

## VACANCY NOTICE

### IT OPERATIONS SPECIALIST

REF: OPER IT CA 03/2018

<b>Type of contract</b>	Contract Agent <sup>1</sup>
<b>Function group and grade</b>	FG IV
<b>Duration of contract</b>	3 years, with possibility of extension
<b>Department/Unit</b>	Operations Department/IT Unit
<b>Place of employment</b>	London, United Kingdom. It is expected that the EBA will be relocated to Paris <sup>2</sup>
<b>Deadline for applications</b>	7 June 2018 at 12.00 noon London time
<b>Reserve list valid until</b>	31 December 2019

### 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.<sup>3</sup>

### 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](http://www.eba.europa.eu).

<sup>1</sup> According to the Article 3(a) of the Conditions of Employment of Other Servants of the European Union (CEOS)

<sup>2</sup> See section 5.4 – Place of employment

<sup>3</sup> OJ L 56, 4.3.1968, p. 1, as last amended by Regulation (EU, Euratom) No 1023/2013 of the European Parliament and of the Council of 22 October 2013, OJ L 287, 29.10.2013, p.15.

The EBA is seeking a suitable candidate for the position of IT Operations Specialist who will play an important role in operating and supporting the IT applications and backend infrastructure used by the EBA and the National Competent Authorities.

## Job description

### Main purpose

Contributing to operating the IT solutions in the test and production environment. Collaborating closely with Development Teams and Vendors/Service providers to ensure EBA's application platforms remain scalable, secure and effective. Contributing to the design and drafting policies and standards in the area of IT production operations and in relation to the regulations of the European Commission.

### Main responsibilities:

- Monitoring and operating the end to end IT platforms, from machine level all the way to application level, including but not restricted to, Windows Servers, SharePoint farms, MS SQL Server, Oracle, Mulesoft, WebLogic, RHEL in a highly virtualized environment
- Driving high-levels of automation in the monitoring, diagnosis, patching, reporting and operation of IT platforms;
- System issue identification and resolution, acting as IT Operations expert for Level 2 and Level 3 support;
- Communicating with both, internal and external, customers in a professional manner to resolve issues;
- Ensuring availability of service according to business needs, provisioning of redundancy and fail-over, regular review of DR and resilience;
- Monitoring capacity, usage and availability of services; driving innovation and promoting new technologies for elastic and secure usage of IT platforms;
- Acting as technical expert and owner of IT production platforms, having a key role in Incident and Problem Management, ensuring Information Security and Change Control requirements are observed, using ticketing and workflow tooling for said processes and controls;
- Taking initiative, promoting innovation and automation, raising and fixing issues and incidents in close collaboration with his/her team, Development teams, business owners and users;
- Executing day-to-day User Management tasks for production applications;
- Coordinating Change Control migration process through non-Production and Production environments according to policies and procedures.

The EBA IT Team is small and requires sharing of tasks amongst its members. Shared tasks include for example:

- Contributing to drafting technical specifications for tender procedures and participating in the evaluation;

- Contributing to the planning of maintenance activities in particular related to the EBA's backend environment;
- Purchasing of hardware and software from existing framework contracts of the European Banking Authority;
- Contributing to drafting and validating technical designs in particular for the EBA's IT infrastructure and backend systems (i.e. RHEL, MS Windows Server, Oracle RDBMS, MS SQL Server, Oracle WebLogic, etc.).

## 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 a Member State of the European Union, or a national of the European Economic Area (Iceland, Liechtenstein, Norway);
- Be entitled to his/her full rights as a citizen;<sup>4</sup>
- 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 Union<sup>5</sup> and a satisfactory knowledge of another language of the European Union;
- Be physically fit to perform the duties linked to the post.<sup>6</sup>

#### 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<sup>7</sup> and appropriate professional experience of at least one year.

##### 1.2.2 Professional experience

To qualify for the position, a candidate must have, in addition to the above, at least 6 years of relevant proven fulltime professional experience in the field of IT of which at least 4 years in a comparable position after completing the education as mentioned under 1.2.1.

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<sup>4</sup> Prior to the appointment, the successful candidate will be asked to provide a police certificate confirming the absence of any criminal record.

<sup>5</sup> The official languages of the European Union are: 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.

<sup>6</sup> 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).

<sup>7</sup> 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 Member States (such as a national Ministry of Education) and a document attesting so must be submitted with the application by the closing date.

