

Decision of the Management Board 04/2026/MB

ON THE VOTING FOR THE APPOINTMENT OF THE EXECUTIVE
DIRECTOR OF CEPOL

Adopted by the Management Board

on 12 March 2026

THE MANAGEMENT BOARD,

Having regard to Regulation (EU) 2015/2219 of the European Parliament and of the Council of 25 November 2015 establishing the European Union Agency for Law Enforcement Training (CEPOL) and replacing and repealing Council Decision 2005/681/JHA¹, and in particular Article 23 thereof,

Having regard to Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants (CEOS) of the European Economic Community and the European Atomic Energy Community², and in particular Articles 2(a) and 12(2) of CEOS,

Having regard to the Decision of the Management Board 07/2017/MB laying down rules on the selection and the appointment of the Executive Director of CEPOL, and in particular Articles 4 and 5 thereof,

Having regard to the vacancy notice³ for the Executive Director of CEPOL published by the European Commission,

Whereas:

- (1) The vacancy notice for the position of the Executive Director of CEPOL was published in the Official Journal of the European Union on 26 September 2025. The extended deadline for applications was 21 November 2025.
- (2) The Selection Committee appointed by the Management Board on 27 August 2025 (17/2025/MB), shortlisted 7 applicants possessing the best profile for the specific requirements of the post.
- (3) On 17 January 2026 one of the shortlisted candidates withdrew from the recruitment procedure.
- (4) Between 19 and 27 January 2026 the 6 candidates have undergone testing by an assessment centre run by an external recruitment consultancy firm.
- (5) The 6 candidates were subsequently interviewed by the Selection Committee on 10 February 2026.

¹ OJ L319, 4.12.2015, p.1.

² OJ 45, 14.6.1962, p. 1385–1386, as last amended.

³ OJ C 342 A/01 25.8.2021.

- (6) On the basis of the results of the interviews and taking into consideration the results of the assessment centre, the Selection Committee drew up a list of 3 candidates.
- (7) The 3 candidates were invited for an interview with the Management Board in the context of an extraordinary Management Board meeting that took place on 26 February 2026.
- (8) Following these interviews, the Management Board voted in accordance with the procedure described in the vacancy notice and further detailed in Article 5 of the Decision 07/2017/MB.

HAS ADOPTED THIS DECISION:

Article 1

Mr. Jan PECHÁČEK is appointed as Executive Director of CEPOL. The term of office shall start on 1 May 2026.

Article 2

This Decision shall take effect on the day of its signature.

Done at Warsaw, on 12 March 2026

For the Management Board

<< Signature on file >>

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Irmina Golebiewska
Chair of the Management Board