



**4 May 2012**

**VACANCY NOTICE  
No. CLR TA 14/2012**

**The Authority**

The European Banking Authority ("the EBA") is an independent EU Authority established on 1 January 2011 by Regulation (EC) No. 1093/2010 of the European Parliament and of the Council of 24 November 2010, and published in the Official Journal of the European Union (L 331/12) on 15 December, 2010.

**The Mission**

With a view to improving the functioning of the EU 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 ESFS, the EBA works closely together with her sister authorities, EIOPA and ESMA, as well as the Joint Committee and the ESRB.

The EBA is currently inviting applications for positions as Junior Policy Expert at its offices in London, United Kingdom.

Further information on the EBA is available on the EBA website: [www.eba.europa.eu](http://www.eba.europa.eu).

**JUNIOR POLICY EXPERT**

The Junior Policy Expert we are looking for will play an important role in the regulatory efforts of the new EBA in the area of investment services.

In particular, under the overall management of the Director of Regulation, the Junior Policy Expert will contribute to the development of guidelines and binding technical standards as part of the EU common rulebook and will facilitate national authorities in implementing and applying these guidelines and standards in a consistent way in day-to-day supervisory practices.

The Junior Policy Expert will also contribute to the development of the EBA's policy stances in the EU and other international fora and will represent the EBA externally at a technical level in his/her area of expertise.

**Job description**

## **Main responsibilities:**

- Facilitating preparation of policy stances and policy advice in his/her area of expertise;
- Contributing to the development of guidelines and binding technical standards in his/her area of expertise;
- Providing support to internal committees and subgroups and their chairpersons;
- Ensuring the timely completion of guidelines and binding technical standards;
- Externally representing the EBA at a technical level in his/her area of expertise;
- Facilitating external consultations, implementation studies, training and impact assessments for the respective guidelines and binding technical standards;
- Cooperating with the other ESAs and the ESRB, especially with a view to the development of coordinated and possibly joint policy stances, guidelines and standards.

## **Requirements**

### **1. Eligibility Criteria**

Candidates will be considered eligible for selection on the basis of the following criteria to be fulfilled by the deadline for applications:

#### **1.1. General:**

- Thorough knowledge of one of the languages of the European Union and a satisfactory knowledge of another language of the European Union;
- Be a national of a Member State of the European Union, Iceland, Lichtenstein, Norway;
- Be entitled to his/her full rights as a citizen;
- Have fulfilled any obligations imposed by the applicable laws on military service;
- Be physically fit to perform the duties linked to the post.

Prior to the appointment, the successful candidate will be asked to provide a certificate confirming the absence of any criminal record and shall be medically examined in order to fulfil the requirements of Article 12 (2)(d) of the Conditions of Employment of Other Servants of the European Communities.

#### **1.2. Specific:**

##### **1.2.1. Qualifications:**

To be eligible, a candidate must have

a) a level of education which corresponds to completed university studies of economics, law or related area attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years, or

b) a level of education which corresponds to completed university studies of economics, law or related area attested by a diploma when the normal period of university education is four years or more.

Only qualifications issued by EU Member State authorities or EEA authorities and qualifications recognised as equivalent by the relevant EU or EEA Member State authorities will be accepted.

### **1.2.2. Professional experience:**

To qualify for this position a candidate must have at least 4 years (on the basis of 1.2.1 a), or at least 3 years (on the basis of 1.2.1 b) of relevant proven fulltime professional experience in the field of bank regulation or banking supervision after completing the minimum education as mentioned under 1.2.1 a) or b).

### **1.2.3. Knowledge of languages:**

For working purposes an excellent knowledge of English language (written and spoken) is required. Knowledge of other official languages of the European Union will be taken into account.

