



Temporary agent position - DG Budget of the European Commission

Selection reference: BUDG/COM/2023/1746

Function Group: Administrator

Grade range: AD5-AD7

Job title: TEAM LEADER - LEGAL OFFICER - TEAM LEADER "FINES"

Job N°: 404573

Where: Unit BUDG.C.4 - „Revenue Collection and Recovery of Debts“, Brussels

Publication deadline: 19.09.2023 - 12.00 (Brussels time)

We are

Unit BUDG C4 manages the revenue collection and recovery of debts of the Commission, the European Development Fund (EDF), the European External Action Service (EEAS) and a number of agencies.

The unit manages the financial aspects of competition fines, penalties and sanctions, the collection of own resources and the follow up of some 3500 debts, some 2200 of which are overdue and require detailed actions. We have extensive contacts with the Legal Service, DG COMP, but also other services of the Commission, and with debtors across the world. The team includes 26 colleagues organised into two sectors and four teams. The successful candidate would have the opportunity to develop skills and experience in the activities of all the teams of the unit.

We value colleagues with a collaborative attitude within and across teams. Our work is stimulating, multi-faceted and enjoys high visibility. It is framed by deadlines and legal and financial procedures which require an eye for detail and a high level of diligence but also a creative and flexible approach.

We propose

We propose an interesting and challenging position as Team Leader in charge of the recovery and management of competition fines and penalties, who will bring energy, strong organisational skills and team leadership capacity to this diverse and challenging post.

The Team Leader will oversee all aspects of the recovery and management of fines and penalties by ensuring the financial follow-up of the decisions of the College or the judgements of the Court of Justice imposing fines or penalties and lead a team of 3 specialised and very dedicated staff members.



This position requires important financial and legal responsibilities going from the effective enforcement of EU competition policy by ensuring the collection of competition fines currently amounting to EUR 12 billion, to the management of legal challenges linked to the Commission fining decisions, to the report to the Parliament, Council and European Court of Auditors.

The collection of fines and penalties are often of significant political relevance. These provide high visibility to the work of the team. Proven ability to analyse the financial structure of the fined undertakings and their financial statements as well as collecting accounting information is necessary. The successful candidate should be able to analyse the judgements of the Court of Justice and determine the financial and legal implications of these judgements. The candidate will interact with undertakings, often multinational, as well as their lawyers and bankers and work closely with other DGs, including DG COMP and the Legal Service.

We look for

A colleague with the following

Specialised skills and experience:

- Sound understanding of the Financial Regulation and Internal rules
- Knowledge of the mechanisms and policy / legislation behind competition fines
- Experience in financial analysis and / or auditing the annual accounts of companies
- Excellent drafting skills in English

Personal qualities:

- Forward looking, open, flexible and dynamic approach to new challenges
- Strong organisational skills ensuring an efficient implementation of recovery of fines and penalties
- Clear problem-solving approach
- Attention to detail
- Clear understanding of the political context of competition and Member States fines

Management skills:

- Ability to lead, motivate and inspire the team to reach their full potential, providing regular feedback, acknowledging success and where necessary the need for improvement
- Ability to lead by example and empower the team to adapt to new ways of working
- Ability to plan the work of the team, ensuring timely delivery and business continuity

How to apply?

Interested candidates should send their CV and motivation letter in a single PDF document together with the application form by the publication deadline to the following email address HR-BXL-TA-VACANCIES@ec.europa.eu indicating the selection reference BUDG/TA/COM/2023/1746 in the subject.

No applications will be accepted after the publication deadline.



ANNEX

1. Selection

➤ **Am I eligible to apply?**

You must meet the following eligibility criteria when you validate your application:

General criteria:

Candidates must comply with the following formal criteria for this selection procedure on the deadline for applications:

- Be a national of a Member State of the European Union (EU) and enjoy full rights as a citizen;
- Have fulfilled any obligations imposed by applicable laws concerning military service;
- Be physically fit to perform the duties linked to the post;
- Produce the appropriate character references as to suitability for the performance of the duties.

Qualifications:

In order to be recruited in this position, you must have at least a level of education which corresponds to completed university studies of at least 3 years attested by a diploma.

Only qualifications issued or recognised as equivalent by EU Member State authorities (e.g. by the Ministry of Education) will be accepted. Furthermore, before recruitment, you will be required to provide the documents that corroborate the eligibility criteria (diplomas, certificates and other supporting documents).

Languages:

Candidates must have

- a thorough knowledge (minimum level C1) in one of the 24 official languages of the EU
- a satisfactory knowledge (minimum level B2) in a second official language of the EU, to the extent necessary for the performance of the duties.

The official languages of the European Union are: BG (Bulgarian), CS (Czech), DA (Danish), DE (German), EL (Greek), EN (English), ES (Spanish), ET (Estonian), FI (Finnish), FR (French), GA (Irish), HR (Croatian), HU (Hungarian), IT (Italian), LT (Lithuanian), LV (Latvian), MT (Maltese), NL (Dutch), PL (Polish), PT (Portuguese), RO (Romanian), SK (Slovak), SL (Slovenian), SV (Swedish).

For details on language levels, please see the Common European Framework of Reference for Languages (<https://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>).



➤ **What about the selection steps?**

The post has also been published internally in the Commission, inter-institutionally, and has been brought to the attention of competition laureates.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions and laureates of competitions have priority. It is only in case no suitable candidate can be found among the afore-mentioned categories that other applications will be considered¹.

The selection panel will choose a limited number of candidates for interview, based on the CV and motivation letter that they submitted. Due to the large volume of applications we may receive, only candidates selected for interview will be notified.

For operational reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates as well as that of the institution, the selection procedure will be carried out in English and possibly in a second official language.

2. Recruitment

Candidates selected for recruitment will be requested to supply documentary evidence in support of the statements made in their application.

The successful candidate will be required to undergo a mandatory pre-recruitment medical check-up, carried out by the Commission.

➤ **Type of contract and working conditions**

The place of employment will be in **Brussels**.

In case the successful candidate is an external candidate, s/he will be engaged as a **temporary agent under Article 2(b)/2(d) of the Conditions of Employment of Other Servants, in function group AD**.

The grade or proposed grade range, as well as the step in that grade, will be defined on the basis of the duration of the candidates' previous professional experience, in accordance with Commission Decision C(2013)8970 laying down the criteria applicable to classification in step on engagement.

The duration of the **1st contract will be of 3 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service. The duration of the extension will be defined

¹ Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal)



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according to the General Implementation Rules in force at that moment, in accordance with Commission Decision C(2013)9049 on policies for the engagement and use of temporary agents.

All new staff has to successfully complete a 9-month probationary period.

The pay of staff members consists of a basic salary supplemented with specific allowances, including, where applicable, expatriation and family allowances. The provisions guiding the calculation of these allowances can be consulted in the Conditions of Employment of Other Servants. As a member of staff of the European institutions, your pay is subject to a tax raised by those institutions.

The European Commission applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations.

Should you need further information on working conditions, please refer to Working conditions and benefits of EU Careers.

For information related to Data Protection, please see the Specific Privacy Statement.

3. How to appeal?

Candidates have the right to submit complaints under Article 90(2) of the Staff Regulations, should they wish to challenge any act adversely affecting them taken during this procedure. Such complaints may be addressed to the Appeals and Case Monitoring Unit of DG HR (HR-MAIL-F6@ec.europa.eu).