



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 as amended by Regulation (EU) No 122/2013 of the European Parliament and of the Council of 23 October 2013 regarding the conferral of specific tasks on the European Central Bank pursuant to Council Regulation (EU) No 1024/2013 and published in the Official Journal of the European Union (L 287/6) on 29 October 2013.

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 consumers, 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.

In the area of consumer protection and financial innovation, the EBA is tasked with promoting transparency, simplicity and fairness in the market for financial products in the EU, with monitoring new and existing financial activities and with adopting guidelines and recommendations with a view to promoting the safety and soundness of markets and convergence of regulatory practice.

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.

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

The EBA is currently inviting applications for a position as a Retail Banking Expert at its offices in London, United Kingdom.

RETAIL BANKING EXPERT

Job description

The European Banking Authority is seeking a suitable candidate for the position of a Retail Banking Expert in the EBA's Consumer Protection and Financial Innovation Unit. Under the responsibility of the Head of Unit, the Retail Banking Expert will play an important role in regulatory efforts of the EBA in the area of consumer protection and financial innovation across the spread of banking products and services offered by credit institutions, electronic money institutions and payment service providers, and in particular mortgages, personal loans, savings products, current accounts, credit/debit cards and payment services.

The Retail Banking Expert will play an important role in underpinning the regulatory efforts of the EBA to reducing and/or preventing detriment and monitoring financial innovation for potentially harmful effects on consumers, financial institutions, and/or markets.

In particular, s/he will contribute to the identification of risks arising for consumers from their using the above products, and to the development of guidelines, recommendations, opinions, warnings, and binding technical standards addressed to financial institutions and/or national regulatory authorities.

The position could potentially be suitable for individuals with a variety of very different professional backgrounds obtained in any one or more of the EU Member States, including someone who has worked

- in a sales, marketing, product development or related capacity in a credit institution, eMoney institution, payment services provider, or similar financial institution, and would like to apply their experience in a regulatory environment;
- in a regulatory capacity in a national regulatory authority or self-regulating industry body, who would like to expand their horizon to a European level;
- in a consumer advice capacity in a consumer association, advice bureau or similar organisation representing consumers, who would like to apply their knowledge of consumer issues to contribute to more effective regulation;
- in an academic/research capacity in a think tank or university, who would like to bring to bear their research expertise and methodological know-how in law, public policy, sociology, psychology or political science to the development of legal requirements applicable across the EU; and/or
- in a lobbying capacity in a trade association, who would like to contribute to more effective regulation of the financial institutions they are currently representing;

Main responsibilities:

- Preparing policy stances and providing policy advice through written documents, in one or more of the retail banking markets including, but not limited to, mortgages, personal loans, credit/debit cards, savings products, current accounts, and payment services;
- Conducting high-quality desk-based research to assess trends in retail banking markets and the conduct of firms towards consumers that may have harmful effects;
- Contributing and providing support to the EBA's committees and subgroups and their chairpersons, in particular EBA's Standing Committee on Consumer Protection and Financial Innovation (SCConFin) and its subgroups;
- Ensuring the timely completion of any EBA guidelines, recommendations, and technical standards in conformity with agreed processes and quality standards;
- Liaising with external stakeholders, including firms, trade associations, consumer groups and the EBA's Banking Stakeholder Group;
- Externally representing the EBA on a technical level in any of the abovementioned areas;
- Contributing to and leading, the development of industry training standards, common disclosure rules, financial literacy and education activities;
- Effectively cooperating with the other European Supervisory Authorities, i.e. ESMA and EIOPA, with a view to the development of coordinated and possibly joint policy stances, guidelines and 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, Liechtenstein, 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

To be eligible, a candidate must have a level of education which corresponds to completed university studies of at least three years in business, economics, marketing, sociology, law or another, related area attested by a diploma.

Only qualifications awarded by EU Member State authorities or EEA authorities or qualifications recognised as equivalent by the relevant EU or EEA Member State 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.

