

VACANCY NOTICE

TEMPORARY AGENT

The Board of Supervisors of the European Banking Authority (EBA) is establishing a shortlist for the position of

EBA EXECUTIVE DIRECTOR

Reference procedure	EBA TA-02-2026
Type of contract	TEMPORARY AGENT (TA) ¹
Grade	AD 14
Duration of contract	5 years, with possibility of extension once ²
Place of employment	Paris, France
Date of publication	17/04/2026
Deadline for applications	18/05/2026 at 23h59 (CET)
Estimated starting date	Q4-2026
Shortlist valid until	31 December 2027, with possibility of extension

The **Executive Director** shall be appointed by the EBA's **Board of Supervisors**, after confirmation by the **European Parliament**.

WHAT IS THE EBA?

The EBA is an independent European Union Authority³ established on 1 January 2011 by Regulation (EU) No. 1093/2010 of the European Parliament and of the Council of 24 November 2010⁴.

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 multi-annual priorities at the 2028 horizon are: (1) Rulebook: contributing to an efficient, resilient and sustainable single market (2) Risk assessment: developing tools, data and methodologies to support effective analysis, supervision and oversight (3) Innovation: enhancing technological capacity and fostering innovation for all stakeholders.

As a European Supervisory Authority (ESA) within the European System of Financial Supervision (ESFS), the EBA works closely with the European Insurance and Occupational Pension Authority (EIOPA), the European Securities and Markets Authority (ESMA), and the European Systemic Risk Board (ESRB).

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

¹ According to the Article of 2(a) of the [Conditions of Employment of Other Servants \(CEOS\) of the European Union](#)

² Ten (10) years maximum term of office.

³ Decentralised EU Agency.

⁴ 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?

Key purpose

The Executive Director is a fulltime independent professional, working directly with the EBA's Chairperson as part of the Authority's Senior Management staff.

The Executive Director is in charge of the management of the Authority and as such is responsible for the tasks laid down in the Regulation establishing the EBA⁵.

Main responsibilities

- Prepare the work of the Management Board **which is responsible for ensuring that the Authority carries out its mission.**
- Prepare **multi-annual and annual work programmes for the Management Board and Board of Supervisors and implement them.**
- Prepare the human resources and financial budget requests **of the Authority to be submitted by the Board of Supervisors to EU budgetary authorities and implement them in compliance with EU financial regulations.**
- Manage **the EBA staff according to EU staff rules and adopt internal measures for the functioning of the Authority.**
- Interact with a wide range of internal and external **stakeholders.**
- Prepare **an annual draft report on i) the regulatory and supervisory activities of the Authority and ii) financial and administrative matters and implement audit follow-up measures as necessary.**

Working environment

You will be part of a multicultural and multidisciplinary team of around 300 highly skilled professionals at the EBA who are joined by professionals from over 40 public sector authorities established in the EU Member States, EEA EFTA States and other EU bodies. You will be interacting with a wide range of high-level counterparts from these organisations and other stakeholders. Your mission will directly impact on the efficiency of the regulatory and supervisory framework applicable to the banking, payment and crypto asset sectors in the EU.

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

You will join the EBA at an exciting time. It has recently received new responsibilities with the implementation of the EU Digital Operational Resilience Act (DORA) overseeing the most critical providers of ICT services to the financial sector, the European Markets in Crypto-Assets Regulation (MiCA) and "EMIR3". The Authority is currently fully engaged in initiatives to improve the efficiency of the EU regulatory and supervisory framework.

You will be administratively employed as Temporary agent in grade administrator (AD) 14 and based in the EBA being located in Paris La Défense, the largest business district in Europe and the fourth largest in the world.

⁵ See Chapter III, Section 4 ("Executive Director") of 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).

Paris is one of the most inspiring capitals in Europe. A walkable, bikeable 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, top designer shops, and beautiful parks.

Your contract will be for a duration of five (5) years and can be extended for an additional five (5) years.

