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Do you want to help shape the future of the European Union? Make the planet greener, promote a fairer society, or support businesses and innovation across the EU? Then come and work for the European Commission where you can really make a difference!

Commission staff are a diverse group of people, who are motivated to help make Europe – and the world – a better place. They come from the 27 Member States of the European Union. Different nationalities, languages and cultures make the Commission a vibrant and inclusive working place.

### **WE OFFER ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:**

- Interesting and challenging positions with plenty of opportunities for training and acquiring new skills and competencies over your whole career;
- Opportunities to try several areas of work throughout your career;
- Flexible working conditions and the possibility of teleworking – we care about your work-life balance;
- A competitive financial package, including comprehensive sickness, accident and pension schemes;
- Multilingual schools for your kids;
- We are also proud to be an equal opportunity employer and promote diversity and inclusion.

### **We recruit from a wide range of backgrounds:**

We are not only recruiting political scientists and lawyers but also looking for all kinds of profiles, including natural scientists, linguists and economists, as well as drivers and engineers.

For more information [ec.europa.eu/work-with-us](https://ec.europa.eu/work-with-us).



## STAFF RECRUITED ON CONTRACTS

In addition to permanent officials, the European Commission often recruits non-permanent staff. There are two categories of non-permanent staff:

- **temporary agents** are recruited to fill vacant positions for a set amount of time or to perform highly specialised tasks.
- **contract agents** may provide additional capacity in specialised fields where an insufficient number of officials is available or carry out a number of administrative or manual tasks. They are generally recruited for fixed-term contracts (maximum 6 years in any EU Institution), but in some cases they can be offered contracts for an indefinite duration (in offices, agencies, delegations or representations).

For more information on different [staff categories](#).



# Compliance Risk Management Officer

## in DG BUDG of the European Commission

**Job title:** Compliance Risk Management Officer

**Domain:** Economics, Finance and Statistics

**Where:** Unit DDG2 – CRO Team, Brussels

**Function Group:** FG IV

**Contract Type:** 3b

**Express your interest until:** 28.02.2024 - 12.00 (Brussels time)

### WE ARE

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[Directorate-General for Budget (DG BUDG) is the central service of the European Commission responsible for the preparation and implementation of the annual and multiannual budget of the European Union. It consists of about 600 staff and is made up of six directorates based in Brussels and in Luxembourg. The staff members come from all EU countries with various professional expertise: accounting, economics, finances, business, programming, audit, law, communications, human resources, European administration, and other fields.

On behalf of the EU, DG BUDG is responsible for the borrowing activities on the capital markets to finance various EU programmes, such as NextGenerationEU ('NGEU'), Balance of Payment (BOP), SURE, Macro Financial Assistance (MFA), etc. in the form of grants and/or loans to beneficiary Member States to non-EU members. In effect, DG BUDG fulfils the role of the Treasury for the EU. DG BUDG also acts as the second line of defence for the assessment, monitoring and mitigations of the operational, market, liquidity and credit risks related to these borrowing operations, but also to the related debt management operations, liquidity management operations and lending operations.

### WE PROPOSE

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We are looking to hire one Compliance Risk Management Officer.

The Compliance Risk Management Officer will be a key team member for the development and implementation of the EU Risk management and compliance framework to oversee the EU financial operations, in particular the EU bond issuances, related lending operations and debt management operations.

As a second line of defence, the Compliance Risk Management Officer is expected to work effectively alongside the Senior Management and DG BUDG business areas, involved in the EU financial operations.



The Risk Management Officer will work closely with the Compliance Officer to oversee, assess, monitor, and report on the compliance and legal risks related to EU borrowing, debt management and lending operations.

The successful candidate will also participate in the continuous development of the Framework, including the review and improvement of various risk policies, measurement methodologies and guidelines, based on best practice and needs of risk management.

