



SEMINAR ON CIVIL SERVICE RECRUITMENT PROCEDURES

Programme

Vilnius, 21-22 March 2006

Organisers

- Civil Service Department of the Lithuanian Ministry of the Interior
- SIGMA

Objectives

- To exchange practical information on recruitment procedures for the civil service in several EU Member States
- To prepare the reform of the civil service recruitment procedures in Lithuania

21 March

9'15-9'30	Opening speech by <i>Mr. Gintaras Jonas Furmanavičius</i> , Minister of Interior, Lithuania Opening by host <i>Mr. Osvaldas Šarmavicius</i> , Director of the Civil Service Department under the Ministry of the Interior, Lithuania
9'30-10'00	Recruitment and Professionalism of the Civil Service <i>Mr. Francisco Cardona</i> , Principal Administrator, SIGMA
10'00-10'45	Overview of Civil Service Selection Procedures in EU Member States <i>Mr. Guy Van Biesen</i> , European Personnel Selection Office (EPSO)
10'45-11'15	Discussion
11'15-11'30	Coffee Break
11'30-12'15	Presentation of the Lithuanian Civil Service Recruitment System: Why do we want to modify it? <i>Mr. Osvaldas Sarmavicius</i> , Director of the Civil Service Department, Ministry of the Interior, Lithuania
12'15-12'45	Discussion
12'45-14'30	Lunch break
14'30-15'15	Legal Framework and Practical Procedures and Mechanisms for Selection in Ireland <i>Mr. Bryan Andrews</i> , Chief Executive of the Public Appointments Service, Ireland
15'15-15'45	Discussion

- 15'45-16'00 Coffee Break
- 16'00-16'45 Legal Framework and Practical Procedures and Mechanisms for Selection in **Portugal**
Ms. Filomena Baptista, Legal Services on Recruitment, General Directorate of Public Administration, Ministry of Finance and Public Administration, Portugal
- 16'45- 17'15 Discussion
- 17'15- 19'00 Fourchette at Naujasis Vilnius Hotel

22 March

- 9'30-10'15 Legal Framework and Practical Procedures and Mechanisms for Selection in **Spain**
Mr. Jaime Pérez de la Cruz, Deputy Director Recruitment and Training and Chairman of the Permanent Recruitment Board. National Institute of Public Administration at the Ministry of Public Administrations, Spain
- 10'15-10'45 Discussion
- 10'45-11'15 Coffee Break
- 11'15-12'00 Legal Framework and Practical Procedures and Mechanisms for Selection in **Belgium**
Ms. Corinne Benharrosh, Director Recruitment and Selection at the Federal Administration Recruitment Office (SELOR), Belgium
- 12'00- 13'00 Lunch Break
- 13'00- 13'45 Legal Framework and Practical Procedures and Mechanisms for Selection in **France**
Mr. Bernard Amat, Director of Recruitment, Recruitment and Training Office, Ministry of Civil Service and State Reform, France.
- 13'45-14'00 Discussion
- 14'00-14'15 Coffee Break
- 14'15-14'45 Wrap up
Structural Elements Common to EU Member States in Recruiting for the Civil Service
Mr. Francisco Cardona, Sigma
- 14'45- 15'00 Final Discussion/ Closing