



EUROPEAN CENTRAL BANK

EUROSYSTEM



TALENT@ECB

Graduates@ECB

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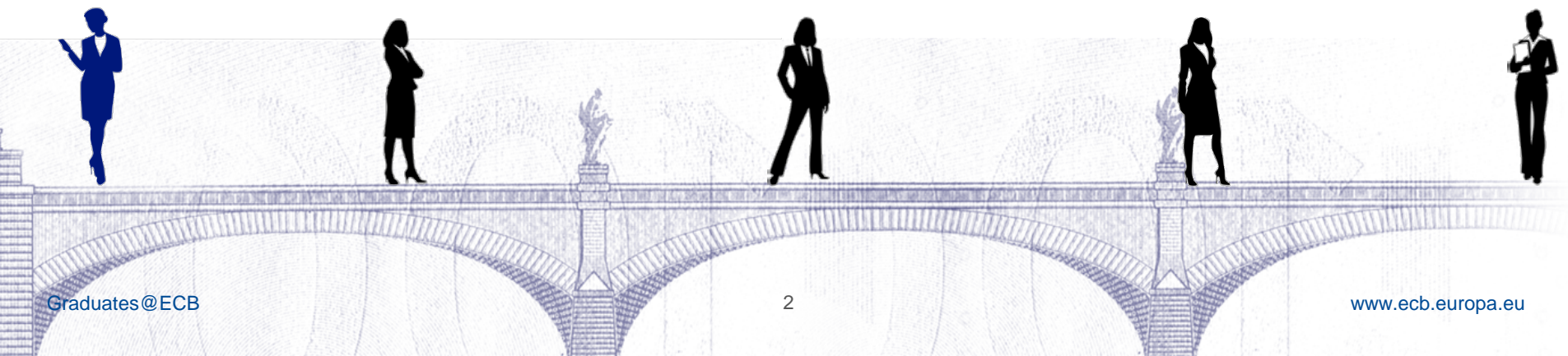
1 Who we are

2 What we do

3 Why join us

4 What we offer

5 Interested?



Our history

1998

The European Central Bank (ECB) is established, replacing the former European Monetary Institute

1999

The Euro is introduced as a currency

2002

Euro coins and banknotes go into circulation

2014

The ECB moves to its new premises

2014

The ECB takes on banking supervision tasks as part of a Single Supervisory Mechanism (SSM)

2016

Staff move into the newly refurbished Eurotower



Us in numbers

2,650 FTE

The European Central Bank currently has **2,650 FTE** (Full-Time Equivalent) headcount positions

50%

Out of **200** newly recruited candidates in **2015**, **100** were female

24 BAs

The ECB currently has **24** Business Areas, of which **5** are SSM related

28

The ECB currently employs staff from all **28** EU member states

37%

The percentage of staff between **18-40** years is **37%**

26 years

The average age of our trainees is **26** years, the average age for our graduate programme participants is **29** years

29 years

69

The number of people in this room



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Maintaining price stability

ECB and the Eurosystem explained in 3 min.



Defining and implementing
monetary policy



Conducting
foreign exchange operations



Holding and managing foreign exchange reserves
of euro area countries



Promoting **smooth operation of payment systems**



Banking supervision (SSM)

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Working for Europe

- Getting a unique insight into the functioning of an EU institution
- Taking part in guiding monetary policy
- contributing to decisions affecting more than 330 million people



Gaining and developing skills



- Broaden your perspective
- Develop your skills to the next level
- Work on various topics
- Learn from renowned experts

An attractive employer



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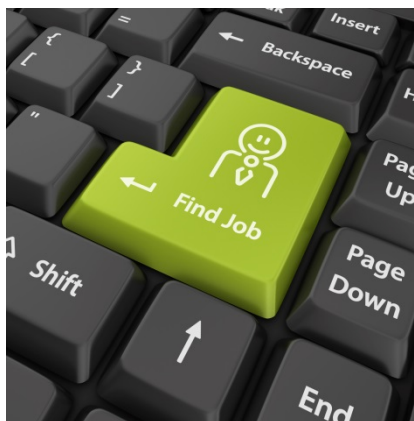
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Our entry possibilities

