



European policy on professionalisation in public procurement

October 2019, Prague

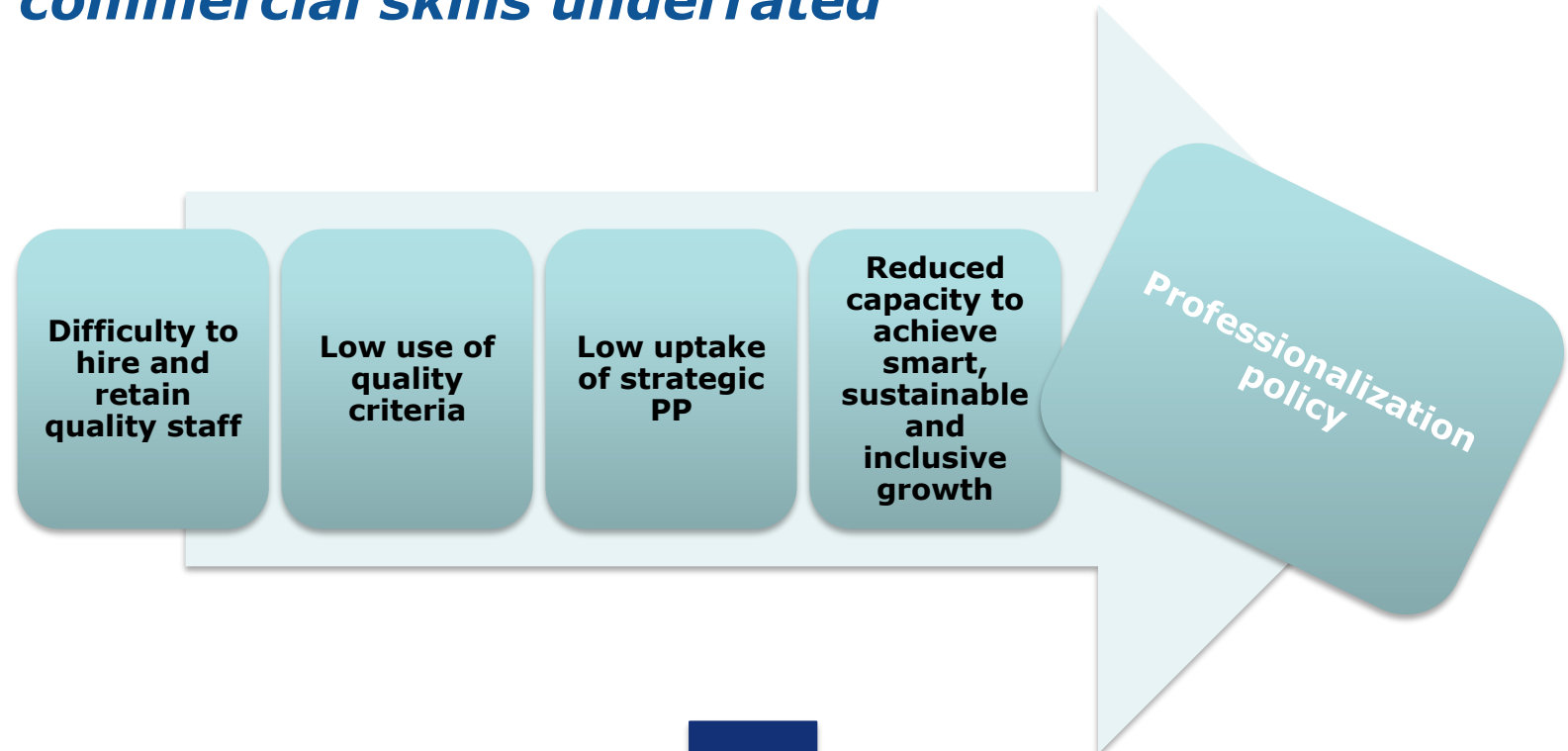
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Public procurement strategy

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Public procurement is:

- an underrated function***
- often performed as additional task***
- perceived as only compliance-based***
- commercial skills underrated***



Communication: Making public procurement work in and for Europe

- **PP is 14% GDP: a strategic area**
- **A partnership to improve the PP in practice**
- **The Commission is ready to play its part**

- **6 Priority areas :**
 1. Boost strategic procurement (green, social, innovative)
 2. **Professionalise** public buyers
 3. Increase access to procurement markets (SMEs, IPI)
 4. Improve transparency, integrity, data
 5. Boost the digital transformation of PP
 6. Cooperate to procure together

2017 RECOMMENDATION ON PROFESSIONALISATION of PP

WHAT:

The goal of Professionalisation:

- the **overall improvement** of competences
- better **uptake of strategic procurement**
 - *NOT to create a "profession"*

HOW:

Encourage uptake of professionalisation policies in MS:

- provide **framework** of reference and **good practices**
- through a **collaborative process** with Member States
- **relying on expertise and support of CPBs, training institutions, etc.**
 - *NOT to prescribe a specific model*

