



# Inter-Agency Mobility: Call for Applications

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## Legal-Policy Officer - Temporary Agent 2(f) – AD6-AD7 – 1 position

Ref. ENISA-TA59-AD-2019-10-IAM

The EU Cybersecurity Agency (ENISA) welcomes applications from highly motivated candidates to contribute to the development of the Agency.

**Please send us your applications by no later than 24/07/2019 at 16:00 (Greece local time).**

As part of the process a reserve list will be formed that will also be used to identify candidates for any positions that may arise from the existing pool of positions.

## 1. The Agency

The Agency is a centre of expertise for cybersecurity in Europe.

Since it was set up in 2004<sup>1</sup>, ENISA has been actively contributing to a high level of network and information security (NIS) within the Union, to the development of a culture of NIS in society and in order to raise awareness of NIS, thus contributing to proper functioning of the internal market.

ENISA focuses on five main areas:

- Collecting and analysing data on security incidents and emerging risks in Europe;
- Assisting and advising the Commission and the Member States in their dialogue with industry to address security related problems and, when called upon, in the technical preparatory work for updating and developing Community legislation in the field of network and information security;
- Promoting best practices, risk assessment and risk management, training and awareness raising actions;
- Encouraging co-operation between different actors, developing and maintaining contact with institutions, the business community and consumer organisations, notably through public/private partnerships;
- Tracking the development of standards for products and services in the field of network and information security and promoting their use.

In addition, as proposed in 2017 with a view to building strong cybersecurity in the EU, the adopted **Cybersecurity Act** includes:

- A permanent mandate and strengthen role for the EU Cybersecurity Agency, ENISA;
- A stronger basis for ENISA in the EU cybersecurity certification framework to assist Member States in effectively responding to cyber-attacks with a greater role in cooperation and coordination at Union level.

ENISA is located in Athens and in Heraklion, Crete, Greece.

The place of employment for the **Legal-Policy Officer position** is **Athens**. **The position will be located in the Core Operations Department of ENISA.**

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<sup>1</sup> Regulation (EU) No 2019/881 of the European Parliament and of the Council of 17 April 2019, repealing Regulation (EC) No 526/2013 (OJ L 165, 18.6.2013, 21.05.2013).

ENISA's staff are expected to be reasonably mobile in order to respond to the needs of the Member States on the basis of planned as well as ad hoc needs.

Further information about ENISA may be found on our website: <https://www.enisa.europa.eu/>

## 2. Job description

The **jobholder** will be responsible for the following tasks:

- Ensure the proper interpretation and implementation of all primary and secondary legislation, guidelines and internal rules applicable or pertaining to ENISA's Core Operations Department activities.
- Provide oral and written advice on policy issues relating to ENISA's functions.
- Draft decisions, briefs, reports and correspondence on any legal and policy issue referred for consideration as well as present/explain legal and policy opinions at internal meetings and where appropriate, events and conferences.
- Monitor and analyse developments of European Union case law impacting on the operations of ENISA as well as relevant legislative policy developments associations with the Core Operations Department.
- Assist in the drafting, proof reading of deliverables and opinion papers in relation to the activities of the Core Operations Department.
- Support the Legal Officer in handling requests for public access to ENISA documents after joint processing with the business owner.
- Assist in the drafting of defences in legal proceedings involving or relating to ENISA's Core Operations Department.
- Provide expertise and support in the preparation, publication, opening and evaluation of procurement procedures, contracts, etc.
- Contribute to the work of the Council working groups dealing with operational issues of the Agency.
- Support the Legal Officer in dealing with the inter-agency legal cooperation Network of EU Agencies and appropriate consultation with external resources, such as external lawyers and officers in European Union Institutions and Member States.
- Take on additional responsibilities as required in the interest of the service.

## 3. Qualifications and experience required

### 3.1. Eligibility Criteria

- Be Temporary Agent 2(f) who, on the closing date for applications and on the day of filling the vacant post, are employed within their current Agency in a grade and function group corresponding to the published function group and grade bracket;
- Have at least 2 years' service within their current Agency before moving;
- Have successfully completed the probationary period provided for in Article 14 of the CEOS, in the relevant function group;

In addition, in order to be eligible a candidate must:

- Be a national of one of the Member States of the European Union;
- Be entitled to his/her full rights as a citizen<sup>2</sup>;
- Have fulfilled any obligations imposed by the applicable laws concerning military service;
- Be physically fit to perform the duties linked to the post<sup>3</sup>.

