



**DECISION No MB/2014/3 WP
of the Management Board
of the European Union Agency for Network
and Information Security (ENISA)
amending Multiannual Staff policy plan 2014-2016**

THE MANAGEMENT BOARD OF ENISA,

Having regard to the Regulation (EU) No 526/2013 of the European Parliament and of the Council of 21 May 2013 concerning the European Union Agency for Network and Information Security Agency (ENISA) and repealing Regulation (EC) No 460/2004 (hereinafter the "Agency") (ENISA) and in particular Article 5(13);

Having regard to the Decision of the Management Board No MB/2014/1 WP on the Financial regulation applicable to the European Union Agency for Network and Information Security in conformity with the Commission Delegated Regulation (EU) No 1271/2013 of 30 September 2013 on the framework financial regulation for the bodies referred to in Article 208 of Council Regulation (EU, Euratom) No 966/2012 of the European Parliament and of the Council, and in particular Article 32 (2) thereof,

Whereas:

- (1) On two occasions in 2013, ENISA was unable to recruit suitably qualified national experts. This led to a decision to recruit Seconded National Experts only for ENISA's core operations work where historical events show that the possibilities of success are higher.
- (2) The Decision of the Management Board No MB/2013/18 on Multi-annual staff policy plan 2014-2016 does not give the Agency a necessary degree of flexibility to address cases, if the recruitment procedure for Seconded National Experts position is without a result.
- (3) There are no financial implications in cases, when the Agency decides to convert post of the seconded national expert to contract staff. The ENISA Financial regulation, in particular Art.27 (4), provides that the Management Board is informed about all transfers made between titles.
- (4) The Executive Board of the ENISA was consulted and unanimously endorsed the present decision.

Has decided to adopt the following decision:

**Article 1
Seconded National experts**

In order to enhance the flexibility and to increase a success rate of the recruitment procedures, paragraph "Seconded national Experts (SNEs), page 27 of the Chapter 6.1 "Recruitment policy" of the Decision of the Management Board No MB/2013/18 shall be worded, as follows:

" - Seconded National Experts (SNEs)

Four National Experts were seconded to ENISA on 31 December 2012 supporting ENISA's aim to develop active networking and strengthen co-operation with Member States.



However, on two occasions in 2013, ENISA was unable to recruit suitably qualified National Experts with specialist public affairs expertise. This led to a decision to recruit SNEs only for ENISA's core operations work where historical events show that the possibilities of success are higher. **In case of two failures of recruitment procedures for SNE, ENISA can decide to convert the SNE post in Contract agents."**

Article 2
Entry into force

This Decision shall enter into force on the date of its signature.

Done via written procedure on 2014-04-28

On behalf of the Management Board,

A handwritten signature in black ink, appearing to read "J. Samuelsson", written in a cursive style.

Mr Jörgen Samuelsson
Chair of the Management Board of ENISA