



Prague, 19 November 2013
GSA/2013/HR/AZ/109372

Ms Emily O'Reilly
European Ombudsman
1 avenue du Président Robert Schuman
CS 30403
F-67001 Strasbourg Cedex

Your ref.: OI/4/2013/CK

Subject: Reply to own-initiative inquiry OI/4/2013/CK by the Ombudsman

Dear Ms O'Reilly,

In response to the letter of your predecessor, Mr Diamandouros, I would like to express my willingness to cooperate on the matter and to provide the information that he has requested.

Question 1: Are the names of the selection board members disclosed to candidates? At which stage of the procedure? Are the names published proactively, or are they made available upon request?

The names of selection board members are proactively disclosed to all candidates who are invited to an interview at GSA. An information sheet is prepared and sent to inform them on the composition of the selection board: names, departments and roles (e.g. president, members, staff committee representative, human resources representative). We decided not to disclose this information at an earlier stage in order to avoid candidates contacting the members of the selection board during the sensitive phases of the recruitment: when establishing the evaluation criteria and during the evaluation of CVs.

Question 2: In case your Agency has adopted a proactive policy of disclosing the names of selection board members, what are the measures it has taken in order to ensure compliance with data protection requirements?

The Agency ensures that all the members of the selection board are consulted before the disclosure, in order to get prior consent for such data to be released. This approach will be traced in writing as of today.

Should you have any further queries on the matter, please do not hesitate to contact me.

Yours sincerely,



Carlo des Dorides
Executive Director