is to enable new staff to develop their experience and skills in their first three years at the Court.

A first round was launched in October 2016 with the publication of a general vacancy notice for 7 auditor posts which were filled in April 2017. The second round started in February 2017 for recruitments in November 2017, and the third round started in March 2018.



### **A** for **Admit**

The first phase of the programme is admission for which a recruitment panel of audit management and HR representatives has been set up.

The panel will assess applications received as a result of the vacancy notice(s) and the CVs of candidates on EPSO reserve lists. The aim is to produce a short list of candidates to be invited for interview.

Following the interviews procedure, the panel will draw up a list of potential recruits.

### **S** for **Start**

New recruits will usually join the Court in two waves: at the beginning of the year and after the summer. The HR Directorate will provide them with administrative assistance and information on the training programme.

Each newcomer will be assigned a mentor in order to make their first steps at the Court easier.

## **P** for **Prepare**

In their first months at the Court, new staff will prepare for their duties by attending various courses organised in several blocks. These courses will include the compulsory training for newcomers, as well as on-the-job instruction and specific courses.

## **I** for **Initiate**

In coordination with the Directors, who will identify the specific skills and experience needed to fill vacant posts, the Secretary-General will assign new recruits to a Chamber for an initial period of **18 months**. Ideally, newcomers will work on DAS tasks, with specific trainings on policy-related issues being provided when needed.

## **R** for **Rotate**

At the end of this initial period, new staff will be rotated and assigned to another Chamber for the next **18 months**, during which they will work, as far as possible, on a different type of tasks (e.g. auditors will preferably be assigned performance audit tasks). This period may be reviewed, depending on the schedule of the tasks to be completed.

## **E** for **Expand**

At the end of this three-year period, new recruits will be encouraged to expand their skills and become more specialised.

Typically, this will be the time for auditors to deepen their audit skills and policy expertise by taking part in the postgraduate training offered by the Court in cooperation with the *Université de Lorraine*. They will also be encouraged to obtain audit certification (CGAP, CIA, etc.).