



DIRECTOR

The Hague, // December 2013

European Ombudsman
Ms Emily O'Reilly
1 Avenue du Président Robert Schuman
CS 30403
F-67001 Strasbourg Cedex
By email: eo@ombudsman.europa.eu

Own-initiative inquiry OI/4/2013/CK

Dear Ms O'Reilly,

I am writing to you in reply to the own-initiative inquiry established by the European Ombudsman, inviting Europol to describe its current policy regarding the disclosure of names of selection board members in recruitment procedures.

Regarding the short-listing of candidates:

Europol does not, in the short-listing stage of a recruitment procedure, release the names of selection committee members to candidates applying for a temporary or contract staff position, for instance, by publishing the names of the selection committee members on Europol's website (next to the vacancy notes). The reason for this is based on Europol's specific mandate as a law enforcement agency, involved in sensitive investigations of organised crime and terrorism, which gives rise to specific security and data protection related considerations. Accordingly, in view of the principle of duty of care towards its staff, Europol limits the disclosure of personal data (of concerned staff members) to the general public.

Regarding the interview and selection procedure:

Once candidates are invited to undergo a written test and interview, they are informed about the names and function of the selection committee members on the day of the test.

In some circumstances, the names and functions of selection committee members are also made available to an applicant in a recruitment procedure (who was not short-listed), upon request and following a decision by Europol on a case-by-case basis (to date, no such request has been received by Europol since the organisation became an EU agency in 2010).

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Considering the initiative launched by the European Ombudsman, Europol's Recruitment Guidelines are being updated to explicitly highlight that applicants (who have not been short-listed) may request to be informed about the names of the selection committee members.

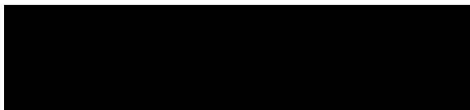
Besides this, candidates are advised in the Recruitment Guidelines that, at any point in the recruitment process, they have the right to access their personal data and to rectify any inaccurate or incomplete data processed by Europol. The corresponding data processing operation (relating to the processing of personal data in recruitment procedures) is part of the register of all data processing operations at Europol. This register is maintained by Europol's Data Protection Officer (DPO), in accordance with the principles of Regulation EC 45/2001.

Concerning the measures taken to comply with data protection requirements, each selection committee member is informed in writing, at the beginning of the recruitment procedure, that his or her name will be disclosed to short-listed candidates (who take part in a test) and, possibly, to other candidates who submit a request to that end (i.e. those applicants who have not been short-listed).

I trust that this information is sufficient to meet the requirements of your ongoing inquiry into the different practices adopted by EU agencies on the subject matter.

I would appreciate being informed about the outcome of the inquiry, given that Europol's Strategy underlines the organisation's interest to grow as a modern, efficient and accountable public service authority.

Yours sincerely,

A large black rectangular redaction box covering the signature of Rob Wainwright.

Rob Wainwright

Director