



The Bellevue Programme

BUNDESPRÄSIDIALAMT

Robert Bosch **Stiftung**

The Bellevue Programme

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- :: Promoting cross-border cooperation in Europe
- :: Exchange of government employees between ten European partner countries
- :: 12-month work placements for highly qualified young executives in key government authorities

Under the auspices of

Joachim Gauck, President of the Federal Republic of Germany

François Hollande, President of the Republic of France

Prokopios Pavlopoulos, President of the Hellenic Republic

János Áder, President of the Republic of Hungary

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Sergio Mattarella, President of the Republic of Italy

Andrzej Duda, President of the Republic of Poland

Aníbal Cavaco Silva, President of the Republic of Portugal

Borut Pahor, President of the Republic of Slovenia

His Majesty Felipe VI, King of Spain

Partner countries

France, Germany, Greece, Hungary, Ireland, Italy, Poland, Portugal, Slovenia and Spain





Introduction

Europe: the word stands for a long history, a rich tradition of achievements in culture and civilization, but also a history of conflict, enmity, war and barbaric regression.

Europe: that is the future for all of us, a dream, a vision, a goal. A space belonging to politics, society and culture into which flow the diverse histories of individuals, regions and nations from North and South, East and West.

Europe: that is also the present, a present between a past made up of long, separate histories and the future of a shared space that is both truly united and genuinely diverse.

We are working in this present to shape the future. In this present, the political decision-makers, the administrations and institutions go about their daily routine. Their own cultures and their own histories have shaped each of them and, still, they all want to work towards a new, bright future.

We must thus strive to get to know each other better, understand more about each other and our origins. We must understand how others deal with current political and cultural challenges in their daily work.

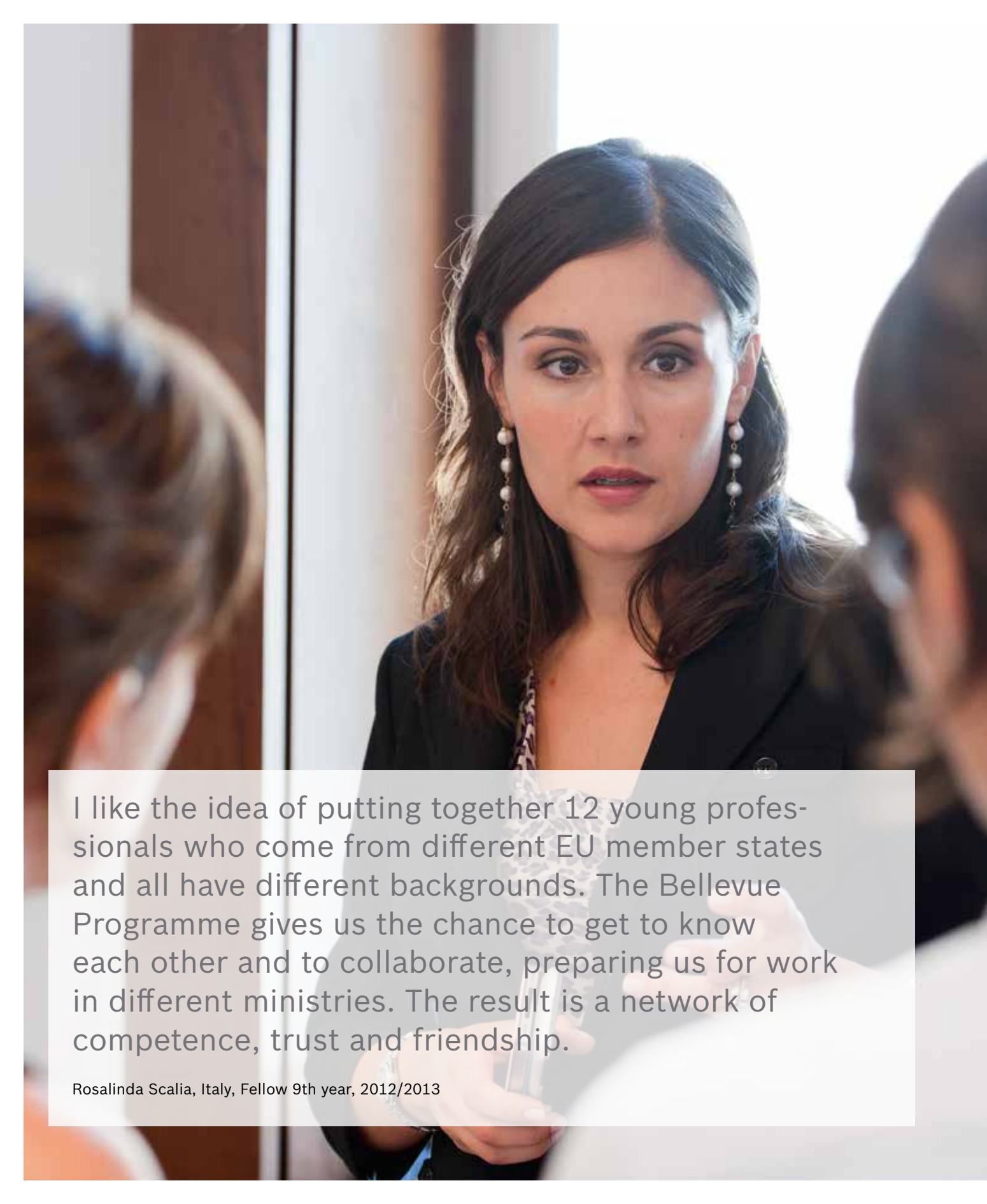
The Bellevue Programme for highly qualified young leaders in public authorities makes a great contribution towards achieving this. Participants in the programme have the opportunity to visit partner countries and see firsthand how political and societal issues are tackled there. We need this now more than ever.