### 3.2. Selection criteria

#### High Scoring Criteria (5 points per criterion)

- University degree in law or equivalent qualification.
- Very good knowledge and experience of the legal framework and mechanisms related to the EU administration, in particular in matters such as dispute resolution, legal remedies, EU Staff Regulations, EU Financial Regulation, public access to documents, public procurement rules, privileges and immunities.
- Proven ability in drafting legal documents, policy documents, opinions and submissions.
- Work experience in a legal environment dealing with legal or policy or regulatory issues associated with critical infrastructures.
- Strong communication skills in English both orally and in writing.
- Ability to remain effective under a heavy workload and to meet programmatic deadlines consistently regardless of working environment's changes.
- Ability to work effectively and inclusively with a range of internal and external stakeholders.

#### Low Scoring Criteria (2 points per criterion)

- Knowledge of legal and policy aspects related to ENISA activities (network and information security).
- Experience in a multicultural environment, preferably in an EU Institution, agency, body.

#### IMPORTANT:

All high scoring and low scoring criteria are evaluated in order to identify the candidates to be invited for an interview. The top candidates (number of the shortlisted candidates scoring above the threshold to be set by the selection board) will be invited for an interview and written test. Therefore, candidates are recommended to give evidence of their knowledge by specific examples and/or detailed professional experience in the application form in order to be evaluated in the best possible way. To that purpose candidates are requested to be as detailed and as clear as possible in the description of their professional experience and specific skills and competences.

## 4. Selection procedure

The selected candidate will be appointed to a position according to the needs of the Agency, on the basis of the reserve list of candidates, proposed by the Selection Board and established following an open selection process involving interviews and written tests.

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<sup>2</sup> Prior to the appointment, the successful candidate will be asked to provide a certificate issued by a competent Member State Authority attesting the absence of any criminal record.

<sup>3</sup> Before appointment, the successful candidate shall be medically examined in line with the requirement of Article 28(e) of the Staff Regulations of Officials of the European Communities.

More specifically, the Selection Board decides on those candidates who are admitted to the selection procedure in accordance with the requirements as specified in the vacancy notice. The applications of the candidates admitted to the selection procedure are reviewed and the Selection Board decides on those candidates who are invited to attend an interview and written test. The Selection Board adheres strictly to the conditions of admission laid down in the vacancy notice when deciding whether or not candidates are to be admitted. Candidates admitted to a previous selection procedure will not automatically be eligible. Should the Selection Board discover at any stage in the procedure that the candidate does not meet one or more of the general or special conditions for admission to the selection procedure or that the information on the application form does not correspond with the supporting documents, the candidate will be disqualified.

Shortlisted candidates will be asked to undergo a written test of which the candidates will be informed in advance. In addition, all shortlisted candidates might be requested to complete an online personality test. Shortlisted candidates will be required to submit electronically relevant supporting documentation demonstrating their educational qualifications and work experience. It is envisaged that the interviews and written test will take place in **August 2019**. The date might be modified depending on the availability of the Selection Board members. Shortlisted candidates may also be required to provide work-related references upon request of the Agency. The activity of the Selection Board ends with the drawing of a reserve list of suitable applicants to occupy the position advertised. Candidates should note that inclusion on the reserve list does not guarantee recruitment.

The reserve list will be valid until **31/12/2020** and may be extended by decision of the Executive Director for a further 12 months. This list may be used to recruit Staff for other positions in the areas referred to in this vacancy.

Candidates invited to an interview will be informed by e-mail whether or not he/she has been placed on the reserve list. Candidates on the reserve list will be asked to fill a specific form informing the Appointing Authority of any actual or potential conflict of interest<sup>4</sup>. If a letter of intention is issued, the candidate must undergo a compulsory medical examination to establish that he/she meets the standard of physical fitness necessary to perform the duties involved and the candidate must provide original or certified copies of all relevant documents.

**In line with the European Ombudsman's recommendation, ENISA publishes the names of the Selection Board on its website once established. It is strictly forbidden for the candidates to make any contact with the Selection Board, either directly or indirectly. Any infringement to this rule will disqualify the candidate from the competition.**

All enquiries or requests for information in relation to the competition, including details about candidates' results<sup>5</sup> should be addressed to the following email address [recruitment@enisa.europa.eu](mailto:recruitment@enisa.europa.eu)

## 5. Conditions of Employment

ENISA and the selected Temporary Agent shall conclude a contract of employment which ensures continuation of his/her employment and career in the category of TA 2(f). That contract shall be concluded without interruption of the contract concluded with the Agency of origin ("the preceding contract") and shall fulfil the following requirements, in particular:

- The same grade and the same seniority in the grade as the preceding contract.

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<sup>4</sup> In compliance with Article 11 of the Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union.

<sup>5</sup> This request for further information does not influence the timeline for lodging an appeal under Article 90 (2) of Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union.

