

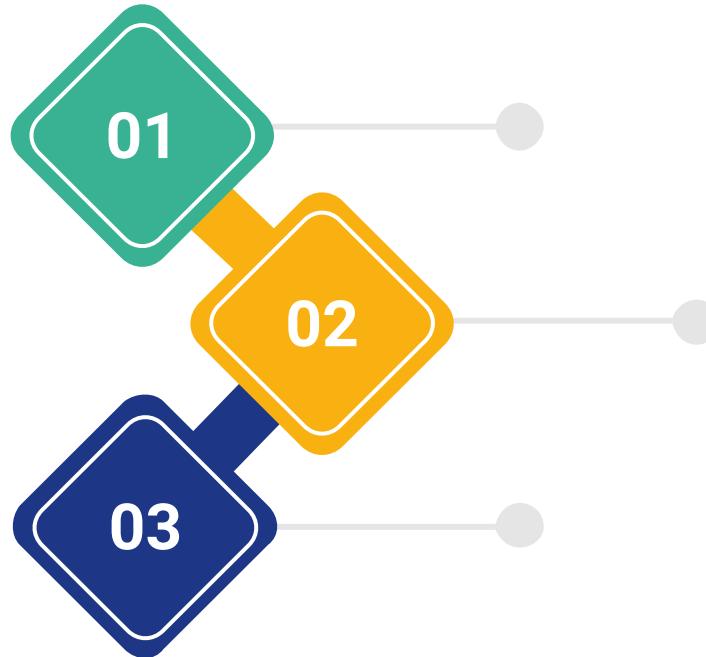


SNE SCHEME: AN INNOVATIVE APPROACH FOR ENHANCED COLLABORATION



Human Capital Unit | 12.02.2025

PURPOSE OF THIS PRESENTATION



SNE scheme: general information

AF Survey Findings

New SNEs call published – how to disseminate



SNE SCHEME – GENERAL INFORMATION

SNE SCHEME



The scheme:

- Staff employed by a national, regional or local public administration or an IGO (Intergovernmental Organisation)
- On a case-by-case basis: staff employed by an employer other than a state public administration or an IGO, provided that it:
 - ✓ is an independent university or research organisation which does not set out to make profits for redistribution; or
 - ✓ is in fact part of the public sector

Duration:

- Up to 4 years (exceptional additional extension of 2 years)

[SNEs RULES](#)

SNE SCHEME- THE WIN-WIN-WIN MODEL

INDIVIDUAL

Gains training and knowledge on specific topics.

Returns with expertise to address new challenges and apply best practices.

Receives remuneration during the secondment period.

HOME

Builds partnerships with EFSA contributing to enhance the EU's risk assessment community.

Develops talent with enhanced experience and a deeper understanding of European risk assessment challenges.



