

VACANCY NOTICE

CALL FOR EXPRESSION OF INTEREST FOR SECONDED NATIONAL EXPERTS (SNE) AT THE EUROPEAN BANKING AUTHORITY (“THE EBA”)

OPEN CALL – NO DEADLINE

The aim of this vacancy notice is to establish a pool of interested candidates as the EBA is regularly offering job opportunities as Secoded National Expert for a variety of profiles.

Reference procedure	EBA SNE 2023
Type of contract	SECONDED NATIONAL EXPERT (SNE)¹
Duration of contract	6 months to 24 months, with possibility of extension
Place of employment	Paris, France
Deadline for applications	Open call – no deadline for application, interested candidates are encouraged to apply so that they can be contacted as soon as a position in their area of interest becomes available

WHAT IS THE EBA?

The European Banking Authority (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 2010².

With a view to improving the functioning of the European Union internal market, the EBA works to ensure 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 its 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.

¹ EBA DC 304 - Decision of the Management Board on Secondment of National Experts of 13 December 2019

² 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 DO WE OFFER YOU?

The EBA is an equal opportunities employer and is 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 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. For more information, please refer to <https://www.eba.europa.eu/diversity-and-inclusion>.

If you consider yourself to have a physical, mental, intellectual or sensory disability, please indicate any adjustments or arrangements needed, relating to your disability, to EBA-Applications@eba.europa.eu so that the EBA can ensure your full and equal participation in the selection process.

The EBA, as an EMAS registered organisation, is committed to continuously improving its environmental performance and reducing its carbon footprint. For more information, please refer to <https://www.eba.europa.eu/about-us/sustainable-eba>.

As part of the EBA team, 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 have the opportunity to change perspectives, to expand your network, to benefit from an enriched experience in a multinational and multicultural environment, to develop your career as well as new competencies.

You will live in Paris. 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.

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 initial secondment period will be for a duration of 6 to 24 months. It may be extended up to a total period not exceeding 4 years.

You will benefit from work-life balance with teleworking flexibility, learning and development opportunities such as language trainings, social integration as well as free access for children to the [European school](#) facilities.

Unless you have worked or lived in France during the past 10 years, you will be entitled to a daily and a monthly subsistence allowance and reimbursement of travel expenses at the start and the end of your secondment, in line with the provisions of Article 17 of the [EBA’s Decision on SNEs \(EBA DC 304\)](#). More on the allowances can be found [here](#).

WHAT IS THE JOB ON OFFER?

With the recently established additional responsibilities for EBA, there is a particular need to strengthen the supervisory related capabilities, to support the direct supervision and convergence activities, to contribute to the digital finance package (MiCA and DORA projects), to develop sustainable finance (ESG risks and stress testing), to enhance data gathering and reporting frameworks as well as to continue to benefit from other public administrations' experience in all regulatory and cross-cutting functions such as Human Resources, Legal and Compliance, Institutional Affairs, Budget and Financial, Security and Information Technology, Communications, etc.

Please have a look at the different profiles and key responsibilities:

- Prudential Regulation and Supervisory Policy Department (PRSP)
- Innovation, Conduct & Consumers Department (ICC)
- Economic & Risk Analysis Department (ERA)
- Data Analytics, Reporting & Transparency Department (DART)
- Operations Department (OPER)
- Governance and External Affairs Unit (GEA)
- Legal and Compliance Unit (LC)

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

WHAT ARE THE SELECTION REQUIREMENTS?

Applications will be assessed based on the Eligibility criteria and Behavioural competencies criteria specified in this vacancy notice 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 a national of a Member State of the European Union³ or an European Free Trade Association Member State (Iceland, Liechtenstein, Norway, and Switzerland), or a country which the Council has decided to open a accession negotiations and which has concluded a specific agreement on staff secondments;⁴

³ 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.

⁴ Due to the withdrawal of the United Kingdom from the European Union on the 31/01/2020, candidates with UK nationality who do not hold the nationality of a Member State of the European Union or Iceland, Liechtenstein, Norway (EEA countries), are not eligible for calls for applications at the EBA because they do not fulfil the requirements of Article 12 (2)(a) of the Conditions of Employment of Other Servants.

