



## EUROJUST

Eurojust is currently establishing a reserve list for the post of

### **Senior Legal Officer (Administrative Matters)**

**Reference: 13/EJ/06**

**Temporary agent – AD 8**

**M/F**

Applicants are invited to apply for the post of **Senior Legal Officer (Administrative Matters)**.

*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 28 National Members, one nominated by each EU 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 Legal Service of Eurojust has two main spheres of competence:***

- ***It provides legal advice and assistance to the College of Eurojust in the accomplishment of its objectives and tasks as described in the Eurojust Decision and to the activities of the College;***
- ***It provides legal advice and assistance to the Administrative Director and the administrative Units and Services of Eurojust in the performance of their tasks; in this capacity, the Legal Service deals with all legal issues related to budget and finance, staff regulations, civil matters and litigation (“Administrative matters”).***

***The successful applicant will be responsible for acting as legal adviser in one or more areas of competence of the Legal Service and will report directly to the Head of Legal Service.***

## **1. Key accountabilities**

The Senior Legal Officer will have the following duties:

- Perform and advise on regulatory work by contributing to the completion and revision of the Eurojust legal framework;
- Provide legal advice and assistance in the interpretation and implementation of the European legal framework and the Eurojust legal framework in relation to Administrative Matters (e.g. concerning issues in relation to budget, finance, staff matters, privileges and immunities, procurement, access to documents);
- Prepare decisions to be adopted by the College, the Administrative Director or the Heads of Units and Services concerning Administrative Matters;
- Identify legal problems associated with Eurojust's activities to prevent Eurojust incurring legal risks and develop solutions for them;
- Advise on any internal issues potentially giving rise to litigation, provide legal advice and assistance on and managing litigation cases at administrative and judicial level and represent Eurojust before local courts and the European Court of Justice in legal disputes; and
- Represent the Legal Service in external meetings, working groups, conferences, seminars and networks, and report to the Administrative Director.

**In addition, he/she will provide support and assistance to the Head of Legal Service in the discharge of her responsibilities and obligations in relation with that Sector, and in particular:**

- Manage the performance of the staff in the Administrative Matters Sector,
- Identify priorities, plan and organise the work, define key performance indicators and monitor their application, coordinate and monitor all activities in the sector;
- Ensure the overall quality of the sector's performance
- Represent and deputise the Head of Legal Service as required.

## **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 EU;
- 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;
- 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**

- Experience of at least three years as legal adviser in the legal service of a European Union institution, agency or body;
- Excellent knowledge of the EU legal framework, in particular regarding staff and financial matters, access to documents and litigation;
- Excellent communication skills, both written and orally;
- Fluency in English as drafting and negotiating will mainly be carried out in English;
- Good knowledge of French as many EU legal sources are in French; and
- Strong skills in the use of electronic office equipment.

### **Advantageous**

The following characteristic is considered an additional asset:

At least one year of experience in managing a team of more than three persons.

**Note:** English is the working language of Eurojust. Native English speakers will be required to demonstrate knowledge of a second EU language at the interview stage.

## **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 and skills required for the current post and the suitability and ability of the candidate to work in a multicultural environment. Candidates invited for an interview will also be asked to undergo a written test. The work of the Selection Board ends with the drawing up of a list (in alphabetical order) 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 2014** 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 Union, 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 6 299.

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 Union and its Conditions of employment of other servants of the European Union, 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 are 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 European Union 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 European Union.

## Equal opportunities

EUROJUST applies a policy of equal opportunities 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 sent to [applications@eurojust.europa.eu](mailto:applications@eurojust.europa.eu) by no later than 31.01.2014 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 sent to [applications@eurojust.europa.eu](mailto:applications@eurojust.europa.eu) by **31.01.2014 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.

## 6. Appeal procedures:

If a candidate is found ineligible or is not invited for an interview and possibly a written test, the candidate may request for reconsideration, quoting the vacancy number of the relevant selection procedure, to the Recruitment Office.

It is also possible to bring 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 Ombudsman's duties (OJ L 113 of 4 May 1994).

For all details concerning appeal procedures, please consult the Eurojust website (<http://www.eurojust.europa.eu/careers/Pages/application-procedure-form.aspx>).

*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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