HOST

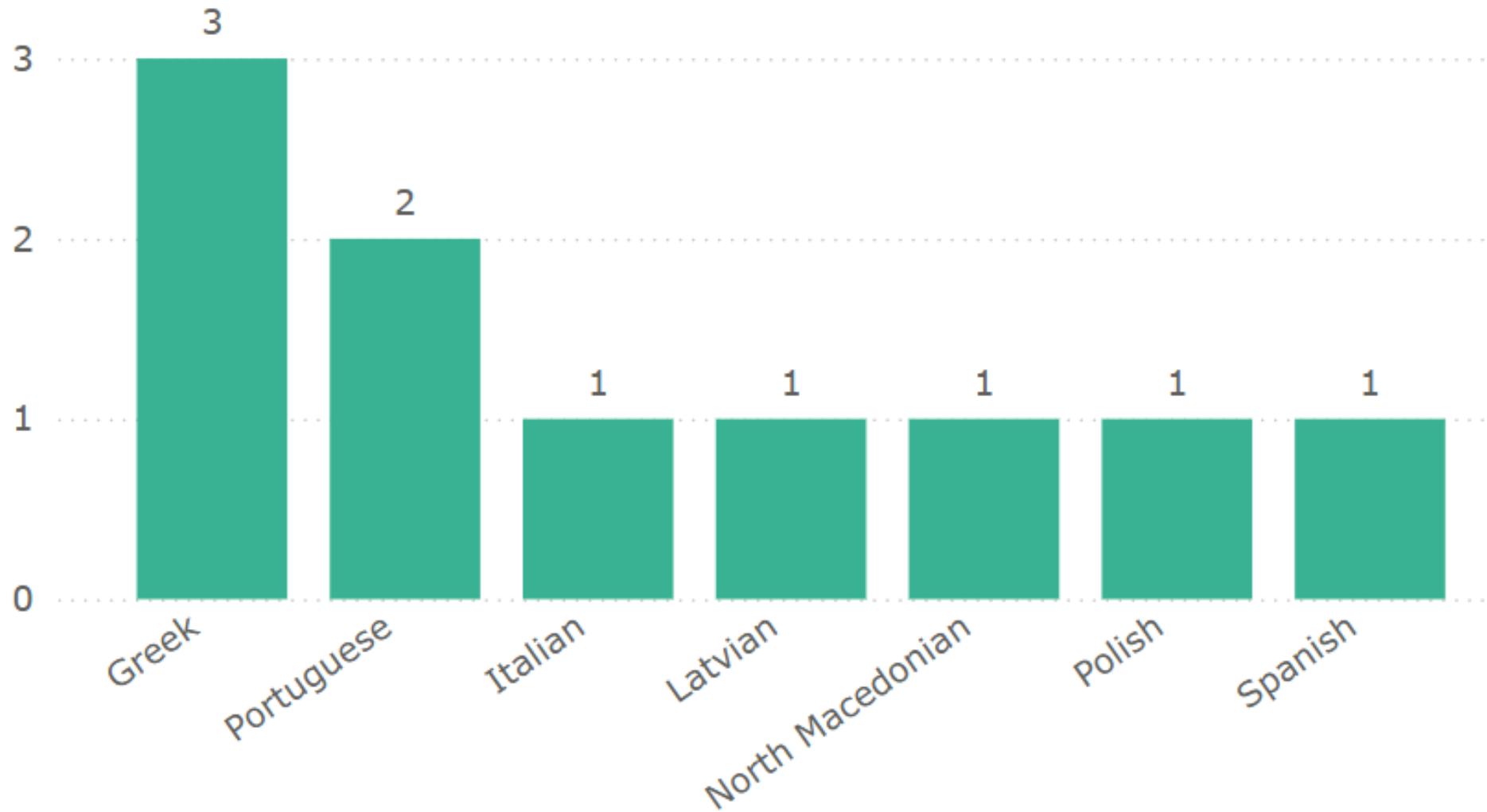
Benefits from the expertise and experience of seconded national experts (SNEs).

Contributes to building the Member States' scientific assessment capacity and EU knowledge community.



SOME STATISTICS ON SNES SECONDED TO EFSA (TODAY)

NATIONALITY



AF SURVEY FINDINGS – METHODOLOGY AND BACKGROUND



A survey was conducted among AF Members (29) and Observers (8) to gain further insides into the challenges and potential benefits associated with staff secondments at EFSA.



A total of 15 responses were received.

