



FRA

EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS



Applying for an internship at the FRA

How can I apply for an internship at the FRA?

Fill in the Online Application form and attach your Europass CV form, as required by the internship notice you are applying for (only .doc OR .pdf format).

Is there a closing date for sending in applications?

Yes. The closing date for sending applications is indicated in the internship notice. Applications received after the closing dates are automatically rejected.

I have not finished my degree by the deadline for applications, can I apply?

Applicants are required to have completed the first cycle of a university education at Bachelor level by the closing date for applications. A list with the minimum national qualifications by country can be found in Annex I of the rules governing the internship at the FRA.

May I submit an open/unsolicited/spontaneous application?

No. The FRA does not consider open/unsolicited/spontaneous

applications for internships. Only applications against an open call can be taken into consideration. The online application form is the only acceptable means of applying for an internship in FRA.

Can I apply for more than one internship notice at a time?

No. You can only apply for one internship notice at a time.

I have applied before and was rejected. Should I try again?

Yes, you may reapply for a subsequent internship period. However, you must submit a new application, together with all requested documents.

Is there an age limitation for applying for an internship at the FRA?

There is no official age limit for applying for an internship. However, FRA's internship programmes are aimed at young university graduates and present an opportunity to gain initial work experience.

I come from a country that is not a Member State of the European Union; may I apply for an internship advertised by the FRA?

To apply for an internship at FRA it is mandatory to be a

national of the Member States of the European Union, EU candidate or potential candidate countries.

I have a degree from a country that is not a Member State of the European Union; am I eligible for an internship at the FRA?

Holders of university diplomas and degrees received in a country that is not a Member State of the EU should have the degree officially recognized by the start of the internship in one of the Member States of the European Union, EU candidate or potential candidate countries.

What language should I use in my application for an internship at the FRA?

The working language of the Agency is English, therefore a very good knowledge of this language is an essential requirement to do an internship at the FRA. Applications can be submitted in one of the 24 EU languages; however, in order to facilitate the selection procedure it would be better to submit your application in English. For the same reason, the documents concerning internships at the FRA are only available in English.


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What do I do if I encounter technical problems while submitting my online application form?

In case of technical problems it is your responsibility to notify FRA as soon as possible, by sending an e-mail to recruitment@fra.europa.eu and by providing a description of the problem and a screenshot of the message you received from the system. This will allow us to promptly investigate any technical issue.

I have sent my application but I discovered that I made a mistake when filling out the application form. How can I correct the mistake?

Submitting an application more than once before the closing date is possible, it will result in the latest submission being taken as the final, authoritative version. If you would like to withdraw your application or make any change within the deadline, please send an email to: recruitment@fra.europa.eu with your request clearly stating the number of your application.

How will I know that FRA has received my application?

After submission of your application you will receive by

email an acknowledgement of receipt confirming that your application has been successfully submitted.

How are interns selected?

The FRA makes its selection of interns on the basis of the applications received. The eligibility check is carried out by the Human Resources. The list of eligible candidates is forwarded to the FRA departments and shortlisted in line with the requirements of the Agency. Before a final decision is taken candidates may be contacted over the phone to check availability, knowledge skills and to discuss reciprocal expectations. The telephone interview is held in English.

Will I be informed about the outcome of my application in any case?

Successful applicants are contacted by Human Resources and informed by letter about the outcome of their application. They will receive an internship offer and an internship contract in duplicate indicating the dates of the internship period. Due to the high number of applications, candidates who are not shortlisted are not contacted. Information on the closure of the selection process will be posted in the FRA webpage.

Can I have a part-time internship?

No. All candidates who are accepted for an internship must work full time, which at FRA means 40 h/week and 8 h/day same as FRA's staff members.

Practical Information about Vienna

Does FRA provide any kind of accommodation?

No. Finding and paying for accommodation is entirely your responsibility. If you are offered an internship we will provide you with useful information on accommodation.

How do I reach the FRA?

The FRA is located in the city centre, therefore you have several transport options. If you are traveling by U-bahn (the Viennese underground metro) the nearest station is Karlsplatz (U1, U2 and U4) and from there you only need to walk through Resselpark for around 8 minutes. If the tram suits you better you can take the tram 71 or the tram D and just cross the road to reach the FRA.

What do I need to open a bank account in Vienna?

To open a bank account you will need your ID card or the

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passport; a copy of your contract; and an address.

Note: Once you have finished filling out the forms, and the bank representative processes them, they will provide you with a welcome pack providing information about the bank's services and the account details and assign you a personal banker who can help you in the future with any question you might have. Bank cards are sent by post within a few days (depending on the bank). With Bank Austria you may go pick up the card at the office in a couple of days.

Your first day at the FRA

When do I come/start on my first day?

All FRA intern contracts start on the 1st or the 16th day of the month. Should this day be a weekend or public holiday you do not need to report to FRA for work. Please report to FRA reception by 10.00 a.m. on the first normal working day (i.e. Monday to Friday). If a different time is set you will be informed in due time.

Who do I ask for on my first day?

You should ask for Petya Kirtcheva who is the

responsible person for the FRA Internship programme.

Is there a dress code?