- The same step and the same seniority in step as the preceding contract.

The end date of the contract concluded with ENISA and of the preceding contract shall be the same. In the event that the preceding contract comes to its natural end on the day of the move, the duration of the contract concluded shall be the same as that ENISA would have set in case of a renewal of one of its own TA 2(f).

The selected Temporary Agent shall take up duty at ENISA up to three months' after the job offer, unless it is otherwise agreed between the two Agencies and the Staff Member concerned.

The Agency of origin shall transfer the personnel file to ENISA no later than 30 days after the date of the move.

The rights and entitlements inherent to the country of employment (i.e. Greece) will be adapted accordingly.

## 6. Data protection

All personal data shall be processed in accordance with Regulation (EU) No 2018/1725 of the European Parliament and of the Council (OJ L 295, 21.11.2018, p. 39–98) on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data. ENISA is supervised by EDPS, <http://www.edps.europa.eu>. For any further enquiries you may contact the Data Protection Officer at: [dataprotection@enisa.europa.eu](mailto:dataprotection@enisa.europa.eu)

Candidates are invited to consult the [privacy statement](#) which explains how ENISA processes personal data in relation to recruitment selections.

## 7. Equal opportunity

ENISA is an equal opportunities employer and accepts applications without distinction on the grounds of sex, racial or ethnic origin, religion or belief, age or sexual orientation, marital status or family situation. Applications from women and disabled candidates are encouraged. The staff is recruited on the broadest possible geographical basis from among nationals of all Member States of the European Union.

## 8. Complaints

If a candidate considers that he or she has been adversely affected by a particular decision, he or she can lodge a complaint under Article 90(2) of the [Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union](#), within 3 months from the date of notification to the following address:

Executive Director  
ENISA  
1 Vasilissis Sofias  
Marousi 151 24  
Attica, Greece

Should the complaint be rejected, pursuant to Article 270 of the [Treaty of the Functioning of the European Union](#) and Article 91 of the [Staff Regulations of Officials and Conditions of Employment of Other Servants of](#)

the **European Union**, a candidate may request judicial review of the act. The appeal must be lodged within 3 months from the date of notification, to the following address:

Registry  
The General Court  
Rue du Fort Niedergrünwald  
L-2925 Luxembourg  
Luxembourg

Please note that the Appointing Authority does not have the power to amend the decisions of a Selection Board. The General Court has consistently held that the wide discretion enjoyed by Selection Boards is not subject to review by The General Court unless rules which govern the proceedings of Selection Boards have been infringed. For details of how to submit an appeal, please consult the website of the Court of Justice of the European Union: <http://curia.europa.eu>

It is also possible to complain to the European Ombudsman pursuant to Article 228 of the **Treaty on the Functioning of the European Union** as well as the **Statute of the Ombudsman** and the implementing Provisions adopted by the Ombudsman under Article 14 of the Statute.

European Ombudsman  
1 Avenue du President Robert Schuman  
CS 30403  
67001 Strasbourg Cedex  
France  
<http://www.ombudsman.europa.eu>

Please note that complaints made to the Ombudsman have no suspensive effect on the period laid down in Articles 90 (2) and 91 of the **Staff Regulations** for lodging complaints or for submitting appeals to the General Court pursuant to Article 270 of the **Treaty of the Functioning of the European Union**. Please note also that under Article 2(4) of the **General conditions governing the performance of the Ombudsman's duties**, any complaint lodged with the Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned.

## 9. Submission of applications

For an application to be valid you **shall**:

- Use the PDF application form related to the position you want to apply. The form is available on ENISA career website. The format of **the PDF application must not be changed** and filled accordingly to the instructions. It is **highly recommended** to submit the application in English language, which is the working language of ENISA.
- Send your application within the set deadline by e-mail to: [inter-agency-mobility@enisa.europa.eu](mailto:inter-agency-mobility@enisa.europa.eu)
- Indicate in the subject of the e-mail: **FAMILY NAME-FIRST NAME-2019-10-IAM**

Incomplete applications will be disqualified and treated as non-eligible. Candidates should submit a separate application for each vacancy they want to apply for.

At this stage of the selection procedure candidates are not required to send any additional supporting documents with the application (i.e.: copies of your ID-card, educational certificates, evidence of previous professional experience etc.). **Candidates are reminded not to wait until the final days before the closing date for applications.** Applications sent after the deadline and PDF forms that are not related to the position will not be considered.



Please note that the selection process may take several months. Status of the selection procedures can be consulted at: <https://www.enisa.europa.eu/recruitment/vacancies/status-of-recruitment-procedures>

The **closing date** and time for the submission of applications is:

**24/07/2019 (16h00 Greece local time).**

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