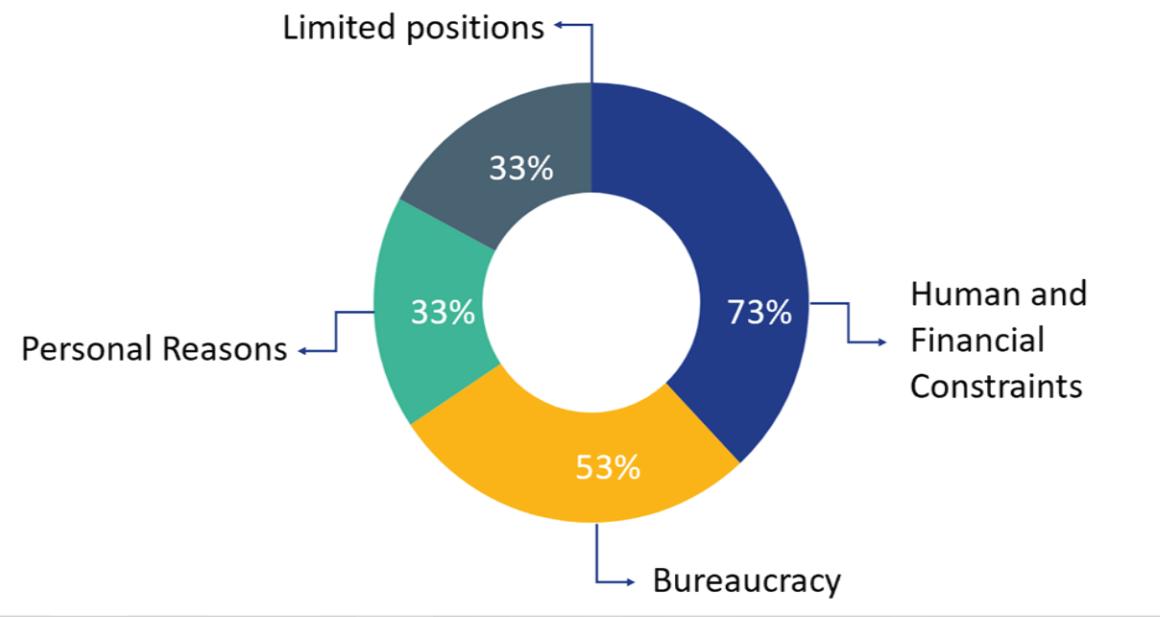


The survey included open-ended questions, allowing participants to provide multiple answers.

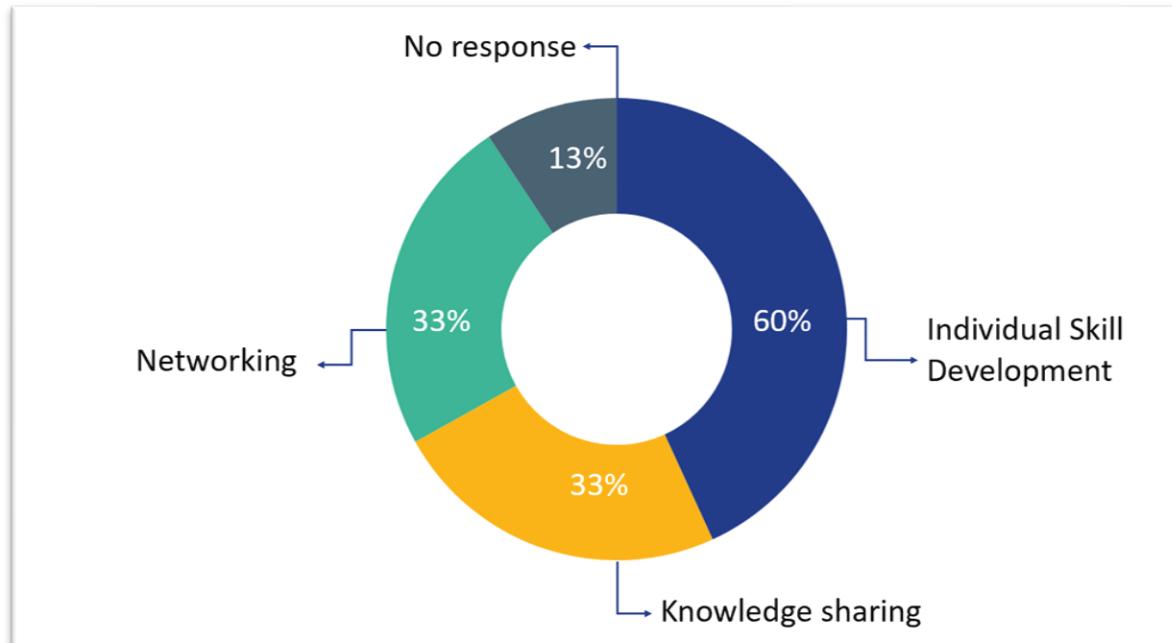


AF SURVEY FINDINGS – KEY INSIGHTS FROM PUBLIC ORGANISATIONS

Challenges in seconding staff



Benefits in seconding staff



AF SURVEY FINDINGS – OPEN FEEDBACK FROM AF MEMBERS

SHORTER PERIOD OF SECONDMENT
A shorter secondment duration could be seen as a less disruptive option for Organisations compared to longer periods

