

Directorate-General Internal Audit Service

Publication of a vacancy for the function of Principal Adviser - Relations with internal and external stakeholders (Grade AD 14)

(Article 29(2) of the Staff Regulations)

COM/2024/10453

We are

The mission of the Internal Audit Service (IAS) is to provide to the Institution independent, objective assurance and consulting services designed to add value and improve the operations of the Commission and other audited entities (decentralised EU agencies and autonomous EU bodies). Our tasks include assessing and making appropriate recommendations for improving the effectiveness of risk management control and governance processes. We aim at promoting a culture of efficient and effective management within the Commission, its departments, and all other audited entities.

Pursuant to Article 117.1 of the Financial Regulation, the IAS operates in line with international internal auditing standards. We are independent and report functionally to the Audit Progress Committee of the Commission.

The increased focus of the Commission on performance and making better use of resources means the IAS has an even more important role in helping to identify potential efficiencies and improvements to the way DGs and Services are managed.

To that end, we are focusing more and more on performance audits and cover policy and operational processes next to the financial management. We are also steadily developing our advisory services.

We propose

The Principal Adviser will report to the Director-General. They will not be directly involved in audit engagements. Their main responsibility will be to ensure a better understanding of the European Commission's political environment, in particular with respect to the next Multiannual Financial Framework (MFF), and thus contribute to a more holistic approach in the work of the IAS.

They will advise the Director-General of the IAS in particular on political developments at Commission level, in particular policy making and implementation, with a focus on possible implications for the work of the IAS.

The Principal Adviser will coordinate, under the authority of the Director-General, the relations with external and internal stakeholders, e.g. the European Parliament, the Council, decentralised agencies and autonomous EU bodies as well as European and international organisations in the audit profession and may be entrusted with other specific tasks in this same area.

The Principal Adviser may also contribute to other, non-audit related tasks, relevant for the Director-General, such as the organisation of the annual conference of the Internal Audit Service.

We look for (selection criteria)

Candidates should have:

- **Personal Qualities**
 - Excellent drafting skills.
 - Very good capacity to communicate effectively and efficiently with all stakeholders inside the Commission, the decentralised agencies and other EU bodies, and, where relevant, with other EU stakeholders (European Parliament, the Council), and to build trusted relationships with them.
- **Specialist skills and experience**
 - A substantial experience in internal audit, inter-institutional relations and/or high-level coordination.
 - Sound knowledge of and/or experience with administrative practices and procedures.
 - Very good knowledge and understanding of the financial / budgetary environment, notably the budget implementation mechanisms, with a focus on the Multiannual Financial Framework (MFF) 2021-2027 (challenges, lessons learnt) and the performance-based instruments.
 - Experience in relations with the European Parliament and the Council.
 - Very good knowledge and understanding of the political priorities of the European Commission, in particular the Political Guidelines 2024-2029, and related working methods.
 - Good understanding of impact of risks in policy making and implementation, operations and financial management on Directorates-General and the Commission.
 - Good understanding of the interconnections between policy issues and internal/external audit.
- **Advisory skills**
 - Excellent ability to provide expert advice and issue opinions at strategic level.
 - Capacity to identify strategies and set priorities.
 - Excellent capacity to think creatively and strategically, so as to generate a clear vision of the objectives to be achieved and to translate this into practical and realistic compromise solutions.
 - Sound political judgment as well as proven experience in analysing and implementing efficient and effective policies, setting priorities and taking decisions.

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 experience¹ 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 function².
- 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 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.

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.

² 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.

³ <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01958R0001-20130701&qid=1408533709461&from=ENhttps://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://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission_en#documents (only exists in English)

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 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. 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 Brussels.

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 Council ⁶. 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 format⁷, 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 be accepted.

⁶ 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).

⁷ 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 **06/12/2024, 12.00 noon Brussels time**, following which registration is no longer possible.