- Have a thorough knowledge⁵ of English⁶ and a satisfactory knowledge⁷ of another official language^{8 9} of the European Union;
- Be employed by:
 - a) a member of the ESFS (as specified in Article 2 of Regulations (EU) no. 1093/2010);
 - b) a country with which the Council has decided to open accession negotiations, and which has concluded a specific agreement on staff secondments for participation in EBA's work within the meaning of Article 75 of the Regulations;
 - c) a public intergovernmental organisation, who are seconded to EBA so that it can use their expertise in a particular field¹⁰;
- Have worked for their employer on a permanent or contract basis for at least 12 months before their secondment.

Qualifications¹¹

Candidates must have a level of education which corresponds to completed university studies of at least three years attested by a diploma.

Professional experience

Candidates must have at least three years of proven fulltime professional experience in administrative, legal, scientific, technical, advisory or supervisory functions after completing the education as mentioned above.

Selection criteria

Experience and knowledge

Candidates' experience and knowledge relating to the activities accordingly to the selected profile (e.g.: banking, advisory, supervisory, credit risk, financial, statistics, accounting, human resources, legal and compliance, security and information technology, communications, administrative coordination, institutional relations) will be assessed during the interview.

Behavioural competencies

- Drive for results with flexibility to take on new tasks in a dynamic and fast-paced 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).

⁵ 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 \(CEFR\)](#).

⁶ English is the working language of the EBA. [Decision EBA DC 003 of the Management Board on Internal Language Arrangements](#).

⁷ 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 \(CEFR\)](#).

⁸ 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.

⁹ Native English speakers will be tested to prove their second language skills.

¹⁰ In accordance with Article 1 paragraph 2 of the EBA Decision on Secondment of National Experts, the Executive Director of the EBA may, on a case-by-case basis, authorise the secondment of an SNE from another employer if the interests of the EBA warrant bringing in specific expertise as a temporary measure.

¹¹ 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 Members States (such as a national Ministry of Education) and a document attesting so must be submitted with the application by the closing date.

HOW TO APPLY?

Candidates should submit their complete applications¹² in English to the following address: EBA-Applications@eba.europa.eu. Only complete applications will be considered. **Please also indicate the preferred profile(s) and Unit(s) in your application email.**

A complete application must include:

- A curriculum vitae;
- A motivation letter (maximum 500 words);
- A completed eligibility criteria grid **including the EBA areas of interest for secondment**;
- If applicable, a copy of your diploma's equivalence certificate, issued by an EU Member State (see footnote for Qualifications).

Professional experience indicated on the curriculum vitae is only counted from the date the candidate obtained the certificate or diploma required for the position and if it is on a paid basis (including study grants or internship grants).

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. 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) clearly showing 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 the duration and nature of their professional experience upon request. PhDs may be counted as professional experience if the candidate received a study grant or salary during the period of the PhD studies. The maximum duration counted for a PhD is three years provided that the PhD has been successfully concluded by the closing date for applications of the selection procedure.

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

WHAT IS THE SELECTION PROCEDURE?

The received applications will be screened by HR against the eligibility criteria listed in this vacancy notice. Candidates who do not meet all the eligibility criteria will be excluded from the selection procedure.

When a position becomes available, eligible applications will be provided to the hiring manager (Head of Unit/Director of Department) for assessment, based on the Behavioural competencies criteria and the requirements listed in the relevant profiles, considering the candidates' preferences indicated in the application, their areas of expertise and their competencies.

The hiring manager will contact the candidates directly, check their availability for an interview. HR will invite the candidates for the interview, which may be held remotely.

¹² All candidates shall be informed of the composition of the Selection Board in the acknowledgement of receipt for their application.

After the hiring manager has selected a candidate, **the candidate must provide a formal approval statement¹³ for the secondment from their sending authority/employer.**

Once the interviews are concluded and the candidate is selected for the profile, **the secondment agreement will be formalised between the EBA, the sending authority and the candidate.**

Candidates, who are not selected after an interview will remain in our pool of interested candidates for future secondment opportunities. These candidates will be considered every time there is a position to fill that fits their profile and the Agency's business needs and budgetary situation.

During the secondment, **the Seconded National Expert's (SNE) remains an employee of the sending authority/employer** which shall continue to be responsible for their salary and social rights, particularly social security and pension. The SNE shall maintain their administrative status throughout the period of secondment and their administration shall inform EBA of any change in the SNE's situation in this regard.

EBA will ensure that **candidates' personal data** is processed as required by Regulation (EU) 2018/1725¹⁴. This applies in particular to the confidentiality and security of such data.

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

Candidates 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
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/>).

¹³ The template for the employer's statement can be downloaded from the EBA's website [here](#).

¹⁴ 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).