

1. BRIEF DESCRIPTION OF YOUR ORGANIZATION

2. THE JOB MARKET

✓ Can you describe the job market of the sector where you develop your activity?

- Water management
- Management of natural resources
- Animal sciences
- Crop sciences
- Local development and sustainable development in agriculture
- Food sciences
- Rural development
- Agricultural economics
- Forestry
- Landscape architecture and Planning
- Biotechnology
- Civil Engineering
- Other – Please specify

✓ Please specify job sector

- Private sector
- Public sector (Universities, Ministries, National Agencies etc.)
- NGO

✓ Is there agricultural sector evolution in your country?

YES x NO

*comment:

✓ Does the government support development of the sector?

YES x NO

*comment:

✓ Is there visible impact of international donors?

YES x NO

*comment:

✓ Is the supply of graduates in the sector sufficient during the last years in your country?

YES x NO

*comment:

✓ Are there new job positions required as a result of these evolutions you have mentioned?

YES x NO

*comment:

3. THE RECRUITMENT

- ✓ How long do you leave the announcement open? [one option]
 - a) Already pre-arranged with candidate
 - b) up to 1 month
 - c) up to 3 months
 - d) up to 6 months
 - e) up to 1 year
 - f) other – specify:.....
- ✓ Which documents do you ask the candidates for? [more than one answer possible]
 - a) CV
 - b) cover letter
 - c) recommendation letter
 - d) other – specify:
- ✓ Do you constitute the jury for the interview?
YES x NO
*comment:
- ✓ How many responses do you usually get for a single vacancy? [one option]:
 - a) 1-5
 - b) 6-20
 - c) 21-50
 - d) 55-100
 - e) 101 and more
- ✓ Where do you post your vacancies? [more than one answer possible]
 - a) Internet
 - b) newspaper
 - c) through alumni associations
 - d) personal agency
 - e) we use head-hunters
 - f) personal relationship
 - g) other – specify:
- ✓ Do you get responses from the candidates that have studied in foreign countries?
YES x NO

***If yes, from which countries/continents?**

✓ Do you use grids for your selection/recruitment?

YES x NO

*comment:

* **If yes**, what is the weight of education and experience abroad? [one option]

- a) Low (max. 30 % of total score of applicant)
- b) Medium (max. 60 % of total score of applicant)
- c) High (education and experience abroad are the most important during the recruitment)

✓ Do you actively look for people with an education/experience abroad?

YES x NO

***If yes**, which country/continent preferred?

✓ Would you recommend your colleagues to recruit candidates with a European experience?

YES x NO

4. YOUR EMPLOYEE BACKGROUND

✓ What are the main points you analyse on the candidates' background?

1 – most important 5 – less important

	1	2	3	4	5
Languages					
Practical experience					
Education and training					
Experiences abroad					
Excellence of the university					
Professional network (contacts with academic staff / companies (private sector) / local authorities (public sector) /NGOs					
Knowledge of the European context					

✓ Are there advantages for those who have only local education?

YES x NO

***If yes**, from which ones?

5. THE JOB POSTION

✓ Name the missions of the job position:

- a)
- b)
- c)
- d)
- e)

✓ Name the activities carried out:

- a)
- b)
- c)
- d)
- e)

✓ Which skills and competences are the most important for the job position?

(Rank 1 to 5: 1=the item is not so important. 5=the item is the most important) (Please fill in all items)

Skills and competences	1	2	3	4	5
Technical know how					
Oral and written communication					
Planning and organisation					
Capacity to work in a team					
Time management					
Computer skills					
Language skills					
Research skills					
Ability in problem solving					
Independence					
Self-confidence					
Ability to make your way through					
Responsibility					
Interaction with other people and cultures					
Capacity for critical and self-critical thinking (asking questions)					
Capacity for analysis and synthesis					

Capacity for applying knowledge in practice					
Capacity for generating new ideas (creativity)					
Capacity to adapt to new situations					
Capacity to learn					
Decision-making					

- ✓ Are there any skills that are completely missing on the candidates you recruit?
- ✓ Do EM graduates / alumni have an advantage in comparison with other graduates (who did not study in Europe) as follows?

YES x NO

***If yes, which of the following?**

- a) higher salary
- b) shorter period for finding a job
- c) better social status
- d) more professional networks
- e) career advancement
- f) other – specify:

- ✓ Is there a demand for people with this specialization you are looking for in your country?

YES x NO

6. WORKING CONDITIONS

- ✓ Do candidates with an European experience ask for higher salaries?

YES x NO

7. CAREER PATH

- ✓ Do you foresee a promising career progression of candidates with a European experience?

YES x NO

Why?