Traineeships

ESCB/IOs -
fostering collaboration



Graduate Programme

Vacancy notices (e.g.
Analyst positions)

Fellowships

Freelance contracts



Traineeship

Focus: Learning experience, support the work of your Business Area

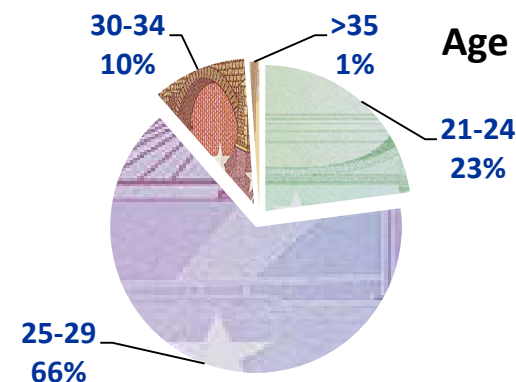
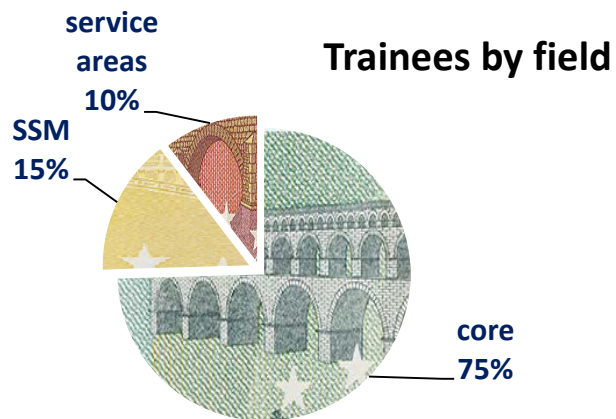
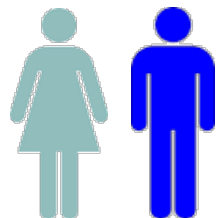
Minimum criteria: completed first cycle qualification (Bachelor's)

Recruitment process: Online application, online tests, remote written exercise, skype interview

Duration: 3-6 months, can be extended to 1 year

Monthly grant: €1,050 (€1,900 if you have completed 2 yrs of PhD study)

47% 53%



From 26 different countries

Biggest nationality groupings

- Italian
- German
- Greek
- Spanish

Business Areas with the most trainees

- Statistics, Economics, Communications, Market Operations, Microprudential Supervision IV

- Put into practice knowledge acquired during your studies
- Get exposure to the ECB's activities and operations

What it is

- Practical experience and guidance in a challenging and welcoming working environment
- Responsibility
- Monthly grant, insurance, accommodation, holiday entitlement, etc.

What's in it for you

What we look for

- Motivated graduates aged 18 or above
- Currently enrolled in university studies or since graduation have no more than 1 year of professional work experience or 6 months of traineeship experience and have not worked at the ECB previously
- EU nationals with an advanced command of English and another EU language

What we expect from you

- Contributing to the tasks in your Division
- Enthusiasm and fresh ideas
- Ambassador for the ECB's mission and values

What happens then?

- Applying to junior positions within the ECB (e.g. Analyst)
- May be offered a short-term contract of a maximum duration of 1 year
- Well equipped for the external job market





Graduate Programme (GP)

