



## EUROJUST

Vacancy notice for the post of:

**Senior Human Resources Advisor**  
**Reference: 12/EJ/01**  
**Temporary Agent – AD 8**  
**M/F**

Applications are invited for the post of **Senior Human Resources Advisor** to be placed on a reserve list at Eurojust.

*EUROJUST is a European Union body established in 2002 (Council Decision 2002/187/JHA of 28 February 2002 on the setting up of EUROJUST, amended by Council Decision 2003/659/JHA of 18 June 2003 and by Council Decision 2009/426/JHA of 16 December 2008 on the strengthening of Eurojust) to enhance the effectiveness of the competent authorities within Member States dealing with serious cross-border and organised crime.*

*The College of EUROJUST is composed of 27 National Members, one nominated by each Member State. The College elects one of the National Members to be its President. The Administrative Director is responsible, under the supervision of the President, for the day-to-day administration of Eurojust and staff management.*

*For further information, please consult our website: [www.eurojust.europa.eu](http://www.eurojust.europa.eu)*

The Human Resources Unit at Eurojust is a team of professional HR Generalists and Specialists providing a full range of HR support service to post-holders at Eurojust, including 27 National Members and their staff. Posts for 213 TAs and 36 CAs were approved for Eurojust in 2012, and this number is likely to increase in the future. Eurojust is undergoing an organisational structure review; depending on its outcome, the job's scope of accountabilities may be revised.

As **Senior Human Resources Advisor**, the successful applicant will be responsible for a range of duties, with a focus on one or more areas of competence within the Human Resources Unit. He/she will supervise, manage and advise on strategic and operational HR activities at Eurojust, and will report directly to the **Head of the Human Resources Unit**.

### **1. Key accountabilities**

- Provide focused and responsive HR advice, guidance and assistance to line management and the College/National Members to build and develop Eurojust's human and intellectual capital in order to achieve the strategic objectives of Eurojust;

- Support the development and implementation of integrated and effective HR policies, processes and tools in alignment with the strategic plan and requirements in the areas of internal and external staff selection, internal placements, entitlements, relocation, job and organisational analysis and development, evaluation and design, performance and talent management, learning & development policies;
- Facilitate the provision of high-quality expert advice in these domains, supporting line managers in their people management role;
- Provide professional support to the Head of the Human Resources Unit in relation to HR strategic planning activities, as well as in the planning of human, financial and other resources of the Unit;
- Support the further development of the concept of HR Business Partnership within Eurojust;
- Undertake HR projects as required;
- Identify and develop methods of performance management for HR (KPIs, benchmarks, SLAs, etc); and
- Undertake any other duties requested by the Head of the Human Resources Unit in the interests of Eurojust.

In addition, the **Senior Human Resources Advisor** may also be required to undertake some of the following responsibilities:

- Coordinate the HR business partnership services and initiatives for a specified area of Eurojust;
- Manage a small multi-cultural team of HR staff in an area of HR expertise;
- Coordinate the allocation of administrative back-up resources to the National Desks and administration; and
- Undertake a deputising role in the absence of the Head of the Human Resources Unit.

## **2. Qualifications and experience required**

### **a- Eligibility criteria**

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

- A level of education that corresponds to completed university studies of at least 3 years attested by a diploma, and, after having obtained the university diploma, at least **10 years** of appropriate professional experience,

**OR**

- A level of education that corresponds to completed university studies of at least 4 years attested by a diploma, and, after having obtained the university diploma, at least **9 years** of appropriate professional experience;

**AND**

- Thorough knowledge of one of the languages of the Communities and a satisfactory knowledge of another language of the Communities to the extent necessary for the performance of his/her duties.

Furthermore, in order to be eligible, a candidate must:

- Be a national of one of the Member States of the Communities;
- Enjoy his/her full rights as a citizen;
- Have fulfilled any obligations imposed on him/her by the laws on military service;
- Meet the character requirements for the duties involved; and
- Be physically fit to perform his/her duties.

## **b- Selection criteria**

Candidates selected on the basis of the above eligibility criteria will then be evaluated according to the following selection criteria:

### **Essential**

- Professional experience and knowledge in the areas mentioned above under "key accountabilities";
- Knowledge of administrative management in the HR field;
- Knowledge of principles and procedures relevant to Human Resources Management (recruitment and selection, training, staff relations, HR administration);
- Strong managerial and leadership skills;
- Excellent analytical, planning and organisational skills, including ability to manage priorities and ability to make sound decisions;
- Discretion in handling sensitive and confidential issues;
- Ability to communicate at all levels, including negotiation skills;
- High degree of commitment, responsibility, flexibility and initiative;
- Ability to work and deliver under pressure, adaptability and ability to respond to a rapidly evolving work environment;
- Excellent problem-solving and conflict resolution skills;
- Professional experience in an EU or multicultural environment;
- Computer literate (MS Word, Excel, PowerPoint); and
- Fluency in English as this is the vehicular language of Eurojust.

### **Advantageous**

The following characteristics are considered as additional assets:

- A professional qualification in Human Resource Management;
- Knowledge of EU human resources policies and legislation (including CEOS);
- Proven experience in leading and managing a team (please indicate the team size and how long you have lead it, as well as an indication of courses followed);
- Experience in developing and working with electronic HR information systems; and
- Experience with project management techniques.

## **3. Selection phase**

A Selection Board is nominated by the Appointing Authority. The Human Resources Unit assists the Selection Board by checking the fulfilment of all formal requirements

and eligibility criteria. The responsibility for any decision made during this exercise lies with the Selection Board. Failure to comply with one of the formal requirements or eligibility criteria will result in a disqualification of the applicant concerned.

The Selection Board then makes the decision on who is to be considered an eligible applicant for the selection process, in accordance with the requirements outlined in the vacancy notice, and decides from among the eligible applicants those who are to be invited to attend an interview.

The selection phase consists of an interview with the Selection Board, in order to evaluate the capacities of the candidates to perform the key accountabilities mentioned above. During the interview, special attention will be paid to the specific knowledge required for the post and the suitability and capacity of the candidate to adapt to a multicultural environment. The work of the Selection Board ends with the drawing up of a list of applicants suitable and a list of applicants unsuitable to occupy the position advertised.

### **Reserve list**

The list of suitable applicants is submitted to the Appointing Authority, who decides on the appointment of the successful candidate and the establishment of a reserve list for the post advertised. Candidates should note that inclusion on the reserve list does not guarantee recruitment.

Recruitment will be based on availability of posts and budget.

The reserve list may be used by other units or services in order to fulfil the same or similar positions within Eurojust.

The reserve list for this post will be valid until **31 December 2012** and may be extended at the discretion of the Appointing Authority of Eurojust.

## **4. Contractual conditions**

The Appointing Authority will appoint the successful candidate as a member of the temporary staff pursuant to Article 2(a) of the Conditions of employment of other servants of the European Communities, to which he/she will be subject, for a period of **5 years**. The contract may be renewed.

Remuneration will be based on the Community scale of salaries. Pay is subject to Community tax and other deductions laid down in the Staff Regulations. Remuneration is, however, exempt from any national taxation.

The grade for this position is **AD 8**. The basic monthly salary of a temporary agent in the first step at AD 8 level, before any deductions or allowances, is approximately EUR 6300.

The place of employment will be The Hague, where Eurojust has its official seat.

Prior to contract signature, the successful candidate will be requested:

- to provide Eurojust with original or certified copies of all relevant documents proving the candidate's eligibility criteria, including an extract from the candidate's police file; and

- to undergo a compulsory medical examination to establish that the candidate meets the standard of physical fitness necessary to perform the duties involved.

For any further information on contractual and working conditions, please refer to the Staff Regulations of Officials of the European Communities and its Conditions of employment of other servants of the European Communities, which are available on the following web page:

[http://ec.europa.eu/dgs/human-resources/publications\\_en.htm](http://ec.europa.eu/dgs/human-resources/publications_en.htm)

### **Confirmation of appointment**

Temporary staff is required to serve a probationary period of **six** months.

### **Essential requirement for the selected applicants: Security Clearance**

Eurojust requires selected applicants to sensitive posts to undergo a security screening procedure and obtain a positive national opinion. The level of the latter depends on the specific classified data that post-holders deal with. For this post, the required level of clearance is SECRET.

Applicants who currently hold a valid and positive national security screening opinion at the above-mentioned level do not need to obtain a new one. They shall then provide a copy of such opinion to Eurojust and specify the issuing authority, level and date of expiry. In case the temporal validity of the opinion expires within a year, the renewal procedure shall be initiated expeditiously.

