



SINGLE RESOLUTION BOARD
VACANCY NOTICE
SENIOR BANK RESOLUTION EXPERT
(SRB/AD/2019/003)

Type of contract	Temporary Agent
Function group and grade	AD8
Duration of contract	3 years (renewable)
Area	Bank Resolution - Planning & Decisions
Place of employment	Brussels, Belgium
Estimated monthly basic salary	€ 6,934.02
Deadline for applications	13/03/2019 at 12:00, Brussels time
Reserve list valid until	31/12/2019
Probationary period	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 *Senior Bank Resolution Expert*.

1. Profile

Under the responsibility of the Head of Unit, depending on the allocation within the SRB organisation, Senior Bank Resolution Experts will steer and coordinate:

- the preparation of the resolution plans of credit institutions and resolution decisions in case such credit institutions are failing or likely to fail, with a focus on economic and financial aspects;
- policy work within the SRB and with external counterparts, including consultation with National Resolution Authorities and with Industry on topics, such as operational continuity, financial market infrastructures, liquidity and resolvability assessment.

They will be part of multi-disciplinary teams with direct responsibility either for a portfolio of credit institutions or policy topics. They may be asked to act as Team Leaders, coordinating and supervising the work of other team members.

They will represent the SRB at senior level with credit institutions and their advisors, the National Authorities, the European Central Bank, the European Commission and other institutions.

1.1 Tasks

The Senior Bank Resolution Expert will be entrusted mainly with the following tasks:

- Plan, execute, and control the operations of Internal Resolution Teams (IRTs) related to resolution planning for individual banking groups with regard to:
 - the selected resolution strategy, based on the bank's legal entity structure and financial and operational dependencies within the group;
 - the minimum requirement for own funds and eligible liabilities that credit institutions must build-up and maintain, focusing on the group's risk profile and business model;
 - the resolvability of the group, identifying impediments to the smooth implementation of the preferred resolution strategy or variant strategies, and overseeing the implementation of mitigation plans to overcome those impediments;
 - binding decisions of the Board and their implementation by the National Resolution Authorities;
- Guide and support IRT members to ensure timely deliverables and quality control;
- Organise and steer IRT interactions with institutions and other relevant external stakeholders as appropriate (e.g. exchanges with ECB Joint Supervisory Teams, members of the Resolution College and Crisis Management Groups (CMGs), where applicable) and ensure appropriate information exchanges with such stakeholders;
- In case of a crisis, play a key role in the Crisis Management Team that will be set-up for the financial institution and contribute to finding solutions, show initiative and leadership while working on options to best achieve resolution objectives;
- Operationalise SRB policy stances into institution-specific work and support their implementation;
- Ensure that SRB Management is regularly and appropriately briefed on relevant developments and support them in their day-to-day work;
- Lead internal and external projects with various stakeholders (including National Resolution Authorities, as well as private sector participants);
- Depending on the allocation within the SRB, steer and guide the drafting and

- updating of SRB resolution policies through internal or external networks;
- Depending on the allocation within the SRB, coordinate the answers to questions from resolution units and other stakeholders on how to interpret policies and steer the analysis in case of complex case studies, in support of resolution units;
- Carry out any other tasks requested by line management in the interest of the service.

Qualifications and experience required

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 citizens¹;
- 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 duties².

2.2 Education

- a) A level of education which corresponds to completed university studies of at least three (3) years attested by a diploma, together with an additional year of relevant professional experience

OR

- b) A level of education that corresponds to completed university studies of at least four (4) years attested by a diploma

Only study titles that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the competent authorities in the said Member States shall be taken into consideration. In case of qualifications issued by authorities outside EU 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 nine (9) years³ (acquired after the education referred to in 2.2 Education) in a field

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

² Before taking up his/her duties, the successful candidate will undergo a medical examination by one of the EU Institutions' Medical Officers.

³ 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

relevant to this position.

2.4 Languages 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 Union⁴, to the extent necessary for the performance of his/her duties.

3. Selection criteria

Essential:

3.1 Specific experience

In particular, candidates will be assessed on the basis of the following selection criteria:

- Suitability to perform the tasks described in Section 1.1;
- Out of the nine (9) years of professional experience mentioned above, at least six (6) years of proven professional experience must be in some or all of the fields linked to the tasks described in Section 1.1 above;
- Proven professional experience of minimum 2 years in leading a team of experts and/or in coordinating a complex project;
- Professional experience in banking, such as analysing or building banks' business models, organisational structures, strategic planning, liquidity and funding strategies, as well as risk and capital management techniques. This experience may have been acquired either in banks, banking supervisors, public authorities, international organisations, or financial consulting firms with a focus on banking;
- Knowledge of relevant regulation for supervision and/or the resolution of credit institutions (CRDIV/CRR and BRRD).

3.2 General competencies

- Excellent analytical and problem-solving skills and the ability to think creatively;
- Ability to maintain accuracy and speed while working under pressure and the ability to work in multicultural teams;
- Ability to communicate effectively on complex topics both internally with team members or Senior Management and externally with the Senior Management of credit institutions and other stakeholders.

Advantageous:

- Professional experience in crisis management;
- Professional experience in banking reorganisation and restructurings, including

employment or self-employment) is 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, 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).

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

- acquisitions and divestures, and capital market transactions, such as debt and equity issuances;
- Proven expertise in advising the Senior Management of a financial institution on carrying out their key duties;
- Professional experience in multicultural professional environments;
- Knowledge of one or more additional EU language.

The selection process

4. How to apply

Candidates must apply through the EU CV Online system via this link:

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.** 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: 13/03/2019

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 a written test/interview.

If the candidate requires more information, he/she will have to send an e-mail to 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 assessment of the applications, the most suitable candidates for the post will be invited to an interview which will be held in Brussels.

Details of the time, date and address of the interview 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 31/12/2019. 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 the 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, AD8, 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 applicants 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 AD8, as at 1 July 2018 in Brussels, are:

- Step 1: € 6,934.02
- Step 2: € 7,225.39

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 and education allowance. The salary is subject to a Community tax deducted at source and staff members are exempt from 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 (EC) No 1725/2018 of the European Parliament and of the Council of 11 December 2018 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. 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/2019/003
Treurenberg 22 (T-22 Office 01/PO59)
B-1000 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 European Union Civil Service Tribunal

Rue du Fort Niedergrünewald
L-2925 Luxembourg
Luxembourg

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
<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.