

**Explanatory Memorandum
to the Decision of the Management Committee of the Office of the
Body of European Regulators for Electronic Communications
(BEREC Office) on the Rules governing the Traineeship Programme
of the BEREC Office
(MC/2016/08)**

Vienna, 3 June 2016

The BEREC Office is an Agency of the European Union, established with the objective of providing administrative and professional support to the Body of European Regulators for Electronic Communications (BEREC). BEREC contributes to the development and better functioning of the internal market for electronic communications networks and services. BEREC and the BEREC Office were established by [Regulation \(EC\) No 1211/2009](#) of the European Parliament and of the Council of 25 November 2009.

With a view to benefit from the fresh energies of recent graduate trainees, as well as increase the visibility and, consequently, the attractiveness of the BEREC Office, the Management Committee with its Decision MC/2016/08 of 3 June 2016 decided to establish a Traineeship Programme.

Traineeships can provide trainees with an understanding of the objectives and activities of the BEREC and the BEREC Office. The programme can enable trainees to acquire technical and operational experience by means of contacts made in the course of their everyday work in the Agency and to further put into practice the technical knowledge they have acquired during their studies and/or professional careers.

The aim of the traineeship programme is to attract highly qualified applicants who are competent and strongly motivated and to treat them in a professional manner, so that both parties can profit by the programme.

An official traineeship programme creates a pool of people with first-hand experience trained in the European Union and the BEREC Office specific procedures, who will be better prepared to collaborate with the Agency in the future. The Agency benefits from the input of enthusiastic graduates, who can give a fresh point of view and up-to-date academic knowledge, which will enhance the everyday work of the BEREC Office.

The traineeship scheme creates long-term “goodwill ambassadors” for European ideas and values both within the European Union and outside.

Taking into account the labour market conditions and the scarce resources of experts in the domains of BEREC and BEREC Office actions, it is important for the BEREC Office not only to be attractive for senior experts, but also to educate young graduates internally. However, to put in place a traineeship scheme in place it is necessary to establish a clear set of rules under which the BEREC Office will organise and implement the traineeship programme, also taking into account the rules governing the official traineeship scheme of other bodies of the European Union.

Following the adoption of the afore-mentioned Management Committee Decision the BEREC Office Administrative Manager will launch the first session of the Traineeship Programme.