I wish all the participants every success and my thanks go out to everyone who helps make the programme possible.



Joachim Gauck,
President of the Federal Republic of Germany





I like the idea of putting together 12 young professionals who come from different EU member states and all have different backgrounds. The Bellevue Programme gives us the chance to get to know each other and to collaborate, preparing us for work in different ministries. The result is a network of competence, trust and friendship.

Rosalinda Scalia, Italy, Fellow 9th year, 2012/2013

Goals

Accelerating integration of the European Union presents the member states with the challenge of developing new forms of cross-border cooperation. Government policy is defined increasingly by European law, and the expanding competencies of the European Union now touch on areas that used to be the preserve of national government. At the same time, domestic and security issues like immigration require multilateral agreement and a shared approach.

Cross-border working relations cannot be established by institutions, but by the people who work in them. To overcome the barriers between national governments, we need personal networks and an understanding of the different work cultures.

The question is how staff in our national ministries can be prepared to participate in this endeavour. The initial requirement is an excellent academic degree as well as a period of qualification in the national administration system. In addition, every civil servant who assumes responsibility at the European level should acquire practical experience in another European member country for an extended period of time.

The programme promotes the participants' professional, intercultural and European policy expertise and hence their capacity to assume leadership positions; and it intensifies cross-border cooperation between the ministries, thereby enhancing their European outlook and competence.

The Bellevue Programme is deliberately not bilateral but a rotating exchange between European partner countries that is designed to foster a pan-European network among public administrators over time. The Bellevue Programme is unprecedented in Europe in terms of its duration, intensity, and number of participating countries.

The programme was established in 2004 by the Robert Bosch Stiftung together with the Office of the Federal President in Germany. It derives its name from Schloss Bellevue, the official residence of the President of the Federal Republic of Germany. The Robert Bosch Stiftung funds the programme and is responsible for its implementation.

The programme provides highly qualified young executives from key government authorities across ten EU member states with a 12-month work placement in one of the partner countries.

Rosalinda Scalia

After graduating in agricultural science and technology in Palermo, Italy, Rosalinda Scalia worked as a trainee at the EU Commission and then started to work for the Italian Ministry of Agriculture in the Anti Alimentary Fraud Department. She spent her Bellevue year in Madrid, working for the Spanish Agency for Food Safety.



