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EEA/AST/2019/5**VACANCY NOTICE FOR THE POSITION OF Expert – Human Resources - Official**
(Annex 1), reference no. EEA/AST/2019/5

The European Environment Agency (EEA) is organising a restricted competition with a view to a transfer of an official to work in the area of Human Resource management and further with a view to establishing a reserve list.

This vacancy notice is published pursuant to Article 29(1)(b) of the Staff Regulations (transfers of officials of the institutions and agencies of the European Union, as defined in Article 1a of the aforementioned Staff Regulations).

The place of employment is **Copenhagen, Denmark**.

THE AGENCY:

The EEA is an Agency of the European Union (EU) and one of the decentralised Union bodies. The EEA aims to support sustainable development and to help achieve significant and measurable improvement in Europe's environment, through the provision of timely, targeted, relevant and reliable information to policy-making agents and the public.

JOB DESCRIPTION:

Under the responsibility of the Head of Human Resource Management Group, reporting to the Head of Administrative Services Programme[1], the Expert shall be responsible for support in the area of Human Resource management.

The position will entail the following tasks:

- Establishment of individual rights (financial and non-financial), incl. keeping up to date with relevant case law in the area;
- Support to staff in HR-related matters, specifically but not exclusively individual entitlements;
- Focal point for the area of end-of-duty and related entitlements (pension, transfers, unemployment);
- Support specifically the HR roles in the implementation of Sysper, incl. peer and end-user trainings (HR super user);
- Support in questions related to the Joint Sickness Insurance Scheme, incl. presentations to staff;
- Drafting and updating documents related to specific HR matters, including maintenance of such documents on electronic platforms;
- Personal Data Protection and retention compliance coordination and monitoring for HR processes;
- Procurement matters related to HR areas;
- Focal point for HR business intelligence tools, reporting and monitoring (regular and on-request reports);
- Provide general support and back-up to the Human Resource Management Group.

ELIGIBILITY CRITERIA:

Only established officials of the institutions of the European Union or Union bodies graded in the function group and grade span of the post on offer by the closing date may apply for the position.

SELECTION CRITERIA:

The following criteria (essential and advantageous, in case) shall be addressed in your motivation letter by giving examples and/or explanations that demonstrate the requested experience and

knowledge:

Essential:

- Detailed knowledge of the EU Staff Regulations and Conditions of Employment of Other Servants as well as relevant implementing rules as demonstrated by specific professional experience and, where applicable, training;
- Professional experience related to the duties and responsibilities mentioned under “Job description” (indispensable: first bullet point, plus min. three of the other bullet points);
- At least five years of professional experience in Human Resources acquired in an EU Institution, Agency or body applying the Staff Regulations, in particular in the field of personnel management;
- Knowledge of HR databases, e.g. Sysper;
- Knowledge of payroll processes;
- Excellent communication and interpersonal skills*;
- Excellent command of written and spoken* English language of at least level C1.

* Will only be tested at the stage of interview/written test.

Advantageous:

- BSc or MSc in Human Resources Management or relevant certified training of similar level;
- Knowledge of procurement rules and managing contracts.

EMPLOYMENT CONDITIONS:

The successful candidate will be offered a transfer to the European Environment Agency in accordance with Article 29(1)(b) of the Staff Regulations (transfers of officials of the institutions and agencies of the European Union, as defined in Article 1a of the aforementioned Staff Regulations), maintaining grade and step.

The place of work will be Copenhagen, Denmark.

The provisions of Articles 11 to 26 of the Staff Regulations, concerning the rights and obligations of

officials are herewith brought to the particular attention of candidates. These rules specify that:

“An official shall carry out his duties and conduct himself solely with the interests of the Union in mind. He shall neither seek nor take instructions from any government, authority, organization or person outside his institution. He shall carry out the duties assigned to him objectively, impartially and in keeping with his duty of loyalty to the Union.

An official shall not without the permission of the appointing authority accept from any government or from any other source outside the institution to which he belongs any honour, decoration, favour, gift or payment of any kind whatever, except for services rendered either before his appointment or during special leave for military or other national service and in respect of such service.

Before recruiting an official, the appointing authority shall examine whether the candidate has any personal interest such as to impair his independence or any other conflict of interest. To that end, the candidate, using a specific form, shall inform the appointing authority of any actual or potential conflict of interest. In such cases, the appointing authority shall take this into account in a duly reasoned opinion. If necessary, the appointing authority shall take the measures referred to in Article 11a(2).”

