

## VACANCY NOTICE

### TEMPORARY AGENT

The European Banking Authority (“the EBA”) is looking for:

#### TALENT MANAGEMENT OFFICER

<b>Reference procedure</b>	<b>OPER HR TA-147-2023</b>
<b>Type of contract</b>	<b>TEMPORARY AGENT (TA)<sup>1</sup></b>
<b>Grade</b>	<b>AD 6</b>
<b>Duration of contract</b>	<b>3 years, with possibility of extension</b>
<b>Place of employment</b>	<b>Paris, France</b>
<b>Deadline for applications</b>	<b>13 July 2023 at 23h59 (Paris time)</b>
<b>Estimated starting date</b>	<b>1 November 2023</b>
<b>Reserve list valid until</b>	<b>31 December 2024</b>

#### WHAT IS THE EBA?

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 2010<sup>2</sup>.

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](http://www.eba.europa.eu).

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

<sup>2</sup> 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 IS THE JOB ON OFFER?

### Main purpose

As a member of the Operations (OPER) Department and Human Resources (HR) Unit team, the Talent Management Officer will report to the Head of HR Unit and will play a key role as part of a dynamic and purpose-driven team happily engaged in positioning HR as a strategic business partner and contributing to shaping the future of the Authority. You will be given the autonomy and support to really drive your role in this transformation journey with strong and resilient growth.

### Main responsibilities

- To act as a pro-active Talent Management Specialist in advising and providing support to a wide range of internal and external stakeholders, ensuring professional compliance with the Agency's rules and procedures;
- To manage selection procedures in close collaboration with hiring managers while ensuring clear expectations for candidates/interviewers (e.g.: identify profiles and sourcing needs, draft job vacancies, advice on competencies requirements, assist selection boards, manage candidates' relationship, prepare necessary documents and reports, etc.);
- To further develop, implement, monitor, and report on strategic workforce planning using data-driven and HR Dashboard processes to support managerial decision-making;
- To coordinate and provide input to the definition of corporate documents in the area of HR (e.g.: Single Programming Document, quarterly HR progress reports, other EU Agencies requests, etc);
- To contribute to reengineering and developing Talent Management policies, processes and tools in view of increased efficiency and effectiveness;
- To manage the HR project related to the development of a "Career Competencies framework" to successful completion;
- To cultivate constructive and collegial working relations maximising EBA HR reputation;
- To perform any other tasks as assigned by line management.

## 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-vacancies@eba.europa.eu](mailto:EBA-vacancies@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.

Furthermore, you will be joining the EBA at an exciting time as the Authority expanded its mandate with the implementation of the European Markets in Crypto-Assets Regulation (MiCA) and the EU Digital Operational Resilience Act (DORA).

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.

Your contract will be for a duration of 3 years and can be extended for an additional 3 years. Any further extension would be indefinite.

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.

As an indication, your basic monthly salary before any deductions or allowances can be found [here](#). In addition to the basic salary, you may be entitled to a correction coefficient applicable to France and various allowances, such as expatriation allowance, household allowance, and family allowances.

More information about your rights and obligations can be found in the [Staff Regulations and the CEOS](#).

## WHAT ARE THE SELECTION REQUIREMENTS?

Applications will be assessed based on the Eligibility and Selection criteria specified in this vacancy notice.

### Eligibility criteria

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

#### General

- Be a national of a Member State of the European Union<sup>3</sup> or Iceland, Liechtenstein, Norway<sup>4</sup>;
- Be entitled to your full rights as a citizen<sup>5</sup>;
- Have fulfilled any obligation imposed by applicable laws on military service;

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<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> Prior to appointment, the successful candidate will be asked to provide an official document showing the absence of any criminal record.

- Have a thorough knowledge<sup>6</sup> of English<sup>7</sup> and a satisfactory knowledge<sup>8</sup> of another official language<sup>9</sup> <sup>10</sup> of the European Union;
- Have the appropriate character references as to your suitability for the performance of your duties;
- Be physically fit to perform the duties linked to the post<sup>11</sup>.

