

**SINGLE RESOLUTION BOARD****VACANCY NOTICE****MEMBER OF THE BOARD (DIRECTOR OF STRATEGY AND POLICY COORDINATION)****COM/2014/10361**

(2014/C 217 A/03)

**The Board**

The Single Resolution Board (the Board), as part of the Single Resolution Mechanism (SRM), will be one of the key elements of Europe's new Banking Union, along with the Single Supervisory Mechanism. The Banking Union is essential to make Europe's banking markets work better and to break the link between banks and national finances.

The SRM is designed to provide Europe with an efficient and effective framework for the resolution of banks and ensure that resolution rules are applied consistently in the euro area and other Member States participating in the Banking Union.

The Board will carry out specific tasks to prepare for and carry out the resolution of a bank that is failing or likely to fail. A Single Resolution Fund will be set up under the control of the Board to ensure that medium-term funding support is available while a credit institution is being restructured and/or resolved.

**The vacancy**

The European Commission is organising a selection procedure for the position of Member of the Board (Director of Strategy and Policy Coordination). The place of employment will be Brussels (Belgium), where the Board will have its seat.

This selection procedure is subject to the adoption and entry into force of the SRM Regulation. The latter is expected in the third quarter of 2014.

As Member of the Board, the successful candidate will contribute actively to the Board's work and participate in its plenary and executive sessions with the right to vote. He/she will report periodically to the Chairperson on his/her individual contribution.

In addition, he/she will manage the Directorate for Strategy and Policy Coordination. In particular, he/she will:

- set up the Directorate and ensure its smooth and effective functioning,
- develop a clear strategy and methodology for the Board's resolution activities and cooperation with national resolution authorities,
- coordinate the Board's resolution activities, in close cooperation with the other Directorates, to ensure the effective and consistent functioning of the Single Resolution Mechanism,
- contribute, as a member of senior management, to determining the Board's future direction,
- coordinate work programming at Directorate level, setting objectives and determining priorities in the framework of the Board's overall strategic planning,
- coordinate the work of the units comprising the Directorate, motivating and supporting middle managers in attaining their objectives and realising their potential and that of their staff members,
- ensure achievement of the Directorate's objectives according to required deadlines and quality standards, and monitor, evaluate and regularly report on progress,
- ensure seamless cooperation and communication with other Directors and Directorates; promote customer orientation towards the Directorate's internal and external customers, and
- liaise and maintain relations with EU institutions or bodies and any other public or private body on matters within the Directorate's field of competence.

**Eligibility criteria**

To be considered for the selection phase, candidates must fulfil the following formal criteria by the closing date for applications:

- *Nationality*: be a national of a Member State of the European Union,
- *University degree or diploma*: have
  - a level of education which corresponds to completed university studies, attested by a diploma, where the normal period of university education is four 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 one year, where the normal period of university education is at least three years (this one year's professional experience cannot be included in the postgraduate professional experience required below),
- *Professional experience* <sup>(1)</sup>: have at least 20 years' postgraduate experience acquired after the qualification referred to above was obtained,
- *Relevant professional experience*: of the 20 years of professional experience, have acquired at least five years' experience in domains relevant to the supervision, restructuring or resolution of financial institutions and the regulation of financial markets,
- *Senior management experience*: have at least five years' professional experience of leading an organisation in a high level executive role <sup>(2)</sup>, and
- *Languages*: have a thorough knowledge of one of the official languages of the European Union and an adequate knowledge of at least another of these official languages <sup>(3)</sup>.

There is **no** age limit.

**Selection criteria**

Candidates should have:

- a thorough knowledge of the banking and financial sector,
- outstanding experience in one or more of the following domains: supervision, restructuring or resolution of financial institutions, regulation of financial markets,
- knowledge of the EU institutions and EU decision-making processes, as well as other European and international processes of relevance to the activities of the Board,
- successful experience in leading large teams with multidisciplinary backgrounds at a high management level and motivating staff to high levels of performance,
- the ability to develop and implement a strategic vision,
- an outstanding sense of responsibility and initiative,
- proven ability to take decisions, both at strategic and operational level,
- excellent communication and interpersonal skills,

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<sup>(1)</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 activities (i.e. remunerated employment or self-employment) are taken into account. Part-time work will be taken into account in proportion to the percentage of full-time hours worked. Periods of education or training and unremunerated traineeships are not taken into account. Fellowships, grant-funded activity and PhDs can be counted as professional experience up to a maximum of three years.

<sup>(2)</sup> Candidates are explicitly requested to indicate for each management/leadership position held: (1) the title and role of positions held; (2) the number of staff overseen in these positions; (3) the size of budgets managed; and (4) the number of hierarchical layers above and below them and the number of peers.

<sup>(3)</sup> Regulation No 1 determining the languages to be used by the European Economic Community (OJ 17, 6.10.1958, p. 385/58).

- excellent negotiating skills and ability to build trusting working relationships with high-level representatives of relevant stakeholders, and
- a fluent command of English and excellent presentational skills.

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

The Member of the Board (Director of Strategy and Policy Coordination) must act independently and only in the Union's interest and may neither seek nor take instructions from the institutions or bodies of the European Union, any Member State government or any other public or private body.

Once appointed, he/she will be a full-time professional and may not hold any other office at national, Union or international level.

He/she will be required to submit before appointment:

- a declaration of commitment to act independently in the public interest, and
- a declaration in respect of any interests which might be considered prejudicial to his/her independence.

Candidates must confirm their willingness to do so in their application.

