

Selection, education and promotion of public prosecutors in the Netherlands

Recruitment

System since 2014

- Recruitment of public prosecutors with at least two years work-experience
- Procedure: letter-selection, pre-selection, assessment, interview with the national selection committee of senior public prosecutors & HR-advisors



Selection criteria



Criteria:

- Bachelor of Laws & Master of Laws
- Experience in the field of criminal law
- Dutch nationality
- No criminal record

Appointment

- The recruitment, career and conditions of service of prosecutors are governed by the Regulation on the education of judges and prosecutors (Besluit opleiding rechters en officieren van justitie (Boro)), Law on the legal position of judicial officials (Wet rechtspositie rechterlijke ambtenaren(Wrra)) and the Regulation on the legal position of judicial officials (Besluit rechtspositie rechterlijke ambtenaren (Brra))
- Senior prosecutors, including the Procurator General and the chief district prosecutors are formally appointed by the Crown following the recommendation of the Minister of Security and Justice, whereas junior prosecutors are formally appointed by the Minister of Security and Justice.

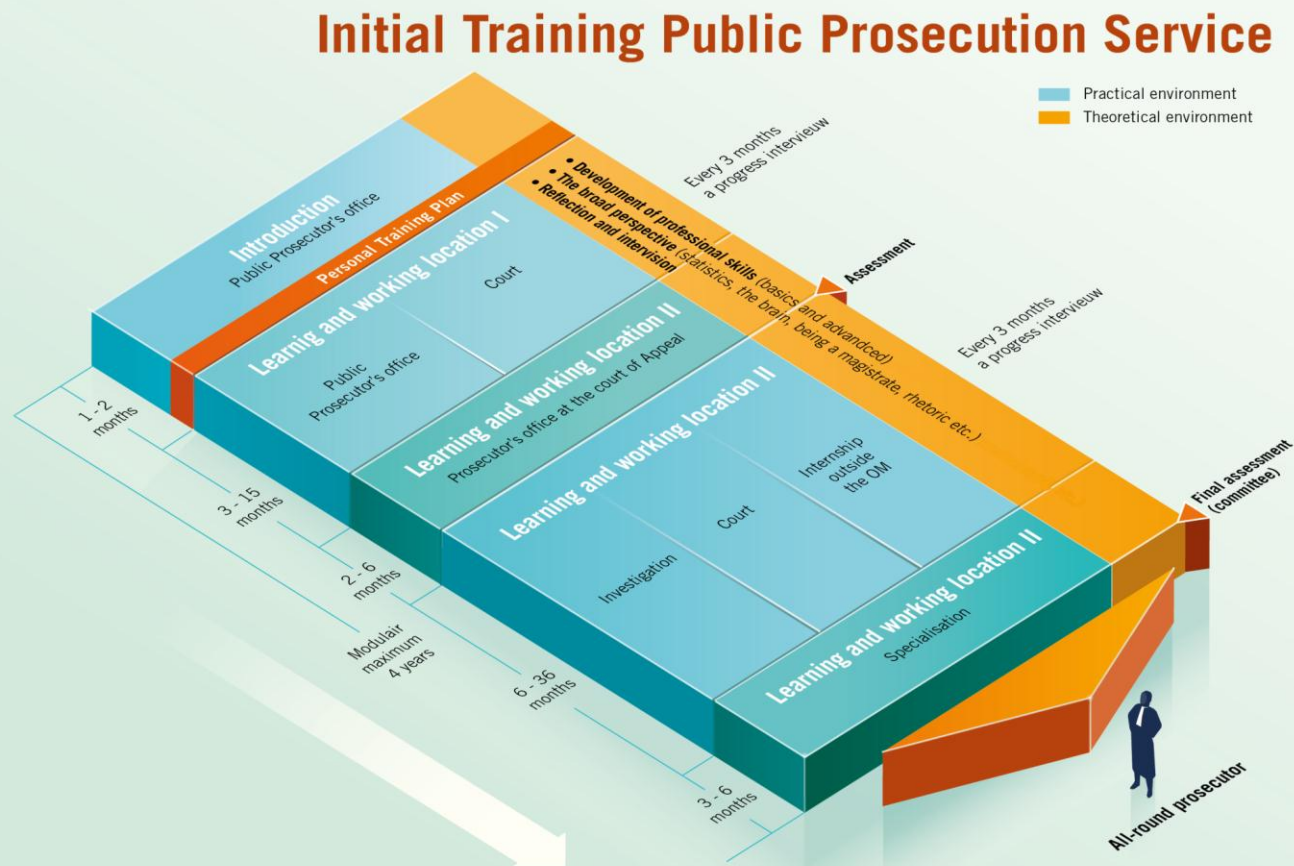
Learning philosophy

- Every prosecutor in training is:
 - the “owner” of his or her own learning process,
 - expected to show an active approach to contents and progress of the training and
 - offered a stimulating environment in which he or she is able to acquire the required knowledge and skills
 - Every new prosecutor is seen as a colleague with his or hers unique talents

Design

- Self-directed learning
- Modular structure of 18-48 months of education
- Dual learning model
- Internships
- Proof of competence (ZVB)

Modular education



Promotion

- Horizontal and vertical mobility is possible within the OM. Horizontal transfers happen under the responsibility of the respective chief district prosecutors. Vertical promotions are decided by the Board of Procurators General, upon recommendation of the respective chief district prosecutor.