Focus: Working experience in 2 Business Areas and a project paper

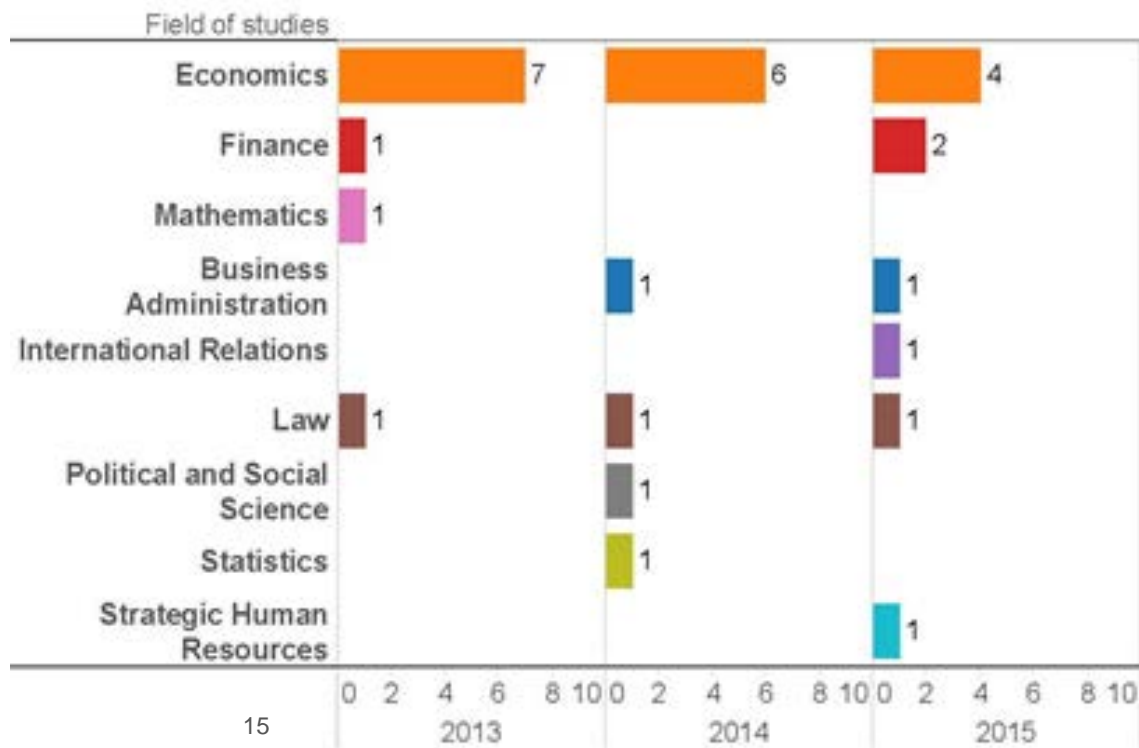
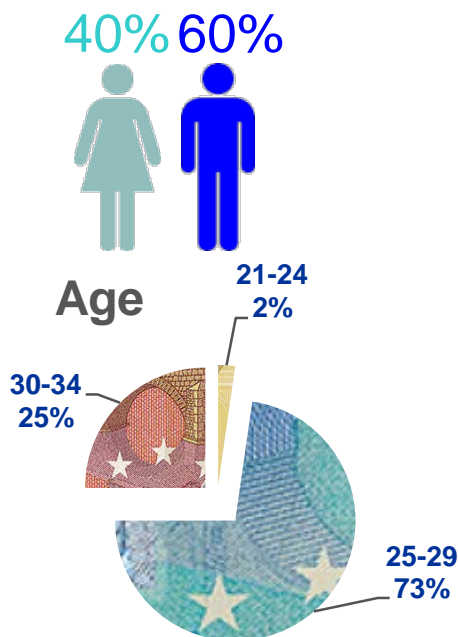
Minimum criteria: Postgraduate degree (preferably PhD)

Recruitment process: Online application and tests, pre recorded interview, panel interview

Places per year: +/- 15 places

Duration: 2 years, can be extended to 3 years

Salary: €4,600



- A two-year competitive programme
- A unique development opportunity
- Exposure to the ECB's tasks & operations

What it is

- On-the-job knowledge in 2 areas
- Tailor-made training programme
- Mentoring
- Responsibility
- Competitive remuneration package and benefits

What's in it for you

What we look for

- Postgraduates with an excellent academic record
- Up to 2 years relevant experience
- Strong drafting and analytical skills
- EU nationals with an advanced command of English and another EU language

What we expect from you

- Contributing to the tasks in your Division
- Enthusiasm and fresh ideas
- Writing of a project paper
- Interest in a broad range of activities and central banking
- Ambassador for the ECB's mission and values

What happens then?

