

The EUAA Core Competencies

The EUAA Competency Framework sets out the eight core competencies that all staff must possess, enabling the organisation to achieve its mandated objectives. Unlike professional competencies, core competencies represent the skills, knowledge, and behaviours that are critical across all job categories and grades and therefore constitute organisational strengths.

1. **Critical thinking, analysing and creative problem solving** - Thinks holistically and translates complex information into creative and innovative solutions.

2. **Decision-making and getting results** - Takes decisions in a shifting environment, translates them into action and works towards tangible results.

3. **Information management (digital and data literacy)** - Translates knowledge and skills through digital tools and technologies, optimises ways of working by utilising the digital environment.

4. **Self-management** - Organises own tasks, demonstrates responsibility and a constructive attitude at all times.

5. **Working together** - Demonstrates cross-functional cooperation and fosters diversity and inclusion. Cooperates well by seeking compromise, sharing knowledge and assisting others.

6. **Learning as a skill** - Actively manages own learning, growth and self-improvement.

7. **Communication** - Conveys information and opinions clearly, generates buy-in by facilitating interaction and engaging effectively with others.

8. **Intrapreneurship** - Drives change, inspires and empowers others in implementing change and offers guidance at all levels.

These core competencies apply to statutory staff (Temporary Agents and Contract Agents), seconded national experts and trainees. They do not directly apply to other personnel, such as Member State experts, temporary agency workers, remunerated external experts and (personnel of) contracted external service providers etc. However, the EUAA competency framework is shared with their respective employers to help shape the common vision and the desired organisational culture.

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