CO-DESIGN OF OBJECTIVES
Secondments in EFSA should be in areas aligned with experts' roles in their respective Organisations



FINANCIAL SUPPORT

Organisations would find it more manageable if EFSA could provide contributions not only to SNE salaries but also directly to the Organisations themselves

WORK-LIFE BALANCE AT WORK

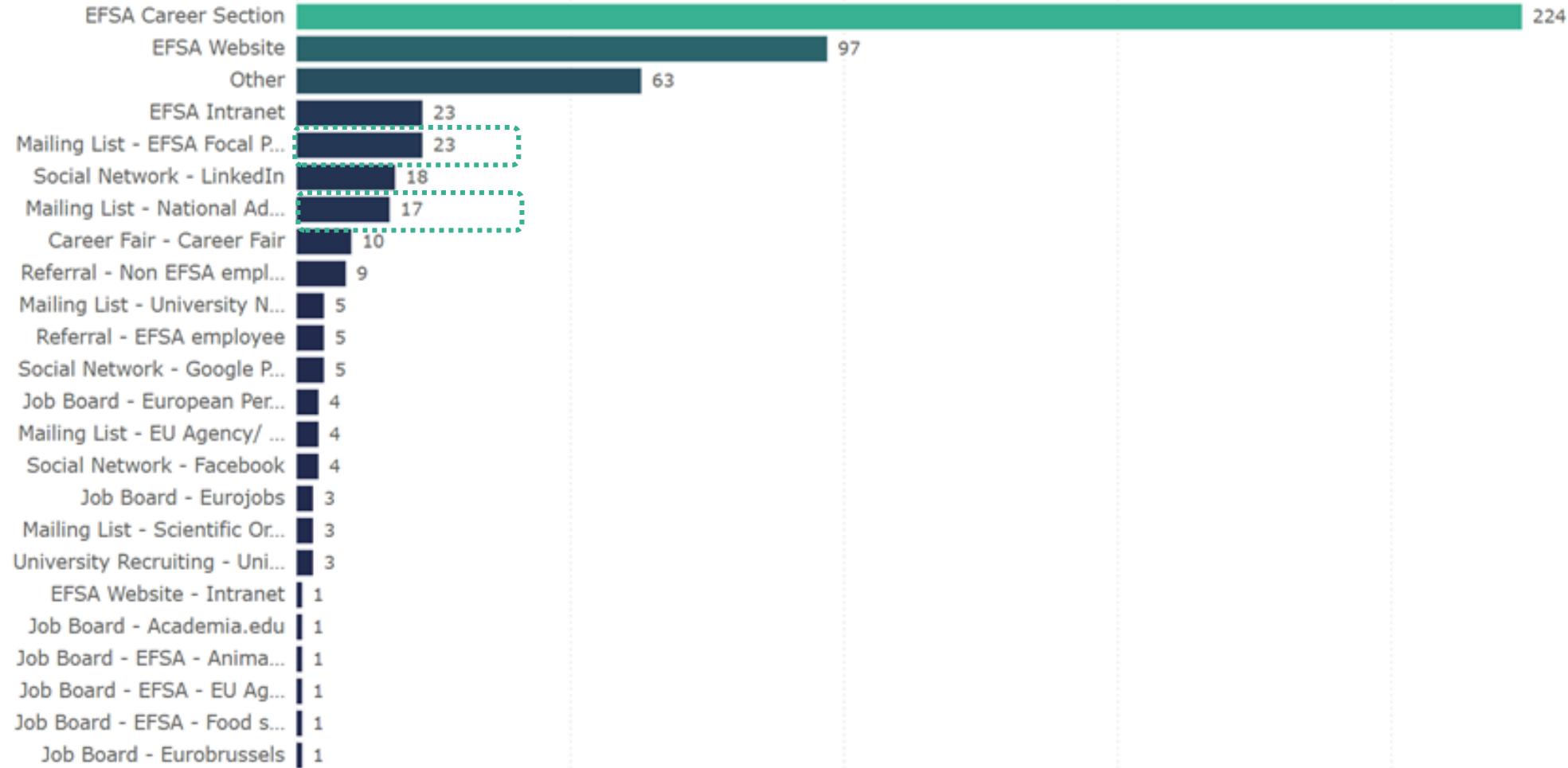
Remote work and flexible hours are essential to attract talents



