

Traineeships

Economic Analysis and Statistics (EAS) Department

Ref. TR Technical 2020/EAS (Amended Vacancy Notice on **30/03/2021**)

Type of contract	Traineeship ¹
Duration of contract	6 months with the possibility of extension ²
Department/Unit	EAS Unit
Place of traineeship	Paris, France
Deadline for applications	Open call (without a specific deadline) 15 April 2021 at 12.00 noon Paris time
Reserve list valid until	Valid for one year from the date of establishment

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 2010.³

The Mission

With a view to improving the functioning of the European Union internal market, the EBA contributes to ensuring a high quality, effective and consistent level of regulation and supervision in its areas of competence. It also promotes public values 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 prevent regulatory arbitrage and guarantee a level playing field, strengthens international supervisory coordination, promotes supervisory convergence and provides advice to the Union institutions in the areas of banking, payments and e-money regulation and supervision, and related corporate governance, auditing and financial reporting issues.

As an integral part of the European System of Financial Supervision (ESFS), the EBA works closely together with her sister authorities, the European Insurance and Occupational Pensions Authority (EIOPA) and the European Securities Market Authorities (ESMA), as well as the Joint Committee and the European Systemic Risk Board (ESRB).

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

¹ Decision on paid traineeships offered by the European Banking Authority (EBA DC 263) and the Decision of the Executive Director on organisational and financial arrangements for EBA trainees in the context of the Agency’s relocation from London to Paris (EBA DC 264) available [here](#).

² Article 5.1. of the Annex 1 to the Decision on paid traineeship offered by the European Banking Authority (EBA DC 263)

³ 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), as last amended by Regulation (EU) 2018/1717 of the European Parliament and of the Council of 14 November 2018.

The EBA is organising a call for expression of interest for various traineeship positions in the EAS Department. The aim of the traineeship programme is to provide recent graduates with a unique and first-hand experience of contributing to the day-to-day work of the EBA and understanding of the objectives and goals of financial regulation.

Description of the activities

The EBA's work in the area of *Economic Analysis and Statistics* focuses on risk analysis and stress testing, overall economic analysis activities of the EBA focusing on ex-ante and ex-post impact assessments of regulatory and supervisory measures as an independent analytical function, and ensures data transparency.

Areas where trainees might be engaged

Trainees selected from the reserve lists⁴ might be engaged in supporting the activities indicated below depending on their background, education and sets of skills.

- *Risk Analysis and Stress Testing Unit:*
 - Regular risk assessment and drafting reports, including data mining;
 - Thematic work on risks and ad hoc analyses in relevant areas;
 - Implementation of surveys and studies;
 - Preparation of presentations and reports on different topics related to stress testing;
 - Providing support to other tasks of the Unit.

- *Economic Analysis and Impact Assessment Unit:*
 - Supporting the EBA's work and senior members of staff on key projects;
 - Contributing to the development of policy stances, opinions, advice;
 - Analysis of the impact of EBA regulatory products;
 - Contributing to the BCBS quantitative impact studies;
 - Providing support to other tasks of the Unit.

- *Statistics Unit:*
 - Supporting the EBA's Statistics Unit in its joint projects with the EBA's IT Unit;
 - Maintaining and improving, where possible, the EBA's supervisory information system;

⁴ For the selection procedure and establishment of the reserve lists please refer to Annex 1 to the Decision on paid traineeships offered by the European Banking Authority (EBA DC 263).

- Contributing to the efficient implementation and maintenance of the EBA's data collection systems;
- Contributing to the development and maintenance of user-friendly visualisation tools, using different solutions aimed at different audiences, to explore the EBA's unique datasets of supervisory data on EU banks;
- Providing support to others tasks of the Unit.

