

## **EUROPEAN COMMISSION**

### **Directorate-General for Competition (DG COMP)**

Publication of a vacancy for the function of Chief Competition Economist (grade AD 14)

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

COM/2023/10427

#### **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, State aid and the regulation of digital platforms) are managed around key sectors of the economy.

The Chief Competition Economist and his team assist DG COMP in evaluating the economic impact of its actions in the areas of mergers, antitrust, State aid and the regulation of digital platforms. S/he and her/his team provide guidance on methodological issues of economics and econometrics in the application of EU competition rules, contribute to individual competition cases (in particular ones involving complex economic issues and quantitative analysis), and contribute to the development of general policy instruments.

The Chief Competition Economist also provides advice on competition matters to the Member of the Commission responsible for Competition.

The post is ranked at Director level (AD 14). It is a temporary assignment for 3 years, renewable for maximum 2 years.

#### **We propose**

DG COMP is seeking a replacement for the position of Chief Competition Economist, which will become vacant as of 16/09/2023. The Chief Competition Economist will report directly to the Director-General. S/he will have three main tasks:

- Guidance on methodological issues of economics and econometrics in the application of EU competition rules. S/he will not participate in policy-making activities but may occasionally be called upon to contribute to the development of specific instruments or analysis.
- General guidance in individual competition cases from their early stages.
- Detailed guidance on the most important competition cases involving complex economic issues, in particular those requiring sophisticated quantitative analysis. A member of staff assigned to the Chief Competition Economist's team may be seconded to work in a specific case team.

Her/his final advice concerning important individual competition cases is made available to the Member of the Commission responsible for Competition and, where appropriate, to the College of Commissioners.

The Chief Competition Economist has a dedicated staff of approximately 29 specialised economists and two assistants (spread across two units and managed by two heads of unit), half of whom are permanent officials and the rest temporary agents. The Chief Competition Economist and her/his staff will interact as appropriate with the other staff of DG COMP, in particular those with economic expertise.

During the assignment, the Chief Competition Economist may publish papers and carry out limited teaching assignments provided that these do not interfere with her/his mandate.

Given the highly technical, specific and independent nature of the job, the Commission seeks to select and recruit the Chief Competition Economist from the broadest possible range of candidates fulfilling the requirements listed below.

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

Candidates should have:

#### **Management skills**

- Ability to lead, motivate and inspire a team of highly skilled economists, 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 and competence in the analysis of the economic aspects of competition issues, as demonstrated by a solid academic record, evidenced in particular by publications in renowned academic journals, the fulfilment of advisory functions to public bodies, studies and possibly consultancy work in the various areas of competition policy.
- In addition to her/his basic training, a specialisation in industrial organisation and/or practical experience of the analysis of individual competition cases.

#### **Personal qualities**

- Excellent oral and written communication skills, which will allow her/him to communicate efficiently and effectively with internal and external stakeholders.
- 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**:

- University degree or diploma: Candidates must have<sup>1</sup>:
  - 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).
  - In addition, a doctorate in a branch of economics or econometrics relevant to competition policy is a requirement.
- Professional experience: Candidates must have at least 15 years postgraduate professional experience<sup>2</sup> 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 that involves the provision of technical economic advice in fields relevant for this position<sup>3</sup>.
- Management experience: At least 5 years of the post-graduate professional experience must have been gained in a high-level management function<sup>4</sup>.
- Languages: Candidates must have a thorough knowledge of one of the official languages of the European Union<sup>5</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 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 Servants<sup>6</sup>).

## Selection and appointment

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<sup>1</sup> Candidates holding a non-EU university degree or diploma must provide an official proof of recognition of their academic qualifications. Additional information concerning the procedure for requesting such recognitions can be found on the ENIC-NARIC website: <https://www.enic-naric.net/>

<sup>2</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>3</sup> In their curriculum vitae, candidates should clearly indicate for all years during which economic advisory experience has been acquired: (1) title and role of position held and description of the economic advisory 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), the techniques used and the purpose of the economic advice; (3) the beneficiary of the economic advice and the reporting lines for each position held.

<sup>4</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>5</sup> <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01958R0001-20130701>

<sup>6</sup> <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701>

The selection and appointment will be conducted according to the European Commission's selection and recruitment procedures (see: Document on Senior Officials Policy <sup>7</sup>).

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 Member of the Commission responsible for Competition.

Following these interviews, the European Commission takes the appointment decision.

To be recruited, the selected candidate must enjoy their full rights as a citizen, 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 Conditions of Employment of Other Servants.

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<sup>7</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)

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. The post will be available as from 16/09/2023.

### **Independence and declaration of interests**

Before taking up her/his 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>8</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>9</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.

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<sup>8</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>9</sup> You can find information on how to create your Europass CV online at: <https://europa.eu/europass/en/create-europass-cv>

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](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 **14/04/2023, 12.00 noon Brussels time**, following which registration is no longer possible.