1.2.2 Professional experience

To qualify for the position, a candidate must have, in addition to the above, at least 8 years of proven fulltime professional experience after completing the education as mentioned under 1.2.1. of which at least 4 years in the field of retail banking, either as an industry professional, regulator, researcher, consumer advisor, or lobbyist.

The work experience for eligibility purposes is counted from the award of diploma up to the closing date of applications.

1.2.3 Knowledge of languages

For working purposes, an excellent knowledge of the English language, both written and spoken, is required.

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

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:

- Professional experience in the retail banking sector in any one, or more, of the EU Member States, with a focus on mortgages; personal loans; savings products; credit/debit cards; current accounts; and payment services;
- Proven knowledge of various types of detriment that consumers may experience in the interaction with firms;
- Proven knowledge of some of the drivers that cause such detriment, such as misleading information; misaligned incentives for sales staff, unsuitable advice etc;

- Proven experience in drafting papers/memos/briefings for various types of audiences; and
- Familiarity with relevant national and European regulation pertaining to consumer matters, such as the Mortgage Credit Directive; Payment Services Directive; Distance selling Directive etc.

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

- Be comfortable, and possibly have experience in, working in an EU/multicultural/international working environment;
- Be able to manage own workload and work without close supervision;
- Be flexible and be a fast learner;
- Have very good communication skills;
- Be a good team player with strong inter-personal skills and the 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, motivations 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 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 31/12/2014. 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 contract 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 June 2014** or as soon as possible thereafter.

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 function group IV. The estimated monthly basic salary is from € 3,145.45.

The details of the whole remuneration package are provided in Articles 62 – 70 and Annex VII to the Staff Regulations.

<http://www.eba.europa.eu/documents/10180/15754/Staff+Regulations+2014+EN.pdf/91448fea-1359-4417-af44-caf7be013cbb>

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: 1.392) 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 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; 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 **by 9 April 2014 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: 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 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). PhD s 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 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.

The address indicated in the CV 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

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. CONFIN CA 05/2014**
Floor 18 Tower 42
London EC2N 1HQ
United Kingdom

The complaint must be lodged within 3 months. The time limit for initiating this type of procedure (see Staff Regulations as modified by Council Regulation No 723/2004 of 22 March 2004 published in the Official Journal of the European Union L 124 of 27 April 2004 – <http://europa.eu/eur-lex>) starts to run from the time the candidate is notified of the act adversely affecting him/her.

You can submit a judicial appeal under Article 270 of the Treaty on the Functioning of the EU (ex Art. 236 TEC) and Article 91 of the Staff Regulations of Officials of the European Communities to the:

European Union Civil Service Tribunal
Boulevard Konrad Adenauer
Luxembourg 2925

Please note that the appointing authority does not have the power to amend the decisions of a selection board. The Civil Service Tribunal has consistently held that the wide discretion enjoyed by selection boards is not subject to review by the Civil Service Tribunal unless rules which govern the proceedings of selection boards have been infringed.

For details of how to submit an appeal, please consult the website of the European Union Civil Service Tribunal: <http://curia.europa.eu>. The time limits for initiating these two types of procedure (see Staff Regulations as amended by Council Regulation (EC) No 723/2004 of 22 March 2004, published in Official Journal of the European Union L 124 of 27 April 2004 — <http://eur-lex.europa.eu>) start to run from the time you are notified of the act allegedly prejudicing your interests.

It is also possible to complain to the European Ombudsman pursuant to Article 195(1) of the Treaty establishing the European Community 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 Ombudsman's duties, published in Official Journal of the European Union L 113 of 4 May 1994:

European Ombudsman
1 Avenue du Président Robert Schuman
CS 30403
67001 Strasbourg Cedex
France
<http://www.ombudsman.europa.eu>

Complaints made to the Ombudsman have no suspense 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 European Union Civil Service Tribunal under Article 270 of the Treaty on the Functioning of the EU (ex Art. 236 TEC). Furthermore under Article 2(4) of the general conditions governing the performance of the Ombudsman's duties, any complaint lodged with the Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned.