The examples in this leaflet show that people with an immigration or integration background are very welcome in the civil service.
You will probably also have noticed that not everyone who is studying through the Mönchengladbach civil service requires a Fachhochschulreife school-leaving certificate or citizenship of Germany or any other EU member state. Additional information on skilled occupations, conditions of employment, applications and contact addresses can be found at www.moenchengladbach.de

→ City Council & Civil Service
  (Stadtrat & Verwaltung)
→ Training. (Ausbildung)
If you have any further queries, please contact Ms. Doris Pesch on 02161 25-3047 or Mr. Thomas Kloeters on 02161 25-3046 for assistance.

Language or our shared mentality.

I am Portuguese, but I was born and raised here in Mönchengladbach.
So from my earliest years I have been able to speak both languages and I have come to know and love both cultures. I gained my Fachhochschulreife school-leaving certificate at a secondary school.
I chose the civil service because I noticed during my school internships that I liked working with people and being able to assist them. In private, I also have a real passion for putting things in order, in a positive sense. Of course, job security also played a role in my choice of career. I passed my preparatory service period (similar to vocational training) for the intermediate non-technical administrative service and I am now a municipal officer. My current area of work includes arranging the repayment of municipal loans that have been awarded, and requesting repayment of social benefits that have been wrongfully claimed. I write to the borrower and try to at least arrange a payment instalment plan. I assess the borrower’s ability or inability to pay based on the proof of income that they provide, and I draw up the necessary documents for my managers. I have always been happy in the various positions I have previously held in the civil service - the tasks allocated to me have suited my personality and my capabilities. I have never experienced any serious problems due to my background. Quite the reverse - the reaction has been overwhelmingly positive.
Entitlement

A variety of people of different nationalities and diverse cultural backgrounds live and work in the city of Mönchengladbach. Following a council decision, a concerted effort is being made to pursue the objective of ensuring that the proportion of employees in the civil service with an immigrant background is approximately in line with the proportion of other employees, with the aim of making a contribution towards integration. The following accounts from former trainees should spark your interest and give you the courage to apply for vocational training.

„Don’t hide behind your heritage“

My parents came to the Federal Republic of Germany from Morocco in 1963. So I am German with a Moroccan immigrant background and I attained my general Fachhochschulreife school-leaving certificate. At that time my career choice was particularly focused on finding a job that would be secure in times of crisis. And so I trained to be a public service administrative officer. I am currently a case manager for SGB II (Hartz IV) unemployment benefit at the ARGE job centre. At that time my career choice was particularly focused on finding a job that would be secure in times of crisis. And so I trained to be a public service administrative officer. I am currently a case manager for SGB II (Hartz IV) unemployment benefit at the ARGE job centre. At that time my career choice was particularly focused on finding a job that would be secure in times of crisis. And so I trained to be a public service administrative officer. I am currently a case manager for SGB II (Hartz IV) unemployment benefit at the ARGE job centre. At that time my career choice was particularly focused on finding a job that would be secure in times of crisis. And so I trained to be a public service administrative officer. I am currently a case manager for SGB II (Hartz IV) unemployment benefit at the ARGE job centre. At that time my career choice was particularly focused on finding a job that would be secure in times of crisis. And so I trained to be a public service administrative officer. I am currently a case manager for SGB II (Hartz IV) unemployment benefit at the ARGE job centre.

My parents were both born in Jamaica. My father then became a British soldier and was stationed in Germany. We stayed in Germany when he left the army. I attained my Fachoberschulreife school-leaving certificate at a comprehensive school. I decided to train in the civil service because it can provide a secure job, amongst other reasons. You can also get acquainted with lots of different departments and activities (especially during training). I always wanted to have an office job, preferably one involving contact with the public. I have completed my training to be a civil servant in the intermediate non-technical administrative service. I currently work as a financial accountant in the finance department. I check invoices from different sectors of the civil service and then input them into a PC system. The city treasury can then arrange payment of the invoices. I have worked for the Mönchengladbach civil service for eight years and have never had any problems because of the colour of my skin. I sometimes notice that the first reaction of my colleagues is one of slight shock but this disappears within a few seconds. I am very happy with my work and my employer, because every single person here really does get the opportunity to undertake a training course, and sometimes several.

„Believe in yourself!“

I have also never had any negative experiences with regards to my heritage during my daily contact with customers at the ARGE job centre.

© Steffi Genenger

I was born in Mönchengladbach on 17 March 1987, but my cultural origins are in Turkey. I completed my Abitur school-leaving examination at Gymnasium Odenkirchen secondary school in 2006. That year I embarked on dual vocational training to become a qualified business administrator through the City of Mönchengladbach. After sitting the state exam in 2009 I started my working life in the department for building regulations and historic monuments. My main tasks are:
- dealing with administrative offences in the construction industry
- building site inspections
- hazard prevention
- ensuring public security and order with regard to building law

I really enjoy carrying out these duties as I spend a lot of time working out of the office and I get to meet a lot of people. This makes my work very varied and eventful. I am often asked why I chose to do my training in the civil service. I think the advantages are very clear: a qualified vocational training programme that is coupled with a recognised course of study is an ideal prerequisite for entering the world of work. In addition, I am also receiving a civil servant trainee salary during my training (a kind of training subsidy). The three-year duration of the training makes it possible to take on a demanding and exciting job even at a young age. I have never had any concerns that I might be disadvantaged or have any difficulties due to my heritage. I have never encountered a situation like that, either during my training or in the workplace. Quite the reverse: I find it much easier to deal with Turkish members of the public than some other colleagues do, perhaps because of our shared...