Requirements

1. Eligibility criteria

To be considered eligible, candidates must satisfy all the criteria listed below⁵:

- Be a national of a Member States of the European Union, or a national of the European Economic Area (Iceland, Liechtenstein, Norway), or a national of a candidate country benefiting from the pre-accession status;⁶
- Have completed the first cycle of a higher university education and have obtained a full degree certificate or its equivalent by the time the candidate's application is submitted;^{7, 8}
- The university education shall be completed no longer than five years prior to the date of submission of the application(s);
- Possess a thorough knowledge of one official language of the European Union and have a very good knowledge of English, the official working language of the EBA, at a level of at least B2, in accordance with the Common European Framework of Reference for Languages (CEFR)⁹.

2. Selection criteria

The following selection criteria will be used for the abovementioned traineeship profiles:

- A Master degree in Economics, Finance, Banking, Statistics or Information Management;
- A graduate thesis on topics related to the activities of Economic Analysis and Statistics in the areas of Financial Analysis, Data Quality Assurance, Risk Management in Banking, Stress test or Macro Prudential Policies, Impact assessment;

⁵ As specified under section 2. Eligibility in Annex 1 to the decision of the EBA's Executive Director on paid traineeships offered by the European Banking Authority (EBA DC 218).

⁶ 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 or of a candidate country benefiting from the pre-accession status, are not eligible for calls for applications at the EBA.

⁷ 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.

⁸ For details of the minimum national qualification requirements by the legislation in the country where the diploma was obtained, please see Appendix to the Annex 1 of the Decision EBA DC 263 of the Executive Director on the traineeship policy at the EBA.

⁹ <https://www.coe.int/en/web/common-european-framework-reference-languages/level-descriptions>

- Good drafting skills in English – please submit an example of the work that you have produced (up to a maximum of 3 pages)¹⁰ together with your traineeship application.

The following behaviour skills may be tested at interview:

- Proactivity and the ability to work autonomously;
- Good organisation and prioritisation skills;
- Good communication and interpersonal skills;
- Strong sense of responsibility, commitment and cooperation;
- The ability to cooperate smoothly in a multicultural environment;
- The ability to adjust to new tasks in a demanding work environment.

In addition, it would be advantageous for candidates to have:

- Have some experience in preparing, handling and analysing datasets based on various data sources;
- Have some experience in econometrics (e.g. macroeconometrics, microeconometrics, time series analysis, financial econometrics, panel data econometrics);
- Be aware of and interested in the role and functioning of the EBA;
- Have knowledge of stress testing techniques for banks and handling of banking data;
- Have good knowledge of statistical software (preferably SAS);
- Have good knowledge of MS Excel and VBA programming.

Recruitment Process

Implementation of the EBA's traineeship programme is governed by the Decision on paid traineeships offered by the European Banking Authority (EBA DC 263) and the Decision of the Executive Director on organisational and financial arrangements for EBA trainees in the context of the Agency's relocation from London to Paris (EBA DC 264).

Traineeship offers are for an initial period of 6 months, and can be extended for a further period of maximum 6 months, not exceeding a total duration of 12 months. The conditions of the extension are subject to the performance of the trainee and the further needs of the agency.

For this open call, applications are received on an ongoing basis starting from the date of publication of the call. The eligibility of the applications will be assessed by the Human Resources Unit in accordance with section 1.1 of the 'Eligibility Criteria' given in this vacancy. Further to this, a selection committee will be nominated to carry out the evaluation of eligible applications and the selection of the most suitable candidates.

¹⁰The example of the written piece of work in English could be an extract up to maximum 3 (three) pages of a bigger piece of work that was produced by the applicant.

The first evaluation of applications will take place approximately one month after publication of the open call. Applications will then be assessed on an ongoing basis, or as and when there is an open trainee position at the EBA, whichever is the sooner.

Following the evaluation carried out by the selection committee, the most suitable candidates may be invited for a remote interview by the selection committee, which could include other appropriate testing. A reserve list of suitable candidates will be established on an ongoing basis and whenever there is a need in one of the departments/units/teams, the reserve list will be consulted and a candidate selected from it. All trainees will have the direct supervision of a mentor.

For these trainee profiles, the successful candidates will be recruited for a specific unit in the department, depending on their background, education and set of skills. For an overview of the departments/units please consult the [Organisation Chart](#) of the EBA.

