



**VACANCY NOTICE**  
**SENIOR SUPERVISION OFFICER**  
**(CENTRAL COUNTERPARTIES/CCP PROFILE)**  
**(F/M)**  
**REF.: ESMA/2021/VAC04/AD7**

<b>Type of contract</b>	Temporary Agent <sup>1</sup>
<b>Function group and grade</b>	AD7
<b>Duration of contract</b>	5 years, with possibility of extension <sup>2</sup>
<b>Department(s)</b>	Central Counterparties (CCP) Directorate
<b>Place of employment</b>	Paris, France
<b>Deadline for applications</b>	10/05/2021 (23:59 hrs, Paris local time)
<b>Reserve list valid until</b>	31/12/2022

**1. The Authority**

ESMA is an independent EU Authority that was established on 1 January 2011. ESMA's mission is to enhance investors' protection and promote stable and orderly financial markets. This mission is derived from ESMA's founding Regulation<sup>3</sup> and encompasses three objectives:

- **Investor protection:** to have the needs of financial consumers better served and to reinforce their rights as investors while acknowledging their responsibilities;
- **Orderly markets:** to promote the integrity, transparency, efficiency, and well-functioning of financial markets and robust market infrastructures, and
- **Financial stability:** to strengthen the financial system in order to be capable of withstanding shocks and the unravelling of financial imbalances while fostering economic growth.

ESMA achieves these objectives through four activities<sup>4</sup>:

- assessing risks to investors, markets and financial stability;
- completing a single rulebook for EU financial markets;
- promoting supervisory convergence; and
- directly supervising specific financial entities.

<sup>1</sup> According to the Article 2(f) of the [Conditions of Employment of Other Servants \(CEOS\)](#) of the European Union.

<sup>2</sup> Temporary agents may be engaged under their first contract for a fixed period of 5 years. Any further renewal shall be in principle for an indefinite duration. Probationary period for the first contract is nine months.

<sup>3</sup> Regulation (EU) No 1095/2010 of the European Parliament and of the Council of 24 November 2010 establishing a European Supervisory Authority (European Securities Markets Authority), amending Decision No 716/2009/EC and repealing Commission Decision 2009/77/EC.

<sup>4</sup> <https://www.esma.europa.eu/about-esma/esma-in-short/esma-organigramme>

ESMA achieves its mission within the European System of Financial Supervision (ESFS) through active co-operation with National Competent Authorities (in particular with securities market regulators) as well as with the European Banking Authority (EBA) and the European Insurance and Occupational Pensions Authority (EIOPA). ESMA has a unique position within the ESFS as it focuses on the securities and financial markets dimension and the overarching European aspects of these objectives.

For further information, please refer to ESMA's website: <http://www.esma.europa.eu>

## 2. Job framework and profile

The review of the European Markets Infrastructure Regulation (EMIR, Regulation EU (No) 648/2012)) enhanced the role of ESMA in relation to the authorisation of CCPs established in the Union (EU-CCPs) and the recognition of third-country CCPs (TC-CCPs) and provided ESMA with direct supervisory responsibilities over systemically important TC CCPs. ESMA's role also strengthened in relation to the authorisation and the supervision of EU CCPs to promote supervisory convergence among national competent authorities.

### Main duties:

ESMA is organising the selection procedure to recruit several suitable candidates for the position of **Senior Supervision Officer** within the CCP Directorate.

Reporting to the Senior Management of the CCP Directorate, the jobholder will be responsible for one or more of the following duties:

- Lead and/or contribute to the recognition and on going supervisory activities of Third Countries (TR)-CCPs in accordance with provisions set out in EMIR, including the participation in relevant supervisory colleges. This may entail determining risk-based supervisory programs and processes and the yearly supervisory program for the specific CCPs allocated, steering the analysis of information reported by the relevant TC-CCPs and identifying overarching developments that may impact EMIR compliance or EU financial stability;
- Representing ESMA in supervisory colleges of EU CCPs and leading peer reviews, preparing draft opinions on draft decisions submitted by national competent authorities in relation to EU-CCPs and promoting exchanges of information on relevant developments related to EU-CCPs;
- Leading the preparation of the multiannual planning for stress test exercises, including, if appropriate, proposals for new scenarios in CCP stress test exercises
- Performing analysis of CCP risk models, and preparing validation reports on the compliance of CCPs with EMIR prudential requirements;
- Fostering novel approaches to data analysis methodologies and systems to support supervisory activities; and
- Representing ESMA in international groups.

