



5 September 2012

**VACANCY NOTICE**  
**No. CLOV TA 23/2012**

**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.

**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 position as a Head of the Home Host Coordination Unit 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).

**HEAD OF THE HOME HOST COORDINATION UNIT**

The European Banking Authority is seeking suitable candidates for the position of a Head of the Home Host Coordination Unit who will play a key role in ensuring the efficient functioning of colleges of supervisors.

Under the responsibility of the Director of Oversight the Head of Unit will be responsible for organising the work of the home host team, taking forward the strategy for the EBA's engagement in colleges, as agreed with the Director, developing new tools and practical assistance to ensure ongoing improvements in college functioning.

## **Job description**

### **Main purpose**

Leading and managing the work of the home host team and other EBA staff attending colleges to ensure effective EBA engagement in monitoring and promoting efficient functioning of colleges of supervisors.

### **Main responsibilities:**

- Defining the work programme of the Unit on the basis of the EBA mission statement and annual work programme and coordinating the work within the Unit and the co-operation with other Units;
- Leading the development of guidelines for policies and actions of the Unit on the basis of the EBA mission statement and annual work programme;
- Leading the ongoing development of the EBA's strategy for effective functioning of colleges of supervisors;
- Leading the development and monitoring the objectives of home host team members;
- Leading the development of an effective work programme for college engagement by the EBA;
- Leading and overseeing the work of the home host team and ensuring high quality engagement with all relevant colleges and relevant competent authorities;
- Leading the design and overseeing the development of new tools and methods to foster best practice in colleges;
- Acting as the main channel for the exchange of information between the EBA and the senior management levels in relevant competent authorities;
- Acting as the main channel for the exchange of information between the senior management, members of the Unit and other Units within the EBA;
- Representing the Unit in meetings with internal and external stakeholders.

## **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 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 attested by a diploma when the normal period of university education is four years or more.

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

To qualify for the position a candidate must have, in addition to the above, at least 13 years (on the basis of 1.2.1 a), or at least 12 years (on the basis of 1.2.2 b) of relevant proven fulltime professional experience in some or all the fields covered by the job description after completing the education as mentioned above, of which at least five years in a broadly comparable management position in banking supervision.

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.

### **1.2.3. 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 EU banking regulation and supervision;
- Have in depth technical knowledge of supervisory risk assessments;
- Have proven experience of at least 5 years (as mentioned in 1.2.2) in managing staff, planning work streams, building, coordinating and motivating a team;
- Have proven experience in dealing with a wide range of relevant stakeholders;
- Excellent communication and negotiation skills;
- Experience of dealing with senior management in supervisory authorities and banks;
- Have proven experience with the responsibilities described above in a national or international context;

It will be advantageous for the candidate to have:

- Knowledge of EU regulations;
- Experience in participating in and leading supervisory colleges;
- Experience in managing through change;
- Experience in building and implementing strategies.

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

- Capacity to initiate and implement new processes and methodologies;
- Strong sense of responsibility, commitment and co-operation;
- Ability to analyse complex information from a wide range of sources, consider options and propose/implement solutions/recommendations;
- Flexibility to take over other tasks in view of a dynamic and evolving institutional environment;
- Proactive attitude;
- Ability to manage own workload and provide support to the team;
- 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 (CVs, motivation letters) 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 candidates who obtain 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 nine months and the possibility of extension.

The expected starting date is 1 November 2012.

The selected candidate may be invited to take up the position at a short notice.

## 5.2. Function group and grade:

The successful candidates shall be recruited at grade AD 10. The estimated monthly basic salary is from € 8,064.86.

## 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 criteria grid** should be submitted in English to the following address: [vacancies@eba.europa.eu](mailto:vacancies@eba.europa.eu) **by 20 September 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 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. **CLOV TA 23/2012**  
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.