

Vacancy Notice

Head of Human Resources (AD 7 / AD 8)

Ref. ENISA-TA24-AD-2016-10

Applications are invited for the position of: **Head of Human Resources (AD 7 / AD 8)** at the European Union Agency for Network and Information Security.

1. The Agency

The European Union Agency for Network and Information Security was established by the European Parliament and the Council Regulation (EU) No 526/2013 of 21 May 2013 (OJ L 165/41, 18.06.2013)¹ in order to assist the Union in ensuring a high and effective level of network and information security. The Agency shall contribute to the development of a culture of network and information security for the benefit of the citizens, consumers, enterprises and public sector organisations of the European Union.

ENISA shall assist the Commission, the Member States and the business community in meeting the requirements of network and information security, including those of present and future Community legislation.

The Agency will facilitate the development of a culture of security that builds on solid education and training foundations, awareness and best practices, and that encourages individuals, business and public administrations to actively participate in the protection of their information technology and network facilities.

In establishing and promoting this holistic approach to security, the Agency's activities shall be focused along five main axes:

- 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 organizations, 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.

ENISA is located in Heraklion (the agency's official seat) with an operational office in Athens (Greece). The place of employment for the **Head of Human Resources** is Athens. 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. Applicants will be expected to travel in line with the requirements of the assignment for which they are employed.

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

¹ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2013:165:0041:0058:EN:PDF>

2. Job description

The Human Resources Officer will directly report to the Head of Administration and provide strategic support by directing and monitoring the Human Resources section ensuring consistency with the establishment plan and the Staff Regulations of Officials of the European Union and the Conditions of Employment of Other Servants providing high standards of professional HR services.

Main tasks and responsibilities:

- a) Supporting and assisting the Head of Administration in the strategic management of the Agency's human resources;
- b) Leading and directing the HR team to deliver comprehensive HR services within ENISA and to its stakeholders;
- c) Ensuring compliance of all HR rules and procedures with the applicable EU regulations, implementing rules and any relevant EU or host country legal provisions whenever applicable;
- d) Developing HR planning strategies in collaboration with the Management Team;
- e) Liaising, consulting and coordinating with other institutions whenever required (European Commission, Council, Court of Auditors, Internal Audit Service, OLAF, etc.);
- f) Establishing efficient collaboration with the Management Team and with the Staff Committee to enhance coordination of activities;
- g) Developing measures to promote well-being at work;
- h) Measuring employee engagement and satisfaction, identifying related needs and proposing adequate actions;
- i) Promoting equality of treatment, cultural diversity and ethical and respectful behavior as part of the culture of the agency while developing preventing measures to avoid abuse and unethical behaviour;
- j) Respecting discretion and confidentiality in dealing with highly sensitive HR issues;
- k) Capacity to manage conflict in a constructive and assertive manner with dignity;
- l) Providing and supervising the implementation of the ENISA training plan according to identified needs, providing guidance on staff development and staff induction;
- m) Providing guidance on performance management, issues and processes and maintaining job and competency profiles;
- n) Managing the HR team and coordinating the different HR work areas;
- o) Developing, implementing and following-up the management of human resources policies, procedures and practices of the Agency according to the Staff Regulations;
- p) Planning and managing the HR budget;
- q) Supervising recruitment and selection procedures;

- r) Assessing HR training and development needs;
- s) Supervising staff appraisals and reporting procedures;
- t) Initiating HR projects to develop HR efficiency whenever appropriate;
- u) Acting as a contact point for personal issues and general support or guidance to Staff;
- v) Any other tasks requested by the Head of Administration.

Qualifications and experience required – Eligibility criteria for the position

(Candidates who do not meet any of the following formal requirements are not eligible to apply and as a consequence their application will not be assessed for this selection).

a) Formal requirements:

- A level of education which corresponds to completed university studies attested by a diploma² when the normal period of university education is four years or more, or
- A level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least 3 years;
- In addition to the above, 6 years of professional experience³ relevant to the duties concerned after the award of the university degree to qualify for grade AD 7, or
- 9 years of professional experience⁴ relevant to the duties concerned after the award of the university degree to qualify for grade AD 8;
- Thorough knowledge of one of the official languages of the European Union and a satisfactory knowledge of another official European language⁵.

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 citizen⁶;
- Have fulfilled any obligations imposed by the applicable laws concerning military service;

² Only diplomas issued by EU Member State authorities and diplomas recognised as equivalent by the relevant EU Member State bodies are accepted. If the main studies took place outside the European Union, the candidate's qualification must have been recognised by a body delegated officially for the purpose by one of the European Union Member States (such as a national Ministry of Education) and a document attesting so must be submitted if you have been invited for an interview. This will enable the selection board to assess accurately the level of the qualifications.

