



**SINGLE RESOLUTION BOARD**

**VACANCY NOTICE**

**HEAD OF UNIT FOR RESOLUTION PLANNING AND DECISIONS**

**(SRB/AD/2020/006)**

<b>Type of contract</b>	Temporary agent
<b>Function group and grade</b>	AD10
<b>Duration of contract</b>	3 years (renewable)
<b>Area</b>	Resolution Planning and Decisions Directorate
<b>Place of employment</b>	Brussels, Belgium
<b>Estimated monthly basic salary</b>	€ 9 117.48
<b>Deadline for applications</b>	22/02/2021 at 12:00, Brussels time
<b>Reserve list valid until</b>	31/12/2021
<b>Probation period</b>	9 months

**The SRB**

The Single Resolution Board (SRB) is the central resolution authority within the Banking Union (BU). Together with the National Resolution Authorities (NRAs) of participating Member States (MS), it forms the Single Resolution Mechanism (SRM). The SRB works closely with the NRAs, the European Commission (EC), the European Central Bank (ECB), the European Banking Authority (EBA) and National Competent Authorities (NCAs). It contributes to safeguarding financial stability.

Its mission is to ensure an orderly resolution of failing banks with minimum impact on the real economy and on public finances of the participating Member States and beyond. Therefore, the SRB is granted with specific tasks and responsibilities to prepare for, and carry out, the resolution of banks that are failing or likely to fail.

The SRB is also responsible for managing the Single Resolution Fund, as established by the SRM Regulation, to ensure that medium-term funding support is available while a bank is being restructured and/or resolved.

The SRB is a self-financed agency of the European Union.

**The job**

The SRB is organising a call for expressions of interest with a view to establishing a reserve list of Temporary Agents for the position of *Head of Unit for Resolution Planning and Decisions*.

## **1. Profile**

Heads of Units for Resolution Planning and Decisions lead international, multi-disciplinary resolution teams with a direct responsibility for a portfolio of credit institutions. They are responsible for the smooth management of their respective units, contributing to the definition of their respective missions and work programmes, allocating resources accordingly, and representing their units in meetings with internal and external stakeholders.

In their role as managers, they are key players in promoting a results-oriented, open and collaborative working culture at the SRB.

### **1.1 Tasks**

In particular, the jobholder will be asked to perform the following tasks:

#### **Planning and Management**

- Leading and directing a resolution planning unit, hence managing teams composed of SRB as well as NRAs' staff, directly involved in resolution planning and crisis management activities;
- Defining the work programme and priorities of the unit in coordination with SRB Senior Management;
- Leading the building and review of resolution plans, including impact on financial stability and assessment of resolvability for a given set of banks and credit institutions;
- Planning and coordinating work on setting the Minimum Requirement for own funds and Eligible Liabilities (MREL), identifying and addressing the impediments to resolution;
- Participating to the development, and ensuring the correct implementation, of SRB policies and processes in the field of resolution planning and designing processes for the implementation of the tasks;
- Responsible for consistent implementation of policies;
- Steering centres of competence and internal, as well as external, working groups;
- In case of a bank crisis, steering the process from the crisis readiness through resolution to post resolution work.

#### **Coordination and Reporting**

- Collaborating with other units within the SRB;
- Chairing/coordinating internal technical networks and work streams;
- Providing regular reporting to his/her Director and, where relevant, to the Board of the SRB;
- Liaising and cooperating with relevant stakeholders and counterparts in other institutions, such as the ECB, NRAs inside and outside of the Banking Union, the EC and/or other European and foreign Agencies.

#### **Team Management**

- Smooth management of the Unit's staff members and supervision of the Unit's work;
- Continuously review and improve the service delivery processes with the view to achieving efficiency, consistency and transparency;

- Ensuring proper allocation and optimized performance of resources, including management and development of staff competences and monitoring of the Unit's budget/financial resources;
- Carry out any other tasks requested by line management in the interest of the service.

## **Qualifications and Other requirements**

### **2. Eligibility criteria**

Only complete applications registered via EU CV ONLINE and before the deadline for applications as mentioned in this document will be considered.