The Bellevue Programme supports civil servants in acquiring knowledge in areas of public administration in the whole of Europe. A mutual understanding is without a doubt a key factor for a successful collaboration between European countries. I am expecting both professional and personal development from the Bellevue year.

Paolo Di Carli, Italy, Fellow 8th year, 2011/2012

Benefits

The intensity and duration of the work placement abroad during the Bellevue Programme provides fellows with the opportunity for personal and professional qualification in a form that cannot be achieved in national administration systems. At the same time, the programme offers the home institutions an additional tool for long-term staff development.

This helps the participating ministries prepare their civil servants for leadership responsibilities with a European focus.

During their work assignment abroad, the fellows can establish long-lasting relations between the expert departments in their home and host countries, relations that can be of benefit for both departments. Personal contacts across borders will help improve informal exchange about policy issues, cooperation in multilateral working groups, and the joint preparation of European monitoring and regulatory initiatives.

The member states of the European Union face different challenges when dealing with policy issues of both an economic-technical and legal nature, which is often due to their different historical and economic backgrounds. Intensive work in the host institution will enable the fellows to understand developments in their host country and discover approaches to solutions that may be used back home.

Being host to a fellow is also a good investment for the institution concerned. In addition to playing a responsible role in day-to-day business, they can also contribute experience from their home country and provide a fresh perspective on national procedures and topics. The fellows benefit not only from enhanced professional development, but also from broadening their personal horizons by living and working in a foreign country, where they will also acquire proficiency in a foreign language.

Paolo Di Carli

After completing his law studies in Rome, Paolo Di Carli worked for the Italian customs authorities. There he assisted in the implementation of collaborative customs regulations and also dealt with fighting fraud in the customs sector. For a long time, he was employed in the European Commission and spent his Bellevue year in the Irish Finance Ministry.

Programme

Process and duration

The programme begins with an introductory seminar in September. Language courses can be taken in the host country during the three months from October to December if these are needed for preparation. The fellows then work in their host institution for 12 months from January to December.

Work placements

The success of the Bellevue year depends on the quality and intensity of their work in the host institution. The fellows should be deployed as a regular member of staff in line with their professional qualifications. The supervisor will draw up an ambitious profile of tasks with the fellow, ensuring that both sides benefit from the activities involved. The fellows themselves are responsible for developing a network of contacts in the host institution and for making suggestions regarding projects and working groups they would like to take part in with their professional background.

Seminars

In addition to gaining work experience in the host country, which is the key goal of the programme, seminars are organised to ensure the acquisition of additional professional and methodological training. They also offer the fellows the opportunity to develop a personal network among each other.

Michael Hackethal

After his diploma in business administration at the University of Passau and a master's degree in Eastern European & Central Asian Studies from Harvard University Michael Hackethal was part of the management team of two microfinance / small business banks in Russia and Georgia between 2001 and 2004. After this he worked at the Delegation of the EU Commission in Moscow. Since 2008, Michael is with the Federal Ministry of Economy and Technology. As a member of the External Economic Policy Department, he has been coordinating the political aspects of bilateral German-Russian economic relations since 2010. Michael Hackethal spent his year in the Bellevue Programme at the Polish Ministry of Economy.

The Introductory Seminar in Berlin offers an insight into current social and political challenges in Germany through presentations by and meetings with key decision-makers. The fellows discuss their plans for the programme year and formulate their own professional and personal goals. They also have the opportunity to meet and exchange experiences with their peers of the current programme year. Fellows are expected to have a basic knowledge of the structures and functions of the European Union.



In my first meetings with my future colleagues in Warsaw I encountered openness and curiosity. For me personally, I also expect to gain a stimulating outside view of my 'home ministry'. I would like to develop a better understanding of how German economic policy is viewed in Poland.

Michael Hackethal, Germany, Fellow 9th year, 2012/2013



I believe that the understanding of decision-making mechanisms in other EU member states can be a fantastic help in understanding the tasks of one's own nation and the challenges that are bound up with these, and therefore makes the possibility of negotiation and compromise easier. I look forward to using the experiences gained during my time at the Hungarian EU-Presidency in the office of the Irish president.

