

EN

E-001815/2025

Answer given by President von der Leyen
on behalf of the European Commission
(24.10.2025)

In the run-up to the formation of the College of Commissioners, the Commission President-elect had extensive exchanges of views with representatives of the European Parliament, including party leaders. These exchanges covered both policy priorities and organisational issues and were held with all political groups that shared the conditions outlined by the President for a stronger Union: being pro-European, pro-Ukraine and pro-rule of law.

The recruitment of staff in the Commission is conducted through a transparent and merit-based process, with appointments made based on qualifications, experience and ability to contribute to the Commission's work, without regard to political group affiliations. Commission staff, including those in Cabinets of Commissioners, are selected on their professional and personal qualities, as well as their ability to adapt to the Commission's working methods. In line with the duty of loyalty, they must perform their duties solely with the interests of the Union in mind, taking no instructions from anyone external to their institution and always remaining impartial. The Appointing Authority verifies that all new staff members meet the requirements outlined in the Staff Regulations and Conditions of Employment¹, as well as the specific rules governing Cabinet composition². More specifically, at the time of recruitment, the Appointing Authority examines whether the candidate has any personal interest that could impair his/her independence or cause any conflict of interest, and if necessary, implements appropriate measures.

¹ Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community, OJ P 045 14.6.1962, p. 1385 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20250513>.

² President's Communication to the Commission P(2024)7 https://commission.europa.eu/document/download/ef4cd545-2fa4-445c-8374-8dce9e10acf5_en?filename=Rules%20governing%20the%20composition%20of%20the%20Cabinets%20and%20SPP.PDF.