

Vacancy Notice
POLICY EXPERT
 (Loss Absorbency)
 REF: PRSP LILLAC TA 3/2022 Repl

Type of contract	Temporary Agent ¹
Function group and grade	AD 5
Duration of contract	3 years, with the possibility of extension
Department/Unit	Prudential Regulation and Supervisory Policy Department / Liquidity, Leverage, Loss Absorbency and Capital Unit
Place of employment	Paris, France
Deadline for applications	31 March 2022 at 12.00 noon Paris time
Reserve list valid until	31 December 2023

The Authority

The European Banking Authority (“EBA”) is an independent European Union Authority established on 1 January 2011 by Regulation (EU) No. 1093/2010 of the European Parliament and of the Council of 24 November 2010².

The EBA contributes to ensuring a high quality, effective and consistent level of regulation and supervision in the European Union banking and other relevant areas of the single market under its competence. It promotes public goods such as the stability of the financial system, the transparency of markets and financial products, and the protection of depositors and investors. It works to guarantee a level playing field, strengthen international supervisory coordination, promote supervisory convergence and advise the Union institutions in the areas of banking, payments and e-money regulation and supervision, and related governance, auditing and financial reporting issues. As part of the European System of Financial Supervision (ESFS), the EBA works closely with the European Insurance and Occupational Pensions Authority and the European Securities Market Authorities, and the European Systemic Risk Board.

Further information on the EBA is available on the EBA website: www.eba.europa.eu

¹ According to the Article 2(f) of the Conditions of Employment of Other Servants of the European Union (CEOS)

² Regulation (EU) No 1093/2010 of the European Parliament and of the Council of 24 November 2010 establishing a European Supervisory Authority (European Banking Authority), amending Decision No 716/2009/EC and repealing Commission Decision 2009/78/EC (OJ L 331, 15.12.2010, p. 1)

The European Banking Authority is seeking a suitable candidate for the position of a **Policy Expert** in the area of loss absorbency capacity at its offices in Paris, France.

Job description

Main purpose

The Policy Expert will contribute to the EBA’s regulatory work on MREL/TLAC policy. In particular, under the overall management of the Director of Prudential Regulation and Supervisory Policy Department and the Head of the Liquidity, Leverage, Loss Absorbency and Capital Unit, the Policy Expert will contribute to the development of guidelines and binding technical standards as part of the EU common rulebook in the area of MREL/TLAC policy and own funds and will facilitate the implementation and application of these guidelines and standards by national authorities in a consistent way in day-to-day supervisory practices.

Main responsibilities:

- Preparing policy stances and providing policy advice in the area of loss absorbency capacity (own funds/MREL/TLAC);
- Developing guidelines, binding technical standards and opinions/reports in the area of MREL/TLAC and ensuring their timely completion;
- Contributing to the monitoring work around MREL/TLAC implementation and its interaction with the own funds framework;
- Performing the monitoring of MREL/TLAC issuances of EU institutions;
- Supporting the EBA’s regulatory and implementation work on own funds and contributing to the monitoring of own funds issuances of EU institutions (CET1, AT1, Tier 2);
- Externally representing the EBA at a technical level in his/her area of expertise;
- Providing support to internal committees and subgroups and their chairpersons;
- Facilitating external consultations, training and supporting implementation studies and impact assessments for the respective guidelines and binding technical standards;
- Effectively cooperating with the other ESAs, especially with a view to the development of coordinated and possibly joint policy stances, guidelines and standards;
- Executing any other tasks as decided by and under the responsibility of the Director of Prudential Regulation and Supervisory Policy and the Head of the Liquidity, Leverage, Loss Absorbency and Capital Unit.

Requirements

1. Eligibility Criteria

To be considered eligible, candidates must satisfy all the criteria listed below, by the deadline for submitting applications.

