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(Announcements)

ADMINISTRATIVE PROCEDURES

EUROPEAN COMMISSION

Vacancy notice for a Director-General function (AD 15) in DG Justice and Consumers — Brussels

(Article 29 § 2 of the Staff Regulations)

COM/2015/10360

(2015/C 218 A/01)

We are

Our policies are based on Europeans' core values and principles — freedom, democracy, the rule of law, equality, tolerance, and respect for human rights.

The mission of the Directorate-General for Justice and Consumers is to vindicate and strengthen the rights of people living in the European Union, whether they are acting as citizens, as entrepreneurs, as consumers or as workers, wherever they are in the EU.

To do this, it aims to build an European Area of Justice for citizens and to support the development of a dynamic single market for consumers, workers, and business contributing to growth.

DG Justice and Consumers consists of 5 Directorates, 3 Units directly attached to the Director-General, and a Resources Directorate (SRD) shared with the Directorate-General for Migration and Home Affairs. The total number of staff is around 550 persons.

We propose

The function of Director-General, whose responsibilities are under the political guidance of Commissioner Jourová (responsible for Justice, Consumers and Gender Equality) and First Vice-President Timmermans (responsible for Rule of Law and the Charter of Fundamental Rights):

- To provide overall strategic direction, management and governance of DG Justice and Consumers and to lead the policy development of the European area of justice and consumers;
- To ensure effective planning and management of the activities of the Directorate-General, provide guidance, supervise and control its performance;
- To ensure coherence and consistency of the policies of the Directorate-General with the overall objectives of the Commission.

We look for

The successful candidate should have:

- The leadership and charisma to direct and motivate a dynamic Directorate-General staffed with highly competent professionals;

- A high level of negotiating skills and experience being able to represent the European Commission at a senior level;
- Experience of both policy development and implementation;
- Excellent managerial skills and the ability to lead a service responsible for a broad range of policies which are among the priorities of the European Commission;
- Proven ability to understand the challenges in the fields of justice, consumers and equality;
- Excellent analytical skills, capacity to identify key issues, to develop and generate strategic goals and to translate them into practical proposals for action;
- Proven experience in effective planning and management of human and financial resources at senior management level;
- Excellent communication and inter-personal relations skills as well as proven ability to develop and maintain excellent relationships with other services, institutions and European bodies;
- Awareness and understanding of the external dimension of the Directorate-General's policies.

Candidates must (eligibility criteria)

Candidates will be considered for the selection phase on the basis of the following formal criteria to be fulfilled by the deadline for applications:

- Nationality: candidates must be a citizen of one of the Member States of the European Union.
- University degree or diploma: candidates must have:
 - (i) either a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is 4 years or more;
 - (ii) or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least 1 year when the normal period of university education is at least 3 years (this one year's professional experience cannot be included in the postgraduate professional experience required below).
- Professional experience: candidates must have at least 15 years' postgraduate professional experience at a level to which the qualifications referred to above give admission.
- Management experience: at least 5 years of that professional experience must have been gained in a management function at high level⁽¹⁾ and should be in direct relation to a field relevant for this position.
- Languages: have a thorough knowledge of one of the official languages of the European Union⁽²⁾ and an adequate knowledge of another of these official languages.
- Age limit: not yet have reached regular retirement age, which for officials of the European Union is defined as being the end of the month in which the person reaches the age of 66 years (see Article 52 lit (a) of the Staff Regulations)⁽³⁾.

⁽¹⁾ In their CVs, applicants should indicate at least for these 5 years during which high-level management experience has been acquired: (1) title and role of management positions held; (2) numbers of staff overseen in these positions; (3) the size of budgets managed; and (4) numbers of hierarchical layers above and below and number of peers.

⁽²⁾ http://ec.europa.eu/languages/policy/language-policy/official_languages_en.htm

⁽³⁾ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

The selected candidate should hold, or be in the position to obtain, a valid security clearance certificate from his/her national security authority.

A personal security clearance is an administrative decision following completion of a security screening conducted by the individual's competent national security authority in accordance with applicable national security laws and regulations, and certifying that an individual may be allowed to access classified information up to a specified level. Please note that the necessary procedure for obtaining a security clearance can be initiated on request of the employer only, and not by the individual candidate.

Appointment to the post shall only take effect on condition that the selected candidate has obtained a valid security clearance certificate.

Independence and declaration of interests

Before taking up their duties, candidates are required to make a declaration of their commitment to act independently in the public interest and of any interests, which might be considered prejudicial to their independence.

Appointment and conditions of employment

The European Commission will select and appoint the Director-General for Justice and Consumers according to its selection and recruitment procedures (see also the Compilation Document on Senior Officials Policy⁽⁴⁾). As part of this selection procedure, candidates who have been invited for an interview by the Commission's Consultative Committee on Appointments will have to participate, beforehand, in an assessment centre run by external recruitment consultants.

For functional 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/or French only⁽⁵⁾.

Salaries and conditions of employment are those laid down in the Staff Regulations for AD 15 grade officials of the European Union. Candidates should note the requirement under the Staff Regulations for all new staff to complete successfully a nine-month probationary period.

The Director-General for Justice and Consumers is based in Brussels.

Equal opportunities

The European Union applies an equal opportunities policy.

Application procedure

Before submitting your application, you should carefully check whether you meet all eligibility criteria ('Candidates must'), particularly concerning the types of diploma, professional and managerial experience as well as linguistic capacity required. Failure to meet any of the eligibility requirements means an automatic exclusion from the selection procedure.

If you want to apply, you must **register via the internet** by going to the website:

<https://ec.europa.eu/dgs/human-resources/seniormanagementvacancies/>

and follow the instructions there concerning the various stages of the procedure.

You must have a valid e-mail address. This is used to identify your registration as well as to keep in contact with you all along the selection procedure. Therefore, please, keep the Commission informed about any change in your e-mail address.

⁽⁴⁾ http://ec.europa.eu/civil_service/docs/official_policy_en.pdf

⁽⁵⁾ The selection panel will ensure that no undue advantage is given to native speakers of these languages.