SOME STATISTICS ON APPLICANTS – SOURCE (SNE CALL 2017-2024)

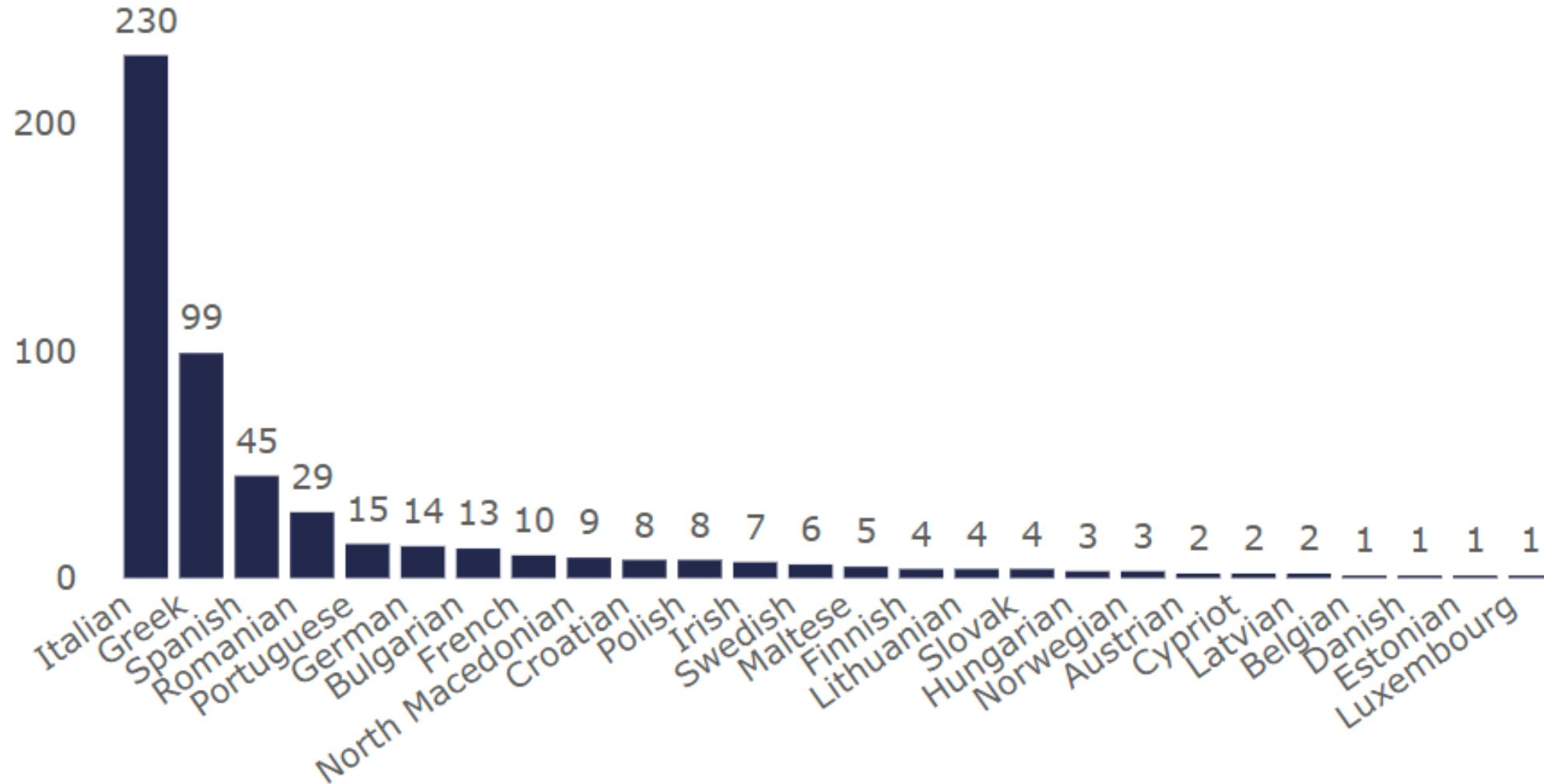
SOURCE

Count of Source Type and Source Name 1



SOME STATISTICS ON APPLICANTS – NATIONALITY (SNE CALL 2017-2024)