### 1.2.3 Knowledge of languages

For working purposes, as English is the working language of the EBA,<sup>8</sup> an excellent knowledge of the English language, both written and spoken, is required.<sup>9</sup>

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

## 2. Selection criteria

In addition to the above, the following selection criteria will be used:

- Experience in working as a production operator for a significant backend system;
- Experience in working together with external IT providers in the second and third line support;
- Experience in working together with Development teams and managing their platform needs (Dev/Sandbox/Test/Pre-prod) and tooling (Git, Deployment and packaging automation tools)
- Good knowledge of UNIX/Linux
- Good knowledge of Microsoft SQL Server and Oracle RDBMS
- Good understanding of encryption technologies, computer networks and network protocols (e.g. SFTP, HTTPS, SSH), Virtualization Tools (e.g. VMWare, Container Technologies)
- Good knowledge of scripting languages (e.g. PowerShell, bash, Python)
- Experience on CI/CD platforms, such as Jenkins, Bamboo, or other;
- Experience on configuration management and automation frameworks, such as Chef, Ansible, Puppet or other;
- Sound knowledge of ITIL in particular related to incident and problem management;

Applications will be assessed based on the Eligibility and Selection criteria specified in parts 1 and 2.

For this position the candidates are expected to fulfil the following competencies to be assessed during interviews:

- Excellent problem solving skills and the ability to determine the most appropriate solution to an identified incident or problem;
- Excellent communication skills with customers across all levels of the Organisation;
- Strong orientation to results and the ability to meet agreed deadlines and targets under time pressure;
- Ability to independently organise a number of parallel activities (conceptual tasks, incidents, problems, service requests) and follow through until their completion;
- Ability to promote innovative ideas for the improvement of the EBA IT Operations;
- Flexibility in taking over other tasks in view of a dynamic and evolving institutional environment.

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<sup>8</sup> Decision EBA DC 003 of the Management Board on Internal Language Arrangements.

<sup>9</sup> 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) (<http://europass.cedefop.europa.eu/sites/default/files/cefr-en.pdf>)

### 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. Selection procedure

The selection procedure will include the following:

4.1. The selection committee will be established. All the candidates invited to interviews shall be informed on the composition of the selection committee in the invitation to the interview.

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. 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 with the total score equal to and above 12 will be placed on the reserve list, which will be valid until **31 December 2019**. It may be renewed. Inclusion in 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.

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 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 contract agent<sup>10</sup> fixed-term contract of three years with a probation period of nine months and the possibility of extension.

The estimated starting date is **1 September 2018**.

### 5.2 Function group and grade:

The successful candidates shall be recruited as a contract agent in function group IV. The estimated monthly basic salary is from € 3,404.15.

Example: A contract agent with experience of less than 8 years (recruited at grade 13 of FG IV), marital status - single, entitled to expatriation allowance earns an estimated monthly net salary of € 4,436.65 (£ 3,903.63).

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 the United Kingdom shall apply. Following the EBA's relocation, the correction coefficient applicable for the new location of the EBA 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 2.5 days of supplementary home leave granted to staff entitled to the expatriation allowance or foreign residence allowance;
- EU Pension Scheme (after 10 years of service);
- EU Joint Sickness and Insurance Scheme, accident and occupational disease insurance coverage, unemployment and invalidity allowance;
- Travel insurance when travelling on missions.

### 5.4 Place of employment

The current offices of the European Banking Authority are located on Floors 45 – 46, One Canada Square, Canary Wharf, London E14 5AA – United Kingdom.

Paris, France has been selected as the new seat for the EBA. The EBA and its staff will move to the new location following the adoption of legislation to formally change the EBA's seat.

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<sup>10</sup> See footnote 1

## 6. Submission of Applications

Applications including a **curriculum vitae in the Europass format**,<sup>11</sup> a **motivation letter**, and a **filled eligibility criteria grid**, dated and signed before the deadline should be submitted in English to the following address: [vacancies@eba.europa.eu](mailto:vacancies@eba.europa.eu) **by 7 June 2018 at 12.00 noon London time**.

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 eligibility criteria grid dated and signed 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 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). PhDs 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 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 photocopies of supporting documents clearly showing duration and nature of experience upon request.

The address indicated in 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.)

## 7. Data protection

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

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

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 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: [vacancies@eba.europa.eu](mailto: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. OPER IT CA 03/2018**  
Floor 45 – 46, One Canada Square,  
Canary Wharf, London E14 5AA  
United Kingdom

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 duties<sup>12</sup>.

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<sup>12</sup> 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.