## **2. Selection criteria**

In addition to the above, the candidate must:

- Have proven knowledge of EU banking regulation;
- Have proven experience in development of regulation in the area of investment services;
- Have proven experience in dealing with the supervision of investment firms;
- Be able to participate in negotiating policy stances and regulations;
- Be able to provide information and give presentations to management on regulatory developments;
- Be able to deal with a wide range of stakeholders in the EU legislative process;

The candidate should:

- Have experience in an EU/multicultural/international working environment;
- Be able to manage own workload and work without close supervision;
- Be flexible and be a quick learner;
- Have a very good communication skills;
- Be a good team player with strong inter-personal skills and ability to work efficiently under time pressure.

## **3. Equal opportunities**

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

## **4. Selection procedure**

The selection procedure will include the following:

4.1. The selection committee will be established.

4.2. The selection committee will analyse application documents (CV, motivation letter, eligibility and selection criteria grid) of applicants with reference to the eligibility and selection criteria and will establish a shortlist. Short listed candidates may be invited to sit written tests and interviews.

Written tests will be done in English and will be related to the job and 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. The minimum score to pass: 6

The interview will aim to assess the suitability of the candidate to perform the duties, professional knowledge and motivation. The interview will be held in English. Total mark for interview: 10. The minimum score to pass: 6

Successful candidates will be listed in order of merit. Suitable candidate who obtains the best score will be recruited and the candidates with the total score equal to and above 12 will be placed on the reserve list, which will be valid until 31/12/2012. Inclusion in the reserve list does not guarantee recruitment.

Please note that the selection committee's work and deliberations are strictly confidential and that any contact with its members is strictly forbidden.

## **5. Appointment and conditions of employment**

### **5.1. Contract type, duration and starting date:**

The successful candidate can be offered a temporary agent fixed-term contract of three years with a probation period of six months and the possibility of extension.

The expected starting date is 1 July 2012.

### **5.2. Function group and grade:**

The successful candidates shall be recruited at grade AD 5. The estimated monthly basic salary is from €4,349.59

### **5.3. Summary of the conditions of employment**

- Salaries are exempted from national tax; instead a Community tax at source is paid;
- The correction coefficient (currently on the date of publication of the vacancy notice: 34.4%) applicable to the remuneration of officials and other servants under Article 64 of the Staff Regulations for the United Kingdom 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;
- Annual leave entitlement - two days per calendar month plus additional days for age, grade, and distance from the place of origin;
- EU Pension Scheme (after 10 years of service);
- EU Joint Sickness and Insurance Scheme, accident and occupational disease insurance coverage, unemployment and invalidity allowance; and
- Travel insurance when travelling on missions.

### **5.4. Place of employment**

EBA offices in London, United Kingdom.

## **6. Submission of Applications**

Applications including **a curriculum vitae in the Europass format, motivation letter, and eligibility and selection criteria grid** should be submitted in English to the following address: [vacancies@eba.europa.eu](mailto:vacancies@eba.europa.eu) **by 19 May 2012 at 12.00 noon GMT.**

Only complete applications will be accepted and considered.

In order for the application to be considered complete candidates must send all documents: a curriculum vitae in the Europass format, motivation letter, and eligibility and selection criteria grid 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 in the curriculum vitae is counted only from the time the candidate obtained the certificate or diploma required for the position. Start and end dates of all previous positions and whether full time or part time work should be indicated in 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 revenue) 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 photocopies of supporting documents clearly showing duration and nature of experience upon request.

At this stage, please, do not send supporting documents (copies of ID cards, passports, diplomas, etc.)

## **7. Data protection**

EBA will ensure that candidates' personal data are processed as required by Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to processing of personal data by the Community institutions and bodies and on the free movement of such data. This applies in particular to the confidentiality and security of such data.

## **8. Appeal Procedure**

If a candidate considers that he/she has been adversely affected by a particular decision, he/she can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Communities and Conditions of employment of other servants of the European Communities, at the following address:

The Executive Director  
European Banking Authority  
Selection procedure: Ref. CLR TA 14/2012  
Floor 18 Tower 42  
London EC2N 1HQ  
United Kingdom

The complaint must be lodged within three 3 months. The time limit for initiating this type of procedure starts to run from the time the completion of the selection procedure is published on the website.