3 Pillars of professionalisation:



**Defining long term
professionalisation strategies**



**Getting the right people with
the right set of skills**



**Provide tools and support for
strategic thinking**

The European Commission's support tools:

European Competency Framework for PP

Specific Guidance

**e-Competence Centre for PP:
single entry point for PP**

Training/Awareness-raising



Strategic/sustainable public procurement support

1. GUIDANCE

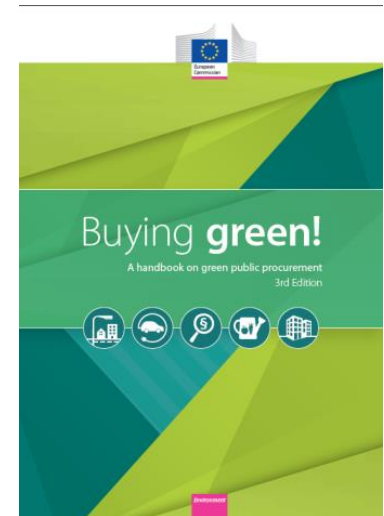
- Buying Green!
- GPP Criteria
- Guidance on public procurement of innovation
- Guidance on participation of third country bidders
- Upcoming (updated) Buying Social (2020)

2. TRAINING & AWARENESS RAISING

- GPP training toolkit
- SRPP Workshops
- EU CPB Training

3. DISSEMINATION OF GOOD PRACTICES

- GPP good practices
- Upcoming collection of socially responsible procurement good practices



The European Competency Framework (ECF)

Objective: valorise the procurement profession beyond a compliance-based approach

Matrix of competencies

Self-assessment tool

Guidance for the framework and the tool

Blueprints for training curricula

Launch
Nov 2018

Delivery
end 2019

Translated
spring
2020

Clusters of competencies

2 Groups



Procurement specific competencies:

- Stages of the procurement life-cycle
- Transversal competencies

Professional competencies:

- 'Soft skills'



Proficiency levels

4 Levels

Following the structure of the European Qualifications Framework, with three categories of information:

- ✓ Knowledge;
- ✓ Skills;
- ✓ Responsibility & autonomy.

Basic

- Acquires new skills under supervision
- General knowledge
- Performs simple tasks

Intermediate

- Certain degree of autonomy
- Factual knowledge
- Solves recurring problems

Advanced

- Conceptual knowledge
- Solves problems
- Manage teams

Expert

- Comprehensive, specialised knowledge
- Leads and solves complex issues
- Creates and drives the work culture

Template job profiles

Procurement Support Officer	Standalone Public Buyer	Public Buyer	Category Specialist	Department Manager	Contract Manager
<ul style="list-style-type: none"> • Assist buyers • Monitor procedures • Support with low-risk, standardized procurement contracts • Assist with medium risk activities (direct supervision) 	<ul style="list-style-type: none"> • Most common profile • Work alone or in a small team in a small team • Procure infrequently • Responsible for most procurement activities, though procurement is his/her primary function 	<ul style="list-style-type: none"> • Prepare & manage medium risk contracts • Provide advice to different stakeholders • Know the full procurement process • Optimize quality and efficiency 	<ul style="list-style-type: none"> • Provide expertise for category of products/ services • Develop & manage procurement category • Contribute to the strategy • Provide strategic advice to senior stakeholders • Leverage strategic decisions 	<ul style="list-style-type: none"> • Manage team and performance • Lead day-to-day activities and set procurement targets • Monitor, provide guidance and check supplier contracts 	<ul style="list-style-type: none"> • Monitor operation & performance of the contracts • Act as a main point of contact to suppliers & customers • Develop procedures for contract management & administration – align to internal policies

Strategic procurement in the ECF

Sustainable PP

PP of innovation

Basic

Understands and supports sustainable & innovation objectives

Gathers data

Intermediate

Carries out research, contributes to organizational strategy

Checks compliance with obligations, drafts requirements

Advanced

Looks for and promotes new / innovative solutions

Arranges and categorizes spending

Expert

Masters the concepts of sustainable PP and PP of innovation, leads in promotion and building organizational strategy

Shapes organizational strategy, prepares thematic guidance

Self Assessment Tool – Questionnaire

1. Select job profile

Please select your job profile from the list below

▼

Procurement Support Officer

Standalone Procurer

Public Buyer

Category Specialist

Contract Manager

Department manager

2. Answers general, knowledge and skills questions

KNOWLEDGE QUESTIONS (1/3)

Please select the description that most closely reflects your knowledge of the following aspects of procurement:

Procurement planning and relevant policies at organisational and governmental level, including budget plans, political and policy priorities, and options for strategy implementation

- I have no knowledge at all
- I have basic knowledge
- I have factual and theoretical knowledge
- I have advanced knowledge with a critical understanding
- I have knowledge at the most advanced frontier of the procurement field

ECF: Filling the gaps and building a future

The organisation can fill the gaps by:

- - Training current personnel
- - Recruiting new personnel with the right skills
- - Outsource specific tasks



The individual can plan the future by:

- - Planning his career, his next job profile
- - Organise his training path to get there
- - See a clear progression and get recognition