### 3. Professional qualifications and other requirements

#### A. Eligibility criteria

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

- have at least a level of education which corresponds to completed university studies of **four years** attested by a diploma<sup>5</sup>, and after having obtained the diploma, **six years** of proven **professional experience**<sup>6</sup>;  
OR  
have at least a level of education which corresponds to completed university studies of **three years** attested by a **diploma**<sup>7</sup>, and after having obtained the diploma, **seven years** of proven **professional experience**<sup>8</sup>;
- be a national of a Member State of the European Union or the EEA (Norway, Liechtenstein, Iceland);
- enjoy full rights as a citizen<sup>9</sup>;
- have fulfilled any obligations imposed by the applicable laws concerning military service;
- have a thorough knowledge of one of the languages of the European Union<sup>10</sup> and a satisfactory knowledge<sup>11</sup> of another language of the European Union, and
- be physically fit to perform the duties linked to the post<sup>12</sup>.

#### B. Selection criteria

##### PRE-SCREENING PHASE

Applications which fulfil the above Eligibility criteria (part A) will be assessed and scored against the Essential requirements (part B.1). Candidates who do not meet all the Essential requirements (part B.1) will be excluded from the selection process.

Candidates who meet all the Essential requirements (part B.1) will be scored against the Advantageous requirements (part B.2).

Within this comparative evaluation of applications, the **15 best candidates** (who obtain the highest scores) will be invited first for the **written test** (1<sup>st</sup> part of the selection process). Consequently, the candidates who reach a minimum score of 60% for the written test will be then invited for the **interviews** with the ESMA Selection Board (2<sup>nd</sup> part of the selection

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<sup>5</sup> Only qualifications that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the authorities in the said EU Member States shall be taken into consideration.

<sup>6</sup> For more information on calculating the professional experience, please consult the "Candidates Guidelines" document published on ESMA's website <https://www.esma.europa.eu/about-esma/careers>

<sup>7</sup> See footnote 5.

<sup>8</sup> See footnote 6.

<sup>9</sup> Prior to the appointment, the successful candidate will be asked to provide a police certificate confirming the absence of any criminal record.

<sup>10</sup> The languages of the EU are: 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.

<sup>11</sup> At least at the level B2, according to the Common European Framework of Reference for Languages:

<http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>

Knowledge of the 2<sup>nd</sup> EU language will be tested orally for candidates invited for interviews.

<sup>12</sup> Before the appointment, the successful candidate shall be examined by ESMA's medical centre in order to confirm that the candidate fulfils the requirements of Article 12(2) (d) of the CEOS (physical fitness to perform the duties).

process).

### **B.1. Essential requirements**

- a) At least six (6) years' work experience (acquired after the required level of education, see part 3A) in one or ideally several of the following areas:
- Supervisory activities in the context of CCPs;
  - Design of risk based supervisory programmes in the area of financial markets
  - Organising, running and/or steering supervisory colleges in the area of financial markets
  - Data analysis in a supervisory context in the area of financial markets
  - Organising and/or leading assessments and validations of risk models; in particular in the area of CCPs;
  - Planning and contributing to peer reviews and/or stress test exercises, in particular in the area of CCPs;
  - Preparing, conducting and presenting supervisory assessments and risk reports, in particular in the area of CCPs;
  - Quantitative analysis relevant for the supervision of CCPs (including credit and liquidity risk analysis);
- b) Coordination or project management experience in the area of
- supervision of financial institutions or infrastructures OR
  - quantitative analysis relevant for the supervision of CCPs;
- c) Excellent written and oral English and clear and concise writing style<sup>13</sup>.

### **B.2. Advantageous requirements**

- d) University degree and/or Certifications and/or professional training relevant to the profile;
- e) Experience as team leader or coordinator
- f) Experience with CCPs, national authorities or EU institutions in the context of the financial sector; and
- g) Motivation for the advertised position.

## **INTERVIEWS & WRITTEN TESTS PHASE**

Candidates invited for interviews and written tests will be assessed against all selection criteria (parts B1 & B2 & B3).