NATIONALITY



SNE SCHEME – THE NEW MODEL – OPPORTUNITIES AND IMPROVEMENTS

AS IS

EFSA centric scheme with unknown benefits for the MSs

Limited geographical distribution

More and more challenges to find any/fitting candidates

PROPOSED TO BE

Co-design of objectives of staff in secondment to ensure mutual added value

Secondments as a tool to strengthen EU Risk Assessment Community

Implementation of activities for exchanging of MSs and EFSA perspectives

Recommend the reduction of the standard duration of secondment to 2/3 years max

Launch dedicated dissemination activities with specific task description



SNE GENERAL CALL – LIVE NOW!



Careers Selection process EFSA internal login

EFSA Seconded National Experts Call 2025-2027

Italy, Emilia-Romagna, Parma

NEW

Seconded National Expert (SNE)

EFSA/NS/SNE/2025

4 hours ago

[Apply for Job](#)

[Share this Job](#)

[Sign Up for Job Alerts](#)

EFSA SECONDED NATIONAL EXPERTS CALL EFSA/NS/SNE/2025

The European Food Safety Authority (EFSA), based in Parma, Italy
is opening positions for

Seconded National Experts (SNEs)
All Units and Departments

The call is on-going with no deadline for submitting applications



Please sponsor and support within your national public administrations our [SNEs vacancy](#)



Your efforts in promoting this call will support EFSA in strengthening the EU's risk assessment community and enhancing the scientific capacity of Member States, as well as fostering the EU knowledge community.



POSSIBLE DISSEMINATION FOR SPECIFIC PROFILES

STEP 1

SNE VACANCY AND UNIT SEARCH IN THE GENERAL CALL

Once an SNE vacancy is available at EFSA, we will review the list of suitable candidates. If we find potential matches, we will conduct brief interviews to assess team fit and explore potential common goals between EFSA and the organization.

STEP

CREATION OF AN AD EXPLAINING THE SPECIFIC PROFILE

If no suitable candidates are found through the general call, a dissemination campaign will be launched, including an AD outlining the specific profile sought and the tasks involved in the secondment.

STEP 3

TARGETED DISSEMINATION OF THE SPECIFIC PROFILE

The AD will be shared for promotion across public administrations. Simultaneously, we will consult the seeking Unit to identify any relevant public administrations they work with and may be worth contacting to promote the profile.

STEP 4

IMPORTANCE OF THE QUESTION CONTAINED IN THE APPLICATION FORM

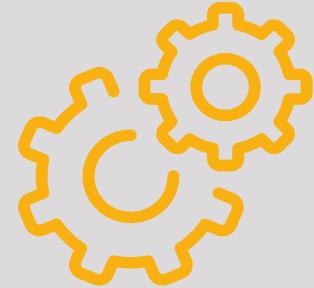
Candidates are asked in the application to specify whether they are applying through the general call or in response to a specific dissemination campaign, and to indicate the profile they are applying for. This helps us filter applicants, ensuring only relevant candidates are shared with the scientific units.



QUESTION CONTAINED IN THE APPLICATION

Question	Answer	F
1. Are you applying as a result of a specific dissemination activity for a profile vacancy (e.g. campaign, announcement, publication, presentation)? Single Answer	Yes	-
	No	-
2. If you answered yes to the previous question, please specify which profile vacancy you are applying for. Text Answer		

This is a screenshot of the questions applicants will need to answer when applying to the call



PLEASE REMEMBER
To remind your audience that providing the profile name is essential to help us screen applications efficiently



HOW TO BEST DISSEMINATE - SHARE YOUR UNIQUE INSIGHTS



Enhancing EFSA's reach

How can we leverage your local networks to boost EFSA's visibility?

Effective strategies

What outreach methods have worked best in your country?

Innovative approaches

Do you have fresh ideas for targeted outreach?