1.1 General

- Be a national of one of the Member State of the European Union, or a national of the European Economic Area (Iceland, Liechtenstein, Norway);³
- Be entitled to his/her full rights as a citizen;⁴
- Have fulfilled any obligations imposed by the applicable laws on military service;
- Have a thorough knowledge of one of the official languages of the European Union⁵ and a satisfactory knowledge⁶ of another language of the European Union;
- Be physically fit to perform the duties linked to the post.⁷

1.2 Specific

1.2.1 Qualifications⁸

To be eligible, a candidate must have a level of education, which corresponds to completed university studies of at least three years attested by a diploma.

Candidates must indicate in their applications the official duration of studies and the graduation dates for all the diplomas they have obtained.

1.2.2 Knowledge of languages

For working purposes, as English is the working language of the EBA⁹, an excellent knowledge¹⁰ of the English language, both written and spoken, is required.

Native English speakers will be tested to prove their second language skills, in accordance with section 1.1 of the vacancy notice.

2. Selection criteria

Applications will be assessed based on the Eligibility and Essential Selection Criteria specified in sections 1 and 2 of this vacancy notice. **Candidates are required to clearly indicate in their CVs how they acquired the knowledge and experience allowing them to meet the selection criteria mentioned below, and give specific examples.**

³ Due to the withdrawal of the United Kingdom from the European Union on the 31/01/2020, candidates with UK nationality who do not hold the nationality of a Member State of the European Union or of the European Economic Area, are not eligible for calls for applications at the EBA due to the fact that they do not fulfil the requirements of Article 12 (2)(a) of the Conditions of Employment of Other Servants

⁴ Prior to the appointment, the successful candidate will be asked to provide an official document showing the absence of any criminal record.

⁵ The official languages of the European Union: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, German, Greek, Hungarian, Irish, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, and Swedish.

⁶ The knowledge is required at least at B2 level. The assessment at B2 level is done in accordance with the [Common European Framework of Reference for Languages \(CEFR\)](#)

⁷ Before the appointment, the successful candidate will be examined by one of the European Union medical centres in order to confirm that the candidate fulfils the requirements of Article 12(2)(d) of the Conditions of Employment of Other Servants of the European Union (CEOS).

⁸ Only qualifications awarded by EU Member State authorities or European Economic Area (EEA) authorities or qualifications recognised as equivalent by the relevant authorities will be taken into consideration. If the main studies took place outside the European Union, the candidate's qualification must have been recognised by a body delegated officially for the purpose by one of the European Union Members States (such as a national Ministry of Education) and a document attesting so must be submitted with the application by the closing date.

⁹ Decision EBA DC 003 of the Management Board on Internal Language Arrangements.

¹⁰ See footnote 7

2.1 Essential selection criteria

In addition to the eligibility criteria above, the following essential selection criteria will be used. **Please note that all essential criteria are mandatory, meaning that no application will be assessed further if a candidate obtains a zero score in any of them:**

- At least two years of relevant fulltime professional experience, of which at least 6 months in the field of EU banking regulation and/or supervision, after completing the education as mentioned in section 1.2.1 of the vacancy notice;
- Proven experience in the development of regulation in the area of MREL/TLAC policy – please give specific examples in your application;
- Comprehensive knowledge of the composition of MREL/TLAC requirements applicable to different types of entities and eligibility criteria of eligible liabilities for regulatory purposes gained through professional experience;
- Good knowledge of the different levels of application of capital and MREL/TLAC requirements and stacking order gained through professional experience;
- Proven experience in drafting policy stances and regulations – please give specific examples of the documents you have drafted in your application;
- Proven experience in providing information and giving presentations to management on regulatory developments – please give specific examples in your application;
- Proven experience in dealing with a wide range of relevant stakeholders in the EU legislative process.

2.2 Advantageous criteria

Candidates who meet all of the essential selection criteria will be scored against the following advantageous criteria:

- Experience in the analysis of MREL/TLAC instruments term sheets and/or experience in the supervision of MREL/TLAC/eligible liabilities related issues for EU institutions.