³ Professional experience connected with the Agency's areas of activities shall be taken into account and is counted only from the time the candidate obtained the certificate or diploma required for admission to the selection procedure.

⁴ Professional experience connected with the Agency's areas of activities shall be taken into account and is counted only from the time the candidate obtained the certificate or diploma required for admission to the selection procedure.

⁵ Recruited candidates shall be required to demonstrate before their first promotion the ability to work in a third European Community language.

⁶ 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.

- Be physically fit to perform the duties linked to the post⁷.

b) Selection criteria

High Scoring Criteria (5 points per criterion)

- At least 6 years of professional experience as a Human Resources professional;
- Successful experience as team leader or as a manager of a team;
- Relevant work experience as described in the job description;
- Knowledge of the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union;
- Decision-making, strategic thinking, planning and organizational skills;
- Problem-solving techniques and pro-active approach;
- Verbal and non-verbal communications skills;
- Negotiating skills including analytical skills with capacity to synthesise ideas and concepts;
- Capacity to demonstrate empathy and to apply social skills;
- Capacity to apply HR ethics and integrity principles;
- Experienced team-player capable to foster motivation and commitment from the team;
- Experience in working with MS Office applications;
- Professional level of English both written and spoken.

Low Scoring Criteria (2 points per criterion)

- Academic and training background in the field of HR management or similar;
- Knowledge of the administrative and financial regulations and procedures of the European Union institutions and of the terminology relevant to Human Resources management;
- Understanding of and experience with HR processes such as recruitment, selections, training and performance appraisals;
- Ability to work under pressure and to tight deadlines.

IMPORTANT:

All high scoring and low scoring criteria are evaluated in order to identify the candidates to be invited for an interview. Only candidates scoring above the threshold to be set by the selection committee will be invited for an interview. 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.

⁷ 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.

3. Selection procedure

The purpose of this selection is to recruit a Head of Human Resources. Candidates 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 Committee and established following an open selection process involving interviews and tests.

More specifically, the Selection Committee 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 Committee decides on those candidates who are invited to attend an interview. The Selection Committee 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 Committee 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.

Candidates may be asked to undergo a written test; should this be the case, candidates will be informed in advance. The activity of the Selection Committee 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.

It is intended to possibly invite a maximum of 8 candidates to the selection interview and test.

Shortlisted candidates may be required to undergo a personality test.

The reserve list will be valid until 31/12/2016 and may be extended by decision of the Executive Director for a further 12 months. Each candidate will be informed by letter whether or not he/she has been placed on the reserve list. 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.

Following this procedure, a reserve list of a maximum of 3 candidates will be drawn up which may be used to recruit staff for positions in the areas referred to in this vacancy.

It is strictly forbidden for the candidates to make any contact with the Selection Committee, either directly or indirectly. Any infringement to this rule will disqualify the candidate from the competition.

All enquiries or request for information in relation to the competition should be addressed to the following email address recruitment@enisa.europa.eu

4. Data protection

The purpose of processing of the data you submit is to manage your application(s) in view of possible pre-selection and recruitment at ENISA. ENISA does not publish personal data of candidates. Personal data is processed by and accessible to authorised ENISA personnel. Personal data submitted is kept confidential. ENISA adheres to and is regulated under Regulation (EC) No 45/2001 on personal 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

Candidates are referred to our privacy statement which explains how ENISA processes personal data in relation to recruitment selections.

5. Contractual conditions

The successful candidate will be recruited as a member of the temporary staff, pursuant to the Conditions of Employment of Other Servants of the European Union, for a period of three years which may be renewed or until the end of the Agency's mandate whichever is the earliest.

The appointment will be in grade: **AD 7 or AD 8**. Therefore the final grade and the final step in the grade (step 1 or step 2) will be determined according to the number of years of experience of the successful candidate after the award of the university degree giving access to the position as defined in the formal requirements.

Successful candidates, who are recruited, shall undergo an initial probation period of 9 months. For reasons related to the Agency's operational requirements, the successful candidate will be required to be available at the shortest possible notice.

6. Pay and welfare benefits

The pay of staff members consists of a basic salary⁸ supplemented with various allowances, including family allowances.

The indicative basic monthly salary for **grade AD 7, step 1, is 5747,35 EUR** and for **grade AD 8, step 1, is 6502,76 EUR**. This salary is weighted by the corrective coefficient affected to the hosting country of the agency. The current corrective coefficient is 79.9 % which will be reviewed yearly with possible retroactive effect.

Nevertheless, this basic salary is adapted through a series of allowances according to your personal situation (i.e. marital status, dependent children, not being national of the State hosting ENISA and not having habitually resided within the territory of that State during the five years ending six months before the staff member entered the service, etc.).