There is no strict code at FRA. Staff are expected to dress in a tidy manner and appropriately for their work. It is normal for staff to dress more formally for meetings, conferences and events that require so.

What will happen on my first day?

There will be a welcome briefing where the main elements of your internship will be explained to you. You will have a chance to meet all the other interns. Human Resources will answer any questions you may have and arrange for your supervisor to bring you to the Department where you are assigned.

Do the documents to be presented on the first day need to be original versions?

Not necessarily. You can either provide copies of the documents certified by the responsible institution OR you can present the original documents and provide a regular photocopy that will be certified by HR. But be aware that failure to provide the documents might lead to the immediate withdrawal of the internship.

I would like to know what is expected from me. Is there any guide or task checklist to know what I am going to do during my internship from the first day?

You will receive a task description on your first day. The task description will set your tasks for the period of your internship. It would be normal for the tasks to change/develop during your internship.

Being an intern at the FRA

Are all applications and applicants that come to the FRA treated in the same way?

FRA applies a policy of equal opportunities and accepts applications without bias on the grounds of gender, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

How long is the internship?

The internship period is 12 months long. In exceptional cases under duly justified circumstances and upon discretion of the Agency a shorter internship can be


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offered. The minimum period is 3 months.

Can the internship period be extended?

The FRA internship is intended to last for 12 months with a trial period of 3 months. No extension beyond the 12 months is granted.

When am I paid?

Your grant will be paid on the 15th of the month. If the 15th of the month falls on a weekend or public holiday you will be paid on the last preceding working day. Please ensure that you provide your bank details to the HRP Department, through the filling in of the Financial Identification form, in order to proceed with the payment of your grant.

Am I exempt from taxes?

Yes, there is no taxation applied on your grant.

When do we receive our travel allowance?

Selected interns will get the travel allowance incurred at the beginning and at the end of the internship following submission of the proof of payments and relevant documents.

What are the working hours and what days am I supposed to work?

Your core hours are between 9:00 to 17:30 Monday to Friday (1 hour lunch break to be taken after 12:00 and return from your break no later than 14:30).

What is flexible time?

Flexible time is a system to allow staff a better work/life balance. However, the Agency does not encourage a culture of longer working hours for interns. If exceptionally you do happen to work extra hours in one day you can arrange with your supervisor your later arrival/earlier departure on the following day. The core hours are Monday to Friday 09.30-13.00 and 14.30-16.00. On Fridays core time ends at 15.00. You can use the hours outside of core time to reduce any surplus, e.g. starting a little later in the morning or leaving earlier etc. It means that your working hours are 7.5 a day, and 1 hour for lunch break (8.5 hours are the total hours a day).

Do we have a canteen at the FRA?

On the 6th floor there is a space named Canteen with tables and chairs where you can have your lunch. In the Canteen space you can use a kitchen with microwaves, fridge and dish-washer, as well as a vending machine and a coffee

machine. Please keep in mind that the FRA does not provide any catering or kitchen service. You are encouraged to take one hour lunch break, weather in the Canteen, terrace or outside of the FRA.

What happens if for some reason I need to stop my traineeship due to personal problems, such as serious sickness of a family member back in my country?

You are advised to inform your supervisor and, after his/her approval, make an immediate appointment with Human Resources.

What is my leave entitlement?

A total of 2 days leave per month. You apply for annual leave online via the TiMa HR system.

Can I take my whole annual leave entitlement the last 2 weeks of my traineeship?

Your leave entitlement may be used at any time during your internship. But be aware that before submitting a leave request you must have the approval of your supervisor. After his/her consent you will need to submit your leave request electronically via TiMa and wait for you Head of Department's approval. There is no provision to pay interns

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for any unused leave at the end of their traineeship contract.

I want to come to work by bicycle is there any space where I can park my bike?

Yes the FRA has a dedicated bicycle parking area in the building.

Will I get training?

Upon your arrival to FRA you will be invited to attend the Induction training for Newcomers on the activities of the Agency. The whole internship is considered as being your on-the-job training.

Apart from the core training mentioned above, spare places at the in-house training can be offered to Interns in case of availability of places and in agreement with the Head of Department and the Training Officer. As the whole internship is considered as the training experience, any further attendance to courses organised by the Learning and Development team or identified by the intern or his/her sector are an exception. An intern may only attend these courses if they are absolutely necessary for him/her to the performance of his/her tasks at the Agency (for example specific database training, training on a specific agency procedure). These requests for additional training

have to be duly justified by the Intern's Supervisor/Head of Sector (in line with the delegation rules) and have to be approved by the Learning and Development Officer.

As an intern, to what extent am I bound by confidentiality obligations?

Interns will sign a Declaration of Confidentiality in line with the content of Art 6.3 of the Section 6 "Rights and Duties" stated by the rules governing internship at the FRA. Be reminded that everything you write while at FRA's services is property of the FRA.

At the end of the internship

Is it possible to have a certificate that shows that we are currently working as interns at the FRA?

Yes. We will provide you with a standard certificate and a tax certificate outlining your status and the period of your contract.

What is the internship report?

The internship report is the record of the work undertaken during the internship period. It is prepared by the intern and submitted to Human Resources at the end of the internship.

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