2.3 Supplementary criteria

In addition to the above, candidates are expected to fulfil the following competencies which may be assessed during interviews:

- The ability to manage their own workload and work without close supervision;
- Have a highly developed sense of responsibility;
- Be able to work and deliver to tight deadlines;
- Have very good communication skills;
- Be a good team player with strong inter-personal skills.

3. Equal opportunities

As a European Union Authority, the EBA is committed to providing equal opportunities to all its employees and applicants for employment. As an employer, the EBA is committed to ensuring gender equality and to preventing discrimination on any grounds. It actively welcomes applications from all

qualified candidates from diverse backgrounds, across all abilities, without any distinction on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, marital status or other family situation or sexual orientation, and from the broadest possible geographical basis amongst the EU Member States.

In particular, the EBA encourages the applications of women for the positions where they are currently under-represented.

4. Selection procedure

The selection procedure will include the following:

4.1. A selection committee will be established for each vacancy notice whose members are of the same or higher grade than the advertised position. All candidates shall be informed of the composition of the pre-selection panel in the acknowledgement of receipt for their application.

4.2. The selection committee will analyse application documents (curriculum vitae, motivation letter, and eligibility criteria grid) of applicants with reference to the eligibility and selection criteria and will establish a shortlist. **Candidates who do not meet all of the eligibility criteria will be excluded from the selection procedure. Eligible candidates will then be scored on the essential criteria. Those who meet all of the essential selection criteria will be scored against the advantageous criteria. Those candidates who do not meet all of the essential selection criteria will not be assessed further.** The selection committee will invite to the interview and written test phase the candidates (maximum of 10) who best correspond to the profile sought and on condition that they have achieved a score of at least 60% during the evaluation of applications.¹¹ Interviews and written tests may possibly be held remotely.

The written test will be designed to test the ability to communicate in written English, knowledge and competencies related to the job and drafting skills. Total mark for written test: 10 points. The minimum score to pass: 6 points.

The interview will be held in English and aim to assess the motivation and the professional knowledge of the candidates as well as their suitability to perform the duties mentioned under main responsibilities. The total mark for the interview: 10 points. The minimum score to pass: 6 points.

Successful candidates with a total score equal to and above 12 points will be placed on the reserve list, which will be valid until **31 December 2023**. It may be renewed. Inclusion on the reserve list does not guarantee recruitment. The successful candidate will be selected from the established reserve list which may also be used for the recruitment of a similar post depending on the needs of the EBA. When a vacancy becomes available, candidates on the reserve list may be contacted for additional interviews.

In accordance with Articles 11 and 11a of the Staff Regulations (SR) and Articles 11 and 81 of the Conditions of Employment of Other Servants of the European Union (CEOS) **the successful candidate will be required to make a declaration of the conflict of interest before recruitment.** The EBA's Executive Director will examine whether the successful candidate has any personal interest which may impair his/her independence or any other conflict of interest in relation to the position offered and

¹¹ In the case of equal performance, the number of candidates to be invited will be adjusted accordingly.

will adopt appropriate measures. To that end, the successful candidate, using a specific form shall inform the Executive Director of any actual or potential conflict of interest.

Please note that the selection committee's work and deliberations are strictly confidential and that any contact with its members is strictly forbidden. Any contact made by the candidates or third parties in order to influence the members of the selection committee in relation to the selection constitutes grounds for disqualification from the selection procedure.

5. Appointment and conditions of employment

5.1 Contract type, duration and starting date:

The successful candidate will be offered a temporary agent¹² fixed-term contract of three years with a probation period of nine months and the possibility of extension.

The estimated starting date is **1 June 2022**.

Information reserved for candidates employed as temporary agents under Article 2(f) of the CEOS in other EU agencies: If the successful applicant from the external selection procedure is already a member of temporary staff 2(f) in another EU Agency, the relevant provisions of the Decision of the Management Board laying down general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the Conditions of Employment of Other Servants of the European Union(EBA/DC/2015/126)¹³ will apply.