## **Functions and duties**

The Compliance Risk Management Officer's tasks will primarily focus on:

### LEGAL ANALYSIS, ADVICE and ASSISTANCE

- Work closely with the Compliance Officer in ensuring that the compliance framework is appropriately implanted and overseen.
- Oversee the establishment of sound and effective processes for monitoring and/or evaluation of policies and/or internal rules of DG BUDG and of the Commission in the field of compliance.
- Monitor internal rules addressing the conflicts of interest, the insider trading, and the handling of sensitive information for the asset management and borrowing activities.
- Regularly assess changes in the law and regulations applicable to the asset management and borrowing activities and advise senior management and the relevant services.
- Ensure that legal undertakings entered into by Directorate BUDG E on behalf of the European Commission are prepared in a manner which offers strong legal protections to the institution and are consistent with its mandate to manage assets entrusted to it.
- Monitor and promote staff awareness on ethics issues in relation to the asset management, borrowing activities, and debt management activities.
- Monitor compliance with applicable legal and regulatory requirements and internal policies, report to senior management on compliance risks and to advise the senior management on recommended measures to be taken.
- Co-ordinate and/or contribute to the coherence of new compliance rules relating to the asset management, borrowing activities, and debt management activities.

### HORIZONTAL COORDINATION

- Liaise and consult with other relevant units involved with EU asset management, borrowing activities, and debt management activities, and with other Directorate Generals and external parties on compliance risk management related issues.
- Promotes a culture of general risk awareness by assisting in developing and delivering ongoing specific risk training to business areas and responsible staff of DG BUDG.
- Provide ad-hoc support to other risk managers, when required.

## **WE LOOK FOR**

We are looking for a dynamic and knowledgeable colleague, who can bring strong analytical skills to the CRO's risk management team ('CRO Office'). The successful candidate should have the



capacity to combine economic, legal, financial, and institutional aspects in a versatile manner and to advance conceptual work. He/she should also be able to coordinate work across different Directorates and services. Good communication and inter-personal skills are therefore important in facilitating constructive dialogue with colleagues across the DG and Commission.

The successful candidate will have to contribute to the improvement and development of new compliance and monitoring tools, which requires good knowledge of financial and accounting processes. He will also have a sound knowledge of financial instruments and financial markets and market best practices and will have a good understanding of risk analytics related to budgetary guarantees and borrowing and lending. Specific expertise and/or experience with institutional and legal aspects of financial instruments, budgetary guarantees, asset management and borrowing and lending would be advantageous.

The most important qualification is a convincing motivation, willingness to learn, and eagerness to make a meaningful contribution to the development of the risk management function within the Commission.

### Experience

- Minimum 3 years of relevant proven working experience in business administration, accounting, financial reporting, compliance and/or budgetary matters. Working experience in a public institution of a Member State or a European institution or a credit institution would be considered as an advantage.
- Good knowledge of financial market instruments.
- A legal background is an important asset for the function.
- Excellent written and oral communication skills in English, including the ability to identify key messages.
- Ability to communicate clear key messages, adapting style to the intended audience.
- Ability to analyse and monitor large amounts of data and to quickly identify key trends and/or discrepancies.

### Education

- Master's degree in finance, Accounting, Business Administration, Law, or a related field will be an asset.

## **HOW TO EXPRESS YOUR INTEREST?**

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With a view to guaranteeing equal access to all, the Commission recruits from an open database of spontaneous applications. The present call for interests aims at helping the recruiters to identify potentially interested candidates within this database.

In practice, to express your interest, please follow the subsequent two steps:



1. If you are not registered yet in the open EPSO database, please do so at the following address: [CAST Permanent](#). Please select under selection procedures for contract agent the CAST permanent profile that best suits your education and experience.
2. You should send your documents in a single pdf in the following order:
  1. your CV
  2. motivation letter
  3. duly filled in application form.Please send these documents by the publication deadline to [BUDG-MAILBOX-DDG2@ec.europa.eu](mailto:BUDG-MAILBOX-DDG2@ec.europa.eu) indicating the call for interest reference EC/2024/BUDG/432860 in the subject.

