



## **MAKE A DIFFERENCE – JOIN THE EUROPEAN COMMISSION**

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](#).



# Policy Officer

## DG FISMA of the European Commission

**Selection reference: FISMA/COM/2024/1908**

**Domain:** Financial Stability, Financial Services and Capital Markets Union

**Where:** Unit C2 – “Financial Markets Infrastructure”, Brussels

**Staff category and Function Group:** Temporary agent 2b/2d - Administrator

**Grade:** AD 5-8

**Publication deadline:** 18/10/2024 - 12.00 (Brussels time)

### WE ARE

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The Financial Markets Infrastructure unit in the Directorate General for Financial Stability, Financial Services and Capital Markets Union is looking for a new colleague with a background in financial markets, economics, or law and, importantly, a good sense of humour. This dynamic, friendly, open team is particularly focused on implementing the regulatory framework for post-trade to help improve the efficiency of EU post-trade markets and increase EU and global financial stability. Other work and challenges lie in removing cross-border obstacles and other inefficiencies in Europe's post-trading system.

### WE PROPOSE

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The areas of responsibility involve applying knowledge of EU and global post-trade market infrastructures. This will be applied to developing an appropriate legislative, regulatory, self-regulatory and supervisory framework. Contacts and relationships will have to be maintained and developed with various regulatory authorities and central banks in 3rd countries, the European Securities Market Authority ESMA in Paris, the European Central Bank (ECB) and the Council and European Parliament.

### Functions & duties

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- Provide technical analysis in order to provide policy advice;
- Contribute to the preparation of relevant legislative, regulatory and self-regulatory measures proposals in the area of post-trading market infrastructures;
- Participate in the co-legislative process;



- Deal with international issues in the area of securities, and market infrastructures;
- Provide input to ex-ante evaluation, impact assessments and ex-post evaluation of EU-actions;
- Inform and explain the activities of the unit related to post-trading issues to intermediaries, infrastructures, competent authorities and other DGs;
- Monitor implementation of regulatory requirements related to settlement and Central securities depository (CSDs);
- Represent the European Commission in European and international working groups and relevant committees.

Other tasks and responsibilities may be allocated, depending on any specific experience and skills the candidate may bring to the workplace.

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## **WE LOOK FOR**

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We are looking for a strong candidate with relevant professional experience in the field of settlement, including oversight of infrastructures performing settlement activities as well as experience of the EU policy development process.

The candidate should also have proven experience in policy and operational risks related tasks in the field of settlement, and a solid knowledge of EU policies and of the functioning of pan-European infrastructures, in particular those directly and indirectly linking to settlement. A good knowledge of EU institutional functioning, including legislative experience, is also an advantage.

The candidate should be able to understand and convey the importance of the proper functioning of market infrastructures, and in particular central securities depository (CSDs), on the financial stability of the Union and for the financial system more widely.

Excellent drafting and communication skills in English are essential; excellent French and ideally, at least one other EU language, is an advantage.

In addition, we are looking for a candidate with the following qualities:

- very good inter-personal skills and capacity to interact with colleagues within the Unit, inside the DG, other DGs, as well as with other European institutions and private and public stakeholders;
- ability to work autonomously while forming part of a very close-knit, dynamic and hard-working team;



- proven capacity to ensure high quality, speed and accuracy in performing a diversity of tasks in a complex, multicultural environment often under time pressure;
- sense of initiative and good political judgement;
- mindfulness of deadlines and procedures.

The position will require a certain amount of travel and participation in international meetings. The working language in the team is English.

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

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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 [Jennifer.ROBERTSON@ec.europa.eu](mailto:Jennifer.ROBERTSON@ec.europa.eu) indicating the selection reference FISMA/COM/2024/1908 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 temporary 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 post;
- Produce the appropriate character references as to suitability for the performance of the duties.

##### Qualifications:

In order to be recruited in this position, you must have at least a level of education which corresponds to completed university studies of at least 3 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. Furthermore, before recruitment, you will be required to provide the documents that corroborate the eligibility criteria (diplomas, certificates and other supporting documents).

##### Languages:

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

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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).



### ➤ **What about the selection steps?**

The post was published internally within the Commission, inter-institutionally, and brought to the attention of competition laureates.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority. Only in the case that no suitable candidate can be found from the afore-mentioned categories this vacancy notice is published and is open to other applicants<sup>2</sup>.

The selection panel will choose a limited number of candidates for interview, based on the CV and motivation letter that they submitted. Due to the large volume of applications, we may receive, **only candidates selected for the next step of the selection phase 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.

## **2. Recruitment**

The candidate selected for recruitment will be requested to supply documentary evidence in support of the statements made in their application.

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**.

In case the successful candidate is an external candidate, s/he will be engaged as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

The recruitment grade, as well as the step in that grade, will be defined on the basis of the duration of the candidates' previous appropriate professional experience, in accordance with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

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<sup>2</sup> Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



The duration of the **1<sup>st</sup> contract will be of 1 to 3 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service. 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\(2013\)9049](#) on policies for the engagement and use of temporary 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.