5.2 Function group and grade:

The successful candidates shall be recruited as a temporary agent at grade AD 5. The estimated monthly basic salary is from € 5,010.72

The details of the whole remuneration package are provided in Articles 62 – 70 and Annex VII to the Staff Regulations. For more information, please refer to Careers page of the EBA: <http://www.eba.europa.eu/about-us/careers>

5.3 Summary of the conditions of employment

- Salaries are exempted from national tax; instead a Union tax at source is paid;
- The correction coefficient applicable to the remuneration of officials and other servants under Article 64 of the Staff Regulations for France shall apply;
- Depending on the individual family situation and the place of origin, staff members may be entitled to the following: expatriation allowance, household allowance, dependent child allowance, education allowance, installation allowance and reimbursement of removal costs, initial temporary daily subsistence allowance, and other benefits;
- Leave entitlements: annual leave - two days per calendar month plus additional days for age, grade, and 2.5 days of supplementary home leave granted to staff entitled to the expatriation allowance or foreign residence allowance; maternity leave; parental and family leave;

¹² See footnote 1

¹³ Decision on Temporary agents (EBA DC 126)

- Working arrangements: flexible working hours, teleworking arrangements, part-time working arrangements;
- EU Pension Scheme (after 10 years of service);
- EU Joint Sickness and Insurance Scheme, accident and occupational disease insurance coverage, unemployment and invalidity allowance;
- Free Access to an Accredited European School offering European education for children (please check the conditions on the school's website: <http://www.ee-parisladefense.ac-versailles.fr/en/>);
- Travel insurance when travelling on missions.

5.4 Place of employment

The offices of the European Banking Authority are located on Floors 24 - 27, Europlaza, 20 Avenue André Prothin, 92927 Paris, La Défense, France.

5.5 Ethics obligations

Independence and high standards of professional conduct are crucial for ensuring high standards and excellence for the work of the EBA. The Agency also strives to ensure that its staff do not have any interests that could affect their impartiality.

The successful candidate will be required to make a declaration of commitment to act independently in the public interest and to make an annual declaration with respect to any interests which might be considered prejudicial to his/her independence. In addition, the successful candidate will be bound to professional secrecy and to confidentiality requirements while working at the EBA and after having left; he/she will have to confirm their compliance with these requirements on a specific declaration of intention.

Before recruiting a member of staff, the EBA's Executive Director will examine whether the candidate has any personal interest which may impair his/her independence or any other conflict of interest. To that end, the applicant, using a specific form, shall inform the Executive Director of any actual or potential conflict of interest.

Former staff members will be bound to seek clearance from the EBA before engaging in another activity for two years after leaving the Agency. If that activity is related to the work carried out during the last three years of service at the EBA, and it could lead to a conflict with the legitimate interests of the EBA, the Agency can give its approval subject to any conditions it sees fit or forbid the activity.

For more information on ethics obligations, please refer to the following documents:

- Decision of the Management Board EBA DC 006 of 12 January 2011 on EBA Code of Good Administrative Behaviour;¹⁴
- Decision of the Executive Director EBA DC 104rev1 of 10 May 2017 on the EBA's Policy on Independence and Decision Making Processes for avoiding Conflicts of Interest (Conflict of Interest Policy) for Staff and other Contractual Parties;¹⁵
- Commission Decision C(2018) 4048 final of 29 June 2018 on outside activities and assignments and on occupational activities after leaving the Service;¹⁶

¹⁴ EBA Code of Good Administrative Behaviour (EBA DC 006)

¹⁵ EBA Conflict of Interest Policy (EBA DC 104 rev1)

¹⁶ Outside activities and Occupational activities after leaving the Service

- Decision of the Executive Director EBA DC 271 of 26 April 2019 on the Ethics Guidelines for EBA staff.¹⁷

6. Submission of Applications

Applications including a **curriculum vitae in the Europass format¹⁸**, a **motivation letter**, and the **completed eligibility criteria grid** should be submitted in English in **pdf format** to the following address: eba-prsp-lillac-selection@eba.europa.eu by **31 March 2022 at 12.00 noon Paris time**.

Please indicate the reference number of this selection, your name and surname in the subject of your email.

