



21 February 2012

VACANCY NOTICE
No. PAC TA 11/2012

The Authority

The European Banking Authority ("the 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 a position as Senior Policy Expert at its offices in London, United Kingdom.

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

SENIOR POLICY EXPERT

The European Banking Authority is seeking suitable candidates for the position of a Senior Policy Expert in the Policy Analysis and Coordination Unit of the EBA. Under the responsibility of the Head of the Policy Analysis and Coordination Unit, the Senior Policy Expert will play an important role in the development of guidelines, recommendations, opinions and binding technical standards by providing economic analysis and impact assessment advice on EBA's proposals.

Job description

Main purpose

Providing economic analysis and assessment of the impact of EBA's policy stances to the regulatory and oversight functions of the EBA.

Main responsibilities:

- Providing impact assessment support to the EBA's regulatory activities in the drafting of the policy options of guidelines, recommendations, opinions and binding technical standards, including their respective consultations;
- Providing impact assessment support to the EBA's oversight activities in the drafting of the policy options of guidelines, recommendations, opinions and binding technical standards, including their respective consultations;
- Participating in the EBA working groups and representing the EBA at a technical level and effectively cooperating with the other ESAs and the ESRB in his/her area of expertise;
- Conducting economic analysis of proposed technical standards, guidelines and supervisory recommendations; and
- Facilitating training on impact assessments for the respective guidelines, recommendations and binding technical 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, 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 in economics or related area 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 in economics or related area attested by a diploma when the normal period of university education is four years or more.

1.2.2. Professional experience:

Candidates must have, in addition to above, at least 12 years of proven fulltime professional experience after completing the education as mentioned under 1.2.1.

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 providing micro economic analysis of financial regulatory and supervisory issues;
- Have proven experience in drafting papers/memos/briefings on policy, regulation and economic issues;
- Have proven experience in providing advice to senior management;
- Be able to provide information and give presentations on impact assessment methodologies and analysis and represent the EBA in its working groups;
- Have proven experience in dealing with a wide range of relevant stakeholders; and
- Be familiar with the European Commission's Impact Assessment framework.

Further it would be advantageous that the candidate:

- Has at least 3 years in a comparable position in regulation or banking supervision;
- Is able to explain in non technical language, the results of his/her micro economic analysis;
- Has a higher level of education (such as a Doctorate) in economics or related area;
- Has econometric experience/ skills, and is familiar with the macroeconomic environment.

The candidate should:

- Have experience in an EU/multicultural/international working environment;
- Be able to manage own workload and work without close supervision;
- Have a highly developed sense of responsibility;
- Be able to work and deliver to tight deadlines;
- Be flexible and be a quick learner;

- Have very good communication skills;
- Be 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. 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 (CV, motivation letter, eligibility and selection criteria grid, and a reference letter) 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 knowledge, ability to understand, analyse and summarise, and drafting skills. Total mark for written test: 10

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

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 14 will be placed on the reserve list, which will be valid until 31 December 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 six months and the possibility of extension.

The expected starting date is 1 May 2012.

5.2. Function group and grade:

The successful candidates shall be recruited at grade AD 9.

The estimated monthly basic salary is from € 7,127.99

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 and selection criteria grid** should be submitted in English to the following address: vacancies@eba.europa.eu **by 21 March 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, eligibility and selection criteria grid letter 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. PAC TA 11/2012
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.