- Eligibility to apply to internal positions after 18 months
- Possibility to request to stay for a 3rd year
- Well equipped for the external job market



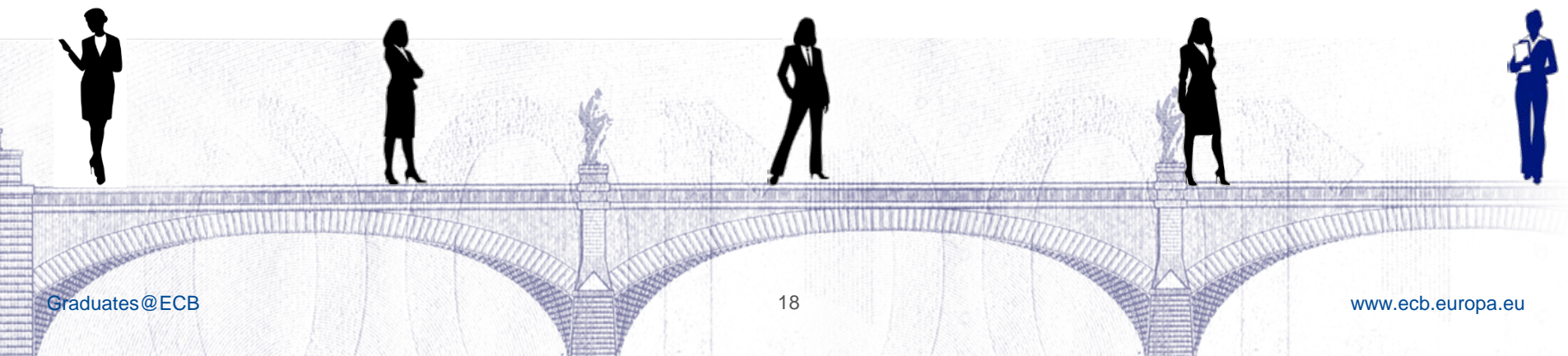
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Who we look for

Graduates with

- an **interest** in what we do
- a sense of **curiosity**
- a willingness to **actively** contribute
- the ability to thrive in a **diverse** environment
- the ability to respond to change in an **agile** manner
- a willingness to **collaborate**
- a focus on **results**
- an **analytical** mind-set and an eye for **detail**
- good **communication** skills

Who share our values...

Integrity
Effectiveness and efficiency
Competence Working for Europe
Transparency and accountability
Team spirit

... and commitment to the highest ethical standards

Tips for your application

Application

- Show us why this position and why the ECB
- Highlight and explain previous relevant experience
- Show accuracy by avoiding typos

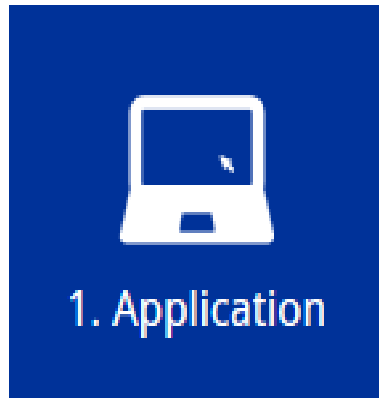
Interview

- Come prepared
- Be clear on your motivation and fit for the role
- Provide focused answers with relevant examples
- Be yourself

How to apply

- Go to: <http://www.ecb.europa.eu/careers/vacancies/html/index.en.html>
- Have a look at our vacancies
- Fill in your profile and apply today!

The application process



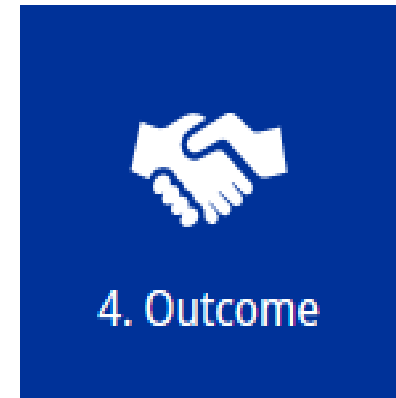
- Online application



- Application questionnaire
- Candidate profile
- Online tests
- Pre-recorded interviews
- Skype interviews
- Phone interviews
- Written tests



- Competency based panel interview
- Presentation
- Technical interviews
- Peer interviews



- Outcome
- Feedback

www.ecb.europa.eu/careers

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