



Team Leader – Allowances received from other sources

Vacancy: COM/2023/173

Function group: AST

Where: PMO.1, Brussels

Publication: from 23/01/2023 to 03/02/2023 until 12.00 hours noon Brussels time

There is currently an open vacancy in PMO.1. According to Article 29 of the Staff Regulations, the applications from officials of the Institutions and laureates of competitions have precedence over applications from other categories of persons. The post is therefore also published internally in the Commission and inter-institutionally, and it is also brought to the attention of competition laureates via the appropriate channels. However, should no suitable candidate be found among the aforementioned categories, it will be possible to consider other candidates, for a temporary agent position.

For these reasons, any person fulfilling the selection requirements may express his/her interest for the post.

We are

The mission of the PMO (Office for the administration and payment of individual entitlements or Paymaster's Office) is to provide a high quality and user-friendly service to beneficiaries by promptly and accurately managing, determining and paying individual rights and expenses (e.g. salaries, pensions, sickness insurance reimbursements and mission expenses).

The unit PMO.1 'Rights and Salaries' is responsible for providing the following services to staff in active employment in the Commission and in the other EU Institutions and bodies that have delegated these functions to the PMO:

- calculating and paying salaries (including allowances) for approximately 50 000 people per month;
- determining the individual financial rights of staff upon entry into service and whenever a life or other event changes those rights;
- addressing queries and complaints from staff about their salaries and their rights.

The Unit works in teams, each of which is responsible for different processes falling under the Unit's responsibility (e.g. Payment of Salaries, Establishing Rights on entry into services, Family Allowances, Dependent Child Allowances, Allowances received from other sources, Helpdesk). Each team is led by a Team Leader under the supervision of a Head of Sector. There are about 110 staff members split across three Sectors.

The Unit aims to provide high quality and in-time services to staff, the Commission, other Institutions, Agencies and bodies in a transparent and customer-oriented way, so that

Institutions and their staff can get on with their work.

The main working languages of the Unit are French and English. A very good knowledge of written and spoken French and English is therefore required. Good knowledge of Dutch is an asset.

We propose

The post of Team Leader for the team with responsibility for managing the family allowances that staff members, their spouse or the other parent of their children and the children themselves may receive from other sources (“PPA”).

Staff (and third parties who receive allowances from an EU institution) must check whether there is an entitlement to any such allowances and must declare them to the PMO; the Staff Regulations (Articles 67 & 68) provide that these amounts will be deducted from the amounts received from the EU.

This is an interesting opportunity for someone wanting to develop their management skills in a small team of around 7 people.

In addition to leading the team, you will be expected to interact with the state, regional and local authorities ("national funds"), who pay allowances of a similar nature to the dependent child and household allowances to address common issues. You will also need to develop a knowledge of how the rules governing how the national funds work.

You will also work with the Head of Sector and other services to develop and simplify procedures, including the project for the automatic indexation of Belgian allowances, and to contribute actively to the HR transformation project.

There are some workload peaks when the amounts of national allowances are changed (in 2022, due to inflation, there were between 4 and 6 changes to the amounts paid by each of the three Belgian Regions).

Team Leaders in PMO are expected to be present in the office at least three days a week.

Please be aware that the selection panel will likely be organized a few days after the closure of the vacancy

We look for

We are looking for someone with:

- a genuine interest in people and process management;
- excellent leadership skills (or potential), and the openness and ability needed to work in a team;
- excellent planning, organisation and problem-solving skills;
- a high sense of diplomacy, discretion and confidentiality;
- a good ability to manage responsibilities and work under pressure;
- excellent oral and written communication skills, and very good knowledge of written and spoken French and English;

- a strong customer-service orientation, and
- a quick learning capacity and an aptitude to get to grips with the technical knowledge required to do the job.

The following qualities, would be advantageous:

- Experience in the development, review and simplification of procedures;
- Ability to explain complex issues in a clear and simple way;
- A good level of Dutch.

Training will be provided on the Staff Regulations, the establishment of rights, the use of SYSPER Rights, and the HR Transformation initiative so prior experience in these areas is not necessary. Nevertheless, some basic knowledge in these areas would be advantageous.

Am I eligible to apply?

On the closing date for application, in order to be eligible for the post, you must meet the following general and specific conditions.

General conditions

- (a) be a national of one of the Member States of the Union and enjoy his/her full rights as a citizen;
- (b) have fulfilled any obligations imposed on him/her by the laws concerning military service;
- (c) produce the appropriate character references as to his/her suitability for the performance of his/her duties;
- (d) be physically fit to perform his/her duties.

In addition, candidates must:

Specific conditions - languages

- (e) produce evidence of a thorough knowledge of one of the languages of the Union and of a satisfactory knowledge of another language of the Union to the extent necessary for the performance of his duties.

Specific conditions - qualifications & professional experience

- (f) have at least a level of completed post-secondary education attested by a diploma, followed by at least 3 years' relevant professional experience directly linked to the duties, or
- (g) have at least a level of completed secondary education attested by a diploma giving access to post-secondary education, followed by at least 6 years' relevant professional experience directly linked to the duties.

Only qualifications issued or recognised as equivalent by EU Member State authorities (e.g.,

by the Ministry of Education) will be accepted. Furthermore, before recruitment, you will be required to provide the documents that corroborate your eligibility and the information in your application form (diplomas, certificates and other supporting documents).

The EU institutions apply an equal opportunities policy and accept applications without distinction on the grounds of gender, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

Selection procedure

No applications will be accepted after the closing date of the vacancy.

The selection panel will choose a limited number of candidates for interview, based on the CV and motivation letter that they submitted.

Due to the large volume of applications received only candidates selected for interview will be notified.

Should they be chosen, candidates will be requested, as part of the actual recruitment procedure, to supply documentary evidence, in original, in support of the statements made in the application.

For functional reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates as well as that of the institution, the selection procedure will be carried out in English and/or French only.

Should a position be offered, candidates will be required to undergo a mandatory pre-recruitment medical check-up, carried out by the Commission medical service.

Type of contract

The successful candidate will be engaged as a temporary agent under Article 2(b) of the [Conditions of Employment of Other Servants of the European Communities](#) (CEOS) in **function group AST, minimum grade AST 1 step 1, depending on years of (relevant) professional experience.**

He/she will be classified depending on the length of his/her previous professional experience in step 1 or step 2 within that grade, in accordance with Commission Decision C(2013)8970.

The contract is for an initial duration of **1 year**, with possibility of extension up to maximum three years.

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

For any further information on contractual and working conditions, please refer to the [CEOS](#).

Pay

The pay of staff members consists of a basic salary supplemented with specific allowances, including, where applicable, expatriation and family allowances. The provisions guiding the calculation of these allowances can be consulted in the CEOS.

The place of employment will be in Brussels. Team Leaders in the PMO are expected to be present in the office at least three days a week.

How to apply?

By the deadline for application, the interested candidates should send their CV and motivation letter in a single PDF document to: PMO-1-HOU@ec.europa.eu.

Please mention in the subject of your application the title of the job “Team Leader – Allowances received from other sources”.

Contact person : Ms. Anya ORAM (PMO-1-HoU@ec.europa.eu).

Appeals

Candidates have the right to submit complaints under Article 90(2) of the Staff Regulations, should they wish to challenge any act adversely affecting them taken during this procedure. Such complaints may be addressed to the Appeals and Case Monitoring Unit of DG HR (HR-MAIL-F6@ec.europa.eu).

Equal opportunities

The European Commission applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations

Data Protection

For information related to Data Protection, please see the specific [Privacy Statement](#).