

EUROPEAN COMMISSION

Directorate-General for Competition (DG COMP)

Publication of the post of Chief Technology Officer (grade AD14)

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

COM/2024/10446

We are

The Commission, together with the national competition authorities, directly enforces the EU competition rules to make markets work better, by ensuring that all companies compete equally and fairly on their merits. This benefits consumers, businesses and the European economy as a whole.

Within the Commission, the Directorate-General for Competition (DG COMP) is primarily responsible for these direct enforcement powers.

Operational Directorates within DG COMP form part of a matrix structure where the different competition instruments (antitrust, mergers and State aid) are managed around key sectors of the economy. DG COMP is also responsible for the enforcement of the regulations of digital platforms and foreign subsidies.

The Chief Technology Officer will report directly to the Director-General. S/he will advise the Commissioner responsible for Competition and the Director-General, guide and oversee all data and technology-related projects, initiatives and work streams for DG COMP. The Chief Technology Officer will be at the helm of a Team that is to be a centre of excellence in digital investigative tools and data science and that will have as its ultimate aim to support DG COMP's increasingly data-driven enforcement and market monitoring tasks.

The post is ranked at Director level (AD14). It is a temporary assignment for three years, renewable for maximum two years.

We propose

We propose a very challenging post of Chief Technology Officer to advise the Commissioner responsible for Competition and the Director-General on DG COMP's digital strategy, priorities and projects (including relevant procurement), including on the basis of studies by external experts or by the Chief Technology Officer, while guiding the Chief Technology Officer's Team (a unit attached to the Chief Technology Officer and managed by a Head of Unit) through highly sophisticated work streams, providing vision, overall strategic orientation, guidance and co-ordination of the Team's staff and activities.

The Chief Technology Officer will be in charge of ensuring that the Team meets DG COMP's ever-increasing needs for state-of-the-art data analytics as well as being at the technological forefront to pursue digital investigations, including digital forensics, intelligence, Artificial Intelligence or any other digital developments. This requires a very good understanding of the needs of the business side to enforce competition rules and regulatory instruments. To support those business needs, the Chief Technology Officer should deliver, with his Team, investigative solutions that match those needs while putting the specialist skills of the Chief Technology Officer's Team members to the best and most efficient use.

As a horizontal unit, the Chief Technology Officer's Team supports the work of DG COMP's competition enforcement in all areas and work in close collaboration with all relevant departments in DG COMP, such as the unit in charge of Digital Business Solutions and operational units. The Chief Technology Officer and his/her team will also work with other Directorates-General in the European Commission, other European Institutions, Member States and their national competition authorities as well as external organisations. The Team will be composed of 16 staff members who are very dynamic, collaborative and service-oriented, driven by a passion for digital technologies.

The main tasks of the Chief Technology Officer's Team will include:

- Using the latest digital technologies available to deliver solutions that meet the data analytics needs of DG COMP's operational units across the various instruments, in particular cartels and antitrust, mergers as well as the Digital Markets Act and the Foreign Subsidies Regulation, be it throughout a data-intensive project/case or on an ad-hoc basis
- Ensuring that DG COMP has access to state-of-the-art Forensic IT ("FIT"), intelligence and data science techniques for investigations across the various instruments, in particular cartels and antitrust, mergers, as well as the Digital Markets Act and the Foreign Subsidies Regulation
- Playing an active role in the network of Digital Investigation experts of the European Competition Network and liaising with the other departments of the European Institutions where FIT and data analytics are used
- Continuously following technological developments and identifying topics and actions of interest for DG COMP ensuring the quality and relevance of IT tools and methods owned and/or used by DG COMP, and advising the Director-General on, and overseeing the development and/or procurement of, updated or new tools and methods, where appropriate on the basis of studies by external experts or by the Chief Technology Officer
- Advising on, and overseeing the roll-out of, updated or new IT tools owned and/or used by DG COMP

We look for

Candidates should have:

Management skills:

- Ability to lead, motivate and inspire a team of skilled data scientists, to define plans, objectives and priorities, to solicit input from staff and to provide guidance on both technical and strategic aspects
- Very good capacity for strategic thinking, strong capacity to think freshly and to innovate in the areas covered by the Directorate-General, and to ensure their effective follow-up through service and results-oriented approach

Specialist skills and experience:

- Proven knowledge of data analytics and/or computer science and/or Artificial Intelligence, as demonstrated by a solid academic record and subsequent training and/or other methods to keep that knowledge up to date
- Very good understanding of institutional needs for state-of-the-art data analytics and Forensic IT support and delivering solutions that match those needs
- Proven knowledge about forensic IT would be a plus

Personal qualities:

- Excellent oral and written communication skills, which will allow her/him to communicate efficiently and effectively with internal and external stakeholders, to represent the Commission and to defend its position in European and international fora.
- Ability to cooperate with interlocutors at senior level as well as to work across different levels of the organisation.

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 experience required below).
- **Professional experience:** Candidates must have at least 15 years of postgraduate professional experience¹ at a level to which the qualifications referred to above give admission. At least 10 years of the postgraduate professional experience must have been gained in a function and in fields relevant for this position.²

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: (1) title and role of position held and description of the function performed; (2) the 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.

- **Management experience:** At least 5 years of the postgraduate professional experience must have been gained in a high-level management function³.
- **Languages:** Candidates must have a thorough knowledge of one of the official languages of the European Union⁴ 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 be able to complete at least the full 3-year mandate before regular retirement age, which for temporary agents 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 47 of the Conditions of Employment of other Servants⁵).

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 Policy⁶).

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 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.

³ 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) number 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.

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

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

⁶ https://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission_en

(only exists in English)

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 Conditions of Employment of Other Servants.

The selected candidate will be recruited as a Temporary Agent under Article 2(a) of the Conditions of Employment of Other Servants, occupying a function corresponding to the basic post of a Director at grade AD14. S/he will be classified depending on the length of her/his previous professional experience in step 1 or step 2 within that grade.

This is a temporary assignment for 3 years and can be renewed for a maximum period of 2 years.

The selected candidate should note the requirement under the Conditions of Employment of Other Servants for all new staff to complete successfully a nine-month probationary period.

The place of employment is Brussels.

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 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'), 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 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.

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.

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>

Closing date

The closing date for registration is **05/04/2024, 12.00 noon Brussels time**, following which registration is no longer possible.