

CALL FOR EXPRESSION OF INTEREST

FOR SECONDED NATIONAL EXPERTS (SNE)

AT THE EUROPEAN BANKING AUTHORITY (EBA)

OPEN CALL – NO DEADLINE

The aim of this call is to establish a pool of candidates as the EBA is regularly offering job opportunities as Seconded National Experts for a variety of profiles.

Reference procedure	EBA SNE 2025
Type of contract	Seconded National Expert (SNE) <sup>1</sup>
Duration of secondment	No minimum and up to 5 years
Place of employment	Paris, France
Deadline for applications	This is a permanent open call with no deadline for application. Interested candidates are encouraged to apply at any time

WHAT IS THE EBA?

The 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 (“the EBA Regulation”)<sup>2</sup>.

EBA’s mission is to contribute to the stability and effectiveness of the European financial system through simple, consistent, transparent, fair regulation and supervision that benefits all EU citizens.

EBA’s five strategic objectives are: to finalise and implement an effective and proportionate Single Rulebook, to foster financial stability in an economy transitioning towards sustainability, to enable an integrated reporting system for enhanced assessment and disclosure, to implement the Digital Finances package with DORA oversight and MiCAR supervision, and to focus on innovation for the benefit of consumers.

As an integral part of the European System of Financial Supervision (ESFS), the EBA works closely together with its sister authorities within the European Supervisory Authorities (ESAs), namely the European Insurance and Occupational Pension Authority (EIOPA), and the European Securities and Markets Authority (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](http://www.eba.europa.eu).

<sup>1</sup> Decision of the European Banking Authority EBA DC 584 of 3 July 2025 concerning the policy on Secondment of National Experts (SNEs).

<sup>2</sup> 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).

## WHAT ARE THE JOB AND OFFER?

As part of the EBA, you will play an active role in an organisation that makes a difference to the life of all EU citizens/consumers by contributing to financial stability across the EU and safeguarding the integrity, efficiency, and orderly functioning of the EU banking sector.

You will join the EBA at an exciting time as the Authority expanded its mandate with the implementation of the European Markets in Crypto-Assets Regulation (MiCAR) and the EU Digital Operational Resilience Act (DORA). With the recently established additional responsibilities for the EBA, there is a particular need to strengthen the supervisory-related capabilities, to support the direct supervision and convergence activities, including oversight activities, to contribute to the digital finance package, to develop sustainable finance (ESG risks and stress testing), and to enhance data gathering and reporting frameworks.

The EBA encourages applications for all regulatory and cross-cutting functions as well such as human resources, legal and compliance, institutional affairs, statistics, budget and procurement, security and information technology, communications, administrative coordination, etc.

The different missions of EBA's departments and units, as well as each profile's main responsibilities, can be found in the following annexes, which represent an integral part of this call for expression of interest:

- [Prudential Regulation and Supervisory Policy Department \(PRSP\)](#)
- [Innovation, Conduct and Consumers Department \(ICC\)](#)
- [Economic and Risk Analysis Department \(ERA\)](#)
- [Data Analytics, Reporting and Transparency Department \(DART\)](#)
- [Operations Department \(OPER\)](#)
- [DORA Joint Oversight Venture \(DORA\)](#)
- [Governance and External Affairs Unit \(GEA\)](#)
- [Legal and Compliance Unit \(LC\)](#)

For more information, please see the [EBA's internal organisational structure](#).

There's no minimum duration for the initial secondment period and this might be up to 24 months. Secondment may be extended up to a total period not exceeding 5 years.

You might be entitled to a daily and a monthly subsistence allowance and compensation for travel expenses at the start and the end of your secondment, in line with the provisions of Articles 18 and 19 of the EBA's [Decision concerning secondment \(EBA DC 584\)](#). More on the allowances can be found in this [overview](#).

### Working environment

You will be part of a multicultural and multidisciplinary team of high-level professionals with the opportunity to positively impact on the regulatory framework for financial institutions in the EU.

You will live through [the EBA Values](#).

You will have the opportunity to change perspectives, to expand your network engaging with a wide range of stakeholders across Europe and beyond and to develop your career as well as new competencies.

You will benefit from work-life balance with teleworking flexibility, learning and development opportunities such as language trainings, canteen facilities, as well as social integration (such as EBA social and sport clubs)<sup>3</sup>.

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<sup>3</sup> Subject to availability, you might also have free access for children to the [European school](#) facilities.

The EBA is located at 20 Avenue André Prothin, 92400, Courbevoie, France (floors 24 to 27 of the Europlaza tower), in “La Défense” area, the largest business district in Europe and the fourth largest in the world.