The EBA will disregard any application received after deadline. Applicants are strongly advised not to wait until the last day to submit their applications, since heavy internet traffic or fault with the internet connection could lead to difficulties in submission. The EBA cannot be held responsible for any delay due to such difficulties.

Only complete applications will be accepted and considered. In order for the application to be considered complete candidates must send all documents: curriculum vitae in the Europass format, motivation letter, and the completed eligibility criteria grid and a copy of the document formally recognising your qualification within the EU, if applicable, (see footnote 8) before the deadline.

Candidates should assess and check before submitting their application whether they fulfil all the requirements as specified in the vacancy notice, particularly in terms of qualifications and relevant professional experience.

Professional experience indicated on the curriculum vitae is only counted from the time the candidate obtained the certificate or diploma required for the position and if it is on a paid basis (including study grants or internship grants). PhDs may be counted as professional experience if the candidate received a study grant or salary during the period of the PhD studies, – please indicate clearly on your CV if this is the case. The maximum duration counted for a PhD is three years provided that the PhD has been successfully concluded by the closing date for applications of the selection procedure.

Exact start and end dates of all professional experience (in format dd/mm/yyyy) and whether full time or part time work must be clearly indicated on the curriculum vitae. Freelance or self-employed candidates must provide either a copy of the entry in the relevant trade register, or any official document (for example a tax return document) showing clearly the length of the relevant professional experience. Details of any professional experience, training, research or studies must be given on the application form. Candidates must be able to provide of supporting documents clearly showing duration and nature of experience upon request.

The address indicated on the curriculum vitae will be used as the location from which the candidates invited to interviews travel.

At this stage, please do not send supporting documents (copies of ID cards, passports, diplomas, etc.) unless it is to demonstrate the recognition of your qualification within the EU, if applicable, (see footnote 8).

¹⁷ EBA Ethics Guideline for EBA staff (EBA DC 271)

¹⁸ <http://www.eba.europa.eu/about-us/careers/practical-information>

7. Data protection

EBA will ensure that candidates' personal data are processed as required by Regulation (EU) 2018/1725¹⁹. This applies in particular to the confidentiality and security of such data.

8. Appeal Procedure

Candidates who consider that their interests have been prejudiced by any decision related to the selection procedure can take the following actions:

8.1 Request for review of the decisions taken by the Selection Committee

Within ten calendar days of the date of the letter notifying the candidate of a decision taken by the Selection Committee, he/she may submit a written request for a review of such a decision, setting out the reasons for the request, to the following e-mail address: EBA-vacancies@eba.europa.eu.

8.2 Appeals

a) The candidate may lodge a complaint under Article 90(2) of the Staff Regulations within the time limits provided for, at the following address:

The Executive Director
European Banking Authority
Selection procedure: **Ref. PRSP LILLAC TA 3/2022 Repl**
DEFENSE 4 – EUROPLAZA
20 Avenue André Prothin
CS 30154
92927 Paris La Défense CEDEX
France

b) The candidate can submit a judicial appeal to the General Court under Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations.

For details of how to submit an appeal, please consult the website of the General Court: <http://curia.europa.eu/>

8.3 Complaint to the European Ombudsman

It is also possible to lodge a complaint to the European Ombudsman pursuant to Article 228(1) of the Treaty on the Functioning of the European Union and in accordance with the conditions laid down in the Decision of the European Parliament of 9 March 1994 on the Staff Regulations and the general conditions governing the performance of the European Ombudsman's duties²⁰.

¹⁹ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39)

²⁰ OJ L 113 of 4 May 1994.

For details of how to lodge a complaint, please consult the website of the European Ombudsman: <http://www.ombudsman.europa.eu/>

Please note that complaints made to the European Ombudsman have no suspensive effect on the period laid down in Articles 90(2) and 91 of the Staff Regulations for lodging, respectively, a complaint or an appeal with the General Court. Furthermore under Article 2(4) of the general conditions governing the performance of the European Ombudsman's duties, any complaint lodged with the European Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned.