

## **Directorate-General Maritime Affaires and Fisheries**

Publication of a vacancy for the function of Director MARE.B “International Ocean Governance and sustainable fisheries” (Grade AD 14)

(Article 29(2) of the Staff Regulations)

COM/2023/10423

### **We are**

DG Maritime Affairs and Fisheries (DG MARE) aims to develop the potential of the European maritime economy and to secure sustainable fisheries, a stable supply of seafood, healthy seas and prosperous coastal communities – for today's Europeans and for future generations. This involves formulating, developing and implementing the Common Fisheries Policy – the cornerstone of our actions for a sustainable exploitation of fisheries resources – and promoting an integrated approach to all maritime policies. The DG has around 380 staff, distributed over 5 Directorates and 21 Units.

The wide variety of responsibilities creates an interesting and challenging working environment. Hierarchical circuits are short, and working efforts translate into tangible results with a direct impact on the ground and on stakeholders.

Directorate B promotes the EU policy on Ocean Governance and sustainable fisheries at international level and works for the adoption of ambitious conservation measures and control policies in Regional Fisheries Management Organisations. It aims to develop the Ocean Governance agenda, negotiate and implement international agreements and ocean partnerships and conclude and manage bilateral Sustainable Fisheries Partnership Agreements with third countries. It also supports a balanced and sustainable trade policy in fishery resources. The Directorate also develops and implements the EU's policy to prevent, deter and eliminate Illegal, Unreported and Unregulated (IUU) fishing.

### **We propose**

DG MARE is seeking to recruit a Director to lead its Directorate MARE.B “International Ocean Governance and sustainable fisheries”. Reporting directly to the Deputy Director-General and under the steer of the Director-General, the Director will manage four units.

The position requires defining, planning and overseeing the implementation of all activities relevant to the external dimension of DG MARE policies, including in particular:

- Coordinating the development of the EU policy on Ocean Governance and sustainable fisheries and its promotion in international fora and bodies, such as the United Nations, the FAO, and the World Bank and at the bilateral level through ocean partnerships and high-level dialogues;
- Guiding/Representing the Commission in Regional Fisheries Management Organisations (RFMOs) and Arrangements<sup>1</sup> as well as other Regional Fisheries Bodies in all oceans;
- Coordinating the negotiations and management of Sustainable Fisheries Partnership Agreements (SFPAs) with third countries to establish a transparent, highly regulated and effective framework giving access to EU fishing vessels beyond EU waters, and providing support to strengthen fisheries governance in third countries and the sustainable development of their fisheries sector;

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<sup>1</sup> As defined under the UN Fish Stocks Agreement.

- Contributing to trade negotiations to promote the Common Fisheries Policy's general objectives and fishery and aquaculture products;
- Coordinating the development and implementation of the EU's policy to prevent, deter and eliminate Illegal, Unreported and Unregulated (IUU) fishing;
- Representing the Commission in meetings and high-level negotiations with other Institutions, Member States, stakeholders as well as vis-à-vis third countries and intergovernmental organisations in the relevant international fora.

The Directorate has a total staff of around 75 and is responsible for the management for DG MARE budget of EUR 177.2 million.

### **We look for (selection criteria)**

Candidates should have:

#### **Management skills**

- A strategic mindset and a demonstrable drive to develop, bring forward, defend and implement an overall vision and design new policies;
- Proven management experience and strong leadership skills, being able to lead, motivate and empower large multi-disciplinary teams of highly qualified staff, to contribute towards the achievement of the strategic goals of the DG, setting objectives and targets, prioritizing tasks and ensuring their execution in close collaboration with DG MARE's management team;
- Excellent analytical skills, including the ability to solve organizational and operational problems as well as demonstrated sound judgement and capability for decision-making.

#### **Specialist skills and experience**

- Extensive experience in EU policy development and implementation, preferably in areas relevant for the Common Fisheries Policy, blue economy and their external dimension;
- Extensive previous experience in international negotiations;
- An understanding of the sustainability issues underlying the reform of the Common Fisheries Policy would be an asset.

#### **Personal qualities**

- Strong interpersonal, communication and networking skills;
- Ability to lead discussions and to represent the DG/Commission efficiently and effectively within the Commission and vis-à-vis other institutions notably the European Parliament and Council and not last, in relation to external parties/stakeholders.
- Demonstrated ability to understand and integrate different points of view and put forward inclusive solutions.

### **Candidates must (eligibility requirements)**

Candidates will only be considered for the selection phase on the basis of the following formal requirements to be fulfilled **by the deadline for applications**:

- Nationality: candidates must be a citizen of one of the Member States of the European Union.
- University degree or diploma: candidates must have:
  - either a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is 4 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 1 year when the normal period of university education is at least 3 years (this one year's professional experience cannot be included in the postgraduate professional experience required below).
- Professional experience: candidates must have at least 15 years postgraduate professional experience<sup>2</sup> at a level to which the qualifications referred to above give admission.
- Management experience: at least 5 years of the post-graduate professional experience must have been gained in a high-level management function<sup>3</sup>.
- Languages: candidates must have a thorough knowledge of one of the official languages of the European Union<sup>4</sup> and a satisfactory knowledge of another of these official languages. Selection panels will verify during the interview(s) whether candidates comply with the requirement of a satisfactory knowledge of another official EU language. This may include (part of) the interview being conducted in this other language.
- Age limit: candidates must not have reached regular retirement age, which for officials of the European Union is defined as being the end of the month in which the person reaches the age of 66 years (see Article 52 lit (a) of the Staff Regulations<sup>5</sup>).

## Selection and appointment

The selection and appointment will be conducted according to the European Commission's selection and recruitment procedures (see: Document on Senior Officials Policy<sup>6</sup>).

As part of this selection procedure, the European Commission sets up a pre-selection panel. This panel analyses all applications, proceeds with a first eligibility verification and identifies candidates having the best profile in view of the selection criteria mentioned above, and who may be invited for an interview with the pre-selection panel.

Following these interviews, the pre-selection panel draws up its conclusions and proposes a list of candidates for further interviews with the European Commission's Consultative Committee on

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<sup>2</sup> Professional experience is only taken into consideration if it represents an actual work relationship defined as real, genuine work, on a paid basis and as employee (any type of contract) or provider of a service. Professional activities pursued part-time shall be calculated pro rata, on the basis of the certified percentage of full-time hours worked. Maternity leave / parental leave / leave for adoption is taken into consideration if it is in the framework of a work contract. PhDs are assimilated to professional experience, even when unpaid, but for a duration of three years maximum, provided that the PhD has been successfully completed. A given period may be counted only once.

<sup>3</sup> In their curriculum vitae, candidates should clearly indicate for all years during which management experience has been acquired: (1) title and role of management positions held; (2) numbers of staff overseen in these positions; (3) the size of budgets managed; (4) numbers of hierarchical layers above and below; and (5) number of peers.

<sup>4</sup> <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01958R0001-20130701>

<sup>5</sup> <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701>

<sup>6</sup> [https://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission\\_en](https://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission_en) (only available in English)

Appointments (CCA). The CCA, taking into consideration the conclusions of the pre-selection panel, will decide on the candidates to be invited for an interview.

Candidates who are called for an interview with the CCA participate in a full-day management assessment centre run by external recruitment consultants. Taking account of the results of the interview and the report of the assessment centre, the CCA establishes a shortlist of candidates it considers suitable for the function.

Candidates on the CCA shortlist will be interviewed by the relevant Member(s) of the Commission.

Following these interviews, the European Commission takes the appointment decision.

The selected candidate must have fulfilled any obligations imposed by law concerning military service, produce appropriate character references as to their suitability for the performance of their duties and be physically fit to perform their duties.