## Qualifications<sup>12</sup>

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 after completing the education as mentioned above.

## Selection criteria

In addition to the eligibility criteria above, the following selection criteria will be used. **Candidates are required to clearly indicate in their CVs how they acquired the knowledge and experience allowing them to meet the selection criteria mentioned below and to give specific examples.**

### Essential technical competencies criteria:

- Demonstrated at least three years of professional experience in Human Resources performing the tasks mentioned under “Main responsibilities”;
- Proven experience in developing or implementing a strategic workforce planning;
- Proven capacity for written production of professional Human Resources documents (e.g.: policies, guidelines, standing operating procedures, etc).

### Advantageous technical competencies criteria:

Candidates who meet all the essential technical competencies criteria will be scored against the advantageous technical competencies criteria:

- Experience working in an international, multidisciplinary work environment;
- Knowledge of HR principles and procedures applicable to the EU public sector (e.g.: EU Staff Regulations and Conditions of employment of other servants of the European Union and its implementing rules, EU Data Protection rules);
- Experience in HR project management.

### Behavioural competencies criteria:

- 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;

<sup>6</sup> 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 \(CEFR\)](#).

<sup>7</sup> English is the working language of the EBA. [Decision EBA DC 003 of the Management Board on Internal Language Arrangements](#).

<sup>8</sup> 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 \(CEFR\)](#).

<sup>9</sup> 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.

<sup>10</sup> Native English speakers will be tested to prove their second language skills.

<sup>11</sup> Before the appointment, the successful candidate will be examined by one of the European Union medical centres in order to confirm that the candidate fulfils the requirements of Article 12(2)(d) of the Conditions of Employment of Other Servants of the European Union (CEOS).

<sup>12</sup> 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.

- Act in line with EU high-standard professional values (such as ethics and integrity, respect, open collaboration);
- Possess a high level of customer and service-orientation;
- Be able to work well, both independently and in a team.

## HOW TO APPLY?

Candidates should submit their complete applications<sup>13</sup> in English to the following address: [EBA-TA-147-2023@eba.europa.eu](mailto:EBA-TA-147-2023@eba.europa.eu) by **13 July 2023 at 23h59** (Paris time). Only complete applications will be accepted and considered.

A complete application must include:

- A curriculum vitae in Europass format<sup>14</sup>;
- A motivation letter;
- A completed eligibility criteria grid;
- If applicable, a copy of your diploma's equivalence certificate, issued by an EU Member State (see footnote for Qualifications).

The EBA will disregard any application received after deadline. Candidates are strongly advised not to wait until the last day to submit their applications, since heavy internet traffic or internet connection issues could lead to difficulties in submission. The EBA cannot be held responsible for any delay due to such difficulties.

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?

A **Selection Board**<sup>15</sup> will be established to assess the application documents (curriculum vitae, motivation letter, and eligibility criteria grid) of applicants with reference to the eligibility and selection criteria and to establish the final reserve list.

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<sup>13</sup> All candidates shall be informed of the composition of the Selection Board in the acknowledgement of receipt for their application.

<sup>14</sup> <https://eba.europa.eu/about-us/careers/practical-information>.

<sup>15</sup> Article 30 and Article 3 of Annex III of the Staff Regulations.

Candidates who do not meet all the eligibility criteria will be excluded from the selection procedure. Eligible candidates will then be scored on the essential technical competencies criteria. Those who meet all the essential technical competencies criteria will be scored against the advantageous technical competencies criteria. Those candidates who do not meet all the essential technical competencies criteria will not be assessed further.

The Selection Board will invite the shortlisted candidates (maximum of 10)<sup>16</sup>, who best correspond to the profile sought and on condition that they have achieved a score of at least 60% during the evaluation of applications, to the interview and written test phase. Interviews and written tests may be held remotely. Shortlisted candidates will be asked to provide supporting documents proving their eligibility before the interview and written test phase. Where the Selection Board identifies that a candidate has not reached the threshold to pass the written test may have their invitation to interview withdrawn.