For more information regarding contractual conditions, salary, additional benefits, work-life balance, schooling facilities, etc, ***please consult the Annex of this vacancy notice.***

WHAT ARE THE SELECTION REQUIREMENTS?

Applications will be assessed based on the Eligibility and Selection criteria specified in this vacancy notice.

Eligibility criteria

To be considered eligible, candidates must satisfy all the criteria listed below by the deadline for submitting applications:

General

- Be a national of a Member State of the European Union⁶ or Iceland, Liechtenstein, Norway, and enjoy your full rights as a citizen⁷;
- Have fulfilled any obligation imposed on you by the laws concerning military service;
- Have the appropriate character references as to your suitability for the performance of your duties⁸;
- Be physically fit to perform the duties linked to the post⁹;
- Have a thorough knowledge¹⁰ of English¹¹ and a satisfactory knowledge¹² of another official language^{13 14} of the European Union;
- A contract can only be put in place with candidates below the retirement age which is set at the end of the month in which the candidate reaches the age of 66¹⁵. With a view to the strategic importance of the position, it would be important that candidates can complete the first five-year-mandate before reaching retirement age. If a choice must be made between equally qualified candidates, this will be considered.

⁶ Member States of the EU: 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.

⁷ Prior to appointment, the successful candidate will be asked to provide an official document showing the criminal record.

⁸ Candidates invited for interviews will be requested to confirm their character suitability for the position.

⁹ 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).

¹⁰ 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 \(CEFR\)](#).

¹¹ English is the working language of the EBA.

¹² 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 \(CEFR\)](#).

¹³ The official languages of the European Union: 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. By way of derogation from Articles 12(2)(e), 82(3)(e) and 85(3) of the CEOS, the languages referred to in Article 129(1) of the EEA Agreement (Icelandic, Norwegian) shall be considered by the Authority, in respect of its staff, as languages of the Union referred to in Article 55(1) of the Treaty on European Union.

¹⁴ Native English speakers will be tested to prove their second language skills.

¹⁵ According to the Articles 47 and 52(a) of the Conditions of Employment of Other Servants (CEOS) of the European Union.

Qualifications¹⁶

Candidates must have a level of education which corresponds to completed university studies of **four (4) years** attested by a diploma and after having obtained the diploma, **fifteen (15) years** of proven professional experience¹⁷ **OR** have at least a level of education which corresponds to completed university studies of **three (3) years** attested by a diploma, and after obtained the diploma, **sixteen (16) years** of proven professional experience.

Selection criteria

In addition to the eligibility criteria above, the following selection criteria will be assessed throughout the different phases of the selection procedure. Candidates are required to clearly indicate in their application how they acquired the knowledge and experience allowing them to meet the selection criteria and to give specific examples.

Essential criteria:

- Thorough knowledge and proven expertise of the sectors of relevance for the activities of EBA, in particular relevant to financial supervision and regulation.
- At least 5 years of management experience at a senior level with a wide range of responsibilities.
- Proven capacity to take decisions, both at strategic and operational level.

Advantageous criteria:

- Thorough understanding of the EU institutions and EU decision-making process.
- Thorough understanding of EU and international matters of relevance to the activities of the EBA.
- Extensive experience of budgetary, financial and human resources management.
- Work experience in a multicultural environment.

Behavioural competencies:

- Excellent communication and presentation skills with the ability to communicate clearly and present complex subjects simply, both orally and in writing, whether in public or in meetings with staff and internal or external stakeholders.
- Excellent interpersonal skills, including the capacity to deal and negotiate with high level stakeholders.
- Strong sense of responsibility, integrity, initiative, self-motivation and commitment to work in the public interest and serve the EU as a whole.