The French capital is one of the most inspiring cities in Europe. A walkable and well-connected city with close proximity to other countries in Europe, Paris offers a vivid cultural and culinary experience with its abundance of museums, architectural richness, sparkling monuments such as the Eiffel Tower, top designer shops, and beautiful parks.

## WHAT ARE THE SELECTION REQUIREMENTS?

Applications will be assessed based on the eligibility criteria and selection criteria specified in this call for expression of interest as well as the requirements listed in the relevant profiles.

### Eligibility criteria

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

#### General

- Be employed by<sup>4</sup>:
  - a) a national competent authority in an EU Member State<sup>5</sup>, which is a member of the European System of Financial Supervision (ESFS), as specified in Article 2 of the EBA Regulation, or a competent authority of an EEA EFTA Member<sup>6</sup>, or
  - b) a public administration of an EU or EEA EFTA Member State, or
  - c) a competent authority or a public administration of a candidate country with which the Council has opened accession negotiations and has reached an agreement with the European Commission on personnel matters, including the general framework and provisions governing secondment, or
  - d) a competent authority or a public administration of a third country which has adopted and is applying Union law in the areas of competence of the EBA within the meaning of Article 75 of the EBA Regulation, or
  - e) a public sector entity at national level,
  - f) a public intergovernmental organisation (IGO).
- Have been in full-time active service with their employer on a permanent or contract basis for at least 12 months, either consecutively or non-consecutively, before applying<sup>7</sup>;

<sup>4</sup> The EBA may, on a case-by-case basis, authorise the secondment of an SNE from another employer if it is in the interest of the EBA to bring in specific expertise, provided that the SNE's employer is an independent entity (e.g., university, research organisation, etc.) which does not aim to make profits for redistribution.

<sup>5</sup> Member States of the EU are Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

<sup>6</sup> Iceland, Lichtenstein, Norway.

<sup>7</sup> During the secondment, the SNEs shall remain in an employment relationship with their employers and maintain their administrative status, continue receiving their salary from their employers, and be subject to a social security system, including for pension rights, which will assume responsibility for expenses incurred abroad. Before the start of secondment, SNEs shall provide the attestation referred to in Article 19(2) of Regulation 987/2009 or a certificate equivalent to such attestation, which guarantees that the applicable social security legislation provides sufficient cover for the reimbursement of healthcare costs incurred abroad. SNEs shall inform the EBA in case of any change in their situation in this regard.

- Be a national of an EU Member State, an EEA EFTA Member State, a candidate country with which the Council has opened accession negotiations and has reached an agreement with the European Commission on secondment matters, or a third country which has adopted and is applying Union law in the areas of competence of the EBA within the meaning of Article 75 of the EBA Regulation;
- Have a thorough knowledge<sup>8</sup> of English.

### Qualifications

Candidates shall have a level of education which corresponds to completed university studies of at least three years, attested by a diploma, or, where justified in the interest of the service, professional training of an equivalent level.

### Professional experience

Candidates must have at least one year of work experience in a relevant field (e.g., technical, supervisory, administrative, legal, advisory, etc) which falls under one or more of the policy or business areas of the EBA.

## Selection criteria

### Experience and knowledge

Candidates' experience and knowledge will be assessed during the interview in accordance with the selected profile(s), which are mentioned under the section "WHAT ARE THE JOB AND OFFER?".

### Behavioural competencies

The following competencies will be assessed during the interview:

- Drive for results with flexibility to take on new tasks in a dynamic working environment;
- Communicate clearly and precisely both orally and writing;
- Organise, plan, set priority to efficiently accomplish the objectives using analytical and problem-solving skills;
- Be a team player, relating well with internal and external stakeholders at all levels;
- Act in line with EU high-standard professional values (such as ethics and integrity, respect, open collaboration).

## HOW TO APPLY?

Candidates should submit their complete applications in English to the following address: [EBA-Applications@eba.europa.eu](mailto:EBA-Applications@eba.europa.eu). Only complete applications will be considered.

### A complete application must include:

- A curriculum vitae;
- A motivation letter (maximum 500 words);
- A completed [eligibility criteria grid](#) **including the areas of interest for secondment at the EBA.**

The exact start and end dates of all professional experience (in the format of "dd/mm/yyyy") and whether it was full time or part time work must be clearly indicated on the curriculum vitae. Candidates must be able

<sup>8</sup> The knowledge is required at least at C1 level. The assessment at C1 level is done in accordance with the [Common European Framework of Reference for Languages \(CEFR\)](#). English is the working language of the EBA. [Decision EBA DC 003 of the Management Board on Internal Language Arrangements](#).

to provide supporting documents clearly showing the duration and nature of their professional experience upon request.

