

European Commission

Eurostat

Publication of a vacancy for the function of Deputy Director-General function (AD15) Luxembourg

(Article 29(2) of the Staff Regulations)

COM/2025/10463

We are

Eurostat is the Statistical Office of the European Union and a Directorate-General of the European Commission. Its mission is to provide high quality statistics and data on Europe that are comparable across the EU Member States and is used for informed decision-making, public debate and fight against disinformation. Eurostat ensures the production of European statistics according to established rules and statistical principles, in partnership with the national statistical authorities of the EU Member States. It drives development of new statistics, standards and methodologies seizing opportunities provided by digital technologies and data sources. Eurostat is responsible for proposing all EU statistical legislation. Eurostat also cooperates with international organisations in the field of statistics and supports countries outside the EU in the improvement of their statistical systems.

The Deputy Director-General reports to the Director-General of Eurostat. Eurostat currently employs 634 staff members. Its offices are located in Luxembourg.

We propose

The Deputy Director-General will support the Director-General in the overall strategic orientation and management of Eurostat.

The Deputy Director-General operates under the guidance of the Director-General and deputises for the Director-General in their absence.

The challenging and high-profile position of Deputy Director-General in Eurostat comprises the following main responsibilities:

- Statistical leadership, strategic management and supervision of a broad range of statistical domains
- Contribution to the definition and the implementation of European Statistical multiannual and annual work programmes as well as Eurostat strategic and annual management plans.
- Driving development of statistical standards, new metrics and methodologies, classifications, statistical capacity building and cooperation with external stakeholders.
- Supporting the Director-General in providing strategic orientation and management of dissemination and communication of statistics and data produced by the Eurostat;
- Representing Eurostat and maintaining regular contacts and exchanges of information with the National Statistical Institutes of the Member States and other countries with which Eurostat has established statistical cooperation; other Commission departments,) and other European Union institutions, such as the European Central Bank and statistical departments of international organisations, such as the International Monetary Fund, the United Nations Organisation and the Organisation for Economic Cooperation and Development;
- Management of human and financial resources.

The Deputy Director-General will act as Authorizing Officer by sub-delegation in accordance with the Commission financial rules and regulations.

We look for (selection criteria)

Candidates should have:

Personal qualities

- sound judgement, including in connection with politically sensitive issues, and a demonstrable drive to innovate, generate and implement new ideas;
- proven skills to communicate effectively and efficiently at senior level with all stakeholders inside and outside the Commission;
- accomplished interpersonal, networking and negotiation skills;
- excellent analytical skills and the ability to solve organisational and operational problems via a results-oriented approach.

Specialist skills and experience

- a very good understanding of the development, production and use of European statistics and functioning of the European Statistical System;
- a good knowledge of EU institutions as well as of Commission priorities and related data needs.

Management skills

- strong proven achievements as leader and manager, involving management of both human and financial resources;
- proven capacity to think creatively and strategically, and to lead and motivate a large multinational team;
- ability to set efficiently priorities and objectives and to allocate resources accordingly.

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 ¹ at a level to which the qualifications referred to above give admission.

¹ 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.

- Management experience: at least 5 years of the post-graduate professional experience must have been gained in a high-level management function ².
- Languages: candidates must have a thorough knowledge of one of the official languages of the European Union³ 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 ⁴).

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 ⁵).

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 based on the application file⁶ 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.

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 their 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.

² 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.

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

⁴ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701>

⁵ https://ec.europa.eu/info/sites/info/files/compilation-of-the-senior-official-policy-at-the-european-commission_en.pdf (only exists in English)

⁶ Candidates may be requested to provide documents supporting the statements in their application at any moment of the procedure.

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 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 AD15. They will be classified depending on the length of their 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 Luxembourg.

Independence and declaration of interests

Candidates 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 Council⁷. 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'). 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 format⁸, 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.

⁷ 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).

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

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 be accepted.

Closing date

The closing date for registration is **07/02/2025, 12.00 noon Brussels time**, after which registration is no longer possible.