¹⁶ 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) or a NARIC recognition is required: <https://www.enic-naric.net/> and a document attesting so must be uploaded with the application by the closing date. If you have a diploma recognised in an EU Member State, you don't need NARIC recognition for your lower-level diploma(s). Example: If you have a Bachelor's degree from a university outside the EU, and a Master's degree from an EU university, you don't need NARIC recognition for the Bachelor's degree. Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

¹⁷ Professional experience indicated in the application form is counted only from the time the candidate obtained the certificate or diploma required for the position and only if it is on paid basis (including study grants or internship grants). Doctorate studies (PhD) will also be considered in the light of specific rules. 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, and irrespective of whether the work was remunerated. Start and end dates of all previous positions and whether full-time or part-time work should be indicated in the application form. 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 supporting documents clearly showing duration and nature of experience upon request.

ANNEX

HOW TO APPLY?

Candidates are invited to send their applications to the following email address: EBA-ExecutiveDirector-Applications@eba.europa.eu by **23h59 (CET) on the closing date**.

Applications submitted by any other means or after the deadline will be disregarded. Candidates are strongly advised not to wait until the last day to submit their applications, since heavy internet traffic or internet connection issues 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, i.e.:

- **A curriculum vitae** in English, preferably in [European format](#).

AND

- **A motivation letter** in English, dated and signed, of no more than two pages, explaining why you are interested in the position and the added value you would bring to the EBA if selected.

You must **indicate all your professional experience(s) including responsibilities/activities in your curriculum vitae**, starting from the date you obtained the diploma required for the position.

At this stage, please do not send supporting documents (copies of ID cards, passports, diplomas, etc.). Supporting documents must be submitted at a later stage of the procedure when requested.

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. These must be met by the deadline for submitting applications.

Following the submission of the application, candidates will receive an automatic email acknowledging receipt of the application. Please note that all correspondence will be in English and will take place by email, so candidates should ensure that the email address is correct and that it is checked regularly.

The address indicated in the application will be recognised as proof of residence to be used for defining travel reimbursements, etc (if applicable).

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 disability, please indicate it in your application, and HR will contact you for any adjustments or arrangements needed relating to your disability, 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.

BENEFITS

Your **contract** will be for a duration of five (5) years and can be extended once, for additional five (5) years.

You will be recruited as **Temporary agent 2(a) in grade administrator (AD) 14**, either in step 1 or 2 (with basic salary of € 18,695.13 in step 1 or € 19,480.76 in step 2), subject to an annual review of remuneration provided for in Article 64 and Article 65(1) of the [Staff Regulations](#). Salaries are subject to a Union tax deducted at source and are exempt from national taxation.

In addition to the basic salary, you will be entitled to a correction coefficient applicable to France (currently 113.6%) reflecting the living conditions of the city.

You will be entitled to receive a **managerial allowance** (4.2% of the basic salary) subject to the successful completion of the nine (9) months probationary period.

You may be entitled to **specific entitlements**, depending on the individual family situation and the place of origin to: expatriation allowance (16% of the basic salary), household allowance, dependent child allowance, education allowance, pre-school allowance, installation allowance, reimbursement of removal costs, initial temporary daily subsistence allowance, and other benefits.

You will be provided with a **comprehensive health insurance coverage**: the Joint Sickness Insurance Scheme (JSIS) is offering a very wide coverage of healthcare services, as well as accidents and maternity.

You will also benefit from **work-life balance** with teleworking flexibility, learning and development opportunities such as language trainings, as well as social integration (such as the EBA Social and Sport clubs), canteen facilities, public transports financial contribution and free access for children to the [European school in Paris](#).

You may benefit from the **EU Pension Scheme** (after 10 years of service).

WHAT IS THE SELECTION PROCEDURE?

A Pre-Selection Board¹⁸ will be established to analyse application documents of candidates with reference to the eligibility and selection criteria.

Candidates who do not meet all the eligibility criteria will be excluded from the selection procedure. Eligible candidates will then be scored on the essential criteria. Those who meet all the essential criteria will be scored against the advantageous criteria. Those candidates who do not meet all the essential criteria will not be assessed further.

The Pre-Selection Board will draw up a list of up to six (6) candidates¹⁹ that best correspond to the profile sought for an interview. The candidates pre-selected by the Pre-Selection Board will also be invited to one day **Assessment Centre** for senior management roles.

