

Carine Hanssens



Head of Sector Investigations and Technical Security Counter Measures. Having served in several EU Institutions (European Parliament, Council, Commission and EEAS), I have seen the differences in treatment of the staff and want to bring the best to the EEAS Staff. EU Culture, Team Spirit, Recognisance of the qualities of the staff by managers motivating their people are my key factors!

Having experience in different EU Institutions and having worked as desk officer on an Agency (Eurojust), I have seen that the same staff regulations are implemented in different ways. Therefore my priorities are: **career planning and transparency of human resources** to increase the motivation and the well-being of all staff. Every staff member has different needs depending (1) on his/her statute (official, temporary, contractual and local), (2) on the time of entrance into the institutions, (3) on the experience of the individual. Colleagues are demotivated (1) by staying 10-15 years in the same grade with no perspectives, (2) by refusal to go a Delegation without objective reasons of refusal (3) by being a contractual agent, having specific experience, and no perspective (no internal competition on relevant level or no prolongation of the contract, no real mobility between EU Institutions), (4) by blocking assistants/administrators on certain grades and nothing into return (training, mobility from HQ to DEL). **Appreciation and recognisance of the qualities** of the staff member and the **team spirit**, as well as the **EU Culture** are my key factors!