In case selected applicants do not currently hold a valid and positive national security screening opinion at the above-mentioned level, Eurojust will require them to sign a pre-screening self-declaration. Eurojust will request such opinion from the National Security Agency of the applicants' state of nationality.

In case such agency issues a negative opinion at the above-mentioned level after the signature of the contract of employment, Eurojust has the right to terminate the latter.

### **Declaration of commitment to serve public interest independently**

The successful candidate will be required to make a declaration of commitment to act independently in the public interest and to make a declaration in relation to interests that might be considered prejudicial to his/her independence.

The successful candidate will be required to carry out his/her duties and conduct him/herself solely with the interests of the Communities in mind; he/she shall neither seek nor take instruction from any government, authority, organisation or person outside his/her institution. He/she shall carry out the duties assigned with objectivity, impartiality and loyalty to the Communities.

### **Equal opportunity**

EUROJUST applies a policy of equal opportunity for men and women and accepts applications without distinction on grounds of sex, race, colour, ethnic or social origin, genetic characteristics, and language, religious, political or other convictions

or opinions, financial situation, disability, age, sexual orientation, marital status or family situation.

## **5. Submission of applications**

**Your application must be received by [applications@eurojust.europa.eu](mailto:applications@eurojust.europa.eu) by no later than 28.02.2012 at midnight CET.**

Please indicate the **reference number on the application form, in the heading of your e-mail and in all future correspondence relating to this application.**

Candidates must use the E-application form available on the website of Eurojust and must mention the reference number and the title of the post for which they are applying. All the questions on the form must be answered in full. The application form must be completed in English. Eurojust publishes multiple posts at the same time and if the candidate wishes to apply for more than one post, he/she must submit a separate application form for each post.

Should applicants be invited for an interview, in order for the application to be considered complete, they **must bring with them on the day of the interview originals or certified photocopies of all the supporting documents for their educational qualifications and employment (diplomas, certificates, statements of employment, professional references, etc.) and photocopies of these documents necessary to prove that they fulfil the eligibility criteria.** All documentary evidence of professional experience must indicate both start and end dates of previous positions and the start date of the position held currently.

**Eurojust has the right to disqualify applicants who fail to submit all the required documents on the date of the interview.**

Please note that any documents submitted will not be returned to the candidates.

Application forms sent by fax or by post **will not** be accepted, except for candidates who have a **proven** disability that prevents them from applying via e-mail. These candidates may submit by post, no later than the indicated closing date for the submission of applications (the postmark date will serve as proof), a printed version of the application form, and mail it indicating the reference number of the selection procedure and title of the post to: EUROJUST, Recruitment Office, P.O. Box 16183, 2500 BD The Hague, The Netherlands.

**Closing Date:** Closing dates for the submission of applications are strictly adhered to. Your application must be received by [applications@eurojust.europa.eu](mailto:applications@eurojust.europa.eu) by **28.02.2012 at midnight CET**. In the heading of the e-mail, the reference number of the post and the title of the post for which a candidate is applying must be mentioned.

*To summarise:*

*The **application form** must be fully completed in English. Applications must be sent to [applications@eurojust.europa.eu](mailto:applications@eurojust.europa.eu) no later than the indicated closing date, mentioning the reference number and the vacancy and title of the position in the header of the e-mail.*

The Human Resources Unit will acknowledge receipt of applications. Due to the volume of applications, only candidates selected for the interviews will be contacted further. Candidates are invited to follow the recruitment process status on the Eurojust website.

***Please note that the Selection Board's work and deliberations are strictly confidential and that any contact, direct or indirect, with its members is strictly forbidden.***

All personal data collected for any selection procedure to be handled by Eurojust will only be used for its purposes and will in no case be transmitted to any third party. Any data provided will be treated in the strictest confidence and with high standards of security. All documents provided to Eurojust during any selection procedure will be kept in Eurojust's files and will not be returned to applicants. Applicants' documents will only be kept for as long as it is mandatory to fulfil the requirements of existing auditing/control procedures applicable to Eurojust. The Head of the HR Unit of Eurojust acts as controller of such data, which will be collected and further processed in full compliance with all applicable data protection regulations and, in particular, with the rules on the protection and processing of personal data at Eurojust (OJ C 68/1, 19.3.2005). The rights of information, access, correction, blocking and deletion of personal data are guaranteed under these rules.

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