### **B.3. Supplementary requirements**

- i) Ability to tackle complex issues, as well as presenting the results of his/her work in a structured manner to an audience in a clear and understandable way;
- j) Ability to deliver high-quality work under pressure and tight deadlines; and

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<sup>13</sup> At least at B2 level <https://europass.cedefop.europa.eu/resources/european-language-levels-cefr>, as evidenced in the CV/motivation. English is the internal working language of ESMA, as decided by ESMA Management Board with the decision ES-MA/2011/MB/3 of 11/01/2011. This decision implements Article 73 (2) of the ESMA Regulation (EU) No 1095/2010 establishing ESMA.

- k) Strong interpersonal skills and ability to interact with multiple internal and external stakeholders.

The candidates who receive at least 60% of the maximum points in both the interviews and written test will be included in the reserve list of suitable candidates.

The established reserve list may be used for the recruitment of a similar post depending on the needs of ESMA. Please note that inclusion in the reserve list does not guarantee recruitment.

The Selection Board's work and deliberations are strictly confidential and any contact with its members is strictly forbidden. Any attempt made by a candidate or third parties to contact or influence a Selection Board Member or Alternate in relation to this selection procedure constitutes grounds for disqualification from the selection procedure.

#### **4. How to apply**

You must submit your application through [e-Recruitment](#). ESMA does not accept applications submitted by any other means.

All sections of the application must be completed in English. In order to be considered, applications must be received by 23:59:59 CET on the closing date. We advise you to submit your application well ahead of the deadline, in order to avoid potential problems due to heavy traffic on the website.

Please consult the [Candidates Guidelines](#) for instructions on completing your application. Following the submission of the application candidates will receive an automatic email acknowledging receipt of the application.

Please note that all correspondence will take place by email, so candidates should ensure that the email address associated with applicant's account is correct and that it is checked regularly.

Applicants will be assessed on the basis of the eligibility and selection criteria specified in the vacancy notice (as explained in part 3) and these must be met by the deadline for submitting applications.

#### **5. Summary of conditions of employment**

- Successful external candidates may be offered an employment contract for five years as a temporary agent. Any further renewal shall be in principle for an indefinite duration.
- Successful external candidates will be recruited in the grade and classified in step 1 or 2.

Grade/step	Minimum requirements for classification in step <sup>14</sup> (required level of university studies + minimum number of years of experience after university graduation)	Monthly net salary without allowances <sup>15</sup>	Monthly net salary, including specific/family allowances <sup>16</sup>
AD7 step 1	4 years' university degree + 6 years' experience	5,825 €	8,269 €
AD7 step 2	4 years' university degree + 9 years' experience	6,035 €	8,549 €

- The monthly basic salary is multiplied by the correction coefficient for France (currently 120.5%).
- Salaries are subject to a Union tax deducted at source and are exempt from national taxation.
- Depending on the individual family situation and the place of origin, the successful jobholder may be entitled 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.
- Annual leave entitlement of two days per calendar month plus additional days for age, grade, 2.5 days home leave if applicable, and in addition on average 17 ESMA holidays per year;
- EU Pension Scheme (after 10 years of service);
- EU Joint Sickness and Insurance Scheme (JSIS), accident and occupational disease coverage, unemployment and invalidity allowance and insurance, and
- General and applicable professional training, plus professional development opportunities.

## 6. Data protection

Candidates' personal data are processed as required by the Regulation (EU) No 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.<sup>17</sup> This applies in particular to the confidentiality and security of such data. For more information, please check the [privacy statement on recruitment procedures](#).

ESMA will take all necessary measures to ensure the confidentiality of the procedure, however it cannot be ruled out that candidates see one another on the day of the interview or written test.

<sup>14</sup> ESMA Management Board Decision ESMA-2014-MB-14, adopting of general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement - Commission decision (C(2013) 8970 of 16/12/2013): [https://www.esma.europa.eu/sites/default/files/library/decision\\_on\\_classification\\_in\\_step\\_2013.pdf](https://www.esma.europa.eu/sites/default/files/library/decision_on_classification_in_step_2013.pdf)

<sup>15</sup> An estimation of net salary, including the correction coefficient for France, deduction for tax and social security, without any allowances (this estimation has been calculated for a candidate who is single and not entitled to expatriation allowance in France).

<sup>16</sup> An estimation of net salary, including the correction coefficient for France, deduction for tax and social security and adding the allowances (this estimation has been calculated for a candidate who is entitled to expatriation allowance, household allowance and with one dependent child). Allowances depend in any case on the personal situation of the candidate.

<sup>17</sup> Regulation (EU) No 2018/1725 of the European Parliament and of the Council of 23 October 2018, OJ L 295, 21.11.2018, p. 39