**No applications will be accepted after the publication deadline.**



## ANNEX

### 1. Selection

#### ➤ Am I eligible to apply?

#### **You must meet the following eligibility criteria when you validate your application:**

Our rules provide that you can only be recruited as a contract agent at the European Commission if you:

##### General criteria:

- Are a citizen of a Member State of the EU and enjoy full rights as a citizen;
- Have fulfilled any obligations imposed by applicable laws concerning military service;
- Are physically fit to perform the duties linked to the position;
- Produce the appropriate character references as to suitability for the performance of the duties.
- Have passed an EPSO CAST in the relevant Function Group for this position. At the stage of the application, it is sufficient to be registered in the [EPSO CAST](#) data base.

##### Qualifications:

- (a) Have a level of education which corresponds to completed university studies of at least three years attested by a diploma.

Only qualifications issued or recognised as equivalent by EU Member State authorities (e.g. by the Ministry of Education) will be accepted.

##### Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU<sup>1</sup>
- AND have a satisfactory knowledge (minimum level B2)<sup>2</sup> of a second official language of the EU, to the extent necessary for the performance of the duties.

#### ➤ What about the selection steps?

The selecting unit chooses from the EPSO database<sup>3</sup> candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best

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<sup>1</sup> The official languages of the European Union are: BG (Bulgarian), CS (Czech), DA (Danish), DE (German), EL (Greek), EN (English), ES (Spanish), ET (Estonian), FI (Finnish), FR (French), GA (Irish), HR (Croatian), HU (Hungarian), IT (Italian), LT (Lithuanian), LV (Latvian), MT (Maltese), NL (Dutch), PL (Polish), PT (Portuguese), RO (Romanian), SK (Slovak), SL (Slovenian), SV (Swedish).

<sup>2</sup> For details on language levels, please see the Common European Framework of Reference for Languages (<https://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>).



candidates. Due to the large volume of applications that we may receive only candidates selected for the interview will be notified.

For operational reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates and of the institution, the selection procedure will be carried out in English and possibly in a second official language.

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<sup>3</sup> Therefore, candidates who did not pass already a CAST on the level Function Group [IV], should register their profile at this [address](#).



## 2. Recruitment

The candidate selected for recruitment will be requested to provide documentary evidence in support of the statements made in the database and, where relevant, the call for interest.

The successful candidate will be required to undergo a mandatory pre-recruitment medical check-up carried out by the Commission.

### ➤ Type of contract and working conditions

The place of employment will be in **Brussels**.

The successful candidate will be engaged as a **contract agent under Article 3(b) of the [Conditions of Employment of Other Servants](#), in function group FG IV**. General information on Contract Agents can be found at this link.

The grade or proposed grade range, as well as the step in that grade, will be defined on the basis of the candidates' previous professional experience, in accordance with [Commission Decision C\(2017\)6760](#) laying down the criteria applicable to classification in step on engagement.

For 3b - The duration of the first **contract will be of 1 years**. Subject to the interest of the service, the contract can be extended to a maximum duration of 6 years.

The duration of the extension will be defined according to the General Implementation Rules in force at that moment, in accordance with [Commission Decision C\(2017\)6760](#) on policies for the engagement and use of contract agents.

All new staff have to successfully complete a 9-month probationary period.

The pay of staff members consists of a basic salary supplemented with specific allowances, including, where applicable, expatriation and family allowances. The provisions guiding the calculation of these allowances can be consulted in the Conditions of Employment of Other Servants. As a member of staff of the European institutions, your pay is subject to a tax raised by those institutions.

The European Commission applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations.

Should you need further information on working conditions, please refer to [Working conditions and benefits of EU Careers](#).



For information related to Data Protection, please see the Specific [Privacy Statement](#) under “7. Information to data subjects on their rights”, to find your rights and how to exercise them in addition to the privacy statement, which summarises the processing of your data.