



## The Authority

The European Banking Authority (“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 as amended by Regulation (EU) No 1022/2013 of the European Parliament and of the Council of 23 October 2013 regarding the conferral of specific tasks on the European Central Bank pursuant to Council Regulation (EU) No 1024/2013 and published in the Official Journal of the European Union (L 287/6) on 29 October 2013.

## 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 a position as a Retail Banking Expert on secondment 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).

## RETAIL BANKING EXPERT (PAYMENTS)

The European Banking Authority is seeking suitable candidates for the position as a Retail Banking Expert on secondment to support the EBA’s work on consumer protection, financial innovation and payments.

Under the responsibility of the Head of the Consumer Protection, Financial Innovation and Payments Unit, the Retail Banking Expert on secondment to the EBA will contribute to one or more of the many initiatives pursued by the Unit:

- Developing regulatory requirements and/or supervisory approaches for the regulation of retail payments in the European Union, in particular the implementation of the mandates conferred on the EBA in the revised payment services directive (PSD2);

- Developing regulatory requirements and/or supervisory approaches to protect consumers for the products that fall into the EBA's scope of action including mortgages, personal loans, deposits, payment accounts, payment services and electronic money); and
- Monitoring financial innovations, such a crowd funding, virtual currencies, commercial use of consumer data, automation in financial advice, and other related topics..

The selected candidate should ideally have experience in all the areas mentioned above, particularly in payment services and electronic money.

## Job description

### Main purpose

The Retail Banking Expert on secondment will play an important role in underpinning the regulatory efforts of the EBA to making retail payments in the European Union easier, more efficient, and more secure; reducing and/or preventing consumer detriment; and monitoring financial innovation for potentially harmful effects on consumers, financial institutions, and/or markets..

In particular, s/he will contribute to the development of guidelines, recommendations, opinions, warnings, and technical standards addressed to financial institutions and/or national regulatory authorities.

The regulatory requirements the unit has developed so far are listed on the EBA website on the following pages:

<http://www.eba.europa.eu/regulation-and-policy/consumer-protection-and-financial-innovation>

<http://www.eba.europa.eu/regulation-and-policy/payment-services-and-electronic-money>

### Main responsibilities:

- Developing policy stances and/or supervisory approaches through written documents, for one or more of the retail banking products in the EBA's scope of action
- Conducting high-quality desk-based research to assess trends in retail banking and payments markets and the conduct of firms towards consumers that may have harmful effects
- Contributing and providing support to the EBA's committees and subgroups and their chairpersons, in particular EBA's Taskforce on Payment Services and the Standing Committee on Consumer Protection and Financial Innovation.
- Ensuring the timely completion of deliverables, such as EBA guidelines, recommendations, technical standards and reports, in line with agreed processes and quality standards
- Chairing or co-chairing work streams of national authorities to produce the deliverables above

- Liaising with external stakeholders, including firms, trade associations, consumer groups and the EBA's Banking Stakeholder Group
- Representing the EBA at external events and conferences in any of the abovementioned areas
- Contributing to, and leading, the development of industry training standards, common disclosure rules, financial literacy and education activities
- Effectively cooperating with the other European Supervisory Authorities, i.e. ESMA and EIOPA, 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, of an EFTA Member State, or a country with which the Council has decided to open accession negotiations;
- Be entitled to his/her full rights as a citizen.

#### 1.2 Specific

##### 1.2.1 Qualifications

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.

Only qualifications awarded by EU Member State authorities or EEA authorities or qualifications recognised as equivalent by the relevant EU or EEA Member State 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.

##### 1.2.2 Professional experience

Candidates must have, in addition to above, at least five years of proven fulltime professional experience.

The work experience for eligibility purposes is counted from the award of diploma up to the closing date of applications.

### 1.2.3 Knowledge of languages

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

Native English speakers will be tested to prove their second language skills.

## 2. Selection criteria

In addition to the above, the candidate must have:

- Professional experience in payment services and/or electronic money in any one, or more, of the EU Member States
- Professional experience in other retail banking markets, such as mortgages, personal loans, deposits, or payment accounts) in any one, or more, of the EU Member States
- Proven work experience in a regulatory, supervisory, and/or oversight capacity in retail banking and/or payments
- Proven experience in drafting papers/memos/briefings in English for various types of audiences,
- Proven knowledge of various types of detriment that consumers may experience in the interaction with firms, and of their causal drivers, such as misleading information; misaligned incentives, inappropriate product design, unsuitable advice etc., and
- Familiarity with EU law applicable to the retail banking and payments sector, such as the Payment Accounts Directive; Payment Services Directive 1 and/or 2; Interchange Fee Regulation; Electronic Money Directive; Mortgage Credit Directive; Markets in Financial Instruments Directive; and/or the Distance Selling Directive.

For this position the candidates are expected to fulfil the following competencies:

- Be comfortable, and possibly have experience in, working in an EU/multicultural/international working environment
- Ability to manage own workload and work without close supervision
- Flexibility and being a fast learner
- Very good communication skills
- Application of an analytical approach to the tasks assigned
- Being 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. Appointment and conditions of engagement, duration and starting date

The position will be offered to the successful candidate as a secondment from a national supervisory authority for a minimum period of **12 months up to 24 months renewable**. The home authority will remain as the employer during the period of secondment.

According to the EBA decision laying down rules on the secondment of national experts to EBA, the seconded national experts (SNEs) are staff employed by a member of the European System of Financial Supervision or by an IGO. In individual cases, SNEs may be accepted from other employers referred to in the decision.

The person to be seconded must have worked for his/her employer on a permanent or contract basis for at least 12 months before his/her secondment and shall remain in the service of that employer throughout the period of secondment. The SNE's employer shall thus undertake to continue to pay the salary, to maintain the social rights, particularly social security and pension.

The expected starting date is **1 January 2016**.

#### 5. Conditions of secondment

In accordance with the EBA decision laying down rules on the secondment of national experts to the EBA, an SNE shall be entitled to a daily subsistence allowance and a monthly subsistence allowance (established by the Commission each year) paid by the EBA throughout the period of secondment.

#### 6. Place of employment

Offices of the European Banking Authority on Floor 45 - 46, One Canada Square, London E14 5AA – United Kingdom.

#### 7. Submission of Applications

Applications including a curriculum vitae in the Europass format, motivation letter, eligibility criteria grid, motivation letter, and a statement of the employer issued by the applicant's seconding authority/institution (member of the European System of Financial Supervision or an IGO) supporting his/her application for a position on secondment should be submitted in English to the following address: [vacancies@eba.europa.eu](mailto:vacancies@eba.europa.eu) **by 11 November 2015 at noon London time**. Only complete applications will be accepted and considered.

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.

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 are counted only from the time the candidate obtained the certificate or diploma required for the position and if it is on paid basis (including study grants or internship grants). PhD s may be counted as professional experience if the candidates received a study grant or salary during the time of PhD studies. The maximum duration counted for PhD is three years provided that the PhD has been successfully concluded by the closing date for applications of the selection procedure.

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.

The address indicated in the CV will be used as the location from which the candidates invited to interviews travel.

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

## 8. 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.

## 9. 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. **CONFIN SEC 03/2015**  
Floor 45 - 46, One Canada Square

Canary Wharf - London E14 5AA  
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.