



EUROJUST

Vacancy notice for the post of:

HR Policy Advisor
Reference: 10/EJ/CA/10
Contract agent – FG IV
M/F

Applicants are invited to apply for the post of **HR Policy Advisor**

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 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

The HR Policy Advisor will be primarily responsible for supporting the Senior Legal Officer of the Human Resources Unit in drafting HR policies and Implementing Rules. He/she shall report to the Senior Legal Officer of Eurojust.

Eurojust is undergoing an organisational structure review; depending on its outcome, the job's scope of accountabilities might be revised.

1. Key accountabilities

The successful applicant will be responsible for:

- Drafting and reviewing the implementing rules, including drafting relevant human resources policies and recommendations, to ensure the coherence and quality of Eurojust's human resources legal framework;
- Defining the new operational procedures to implement these policies;
- Assessing current policies and ensuring that they are up-to-date with the Staff Regulations, implementing rules and needs of Eurojust;
- Communicating effectively with the European Commission, the network of EU Agencies and the Dutch Authorities on HR legal and policy issues;
- Implementing the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Communities;

- Assisting the Senior Legal Officer of the HR Unit in (a) providing legal advice, both verbally and in writing, to management, staff and colleagues on all human resources issues, and (b) managing requests and complaints in a consistent and objective manner in accordance with the legal framework and applicable case law; and
- Performing any other tasks at the request of the Senior Legal Officer of the HR Unit, to assist with HR and personnel-related issues.

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;
- 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;
- 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 and knowledge in the areas mentioned above under “key accountabilities” obtained in the public sector, or corporate or consultancy work, as a legal expert in HR-related issues;
- Sound knowledge in the area of employment law and/or EU civil service law and litigation;
- Proficient use of MS office applications, including Outlook and the internet;
- Excellent analytical skills with the ability to quickly summarise complex issues to brief staff, colleagues and senior management;
- Excellent communication skills in English, both verbally and in writing;
- Excellent organisational skills;
- Service-oriented approach;
- Excellent interpersonal skills, including the ability to liaise effectively with other units and/or EU agencies;
- Good negotiation skills;

- The ability to function both as an independent professional and as a member of a team; and
- A high degree of integrity and ability to deal with sensitive and confidential issues.

Advantageous

The following characteristics are considered as additional assets:

- Experience in working in an EU Institution or Agency in the areas mentioned under “key accountabilities”;
- Experience working in a multi-disciplinary environment;
- Experience in researching and analyzing case law;
- Knowledge of EUR-Lex and the Curia case database;
- Knowledge of the Staff Regulations and Conditions of Engagement of Other Servants of the EU and its implementing rules; and
- Good command of French.

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. Candidates invited for an interview may be asked to undergo a written test. Shortlisted candidates may be required to undergo an assessment through an external centre.

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. In this case, suitable applicants on the reserve list may be offered a contract of employment as Contract Agent (3a) for a period of three years or less.

The reserve list for this post will be valid until **31 December 2011** 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 contract staff pursuant to Article 3(a) of the Conditions of employment of other servants of the European Communities, to which he/she will be subject, for a period of **3 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: **FG IV**. The basic monthly salary of a contract agent in the first step at FG IV grade 13 (i.e. professional experience of up to 7 years) is approximately EUR 3086; in the first step at FG IV grade 14 (i.e. professional experience of more than 7 years), the basic monthly salary is approximately EUR 3491; and in the first step at FG IV grade 16 (i.e. professional experience of more than 20 years), the basic monthly salary is approximately EUR 4470, before any deductions or allowances.

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

Confirmation of appointment and security clearance

Contract staff are required to serve a probationary period of nine months.

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 sent to applications@eurojust.europa.eu by no later than 16 January 2011 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 by **16 January 2011 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 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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