### **SELECTION AND APPOINTMENT**

1. The European Commission sets up a selection panel which assesses all applications. Candidates who are considered to possess the most suitable profile for the function of Member of the Board (Director of Strategy and Policy Coordination) will be called to an interview with this selection panel.
2. Following these interviews, the selection panel draws up a first list of candidates, based on their merits and the selection criteria set out in the vacancy notice. These candidates can be invited for further interviews with the European Commission's Consultative Committee on Appointments (CCA). Prior to this interview, they will go through an assessment centre run by external recruitment consultants.
3. The Consultative Committee on Appointments adopts a shortlist. These candidates will be invited for an interview with one or more Members of the European Commission.
4. On the basis of the outcome of this selection process, the European Commission adopts a shortlist of suitable candidates for the function of Member of the Board (Director of Strategy and Policy Coordination). This shortlist is transmitted to the European Parliament; at the same time, the Council of the European Union is informed.
5. The European Commission shall then submit a proposal for the appointment of the Member of the Board (Director of Strategy and Policy Coordination) to the European Parliament for approval.
6. Following approval of that proposal, the Council adopts an implementing decision to appoint the Member of the Board (Director of Strategy and Policy Coordination). The Council acts by qualified majority.

Candidates may be required to undergo further interviews and/or tests in addition to those indicated above.

This call for applications is the basis on which the Commission's proposal for the appointment of the Member of the Board (Director of Strategy and Policy Coordination) to the European Parliament will be established. Inclusion on the shortlist to be transmitted to the European Parliament or in the proposal for appointment is no guarantee of appointment. Candidates should note that the shortlist could become public once it has been adopted by the Commission.

### **Equal opportunities**

The European Union institutions apply a policy of equal opportunities and accept applications without discrimination on the grounds of gender, 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.

### Conditions of employment

The Member of the Board (Director of Strategy and Policy Coordination) is appointed for a non-renewable period of five years.

The Member of the Board (Director of Strategy and Policy Coordination) will be considered on par with the Registrar of the Court of Justice of the European Union as regards emoluments and pensionable age, as laid down in Regulation No 422/67/EEC <sup>(4)</sup>. His/her salary will be based on grade AD 16, step 3, subject to a multiplication factor equal to 101 % of the salary for that grade and step <sup>(5)</sup>. However, he/she will not be subject to a maximum retirement age. For all other employment conditions, the Staff Regulations and the Conditions of Employment of Other Servants apply by analogy.

The place of employment is Brussels (Belgium), where the Board will be based.

### HOW TO APPLY

#### Please note:

**The position of Member of the Board (Director of Strategy and Policy Coordination) is published concomitantly with the function of Chairperson, Vice Chairperson and three functions of Member (Director of Resolution Planning and Decisions) of the Board. If you want to apply for any other of these functions (Chairperson, Vice Chairperson or Member (Director of Resolution Planning and Decisions) of the Board) you will need to make separate applications.**

**Before submitting an application, please, check carefully whether you meet all the eligibility criteria, particularly concerning the required types of diploma as well as professional and managerial experience.**

Applications should be made via the Internet by going to the website:

<https://ec.europa.eu/dgs/human-resources/seniormanagementvacancies/>

You will have to create a profile and follow the instructions.

For applications to be valid, you have to upload a CV in Word or PDF format and enter, online, a motivation letter (maximum 8 000 characters) in English, French or German.

You also need a valid e-mail address. This will be used to confirm the creation of a dossier and to keep you informed about the outcome of the selection procedure. Please, inform the European Commission of any change of e-mail address.

On completion of your application, you will receive a registration number; please keep this number, since it will be used for further contacts during the selection procedure. When you receive a registration number, you will know that you have registered all data correctly and that the application process is finished.

#### **If you do not receive a registration number, your application has not been registered!**

Please note that it is **not** possible to monitor the progress of each application online. You will be contacted directly regarding the status of your application.

To facilitate the selection process, all communication with candidates concerning this selection procedure will be in English only.

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

Any question for more information or in case of technical problems should be sent by e-mail to: HR-A2-MANAGEMENT-ONLINE@ec.europa.eu

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<sup>(4)</sup> Regulation No 422/67/EEC: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1967R0422:20040501:EN:PDF> as amended by Regulation (EU, Euratom) No 904/2012: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2012:269:0001:0002:EN:PDF>

<sup>(5)</sup> See Article 66 of Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community (OJ 45, 14.6.1962, p. 1385/62).

*Candidates having a disability that would prevent them from registering online may submit their application (CV and letter of motivation) on paper by registered mail <sup>(6)</sup>, postmarked no later than the closing date for registration. All subsequent communication between the Commission and the candidate will be by post. In this case, candidates must enclose with their application a certificate attesting their disability, issued by a recognised body. Candidates should also set out on a separate sheet of paper any special arrangements they think are needed to make it easier for them to take part in the selection.*

### **Deadline**

**Deadline for applications: 3 September 2014.** Online registration will not be possible after 12.00 noon Brussels time.

The Commission reserves the right to extend the closing date of this vacancy by publication in the *Official Journal of the European Union* only.

### **Protection of personal data**

The Commission and the Board will ensure that candidates' personal data are processed as required by Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data <sup>(7)</sup>.

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<sup>(6)</sup> Address: European Commission, Directorate General Human Resources and Security, Unit for Executive Staff and CCA Secretariat, SC11 8/35, 1049 Bruxelles/Brussel, BELGIQUE/BELGIË.

<sup>(7)</sup> OJ L 8, 12.1.2001, p. 1.