

Directorate-General for Agriculture and Rural Development

Publication of a vacancy for the function of Director AGRI.B ‘Sustainability’ (Grade AD 14)

(Article 29(2) of the Staff Regulations)

COM/2024/10448

We are

The mission of the Directorate-General for Agriculture and Rural Development (DG AGRI) and its staff is to support and promote a knowledge and evidence-based green and digital transition towards a sustainable, competitive, and resilient EU agriculture, rural areas and food systems.

Directorate AGRI.B is a policy Directorate aiming at promoting and ensuring the sustainability of the EU agricultural and forestry sectors across its economic, environmental and social dimensions, thus contributing to the implementation of the European Green Deal. The Directorate provides analysis, guidance and support to geographical units for ensuring the proper design, development, implementation of the Common Agricultural Policy (CAP) Strategic Plans and the assessment of their performance.

Directorate AGRI.B also develops and manages the organic production policy in the framework of the CAP, including the implementation of the Action Plan for the development of organic production.

The wide variety of responsibilities and policy domains under the remit of the Directorate creates an interesting and challenging working environment.

The Directorate comprises 4 units and about 100 staff members.

We propose

A challenging position as Director responsible for Directorate AGRI.B ‘Sustainability’. The Director will provide vision and guidance in the management of the activities and resources of the Directorate and will contribute to the definition of DG AGRI’s overall strategy. In particular, the candidate will:

- Ensure effective management and planning of the activities of the Directorate, including by delivering on the expected quality standards,
- Supervise and ensure a coherent approach to the implementation of the legislative framework related to his/her areas of responsibility under the CAP,
- Pursue the achievement of the economic, environmental and social objectives of the CAP, including by supervising the implementation of the organic production policy,
- Coordinate the work on formulating and developing further the CAP in the areas of economic, environmental and social sustainability as well as organic production in close interconnection with other EU policies,
- Provide analysis, guidance and support to geographical units for ensuring the proper design, development, implementation of the national strategic plans and the assessment of their performance,
- Represent the Commission towards other institutions (particularly the European Parliament, the Council, and the European Court of Auditors), Member States and stakeholders, including farmers’ organisations and NGOs,
- Work in close collaboration and in a proactive manner with other Commission services, in particular DG ENV, DG CLIMA and DG SANTE and, where relevant, other EU institutions,

especially the European Parliament and the Council in the development and implementation of policies having an impact on agriculture.

We look for (selection criteria)

Candidates should have:

Personal qualities

- Demonstrated ability to understand and integrate different points of view and to put forward balanced solutions in a proactive and collaborative manner.
- Strong communication and networking skills to communicate effectively and efficiently with all stakeholders at senior level, and to network effectively inside and outside the Commission;
- Demonstrated negotiation skills and being able to represent the European Commission during high level contacts with other European Institutions, Member States and third countries;
- Sound political judgment and a strong sense of diplomacy;

Specialist skills and experience

- Very good understanding of the Common Agricultural Policy, its main objectives, priorities and tools and their interaction with other related EU policies;
- Very good understanding of the challenges facing the European agricultural, forestry and rural economy in the context of the EU sustainability agenda;
- Sound knowledge of the policy on organic production in the framework of the Common Agricultural Policy, including its international dimension;
- Extensive experience in policy formulation, development and implementation;
- Good knowledge and understanding of the Commission's priorities, its decision-making process, its administrative practices and procedures.

Management skills

- Excellent managerial and leadership skills, including the ability to steer, supervise and motivate a multidisciplinary/multicultural team and to plan, prioritise, organise and monitor its activities;
- Excellent ability to think strategically and to generate a clear vision for the objectives to be achieved;
- Ability to provide advice and to issue opinions at strategic level on the development of agricultural policies;
- Proven experience in managing resources and ability to work flexibly, notably in terms of allocation of resources across units.

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.
- Management experience: at least 5 years of the post-graduate professional experience must have been gained in a high-level management 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 Regulations⁴).

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 Policy⁵).

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.

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 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://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission_en#vacancies (only exists in English)

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 AD 14. The person will be classified depending on the length of 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, Belgium.

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 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 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!**

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>

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 **13 May 2024, 12.00 noon Brussels time**, following which registration is no longer possible.