András László, Hungary, Fellow 8th year, 2011/2012

The EU Seminar gives the fellows the opportunity to go to Brussels and Strasbourg to meet high-ranking representatives of European institutions and to improve their understanding of the EU. During the 10-day seminar, they learn about current developments in Europe, familiarize themselves with the political culture of the European Union and understand its role in their work, both in their home and in their host country.

Leadership and team skills are, of course, prerequisites for the fellows' professional career paths. They can consequently be addressed at a high level in the Leadership Development Seminar: training in international negotiations, rhetoric and strategic decision-making will enable the fellows to develop their skills and acquire new expertise through intensive practical exercises. The seminar takes place half way through the programme in the summer and provides a good opportunity to check the achievement of goals, plan the next objectives for the remaining months and exchange experiences in the host country with the other fellows on the programme.

The Robert Bosch Stiftung invites the fellows to a Final Seminar at the end of the programme year where they exchange their fresh experiences with the next group of fellows.

András László

During his 2012 Bellevue year, András László worked in the office of the Irish prime minister in the area of European cooperation. After studying international relations at the Convinus University in Budapest, he worked in the Hungarian Ministry for the Exterior. In 2010 he switched to the Department of Commerce, where he worked as a deputy manager in the department of social affairs until the beginning of his Bellevue year.

Alumni activities

The network of fellows is maintained beyond the programme year. The Robert Bosch Stiftung supports annual alumni meetings, which serve to maintain contact among all Bellevue alumni, across all programme years and countries, and provide the opportunity for personal and professional exchange.

Organisational matters

Work placement

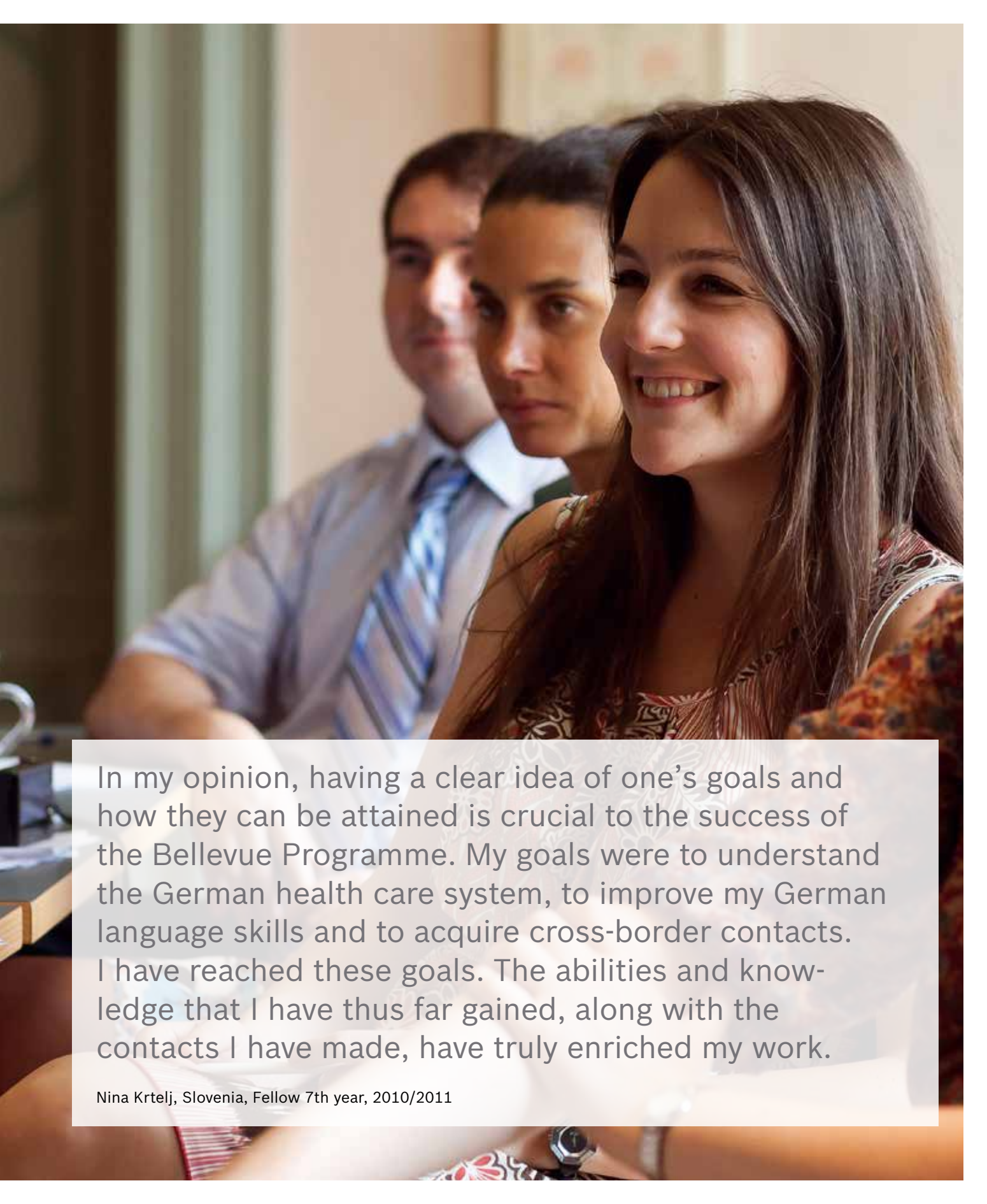
Participation in the programme is seen as a human resources development measure. Applicants must therefore have the approval of their supervisors and human resources departments. The fellows are released for a maximum of 15 months under retention of their existing contract and are seconded to the host institution for a period of 12 months. The home institutions continue to pay the regular salary (without any foreign supplement) for the duration of the deployment. Reintegration after completion of the programme must be guaranteed.