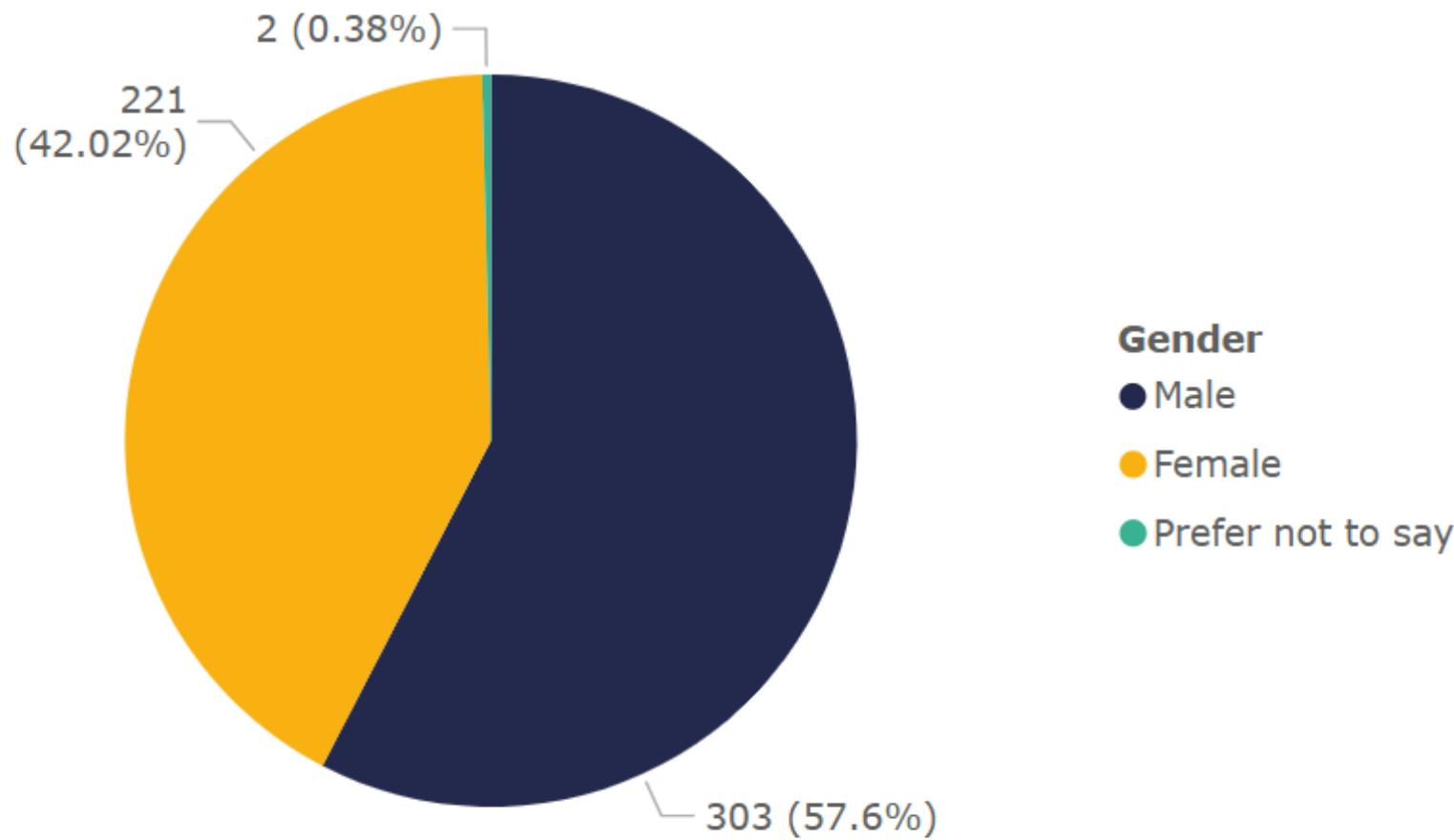
THANK YOU!

ANNEX ADDITIONAL STATISTICS ON APPLICANTS

TOTAL

526

GENDER



Gender

● Male

● Female

● Prefer not to say