Non-successful candidates will be notified of the outcome of their application on completion of the first evaluation and after every subsequent evaluation of applications. Exclusion in the recruitment process does not affect by any means their future participation to other open calls.

3. Equal opportunities

As a European Union Authority, the EBA will apply a policy of equal opportunities and will take care to avoid any form of discrimination in its recruitment procedures.

4. Submission of applications

Application shall be sent together with the required documents **in pdf format** to EBA-Traineeship-Applications@eba.europa.eu

Please make sure that you clearly indicate how you meet the abovementioned eligibility and selection criteria in your application. We advise you to keep in mind the profile you wish to apply for and give as many substantial examples as possible.

Required application documents:

- A Curriculum Vitae in the [Europass format](#)¹¹;
- A motivation letter of not more than one page;
- Example(s) of the work that you have produced in English (up to a maximum of 3 pages)
- A completed, dated and signed eligibility criteria grid;
- Copies of diplomas (or relevant certificates) of all undergraduate and post-graduate studies declared in the CV (self-certifications are not accepted).

Please indicate the reference number of the technical trainee profile you are applying for, as well as your first and last name in the subject line of your email (e.g. Ref. TR EAS 2020_Surname_Name).

In order for an application to be considered valid, candidates will have to clearly indicate the position they wish to apply for through the given reference number as shown in the example above. **Applications without a reference number, or that contain in the subject line more than one reference, will not be considered valid.**

¹¹ <http://www.eba.europa.eu/about-us/careers/practical-information>

If you wish to apply for more than one of the traineeship positions at the EBA, you must submit a separate application for each of them, giving a separate reference as indicated above.

No additional documents or justifications will be accepted once the application has been submitted. Incomplete applications will be rejected automatically.

5. Place of traineeship

The offices of the European Banking Authority are located on Floors 24 – 27, Europlaza, 20 Avenue André Prothin, La Défense, 92400 Courbevoie, France.

6. Conditions of traineeship

6.1 Traineeship maintenance grant

The traineeship maintenance grant is paid to trainees monthly. As of 01/01/2020, the traineeship maintenance grant is € 1724.22 per month. Please refer to the [Decision of the Executive Director on organisational and financial arrangements for EBA trainees in the context of the Agency's relocation from London to Paris](#) for further information.

6.2 Travel flat-rate allowance

Recruited trainees, who receive a maintenance grant and whose place of recruitment at the beginning of the traineeship period is other than the place where the EBA holds its seat, may receive a travel allowance to compensate for their travel expenses at the beginning and end of the traineeship period as determined under point 6.3 of the Annex I to the Decision on paid traineeship (EBA DC 263).

7. 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.

Recruited trainees 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, trainees 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 trainee, 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.

Please also be reminded of your obligations in accordance with the EBA Decision on paid traineeship offered by the European Banking Authority to young university graduates and its Annex¹². More in

¹² <https://eba.europa.eu/about-us/careers/traineeships>

particular, you are subject to Article 70 of Regulation (EU) No 1093/2010, which provides that: “Members of the Board of Supervisors and the Management Board, the Executive Director, and members of the staff of the Authority including officials seconded by Member States on a temporary basis and all other persons carrying out tasks for the Authority on a contractual basis shall be subject to the requirements of professional secrecy pursuant to Article 339 Treaty on the Functioning of the European Union and the relevant provisions in Union legislation, even after their duties have ceased”.

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;¹³
- 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;¹⁴
- Decision of the Executive Director EBA DC 271 of 26 April 2019 on the Ethics Guidelines for EBA staff.¹⁵

8. Data protection

The EBA will ensure that candidates’ personal data are processed as required by Regulation (EU) 2018/1725¹⁶. This applies, in particular, to the confidentiality and security of such data.

¹³ EBA Code of Good Administrative Behaviour (EBA DC 006)

¹⁴ EBA Conflict of Interest Policy (EBA DC 104 rev1)

¹⁵ EBA Ethics Guideline for EBA staff (EBA DC 271)

¹⁶ 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)

<https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32018R1725>