Support from the Robert Bosch Stiftung
Fellows receive a monthly stipend from the Robert Bosch Stiftung to cover expenses related to the deployment abroad. Supplements may be paid for accompanying spouses and children upon request. The foundation also reimburses relocation costs and the cost of language courses up to a specified maximum. The fellows' travel and accommodation costs for seminars and other obligatory events will also be covered. The Robert Bosch Stiftung and the national partner institutions of the host country (every country has an institution that acts as partner to the Bellevue Programme) will support the fellows in organisational matters. This does not apply to issues of personnel and tax law associated with the foreign deployment.

Choosing the host country, language skills
The choice of the host country should be based on the professional interests of the fellows, as well as their language skills and the strategic interests of their employer. Good knowledge of the language of the host country is essential and will, of course, facilitate work in the host institution. The final decision on the choice of a host country is taken after the fellows have been admitted to the programme in consultation with the Stiftung and the national partner institutions. The capacity of the host country to accept fellows also plays a role.

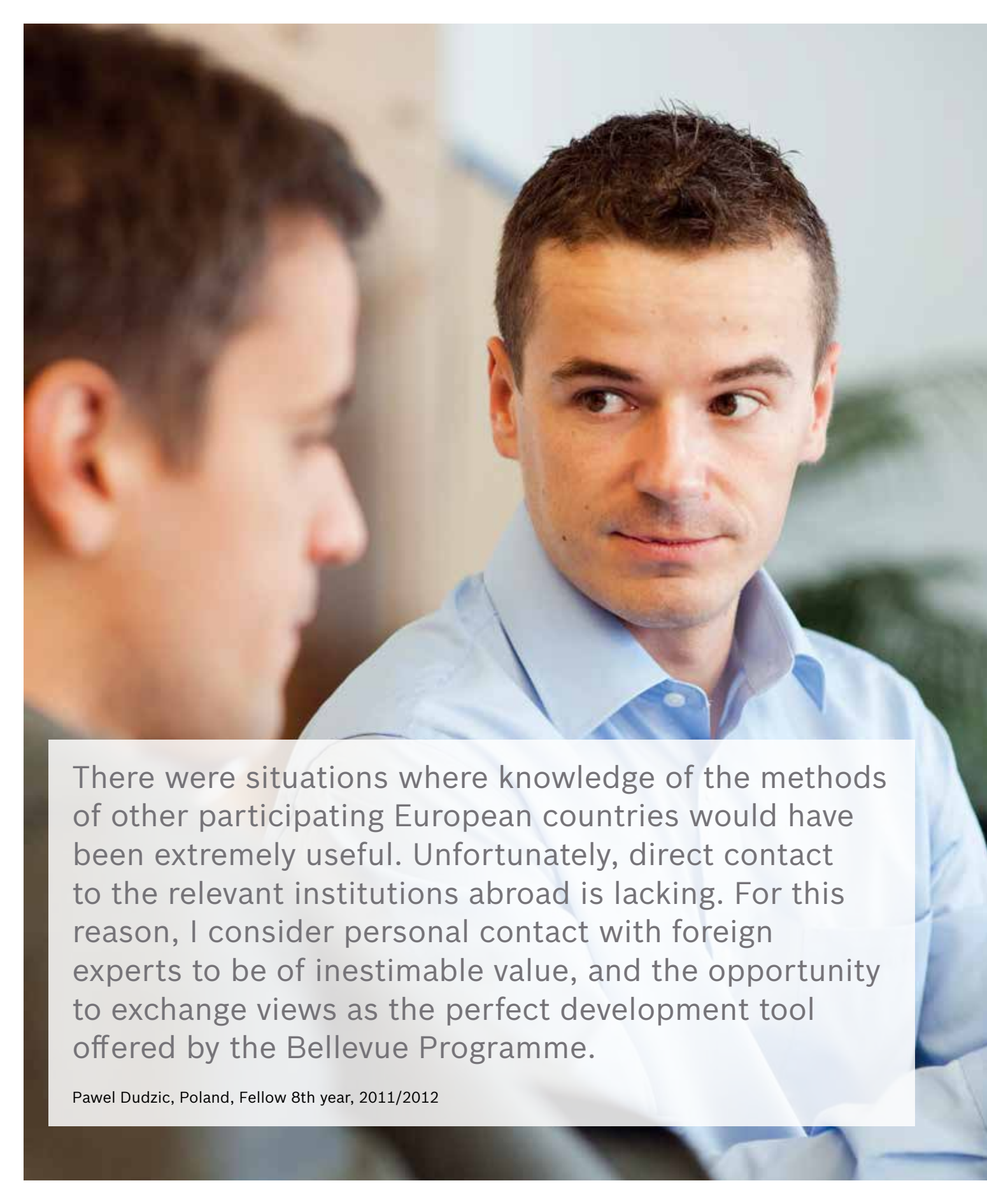
Nina Krtelj

Nina Krtelj worked in the department for health policy, overall economic and tax issues of the German Federal Ministry of Health in 2011. She studied macroeconomics at the University of Ljubljana and has worked for the Slovenian Ministry of Health since 2007.



In my opinion, having a clear idea of one's goals and how they can be attained is crucial to the success of the Bellevue Programme. My goals were to understand the German health care system, to improve my German language skills and to acquire cross-border contacts. I have reached these goals. The abilities and knowledge that I have thus far gained, along with the contacts I have made, have truly enriched my work.

Nina Krtelj, Slovenia, Fellow 7th year, 2010/2011

A photograph of two men in a conversation. The man on the right is in focus, wearing a light blue button-down shirt, looking towards the man on the left. The man on the left is out of focus, showing only the back of his head and part of his face. The background is a blurred indoor setting with light-colored walls and some greenery.

There were situations where knowledge of the methods of other participating European countries would have been extremely useful. Unfortunately, direct contact to the relevant institutions abroad is lacking. For this reason, I consider personal contact with foreign experts to be of inestimable value, and the opportunity to exchange views as the perfect development tool offered by the Bellevue Programme.