Applications must include a motivation letter and a CV, both submitted in English to be considered; applications received in other languages than English will not be considered eligible.

#### **2.1 General conditions**

By the closing date of this call candidates must:

- be nationals of a Member State of the European Union;
- enjoy their full rights as citizens<sup>1</sup>;
- have fulfilled any obligations imposed by national laws concerning military service;
- meet the character requirements for the duties involved;
- be physically fit to perform their duties<sup>2</sup>.

#### **2.2 Education**

a) a level of education which corresponds to completed university studies of at least three years attested by a diploma and appropriate professional experience of at least one year

OR

b) a level of education which corresponds to completed university studies of at least four years attested by a diploma.

**Candidates must indicate in their applications the official graduation dates for all the diplomas they have obtained.**

Only study titles that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In case of qualifications issued by authorities outside EU

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<sup>1</sup> Prior to the appointment, the successful candidate will be asked to provide a certificate of good conduct, confirming the absence of any criminal record.

<sup>2</sup> Before taking up his/her duties, the successful candidate will undergo a medical examination by one of the institutions' medical officers.

Member States, the proof of recognition of equivalence by the relevant EU Member State authorities must be specifically mentioned in the online application form under 'Additional information'.

## **2.3 Experience**

Candidates must have, at the closing date for applications, professional experience of at least twelve (12) years<sup>3</sup> (acquired after the education referred to in Section 2.2 Education) in a field relevant to this position.

## **2.4 Language skills**

As the predominant working language of the SRB is English, candidates must have an excellent command of spoken and written English (note: native English speakers will be required to demonstrate the ability to work in a second EU language at interview stage).

Candidates must also have a satisfactory knowledge of another official language of the European Union<sup>4</sup> to the extent necessary for the performance of his/her duties.

## **3 Selection criteria**

### **Essential**

#### **3.1 Specific experience**

- Suitability to perform the tasks described in Section 1.1;
- After obtaining the qualifications mentioned in Section 2.2 specified above, out of the twelve (12) years of professional experience indicated in Section 2.3, candidates must have acquired at least six (6) years of professional experience in some or all of the fields linked to the tasks described in section 1 above;
- At least 2 years of management experience, with a proven track-record in building, managing and motivating teams. Please indicate the size of the teams you managed and the number of years of management experience that you have (failure to comply with this criterion will render your application ineligible);
- Sound understanding of bank business models and of capital markets;
- Experience relevant to the resolution, resolution planning or restructuring of banks or financial institutions or corporate restructuring;
- Sound understanding/knowledge of the banking regulation;
- Experience in project management;
- Experience in crisis management.

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<sup>3</sup> Professional experience will be counted from the date on which the applicant acquired the minimum qualification for access to the profile in question. Only duly documented professional activity (i.e. remunerated employment or self-employment) is taken into account. Part-time work will be considered in proportion to the percentage of full-time hours worked. Periods of education or training and unremunerated traineeships are not taken into account. Fellowships, grants and PhDs can be counted as professional experience up to a maximum of 3 years. Any given time period can be counted only once (e.g. if the applicant had a full-time job and did freelance consultancy work in the evenings and weekends, the days spent on the latter will not be added to the period of the former).

<sup>4</sup> Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, Swedish.

### 3.2 General competences

- Ability to deal with complex processes and governance and decision-making issues ensuring high standards of accuracy and delivering high-quality results while working under pressure;
- The ability to determine and focus on priorities and to monitor and evaluate the progress made towards achieving the Unit's and team members' objectives;
- Experience in handling sensitive and confidential information;
- The ability to communicate clearly and present complex subjects simply, both orally and in writing;
- The ability to build productive and cooperative working relationships with all internal and external stakeholders, while steering discussions and generating the best possible results;
- Excellent analytical, strategic thinking and problem-solving skills;
- Strong sense of responsibility and commitment;
- High degree of resilience, self-motivation and personal drive.

### Advantageous

- Experience of working in multicultural organisations;
- Experience in working in a new organisation or a business unit and/or leading organisations through change processes;
- Experience of relations with EU institutions, in particular in rule-making and/or law enforcement;
- Knowledge of a third language of the EU.

