

## **Directorate-General for Informatics**

Publication of a vacancy for the function of Deputy Director-General - DIGIT.DDG (AD15)

(Brussels)

(Article 29(2) of the Staff Regulations)

COM/2022/10422

### **We are**

The Directorate-General for Informatics (DIGIT) provides digital services that support the European Commission (EC) and other EU institutions, bodies and agencies, in their daily administrative and policy-related activities. DIGIT's vision is to take on and drive forward the digital leadership role within the Commission. DIGIT must lead the digital transformation of the European Commission in line with the new Digital Strategy so that it can deliver EU policy better, more efficiently and more productively, fully seizing the opportunities offered by new technologies. DIGIT has a strategic, advisory role to Commission departments to ensure digital-ready policies and to support departments' digital transformation goals, promoting interoperability, fostering innovation, coordinating data and knowledge management, and maintaining the Commission's cybersecurity and infrastructure resilience.

DIGIT also supports public administrations across EU member states in their digital transformation journey, pursuing common interoperability rules and principles.

To this end, DIGIT provides the Commission, and where appropriate other European institutions, bodies and agencies, with high quality and innovative:

- Effective governance solutions: aligning IT investments with business priorities and the Digital Strategy, facilitating relationships with our strategic partners, balancing risk with business value for the Institution,
- Business solutions: advising on or delivering information systems that support rationalised business processes within the framework of the corporate IT Governance strategy,
- Infrastructure solutions: providing reliable, cost-effective and secure infrastructure and services,
- Operational IT security for the Commission and cybersecurity incident detection and response,
- Workplace solutions: creating new ways of working and collaboration for staff through the provision of IT solutions.

DIGIT comprises 5 Directorates based in Luxembourg and Brussels with a workforce of some 570 statutory staff. It manages a budget of around EUR 250 million. The Deputy Director-General is based in Brussels.

### **We propose**

The Deputy Director-General assists the Director-General in the achievement of DIGIT's mission, objectives and priorities.

The Deputy Director-General supports the Director-General in the management and coordination of the DG, in particular by providing leadership and supervision of activities of those services reporting directly to her/him, namely Directorate C “Digital Workplace & Infrastructure” and Directorate D “Digital Services”. He/she supports the Director-General in the management of the operational Directorates and contributes to the definition and implementation of the overall strategy of the DG.

The Deputy Director-General replaces the Director-General and represents DIGIT and/or the Commission in any internal or external meeting. He/she will report directly to the Director-General.

### **We look for (selection criteria)**

Candidates should have:

#### Management skills:

- Proven senior management experience and strong leadership skills, having the capacity to lead, inspire and motivate a service-oriented organisation staffed with highly competent IT professionals, in a multicultural environment,
- Proven capacity to innovate and lead change management processes, with a particular focus on addressing the challenges caused by new ways of working, from an organisational perspective,
- Proven experience in developing a strategic vision, with a capacity to translate into effective planning and management of human and financial resources at senior management level.

#### Specialist skills and experience:

- Proven understanding and ability to address the challenges facing large organisations during a digital transformation process,
- Understanding and general experience in IT service management and delivery aligned with the business needs of a large organisation,
- Capacity to anticipate and assess potential of emerging technologies to better support business digital transformation, governance and decision-making processes,
- Strong understanding of the Commission’s policies and strategic goals and ability to identify a strategic match between business needs and IT solutions.

#### Personal qualities:

- Excellent analytical skills, capacity to identify key issues, to develop and generate strategic goals and to translate them into practical proposals for action,
- Excellent communication, diplomatic and networking skills as well as proven ability to develop and maintain excellent relationships at a high level with peers, stakeholders from other services, Institutions, European bodies or external counterparts.
- Strong commitment, focus and ability to work under stress.

### **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 <sup>1</sup> at a level to which the qualifications referred to above give admission.
- Management experience: at least 5 years of the post-graduate professional experience must have been gained in a high-level management function <sup>2\*\*</sup>.
- Languages: candidates must have a thorough knowledge of one of the official languages of the European Union<sup>3</sup> 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 <sup>4</sup>).

## 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 <sup>5</sup>).

Alongside the present external publication under Article 29 (2) of the Staff Regulations, this function is published by the European Commission internally under Article 29 (1) (a) (i) and (iii) of the Staff Regulations as well as inter-institutionally under Article 29 (1) (b) of the Staff Regulations.

The internal and interinstitutional applications will be examined before proceeding with the possible examination of the external applications. Accordingly, the European Commission reserves the right not to proceed with the examination of the external applications.

As part of this selection procedure, the European Commission sets up a pre-selection panel. Where the European Commission proceeds with the examination of the external applications, this panel performs a first eligibility verification and identifies candidates having the best

<sup>1</sup> 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.

<sup>2\*\*</sup> 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.

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

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

<sup>5</sup> [https://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission\\_en](https://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission_en) (only exists in English)

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 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 Staff Regulations.

The selected candidate will be recruited as an official at grade AD15. He / she will be classified depending on the length of his / her 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**

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 Council <sup>6</sup>. 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 format<sup>7</sup>, 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.

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<sup>6</sup> 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).

<sup>7</sup> 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](mailto: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 **26/01/2023, 12.00 noon Brussels time**, following which registration is no longer possible.