Pawel Dudzic, Poland, Fellow 8th year, 2011/2012

Choosing the host institution

The choice of the host institution is generally based on the fellows' professional backgrounds and the skills and experiences they contribute. A specific professional interest related to current political and social developments should be the prime criterion. The desire of the home institution to forge closer ties with a ministry in the host country is also a frequent consideration. It is important to bear in mind that the structures of ministries in the partner countries may differ.

The search for a suitable host institution is the task of the fellow, who will be supported by the Robert Bosch Stiftung and the national partner institutions. Any existing contacts of the home institution should, of course, be utilised. The fellows will be invited to an interview in the host institution before the secondment begins. The home and host institutions should jointly formulate a target agreement for the programme to ensure that the year abroad can be taken into account in performance appraisals.

In general, no contract is concluded with the host institution. The fellow must be granted access to internal information systems and receive a suitably equipped workplace. Health and safety, insurance and liability issues are regulated on a case-by-case basis.

Pawel Dudzic

Pawel Dudzic has worked in the Civil Aviation Authority in Poland since 2007 and is responsible for the monitoring of Polish airspace. He completed his university studies in Warsaw in 2005 at the Institute of English Studies, and in 2010 at the Air Force Academy in Deblin in the area of air traffic. In 2012, he worked in the department of air and space travel at the Federal Ministry of Transport, Building and Urban Development in Bonn, Germany.

Application

Who we are looking for

The Bellevue Programme is aimed at employees of central government departments in France, Germany, Greece, Hungary, Ireland, Italy, Poland, Portugal, Slovenia and Spain.

It targets civil servants who already have several years of professional experience in public administration and have taken on or are preparing for initial leadership responsibilities. Excellent knowledge of the mechanics of the European Union is required. Enthusiasm for the European idea goes without saying.

We are looking for the decision-makers of tomorrow who want to shape European cooperation with commitment and passion.

Application requirements

We are looking for up-and-coming leaders with a pronounced personal and professional interest in the political development of the EU. If you also meet the following criteria, we look forward to receiving your application!

Professional experience

- :: At least six years of professional experience after graduation, four years of which as a civil servant in central government departments
- :: Initial managerial experience or prospect of leadership responsibility

Personality

- :: A high degree of initiative, highly motivated and able to work in a team
- :: Ability and desire to become proficient in various fields of work quickly and to work in cross-departmental interdisciplinary groups

Language skills

- :: Excellent knowledge of English
- :: A good basic knowledge (at least) of the language of the desired host country

Additional qualifications

- :: Excellent general education and knowledge of national and international politics and economics
- :: Negotiating skills
- :: Highly articulate in speech and writing

Academic qualifications

- :: Outstanding academic qualification (Master's degree or equivalent)**

Documents to be submitted

The application must include the following documents, all written in English:

- :: Covering letter with presentation of the motives for applying to the programme, the mid- and long-term professional goals, and expectations of the deployment in the host country. The letter should indicate how the applicant aims to incorporate the new experience gained from the programme into his/her future career.**
- :: Completed application form**
- :: Impressive CV**
- :: Two current letters of recommendation**
- :: Confirmation of secondment approval by superior**
- :: Copies of important university degrees and professional certificates**

All information on the current application process as well as the application form is available at: www.bosch-stiftung.de/bellevue.

Selection process

The application deadline for the programme year beginning on 1 September is 31 March of the same year. The partner institutions carry out the preselection process. A maximum of four candidates can be proposed from each country. The final selection takes place in May by a jury composed of representatives from all partner countries and the Robert Bosch Stiftung. Applicants will be informed of the decision at the end of May.



The European Project is an ongoing, irreversible process that involves and challenges all of us. The Bellevue Programme not only offers great opportunities for the fellows to gain additional professional experiences, to better understand European realities and to create networks for future cooperation; it also aims to create an excellent group of dedicated Europeans, who participate actively in further strengthening our European Union.

Friedrich Gröning, former Amdassador, adviser to the Bellevue Programme

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