¹⁸ Please note that the Pre-Selection Board's work and deliberations are strictly confidential and that any contact with its members is strictly forbidden constituting grounds for disqualification. Candidates invited for interview will be communicated the composition of the Pre-Selection Board.

¹⁹ In the case of equal performance, the number of candidates will be adjusted accordingly.

Following the interviews and the results of the assessment of the managerial/leadership skills, the Pre-Selection Board will adopt a shortlist of up to three (3) most suitable candidates, which will be communicated to the EBA Board of Supervisors. The inclusion on this shortlist does not guarantee appointment.

The shortlisted candidates will then be invited to give a presentation on a pre-defined topic and will be interviewed by the **EBA Board of Supervisors**. The presentations and the interviews will take place on the same day. The topic of the presentation will be communicated in the invitation to presentation and interview with the EBA Board of Supervisors. The Board of Supervisors will then adopt a reserve list of up to three (3) candidates. Applicants should note that the reserve list may be made public.

The EBA Board of Supervisors will provide the reserve list to the **competent committee of the European Parliament** who will be informed of the composition of the pool of applicants (number of applications, mix of professional skills, gender and nationality balance, etc.).

The EBA Board of Supervisors will adopt its selection decision, which will be subject to confirmation by the European Parliament.

Candidates may be required to undergo further interviews and/or tests in addition to those indicated above.

ETHICS OBLIGATIONS

Independence and high standards of professional conduct are crucial for ensuring high standards and excellence for the work of the EBA.²⁰ The Agency also strives to ensure that its staff do not have any interests that could affect their impartiality.

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 candidates to be included in the shortlist will be required to make a declaration of the conflict of interest before the interview by the Board of Supervisors.*** In particular, the shortlisted candidates will be required to make a declaration of commitment to act independently in the public interest and to make a declaration in respect of any interests which might be considered prejudicial to his/her independence which will be examined in accordance with the EBA's Ethics framework. Each applicant must confirm, in his/her declaration submitted with his/her application, his/her willingness to be compliant in case of s/he will be the successful candidate.

In addition, the successful candidate will be bound to professional secrecy and to confidentiality requirements while working at the EBA and after having left.

Former staff members are required to seek clearance from the EBA before engaging in another activity for two years after leaving the Authority. If that activity is related to the work carried out during the last three years of service at the EBA, and it could lead to a conflict with the legitimate interests of the EBA, the Authority can give its approval subject to any conditions it sees fit or forbid the activity.²¹

²⁰ More information about the ethics requirements including the EBA's Ethics Guide, policy on conflicts of interest and Code of Good Administrative Behaviour are available at <https://www.eba.europa.eu/about-us/organisation-and-governance/accountability/ethics-eba>

²¹ More information on occupational activities after leaving the EBA, including guidance how post-employment restrictions and prohibitions are assessed is available at <https://www.eba.europa.eu/about-us/organisation-and-governance/accountability/ethics-eba/occupational-activities-after>

DATA PROTECTION

The EBA ensures that candidates' personal data is processed as required by Regulation (EU) 2018/1725²². 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](#).

IN CASE OF COMPLAINT AND APPEAL

Candidates who consider that their interests have been prejudiced by any decision related to the selection procedure can take the following actions:

Request for review of the decisions taken by the Pre-Selection Board

Within ten (10) calendar days of the date of the letter notifying the candidate of a decision taken by the Pre-Selection Board, 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: EBA-vacancies@eba.europa.eu

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:

Head of Human Resources
European Banking Authority
Selection procedure: **Ref.: EBA TA-02-2026**
DEFENSE 4 – EUROPLAZA
20 Avenue André Prothin
CS 30154
92927 Paris La Défense CEDEX
France

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 about how to submit an appeal, please consult the website of the General Court: <http://curia.europa.eu/>.

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 Regulation (EU, Euratom) 2021/1163 of the European Parliament of 24 June 2021 on the general conditions governing the performance of the European Ombudsman's duties²³. For details about 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

²² 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).

²³ OJ L 253 of 16.7.2021

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.