After the evaluation of interviews and written tests, the Selection Board will draw up a list of the most suitable candidates (“reserve list”) to be proposed to the Appointing Authority. Only candidates who receive at least 70% of the maximum points at the interview and written test phase will be included in the reserve list that the Appointing Authority will decide to adopt.

Successful candidates who are placed on the reserve list will be informed accordingly. The successful candidate will be selected from the established reserve list which may also be used for the recruitment of a similar position depending on the needs of the EBA. When a vacancy becomes available, candidates on the reserve list may be contacted for additional interviews. It should be noted that inclusion on the reserve list does not imply entitlement to employment in the Agency.

In accordance with Articles 11 and 11a of the Staff Regulations (SR) and Articles 11 and 81 of the Conditions of Employment of Other Servants of the European Union (CEOS) the successful candidate will be required to make a **declaration of any conflict of interest before recruitment**. The EBA’s Executive Director will examine whether the successful candidate has any personal interest which may impair his/her independence or any other conflict of interest in relation to the position offered and will adopt appropriate measures. To that end, the successful candidate shall inform the Executive Director of any actual or potential conflict of interest using a specific form. More information about the ethics requirements can be found on the [EBA's website](#).

Please note that the Selection Board's work and deliberations are strictly confidential and that any contact with its members is strictly forbidden. Any contact made by the candidates or third parties to influence the members of the Selection Board in relation to the selection constitutes grounds for disqualification from the selection procedure.

**Information reserved for candidates employed as temporary agents under Article 2 (f) of the CEOS in other EU agencies:** If the successful applicant is already a member of temporary staff 2(f) in another EU Agency, the relevant provisions of the Decision of the Management Board laying down general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the Conditions of Employment of Other Servants of the European Union(EBA/DC/2015/126)<sup>17</sup> will apply.

EBA will ensure that **candidates’ personal data** is processed as required by Regulation (EU) 2018/1725<sup>18</sup>. This applies in particular to the confidentiality and security of such data.

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<sup>16</sup> In the case of equal performance, the number of candidates will be adjusted accordingly.

<sup>17</sup> [Decision of Management Board - EBA/DC/2015/126](#)

<sup>18</sup> 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).

## IN CASE OF COMPLAINT AND APPEAL

Candidates who consider that their interests have been prejudiced by any decision related to the selection procedure can take the following actions:

### Request for review of the decisions taken by the Selection Board

Within ten calendar days of the date of the letter notifying the candidate of a decision taken by the Selection Board, he/she may submit a written request for a review of such a decision, setting out the reasons for the request, to the following e-mail address: [EBA-vacancies@eba.europa.eu](mailto:EBA-vacancies@eba.europa.eu)

### Appeals

a) The candidate 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  
Selection procedure: **Ref. OPER HR TA-147-2023**  
DEFENSE 4 – EUROPLAZA  
20 Avenue André Prothin  
CS 30154  
92927 Paris La Défense CEDEX  
France

b) The candidate can submit a judicial appeal to the General Court under Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations. For details about how to submit an appeal, please consult the website of the General Court: <http://curia.europa.eu/>.

### Complaint to the European Ombudsman

It is also possible to lodge a complaint to the European Ombudsman pursuant to Article 228(1) of the Treaty on the Functioning of the European Union 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 European Ombudsman's duties<sup>19</sup>. For details about how to lodge a complaint, please consult the website of the European Ombudsman: <http://www.ombudsman.europa.eu/>

Please note that complaints made to the European Ombudsman have no suspensive 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 General Court. Furthermore, under Article 2(4) of the general conditions governing the performance of the European Ombudsman's duties, any complaint lodged with the European Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned.

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<sup>19</sup> OJ L 113 of 4 May 1994