

Publication of a vacancy for a Member of the Regulatory Scrutiny Board at grade AD14 (Principal Adviser)

Secretariat-General

**Engagement of a Temporary Agent
under Article 2(a) of the Conditions of Employment of Other Servants**

COM/2024/10451

We are

The Regulatory Scrutiny Board (RSB) was established in 2015 by a Decision of the President of the European Commission¹ as amended last in 2022². The RSB contributes to the European Commission's Better Regulation Policy by scrutinising the quality of impact assessments, ex-post evaluations, fitness-checks and issuing opinions on the related draft reports. The texts submitted to the RSB are predominantly drafted and discussed in English.

The RSB has eight members and a chairperson. The members of the RSB work full-time for the RSB. Four members of the RSB are recruited from outside of the European Commission services while the remaining four are selected and appointed from within the European Commission. External Board members are selected on the basis of their proven expertise in impact assessment, ex-post evaluation and regulatory policy generally, covering economic, social and environmental policies.

All RSB members work full time for the Board and serve for a non-renewable period of three years. That period may exceptionally be extended by up to one year where necessary to ensure the continuity of the functioning of the Board, its balanced composition between internal and external members or its full capacity at times of exceptionally high workload. All members of the RSB are administratively attached to the Secretariat-General of the European Commission. They are subject to the Conditions of Employment of Officials and Other Servants of the European Union (CEOS) and the European Commission's code on good administrative behaviour. These lay down strict rules on ethics, confidentiality and conflict of interest which are particularly relevant and important in relation to the activities of the RSB. In line with the CEOS, Board members may publish papers during the assignment provided that this does not interfere with their mandate.

We propose

The Commission wishes to establish a shortlist for suitable candidates to take up duties as one of the external Members of the Regulatory Scrutiny Board as post falls vacant. The specific duties are to:

- Assess the quality of submitted reports on evaluations and fitness checks of existing policies and impact assessments prepared in support of new political initiatives of the Commission;

¹ Decision C(2015) 3263 of 19 May 2015 on the establishment of an independent Regulatory Scrutiny Board.

² Decision P(2022)1 amending Decision P(2020)2 as regards the composition of the Regulatory Scrutiny Board, the quorum for its decisions and the focus of its tasks.

- Contribute to the preparation of opinions on submitted impact assessment, evaluation and fitness check reports and recommendations on how they should be improved;
- Pay attention to the application of the 'one-in, one-out' principle, integration of the foresight dimension and impacts on competitiveness. In doing so, assess the quality of cost estimates and whether the reports sufficiently explore the potential to simplify legislation and to reduce unnecessary burdens for businesses and citizens;
- Under the guidance of the chairperson, offer advice to individual Commission services regarding the application and interpretation of the relevant guidelines in particularly challenging assessments/evaluations and on methodological issues, where relevant.

We look for (selection criteria)

The ideal candidate will be an outstanding and dynamic professional who should fulfil the following selection criteria:

Personal Qualities

- Excellent oral and written communication skills in order to liaise, communicate and cooperate efficiently and fluently with internal and external stakeholders as well as to represent the Commission in external fora.

Technical skills and experience

- Analysis of economic, social or environmental impacts;
- Proven knowledge and competence in the field of regulatory policy, impact assessment or ex-post evaluation processes and methodologies;
- Very good knowledge of EU policies and of EU decision-making processes, including the Commission's or that of EU member states policy on better regulation.

Advisory skills

- Strong analytical skills with a very good capacity for strategic thinking;
- Very good coordination skills

Candidates must (eligibility criteria)

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 citizens of one of the Member States of the European Union;
- University degree or diploma: candidates must have:
 - (a) either a level of education which corresponds to completed university studies

attested by a diploma when the normal period of university education is four years or more;

(b) 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 three years. This one year of professional experience cannot be included in the postgraduate professional experience required below;

- Professional experience: have at least 15 years postgraduate professional experience³ at a level to which the qualifications referred to above give admission.
- Advisory experience: at least 5 years of the post-graduate professional experience must have been gained in a high-level advisory function⁴ in a field relevant for this position.
- Languages: candidates must have a thorough knowledge of one of the official languages of the European Union⁵ 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: during the three-year mandate not yet have reached the normal 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(a) of the Staff Regulations⁶).

Selection and appointment

The European Commission will select and appoint the Principal Adviser - Member of the Regulatory Scrutiny Board - according to its selection and recruitment procedures (see: Document on Senior Officials Policy⁷).

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 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.

³ 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.

⁴ In their curriculum vitae, candidates should clearly indicate for all years during which advisory experience has been acquired: (1) title and role of positions held; (2) the exact subject area as well as at which level in the organisation the position was based (numbers of hierarchical layers above and below); (3) the reporting lines for each position held.

⁵ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01958R0001-20130701>

⁶ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701>

⁷ https://ec.europa.eu/info/sites/info/files/compilation-of-the-senior-official-policy-at-the-european-commission_en.pdf
(only exists in English)

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 to exercise the function of Principal Adviser - Member of the Regulatory Scrutiny Board.

Candidates on the CCA shortlist will be interviewed by the relevant Member(s) of the Commission.⁸

Following these interviews, the European Commission will establish an alphabetical shortlist, which will be valid for three years, comprising a maximum of five suitable candidates.

Inclusion on the shortlist does not guarantee appointment. When vacancies arise during the period of validity, the Commission will decide who to appoint from this shortlist according to its usual procedures.

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 Regulations⁹, the European Commission pursues a strategic objective of achieving gender equality at all management levels 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 Regulations¹⁰.

⁸ Unless the Member of the Commission concerned, in line with the Commission Decisions of 5 December 2007 (PV(2007) 1811) and 30 September 2020 (PV(2020) 2351), has delegated this task.

⁹ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701>

¹⁰ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701>

Upon appointment from the shortlist, the successful candidate will be engaged as a temporary agent at grade AD14. They will be classified depending on the length of their previous professional experience in step 1 or step 2 within that grade. It is a temporary assignment for three years and can be exceptionally extended for a maximum period of one year.

Applicants 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, where the Regulatory Scrutiny Board is based.

Independence and declaration of interests

Before taking up their duties, the Principal Advisor 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 their 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 Council⁸. 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 format¹¹, 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.

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

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 accepted.

¹¹ You can find information on how to create your Europass CV online at: <https://europa.eu/europass/en/create-europass-cv>

Closing date

The closing date for registration is **29/11/2024, 12.00 noon Brussels time**, following which registration is no longer possible.

¹² OJ L 295, 21.11.2018, p.39.