For further information on the Staff Regulations see:

Staff Regulations

SELECTION PROCEDURE:

A Selection Committee is set up for the selection procedure. It consists of members designated by the Appointing Authority and the Staff Committee. The Selection Committee is bound by the principle of confidentiality as enshrined in Article 6 of Annex III to the Staff Regulations. This works in two ways: first, it imposes obligations to ensure equal treatment for candidates; and second, it seeks to protect the Selection Committee to ensure that its decisions are totally impartial.

The Selection Committee adheres strictly to the conditions of admission laid down in the vacancy notice when deciding whether or not candidates are eligible. Candidates admitted to a previous selection procedure will not automatically be eligible. **Candidates are strictly forbidden to make any contact with the members of the Selection Committee, either directly or indirectly. Any infringement of this rule will lead to disqualification from the selection procedure.**

Should the Selection Committee discover at any stage in the procedure that the candidate does not meet one or more of the general or special conditions for admission to the selection procedure, the candidate will be disqualified.

The Selection Committee decides on those candidates who are admitted to the selection procedure in accordance with the requirements as specified under eligibility criteria. The applications of the

candidates admitted to the selection procedure are reviewed to establish whether or not they show evidence of all requirements as specified under selection criteria. The Selection Committee will invite for an interview up to a maximum of 10 candidates that they deem best qualified. The interview will be held in English and the candidate's knowledge of other languages will also be assessed during the interview. Candidates invited for an interview will be asked to undergo a written test in the area of expertise required for the post. The test and the interview will take place in Copenhagen (Denmark) where the EEA has its seat and where the place of employment is.

At the end of the interviews the Selection Committee will submit the list of suitable candidates to the Appointing Authority who will decide on the appointment of the successful candidate and the establishment of a reserve list for the post advertised or similar posts that may become available. This usually follows from follow-up recruitment interviews conducted by the Appointing Authority with the suitable candidates. Candidates shall note that inclusion on the reserve list does not guarantee recruitment. Recruitment will be based on availability of posts and budget.

The reserve list for this post will be valid until 31 December 2020 and may be extended at the discretion of the Appointing Authority.

Prior to appointment, the successful candidate will be asked:

- to provide original or certified copies of all relevant documents proving his/her eligibility and relevant qualifications.

PERSONAL DATA PROTECTION:

Any personal data provided by the applicant shall be processed pursuant to European Regulation related to personal data protection, in particular Regulation (EU) 1725/2018. This applies in particular to the confidentiality and security of such data.

Personal data shall be processed solely for the purposes of this selection procedure.

The applicant shall have the right of access to his/her personal data and the right to rectify or update any such data that is inaccurate or incomplete at any time during the application procedure. The right to rectify can only be exercised up to the closing date for submission of applications. However, inaccurate identification data may be rectified at any time during and after the application procedure. Any request for access or rectification of personal data shall be addressed in writing to the Human Resource Management Group at the address: European Environment Agency, Kongens Nytorv 6, 1050 Copenhagen K, Denmark, or at the e-mail address:

recruitment.enquiries@eea.europa.eu.

The applicant can, upon request, be provided with their evaluation results at all stages of the

selection procedure. The request must be submitted to the Human Resource Management Group at the address: European Environment Agency, Kongens Nytorv 6, 1050 Copenhagen K, Denmark, or at the e-mail address:

recruitment.enquiries@eea.europa.eu.

The Agency does not make public the names of successful candidates on reserve lists. However, it is possible that, for the purposes of recruitment and related planning purposes, members of the Agency's senior management team may have access to reserve lists and in specific cases, to the application of a candidate.

Should the applicant have any queries concerning the processing of his/her personal data, s/he shall address them to the European Environment Agency at the following e-mail address:

dataprotectionofficer@eea.europa.eu

Applicants are entitled to have recourse at any time to the European Data Protection Supervisor (<http://www.edps.europa.eu>; EDPS@edps.europa.eu) if they consider that their rights under Regulation (EU) 1725/2018 have been infringed as a result of the processing of their personal data by the EEA.

For further detailed information please refer to the privacy statement available on the EEA website at the following address: <https://www.eea.europa.eu/about-us/jobs/privacy-statement-1>.