### The selection process

#### 4. How to apply

Candidates must apply through the EU CV Online system<sup>5</sup> via this link:

[https://ec.europa.eu/dgs/personnel\\_administration/open\\_applications/CV\\_Cand/index.cfm?fuseaction=premierAcces](https://ec.europa.eu/dgs/personnel_administration/open_applications/CV_Cand/index.cfm?fuseaction=premierAcces)

**Before applying, candidates should carefully check whether they meet all the eligibility criteria.**

To be able to apply online via the EU CV online database, candidates must first create an account or sign in to an existing account. If not done already, candidates must first fill in the electronic CV, write the motivation letter and apply to the call for expressions of interest.

**Applications shall be made in English to be considered. It is the sole responsibility of each applicant to complete ALL relevant fields of his/her online application and to submit it before the deadline for submission.**

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<sup>5</sup> EU CV Online is the tool used by the European Commission for recruitment of staff on temporary basis.

All technical questions concerning EU CV online must be sent through the Contact page of EU CV online.

It is strongly advised not to wait until the last few days before the deadline for applying, since heavy internet traffic or connection difficulties could lead to problems.

Once the deadline has passed, candidates will no longer be able to register.

**Deadline for applications: 22/02/2021 at midday (12:00 Brussels time).**

No supporting documents are required at this stage – these will be required at a later stage.

On completion of the online registration, candidates will receive on screen a registration number, which they must note. This will be the reference number of the candidate in all matters concerning his/her application. **If the candidate does not receive a number, the application has not been registered.**

After a correct submission of an application, candidates will receive an automated acknowledgement of receipt of their application to the email account indicated in their application. It is the candidate's responsibility to verify that he/she provided the correct e-mail address.

Candidates are invited to indicate any special arrangements that may be required if invited to attend the assessment.

If the candidate requires more information, he/she will have to send an e-mail to [SRB-RECRUITMENT@srb.europa.eu](mailto:SRB-RECRUITMENT@srb.europa.eu).

## **5. Steps of the selection procedure**

### **5.1 Admission to the selection procedure**

After the deadline for online registration, the Selection Panel will verify the submitted applications against the eligibility criteria described in Section 2 "**Eligibility criteria**". Applications satisfying these conditions will then be assessed against the "**Selection criteria**" under Section 3.

### **5.2 Assessment of the eligible applications**

The Selection Panel will analyse the motivation letters and CVs of eligible applicants with reference to:

- The **Selection Criteria** ("**Essential**" and "**Advantageous**")
- The overall assessment of the quality & suitability of the application based on the requirements of the post.

Upon completion of the assessment, the Selection Panel will establish a shortlist of candidates best matching the needs of the Agency for the functions and duties mentioned in this vacancy notice and non-retained candidates will be notified of the status of their application.

### **5.3 Invitation to assessment phase**

Following the evaluation of the applications, the most suitable candidates for the post will be invited to an assessment, which will be held in Brussels or remotely.

*Details of the time, date and address of the assessment will be communicated to candidates in due time.*

### **5.4 The assessment phase**

An interview and a written test, and/or other tests with the Selection Panel will enable it to carry out an assessment of the candidate according to the "**Selection criteria**" described in Section 3.

The assessment phase will be conducted in English.

### **5.5 Verification of documents and scrutiny**

The candidates' applications will be checked against supporting documents provided in order to confirm the accuracy and eligibility of the application.

The candidate will be disqualified from the selection process if at any stage of the procedure it is established that the information provided in the application has been knowingly falsified or incorrect.

You will also be disqualified if you:

- do not meet all the eligibility criteria;
- do not provide all the required supporting documents.

### **5.6 Reserve list**

The Selection Panel will place the most suitable eligible candidates on a draft reserve list. This draft will be submitted to the Chair of the SRB for approval. The adopted reserve list will be valid until 31/12/2021. The validity of the reserve list may be extended by decision of the Chair of the Board.

Candidates should note that inclusion on a reserve list does not imply any entitlement to employment in the SRB.