Allowances:

In addition to their basic salary, staff members may be entitled to various allowances, in particular an expatriation or foreign residence allowance, and family allowances, including household allowance, dependent child allowance, pre-school allowance and an education allowance. Under certain circumstances, in particular where staff members are obliged to change their place of residence in order to take up employment, the Agency may also reimburse various expenses incurred on recruitment, notably removal expenses. An attractive health care scheme is also available to employees of ENISA and in some

⁸ Basic Salary: there is a basic salary scale for each grade, divided into a number of steps. The final step is defined according to the total number of years of experience starting from the education certificate/degree giving access to the position.

cases for other family members. An option may also be available to import a car from the staff member's country of origin free of VAT or duty taxes.

The provisions guiding the calculation of these allowances can be consulted in Annex VII of the Staff Regulations available at the following address:

http://europa.eu/epso/discover/careers/staff_regulations/index_en.htm

Other Benefits

- Special ID card, issued by the Greek Ministry of Foreign Affairs;
- Special car license plates (for certain grades);
- Additional financial support for the education of children "subject to budget availability";
- VAT exemption allowance on certain goods for a period of 2 years;
- Statutory staff who have completed at least 10 years of service or reached pensionable age, are entitled to a pension under the pension scheme of the European Union institutions (PSEUI).

7. Community Tax

The salaries of staff members are subject to a Community tax deducted at source. They are exempt from national tax on salary and are members of the Community social security and pension schemes.

For additional information about salaries, deductions and allowances please consult the Staff Regulations of officials of the European Union:

http://europa.eu/epso/discover/careers/staff_regulations/index_en.htm

8. 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.

9. Complaints

If a candidate considers that he/she has been adversely affected by a particular decision, he/she can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Union and Conditions of employment of other servants of the European Union, at the following address:

ENISA

Attn: Head of Administration & Support Department

P.O. BOX 1309

71001 Heraklion, Greece.

The complaint must be lodged within 3 months.

The time limit for initiating this type of procedure (see Staff Regulations as modified by Council Regulation No 723/2004 of 22 March 2004 published in the Official Journal of the European Union L124 of 27 April 2004 – <http://eur-lex.europa.eu/en/index.htm>) starts to run from the time the candidate is notified of the act adversely affecting him/her.

Complainants can submit a judicial appeal under Article 270 of the Treaty on the Functioning of the EU and Article 91 of the Staff Regulations of Officials of the European Union to the:

European Union Civil Service Tribunal

Boulevard Konrad Adenauer

Luxembourg 2925

Please note that the appointing authority does not have the power to amend the decisions of a selection board. The Civil Service Tribunal has consistently held that the wide discretion enjoyed by selection boards is not subject to review by the Civil Service Tribunal 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 European Union Civil Service Tribunal:

<http://curia.europa.eu/>

The time limits for initiating these two types of procedure (see Staff Regulations as amended by Council Regulation (EC) No 723/2004 of 22 March 2004, published in Official Journal of the European Union L 124 of 27 April 2004 — <http://eur-lex.europa.eu>) start to run from the time you are notified of the act allegedly prejudicing your interests. 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. In June 2008, the European Parliament adopted a decision (European Parliament Decision 2008/587 of 18th June 2008 amending Decision 94/262 on the Regulations and general conditions governing the performance of the Ombudsman's duties, OJ 2008 L 189, p.25. The new implementing provisions came into force on the 1st January 2009. The Statute and the Implementing Provisions are available on the Ombudsman's site: <http://www.ombudsman.europa.eu>

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, respectively, a complaint or an appeal with the European Union Civil Service Tribunal under Article 270 of the Treaty on the Functioning of the EU. 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.

10. Submission of applications

Information about the application procedure at ENISA may be found on our website: <http://www.enisa.europa.eu/about-enisa/recruitment/application-procedure>

Candidates shall carefully check whether they meet all formal requirements by the closing date for the submission of applications.

For an application to be valid and complete, candidates **must submit the fully filled application form available on the website**, in English only, within the set deadline.

Only the application submitted from the website will be taken into consideration.

The format of the PDF application must not be changed.

Failure to fulfill the requirements above may result in exclusion from the selection process.

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.).

Interview Dates:

For those candidates who will be invited to interviews, they are expected to take place during the second half of June or first half of July 2016. However in case of a change candidates will be notified as soon as possible.

Candidates should submit a separate application for each vacancy they want to apply for.

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

**Sunday 29th May 2016 (14h00 Heraklion, Greece local time).
Both vacancy and application form will become unavailable as from 14:00 Greece local time
on 29/05/2016.**

Published on ENISA website: 29/04/2016