

# Boost your career at ELA and unlock your potentials!

Join a transformative journey with ELA's dynamic career development programs. From thorough training in IT and soft skills to language proficiency courses, we support your journey to excellence. In our diverse global setting, you'll enhance interpersonal skills and enjoy a culture of open feedback. Explore opportunities for internal and external mobility, making ELA the perfect platform for ongoing professional growth. Your success story starts here! Learn more now.

---

## Training

At ELA, we encourage you to give your best. To achieve it, you will have the possibility to attend trainings on IT skills, mainly for systems and tools used by the EU institutions. You will follow technical and soft skills trainings as well as trainings focused on organizational efficiency and on wellbeing. Some examples: public speaking, personal effectiveness, clear writing, mindfulness, leadership programme (for managers), participatory leadership.

You will be encouraged and have constant opportunities to develop more skills through in-house courses, tailored to your specific needs, and external trainings organized by the European Commission and specialized companies.

You may also have the opportunity to attend specific job-related courses of your interest, obtaining professional certifications and the qualifications you need to progress in your career.

We offer you language training for you to reach proficiency, improve your working knowledge or learn a new language from scratch.

## Diversity

Working in an international environment means working in a dynamic environment. It will allow you to develop a different mindset and different skills. Having the change of working with at least 27 nationalities, you will develop your interpersonal and communicational skills.

## **Performance management**

We support a constant and open dialogue between colleagues and with line manager. Your job objectives will be decided together with your line manager. Throughout the year you will receive feedback on your performance, your strengths and areas for improvement. Every year, the appraisal exercise will consolidate this feedback.

## **Career prospects**

Within a position, there are several grades (e.g. AD5, AD6, AD7). Within each grade, there are several steps (e.g. AD5 step 1, AD5 step 2, AD5 step 3).

After 2 years in their grade, temporary and contract agents can become eligible for promotion to the next higher grade within the same position or function group (e.g. TA AD5 > AD6; CA FV grade 13 > CA FV grade 14).

After 2 years in their grade, the temporary and contract agents advance to the next higher step in the same grade (e.g. AD5 step 1 > AD5 step 2).

## **Mobility**

We support you to increase your expertise and broaden your skills. You are always encouraged to apply for a new position that is externally published by ELA.

In addition, you can also apply to internal vacancies. Employees can benefit from internal mobility and have experience in other unit and roles. Secondment to other organisations is also possible.