Prior to being offered a post, candidates on a reserve list may be required to undergo further evaluation by the SRB (e.g. including a further interview).

## **Other important information**

### **6. General information**

#### **6.1 Equal opportunities**

The SRB applies a policy of equal opportunities and accepts applications without discrimination on the ground of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

## **6.2 Selection Panel**

A Selection Panel will be appointed for this selection procedure and will be composed of at least 3 members (and alternates), including a member designated by the Staff Committee of the SRB.

The names of the Selection Panel members will be communicated to the shortlisted candidates in the invitation letter to their assessment.

Under no circumstances should candidates approach the Selection Panel, either directly or indirectly, concerning the selection procedure. The Selection Panel's internal proceedings are strictly confidential and any contact with its members is strictly forbidden. The Chair of SRB reserves the right to disqualify any candidate who disregards these instructions.

## **6.3 Approximate timetable**

The selection process may take some months to be completed; no information will be released during this period.

## **6.4 Appointment and conditions of employment**

On the basis of the reserve list, successful candidates may be offered a contract as a Temporary Agent, AD10, in accordance with the SRB's Implementing Provisions on the employment of Temporary staff under Article 2f of the Conditions of employment of other servants of the European Union for an initial period of 3 years (including a probationary period of **nine** months).

The contract may be renewed for a further period of three years. After the second period, the contract may be renewed for an indefinite period.

The place of employment is Brussels (Belgium), where the SRB has its premises.

Temporary Agents will be required to demonstrate before their first promotion the ability to work in a third official language of the EU.

## **6.5 Remuneration**

Successful candidates who are offered a contract of employment will, on entry into service, be placed in step 1 or step 2 of the relevant grade, according to the length of their professional experience. The basic monthly salaries for grade AD10, as at 1 July 2020 in Brussels, are:

- Step 1: € 9 117.48
- Step 2: € 9 500.59

In addition to the basic salary, staff members may be entitled to various allowances depending on their personal situation, such as expatriation allowance, household allowance, dependent child allowance, education allowance, etc. The salary is subject to a Community tax deducted at source and staff members are exempt of national taxation.

## **6.6 Protection of personal data**



The purpose of processing the data submitted by candidates is to evaluate applications in view of possible recruitment at the SRB. The personal information requested by the SRB from candidates will be processed as required by 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 (Official Journal of the European Union, L 295 of 21 November 2018). This applies in particular to the confidentiality and security of such data. In this regard, please see the [Privacy statement](#).

## **6.7 Appeal procedure**

Pursuant to Article 90(2) of the Staff Regulations of Officials of the European Union, any candidate may submit to the SRB a complaint against an act adversely affecting him/her. Any such complaint should be made to:

### **SRB Single Resolution Board**

For the attention of the Chair of the SRB  
Selection procedure: Ref. SRB/AD/2020/006  
Treurenberg 22  
B-1049 Brussels  
BELGIUM

The complaint must be lodged within 3 months from the date on which the candidate is notified of the act adversely affecting him/her.

Should the complaint be rejected, the candidate may request judicial review of the act adversely affecting him/her pursuant to Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations, before:

### **The General Court**

Rue du Fort Niedergrünewald  
L-2925 Luxembourg  
LUXEMBOURG  
[http://curia.europa.eu/jcms/jcms/Jo1\\_6308/](http://curia.europa.eu/jcms/jcms/Jo1_6308/)

Any citizen of the European Union or any natural or legal person residing in a Member State may direct a complaint concerning instances of maladministration to the European Ombudsman pursuant to Article 228(1) of the Treaty on the Functioning of the European Union:

### **The European Ombudsman**

1 avenue du Président Robert Schuman  
CS 30403  
F-67001 Strasbourg Cedex  
FRANCE  
<http://www.ombudsman.europa.eu/start.faces>

Please note that complaints to the European Ombudsman do not have the effect of suspending the period mentioned in Articles 90 and 91 of the Staff Regulations for lodging complaints or submitting an appeal before the European Union Civil Service Tribunal according to Article 270 of the Treaty on the Functioning of the European Union.