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Answer given by Mr Serafin
on behalf of the European Commission
(8.9.2026)

1. The rules for the selection of directors of decentralised agencies are specified in the legal bases regulating each agency. Where, according to those legal bases, the Commission is in charge of making proposals or adopting shortlists for appointment, it carries out selection processes for agency directors in accordance with its policy for the selection and recruitment of senior managers, namely the Compilation Document on Senior Officials Policy¹. The eligibility and selection criteria for each post are integral parts of the vacancy notices, which are published. The number of candidates, as well as the reasons for the choice of candidates proposed, are recorded in the documents of the selection procedure. These documents are not made public as they contain sensitive personal data of candidates and information on the deliberations of selection panels, which are confidential.

2. Pursuant to Article 11 of the Staff Regulations², before recruitment, the Appointing Authority, which, for regulatory agencies, is usually the management board, must examine whether the candidate has any personal interest such as to impair their independence or any other conflict of interest. The requirement for a declaration of interest is also provided for by the legal basis of certain agencies and is, in such cases, consequently included in the vacancy notices for agency directors and the analysis of that declaration is made at the appropriate stage, according to that legal basis.

3. Where the legal basis delegates the selection to the Commission, that process uniformly applies the same selection rules, while taking into account the specific requirements of the agencies' legal bases.

¹ https://commission.europa.eu/document/download/d30847ac-43c6-4048-8970-f80683c3e706_en?filename=compilation-of-the-senior-official-policy-at-the-european-commission_en.pdf.

² <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01962R0031-20210101&from=EN>.