

La fonction publique

GovJobs

REVEAL YOUR TALENTS

AT THE SERVICE OF SOCIETY!



GOVJOBS

The recruitment channel of the Civil Service in Luxembourg



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**OUR AMBITION?
TO HELP YOU REVEAL
YOUR TALENTS!**

A UNIQUE EMPLOYER IN LUXEMBOURG



The **Civil Service**, made up of its ministries and administrations, has over 36 000 agents* who dedicate themselves, day in, day out, to the smooth running of the country and making a difference in citizens' lives.



A DIVERSE RANGE OF JOBS

The **diversity of our job profiles and professions** is one of our strong points! Jobs that evolve constantly to better meet the needs of society and facilitate everyone's daily life. Every day, we work hard to improve and further digitise the services we provide to the population.

*Start of 2024

"We are lucky to work on large-scale projects that require a mixture of a whole range of different professions. It is also a joy to see our work come to fruition on a daily basis."



Pierre
Department Head for MyGuichet.lu at the Government IT Centre (Centre des technologies de l'information de l'État)

AT THE HEART OF A COUNTRY IN TRANSFORMATION

Contributing to the social, cultural, and economic development of a country in constant transformation: that is a unique task! Some people join the Civil Service when they leave school, others during their career. But everyone has a common objective: to help society to progress and to reinvent the relationships between the State and its citizens.

"We work together to make things happen that an individual could not achieve alone."



Lisa
Commissaire divisionnaire and Project Manager at Police Lëtzebuerg

BECOME PART OF THE CHANGE!

By working for the public interest, our staff contribute to society while flourishing as individuals. Some of us are born to become engineers, others have loved nature or languages since childhood, or have always wanted to be a police officer. With us, you will find the place in which to enhance your skills and devote yourself to your passion.



Daniel

Inspector in the Controls and Inspections Unit at the Environment Agency (Administration de l'environnement)


"We need to be able to adapt to a variety of situations and challenges, without forgetting the wider environmental context. This is a real challenge to face every day."



"We never get bored, there are so many techniques to explore, with a constant combination of both theory and practice."

Michel

Aeronautics Expert at the Air Navigation Administration (Administration de la navigation aérienne)



“What was certain, is that I wanted to work with people, I love having that contact! I hope that more and more people will be interested in care-related careers and will want to work within the Civil Service, because it is very rewarding!”

Marina

Speech and Language Therapist
at the Speech Therapy Centre
(Centre de logopédie)

OUR COMMITMENT, IN RESPONSE TO YOURS

Professional development and job satisfaction for our staff are our priorities! We offer a wide range of training courses as well as internal mobility opportunities that allow everyone to broaden their skills and achieve their career goals. Your ambitions are encouraged and valued at each step of the way.



Tasso

Head of the Guidance and Allocations
Unit at the National Reception Office
(Office national de l'accueil)

“This opportunity to train, develop and improve your skills is also one of the reasons why I am still thrilled to be working for the public service after 24 years.”

FREQUENTLY ASKED QUESTIONS

"For a long time, I did not dare to apply for jobs with the Civil Service because I felt that my Luxembourgish was not good enough and I lacked practice in German."

IS IT COMPULSORY TO MASTER ALL THREE ADMINISTRATIVE LANGUAGES?

The three administrative languages are Luxembourgish, French and German. Having a perfect command of these three languages is not a mandatory requirement for working in the Civil Service, although it is necessary to master them all to a certain level. However, some exceptions may be made for highly specialised profiles, and also language tests are not always necessary.

It should be noted however that certain positions require a perfect command of all three languages, including in writing. This is usually the case for jobs including a direct contact with citizens.

Virginie

Communications Expert at the State Centre for Human Resources and Organisation Management (Centre de gestion du personnel et de l'organisation de l'État)

DO I HAVE TO BE A LUXEMBOURG NATIONAL OR A RESIDENT TO WORK IN THE CIVIL SERVICE?

Most positions are open to citizens of the EU member states (regardless of their place of residence), with the exception of certain sectors such as the judiciary, the police, or the army, i.e. positions that involve exercising public authority. This is also the case for the positions within the ministries, which are held by non-Luxembourg nationals exceptionally, when it has not been possible to recruit a candidate with Luxembourgish nationality.

"I thought that, since I am not a Luxembourg national, I could not join the Civil Service. I was encouraged by former colleagues who made the switch from the private to the public sector. They assured me that my profile fitted, and I finally dared to apply."

Peggy

Department Head at the CC SI Recruitment and HR Development at the State Centre for Human Resources and Organisation Management (Centre de gestion du personnel et de l'organisation de l'État)

SEARCHING FOR EXPERTS WHO ARE PREPARED TO COMMIT

To fulfil all of our Civil Service missions, we are recruiting motivated people with specialised profiles, in all sectors.

We are looking for people who are very committed, honest, qualified and specialised, who are willing to get involved to take the Civil Service into the future!

“Personally, I joined the Civil Service at the age of 37, after working in the events sector as well as in various communications positions. This former experience was extremely beneficial and still helps me today in my current role working for the State.”

IS THERE AN AGE LIMIT FOR APPLYING TO WORK FOR THE STATE?

No, age is not an obstacle to employment. Over time, Luxembourg has removed all age-related restrictions for employment in the Civil Service. Furthermore, administrations are very interested by senior profiles.

The experience gained prior to entry in the Civil Service also reduces the duration of the training period (stage) by up to one year. It is also taken into account when calculating the salary at the end of the training period.

Philippe

Communications Expert at the State Centre for Human Resources and Organisation Management (Centre de gestion du personnel et de l'organisation de l'État)

WHAT IS THE DIFFERENCE BETWEEN A CIVIL SERVANT AND A STATE EMPLOYEE?

The employment process differs for civil servants and State employees. State employees can apply directly for job offers on GovJobs without having to take the general aptitude test (EAG – Épreuve d'aptitude générale).

Good to know

If you have passed the general aptitude test, you can subsequently also register for:

- the eligibility exam for the **municipal sector**,
- the recruitment process for the **Police**, or
- the recruitment process for the **CGDIS (Corps grand-ducal d'incendie et de secours)**.

*The **Army**, **Education**, **Diplomatic Corps** and the **Judiciary** also regularly organise entrance exams tailored to their professions.*



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SCAN THE CODE AND DISCOVER
OUR BROCHURE IN GERMAN,
FRENCH OR LUXEMBOURGISH!



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LE GOUVERNEMENT
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