EQUAL TREATMENT:

EEA is an equal opportunities employer and accepts applications without distinction on the grounds of gender, colour, racial, social or ethnic origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, marital status or family situation, or any other status. Staff is recruited on the broadest possible geographical basis from among nationals of all EEA member countries.

APPLICATION PROCEDURE:

Interested candidates must apply by filling in electronically the application form below.

Please note that the address indicated on the form will be used as the location for travel for candidates invited to an interview.

To the application form must be attached:

-
- **The European CV below duly filled in**
 - **A letter of motivation**

Application documents:

- Template Europass CV
- Europass CV – online completion
- Instructions for Europass CV

NB: Failure to submit any of the required documents will lead to exclusion from the procedure.

Closing date for application: Monday 28 October 2019, at 12.00 noon (Central European Time)

Applications sent after this date will be rejected.

Please ensure that you observe the following:

1. Remember to take time zones into consideration when sending your application.
2. Remember to fill in the application form below.
3. Include a CV using the Europass template attached and a letter of motivation.
4. Ensure to specify in your CV exact starting and end dates of professional experiences (date/month/year) as well as percentage of work activity in case the experience is not full time.
5. Once your application has been submitted, you will receive an automatic reply.
6. It is your responsibility to keep the automatic reply message as proof of submission of your application.
7. Should you not receive an automatic reply message, please check whether the e-mail has been filtered by the spam filter set up on your e-mail account. Please re-submit your application if this is not the case, or contact Human Resources on the e-mail address indicated at the end of this vacancy notice.
8. Please do not leave it until the last minute to submit your application. Experience has shown that the system can become overloaded as the deadline for applications approaches and you may find it difficult to submit your application in time. Applications not submitted in time cannot be considered valid.

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9. You may apply in any of the official languages of the European Union but the use of English is encouraged to facilitate the selection process.

REQUEST FOR REVIEW:

A candidate who feels that a mistake has been made regarding eligibility may ask to have his/her application reconsidered by sending, within 10 calendar days of the date of notification, a request for review, quoting the number of the selection procedure concerned to the Chairperson of the Selection Committee at the following address: European Environment Agency, Kongens Nytorv 6, 1050 Copenhagen K, Denmark, or electronically at the e-mail address: recruitment.enquiries@eea.europa.eu.

The Selection Committee will reconsider the application and notify the candidate of its decision within 15 working days of receipt of the request for review.

APPEAL PROCEDURES:

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 and Conditions of employment of other servants of the European Union, at the following address:

Executive Director
European Environment Agency
Kongens Nytorv 6
1050 Copenhagen K
Denmark

The complaint must be lodged within 3 months. The time limit for initiating this type of procedure starts to run from the time the candidate is notified of the act adversely affecting him/her.

If the complaint is rejected the candidate may bring a case under Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations of Officials of the European Union before:

The European Union Civil Service Tribunal
Postal address:
L – 2925 Luxembourg

Please note that the Appointing Authority does not have the power to amend the decisions of a Selection Committee. The Court has consistently held that the wide discretion enjoyed by the Selection Committee is not subject to review by the Court unless rules which govern the proceedings of the Selection Committee have been infringed.

It is also possible to complain 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 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
F-67001 Strasbourg Cedex

Please note that complaints made to the Ombudsman have no suspensive effect on the period laid down in Article 90(2) and 91 of the Staff Regulations of Officials of the European Union 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 European Union.

For questions only:

E-mail (Questions
only)

Should you have any questions, please contact recruitment.enquiries@eea.europa.eu

[1] Organisational chart — European Environment Agency (EEA)

Application form

Interested candidates must apply by filling in the application form below. To the application form must be attached:

- **The template CV below duly filled in, and**
Template Europass CV
Instructions for Europass CV
- **A letter of motivation**

E-mail (Questions only): should you have any questions, please use this email:



Related content

See also

File

Template - Europass CV

[\[https://www.eea.europa.eu/about-us/jobs/template-europass-cv/view\]](https://www.eea.europa.eu/about-us/jobs/template-europass-cv/view)

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Protection of personal data in the EEA selection and recruitment processes of officials, temporary agents, contract agents, seconded national experts and non-statutory staff

[\[https://www.eea.europa.eu/about-us/jobs/privacy-statement-1\]](https://www.eea.europa.eu/about-us/jobs/privacy-statement-1)



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