

Recruitment of Parliamentary Staff

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Recruitment in Parliament - objectives

- ✓ rejuvenating teams
- ✓ increasing working ability
- ✓ innovation concepts



Recruitment in Parliament - rules

Recruitment rules must include rigorous and impartial examination of the candidates

Skills

- ✓ technical
- ✓ psychological
- ✓ inter-relationship



Recruitment procedures

- ✓ Identification of the career and area of the position to be filled
- ✓ Number of open positions
- ✓ Composition of the appointment panel
- ✓ General and specific requirements for admission



Competition

Selection methods (all eliminatory)

- ✓ Written knowledge test
- ✓ Psychological evaluation
- ✓ Written and oral test of English
- ✓ IT literacy test
- ✓ Interview





Internship

- ✓ Duration of 18 months
 - ✓ 6-month theoretical and practical phase
 - ✓ 12-month practical stage
- ✓ Specific training course with a final evaluation
- ✓ Monitored by a supervisor



Recruitment in Parliament – new rules

- ✓ **Swiftness** - condense selection methods in the same period
- ✓ **Dematerialisation**



New challenges

- ✓ Versatility and polyvalence
- ✓ Close but equidistant relationship with parliamentarians
- ✓ Select the best candidates
- ✓ Overqualification



Conclusion

Better Recruitment

Best Human resources

Better Parliament