## EQUITY, DIVERSITY AND INCLUSION

The EBA is an **equal opportunities employer**, dedicated to recruit, develop and retain a diverse and talented workforce by upholding principles of equal opportunity and impartiality. To this end, the EBA warmly welcomes applications from all qualified candidates, regardless of age, gender identity or expression, sexual orientation or identity, disability, ethnic or social origin, religion or belief, and cultural background. All EBA's staff members are committed to fostering an **open and inclusive workplace culture**. The EBA encourages the applications of women for positions where they are currently under-represented.

If you require any **special arrangements during the selection procedure** related to a physical, mental, intellectual or sensory condition or disability, please indicate it in your application, and the Human Resources unit will contact you for any adjustments or arrangements needed relating to it, so that your full and equal participation in the selection process can be ensured.

The EBA, as **EMAS registered organisation**, is committed to continuously improving its environmental performance and reducing its carbon footprint.

## WHAT IS THE SELECTION PROCEDURE?

The received applications will be screened by the Human Resources unit against the eligibility criteria listed in this call for expression of interest. Candidates who do not meet all the eligibility criteria will be excluded from the selection procedure. Eligible applications will be made available to the units and departments.

Subject to business needs and availability, a candidate might be contacted and invited for an interview, which may be held remotely. An Evaluation Committee<sup>9</sup> will be set up in order to carry out the assessment of the candidate's experience and knowledge during the interview, in accordance with the selected profile(s), which are mentioned under the section "WHAT ARE THE JOB AND OFFER?", and behavioural competencies.

A candidate, who is selected following an interview, may be offered a position for secondment at the EBA. It should be noted that being selected at an interview does not imply entitlement to secondment to the Agency.

Following a candidate's acceptance of the secondment offer, the EBA will proceed to inform the candidate's employer about the outcome of the interview and seek formal approval for the secondment<sup>10</sup>.

In case the secondment is approved by the candidate's employer, the secondment agreement will be formalised between the EBA, the employer and the candidate.

Candidates, who are not selected after an interview will remain in the pool of candidates and might be considered for future interviews and secondment opportunities. These candidates might be considered every

<sup>9</sup> All candidates shall be informed of the composition of the Evaluation Committee in the invitation to the interview.

<sup>10</sup> Candidates will be requested to submit supporting documents to substantiate the declarations made in their applications, before the finalisation of the secondment agreement. Failing to provide supporting documents, false or unsubstantiated declarations might lead to the withdrawal of the secondment offer.

time there is a position to fill that fits their profile and the Agency's business needs and budgetary situation. Candidates might update their applications, profile preferences, or withdraw their applications at any time, by writing to [EBA-Applications@eba.europa.eu](mailto:EBA-Applications@eba.europa.eu). Candidates should inform the EBA of any change in their eligibility status so that the Human Resources unit may carry out a new eligibility screening. In case candidates no longer meet the eligibility conditions for secondment, their applications will be removed from the pool.

EBA will ensure that candidates' personal data is processed as required by Regulation (EU) 2018/1725<sup>11</sup>. This applies in particular to the confidentiality and security of such data. For more information on how personal data will be processed, candidates are invited to consult the [Data Protection Notice](#).

Candidates who consider that their interests have been prejudiced by any decision related to this call for expression of interest can submit a written request for a review of such decision, setting out the reasons for the request to the following e-mail address: [EBA-Applications@eba.europa.eu](mailto:EBA-Applications@eba.europa.eu)

Candidates may lodge a complaint under Article 90(2) of the Staff Regulations<sup>12</sup> within the time limits provided for, at the following address:

The Executive Director  
European Banking Authority  
DEFENSE 4 – EUROPLAZA  
20 Avenue André Prothin  
CS 30154  
92927 Paris La Défense CEDEX  
France

A judicial appeal to the General Court under Article 91 of the Staff Regulations can be submitted (<http://curia.europa.eu/>). It is also possible to lodge a complaint to the European Ombudsman (<http://www.ombudsman.europa.eu/>).

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<sup>11</sup> 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).

<sup>12</sup> Staff Regulations of Officials of the European Union and the Conditions of Employment of Other Servants of the European Union, laid down by Council Regulation (EEC, EURATOM, ECSC) No 259/68. OJ L 56, 4.3.1968, p. 1.