The selected candidate should hold, or be in the position to obtain, a valid security clearance certificate from his/her national security authority. A personal security clearance is an administrative decision following completion of a security screening conducted by the individual's competent national security authority in accordance with applicable national security laws and regulations, and certifying that an individual may be allowed to access classified information up to a specified level. (Note that the necessary procedure for obtaining a security clearance can be initiated on request of the employer only, and not by the individual candidate).

Until the personal security clearance has been granted by the Member State concerned and the clearance procedure completed with the legally required briefing from the European Commission's Security Directorate, the candidate will not be able to access EU Classified Information (EUCI) at the level of CONFIDENTIEL UE/EU CONFIDENTIAL or above, nor attend any meetings at which such EUCI is discussed.

### **Equal opportunities**

In accordance with Article 1d of the Staff Regulations, the European Commission pursues a strategic objective of achieving gender equality at all management levels by the end of its current mandate and applies an equal opportunities policy encouraging applications that could contribute towards more diversity, gender equality and overall geographical balance.

### **Conditions of employment**

The salaries and conditions of employment are laid down in the Staff Regulations.

The selected candidate will be recruited as an official at grade AD14. He / she will be classified depending on the length of his / her previous professional experience in step 1 or step 2 within that grade.

The selected candidate should note the requirement under the Staff Regulations for all new staff to complete successfully a nine-month probationary period.

The place of employment is Brussels, Belgium.

### **Independence and declaration of interests**

Before taking up his/her duties, the selected candidate will be required to make a declaration of commitment to act independently in the public interest and to declare any interests, which might be considered prejudicial to his/her independence.

### **Important information for candidates**

Candidates are reminded that the work of the selection panels is confidential. It is forbidden for candidates to make direct or indirect contact with their individual members or for anybody to do so on their behalf. Any query has to be addressed to the secretariat of the respective panel.

### **Protection of personal data**

The Commission will ensure that candidates' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council <sup>7</sup>. This applies in particular to the confidentiality and security of such data.

### **Application procedure**

Before submitting your application, you should carefully check whether you meet all eligibility requirements ('Candidates must'), particularly concerning the types of diploma, high-level professional experience as well as linguistic capacity required. Failure to meet any of the eligibility requirements means an automatic exclusion from the selection procedure.

If you want to apply, you must register via the Internet on the following website and follow the instructions concerning the various stages of the procedure:

<https://ec.europa.eu/dgs/human-resources/seniormanagementvacancies/>

You must have a valid e-mail address. This will be used to confirm your registration as well as to remain in contact with you during the different stages of the procedure. Therefore, please keep the European Commission informed about any change in your e-mail address.

To complete your application, you need to upload a CV in PDF format, preferably using the Europass CV format<sup>8</sup>, and to fill out, online, a letter of motivation (maximum 8 000 characters). Your CV and your letter of motivation may be submitted in any of the official languages of the European Union.

It is in your interest to ensure that your application is accurate, thorough and truthful.

Once you have finished your online registration, you will receive an electronic mail confirming that your application has been registered. **If you do not receive a confirmation mail, your application has not been registered!**

Please note that it is not possible to monitor the progress of your application on-line. You will be contacted directly by the European Commission regarding the status of your application.

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<sup>7</sup> Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 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, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39).

<sup>8</sup> You can find information on how to create your Europass CV online at: <https://europa.eu/europass/en/create-europass-cv>

**Applications sent by e-mail will not be accepted.** If you require more information and/or encounter technical problems, please send an e-mail to:  
[HR-MANAGEMENT-ONLINE@ec.europa.eu](mailto:HR-MANAGEMENT-ONLINE@ec.europa.eu)

It is your responsibility to complete your online registration in time. We strongly advise you not to wait until the last few days before applying, since heavy internet traffic or a fault with your internet connection could lead to the online registration being terminated before you complete it, thereby obliging you to repeat the whole process. Once the deadline for the submission of registrations has passed, you will no longer be able to introduce any data. Late registrations will not be accepted.

### **Closing date**

The closing date for registration is **01/03/2023, 12.00 noon Brussels time**, following which registration is no longer possible.