

DG Competition (COMP)
Publication of a vacancy for a Deputy Director-General function
(Grade AD15)

(Article 29(2) of the Staff Regulations)

COM/2010/10256 – Official Journal n° C ... A of 27.05.2010

In the context of the enlargement of the European Union, the European Commission is recruiting senior officials from one of the following Member States: Latvia, Lithuania and Malta.

We are ...

... the Directorate General for Competition. Our mission is to enforce the competition rules of the Union Treaties, in order to ensure that competition in the EU market is not distorted, thereby contributing to the welfare of consumers and to the competitiveness of the European Economy.

This vacancy notice concerns the position of the Deputy Director-General Operations who has a leading role in overall strategic orientation and management for the Directorate-General, within the framework set by the Directorate's-General mission statement and annual work programme and under the authority of the Director General. The Directorate-General operates under the political guidance of the Member of the Commission for Competition.

DG Competition has 9 Directorates with proximately 1000 staff members. The Directorates "Policy and Strategy", "Registry and Resources" and Unit "Strategy and Delivery" are of direct responsibility of the Deputy Director-General Operations.

We propose ...

... the job of Deputy Director-General Operations. He/she will:

- deputise for the Director-General as and when necessary;
- ensure effective planning and management of the activities of the Directorates;
- co-ordinate implementation of activities falling within the work programme of the Directorates, in particular ensuring their coherence and compatibility with the policies and overall objectives of the EU/Commission;
- develop and formulate EU/Commission competition policies and to contribute to effective delivery of EU competition policy initiatives and decisions;
- plan and manage human resource needs as influenced by mobility, promotions, retirements as well as changing workloads and composition thereof;
- participate to selection and recruitment procedures for middle and senior management;
- co-ordinate the work of the Directors and ensure that job description, staff appraisal and reviews are conducted in a timely, consistent and fair manner;

- ensure effective planning and management of budget resources within the Directorates;
- ensure follow-up of the budget execution and discharge procedure;
- chair the IT steering group of the Directorate-General;
- represent the Directorate-General in external and internal events to the interest of the Directorate-General;
- maintain regular contacts with relevant internal services and external bodies with a view to representing the interest of the Commission/Directorate-General and to being constantly up-to-date on the development of the Commission or EU policies relevant to the Directorate's-General sphere of action;
- motivate staff, create a good team spirit and create an environment in which each staff feels appreciated.

We look for (selection criteria) ...

... Preference will be given to candidates who:

- have the capacity to lead a dynamic policy process of change;
- are outstanding and dynamic professionals of sound judgement and high conceptual ability, with the capacity to think freshly and strategically about the evolution of competition policy;
- show strong achievements as a leader, manager and communicator, involving the management of large teams and financial resources;
- have proven experience in policy formulation and management, preferably gained in a high level position;
- have an excellent ability to communicate, set priorities, decide and negotiate;
- have a developed knowledge of EU competition policy - have a good ability to ensure an effective and dynamic coordination and management internally and externally;
- have a thorough knowledge of English and a fair understanding of French.

Candidates must (eligibility criteria) ...

1. Be a citizen of one of the following Member States of the European Union: Latvia, Lithuania or Malta;
2. Have:
 - i) either a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more;
 - ii) or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years;
3. Have at least 12 years' postgraduate professional experience at a level to which the qualifications referred to above give admission. At least 6 years of that professional experience must have been

gained in a management function at high level¹ and should be in direct relation to a field relevant for this position;

4. Have a thorough knowledge of one of the official languages of the European Union and an adequate knowledge of another of these official languages;
5. Not yet have reached regular retirement age, which for officials of the European Union, is defined as being the end of the month in which the person reaches the age of 65 years (see Art. 52 lit (a) of the Staff Regulations).

Independence and declaration of interests:

Candidates are required to confirm their willingness to make a declaration of their commitment to act independently in the public interest and a declaration of any interests which might be considered prejudicial to their independence.

Appointment and conditions of employment:

The Deputy Director-General will be selected and appointed by the Commission according to its selection and recruitment procedures (see also the [Compilation Document on Senior Officials Policy](#)). As part of this selection procedure, candidates who have been called for an interview with the Commission's Consultative Committee on Appointments will have to pass, before this interview, a full day assessment centre run by external recruitment consultants.

Please note that the selection procedure will be carried out in English, French and / or German only².

Salaries and conditions of employment are those laid down in the Staff Regulations for AD15 grade officials of the European Communities. Candidates should note the requirement under the Staff Regulations for all new staff to complete successfully a nine-month probationary period.

Equal opportunities:

The European Union applies an equal opportunities policy.

Application procedure:

This position is being published in parallel with a number of other senior officials positions. Candidates who wish to apply for more than one position must submit a separate application for each one.

Before submitting your application, you should carefully check whether you meet all the eligibility criteria ("Candidates must"), particularly concerning the types of diploma and professional experience required. Failure to meet any of the eligibility criteria means an automatic exclusion from the selection procedure.

¹ In their CVs applicants should indicate at least for these 6 years during which high level management experience has been acquired: (1) title and role of management positions held, (2) numbers of staff overseen in these positions, (3) the size of budgets managed, and (4) numbers of hierarchical layers above and below and number of peers.

² The selection panel will ensure that no undue advantage is given to native speakers of these languages.

If you want to apply, you must **register via the Internet** by going to the website <https://ec.europa.eu/dgs/human-resources/seniormanagementvacancies/> and follow the instructions there concerning the various stages of the procedure.

It is your responsibility to complete your online registration in time³. We strongly advise you not to wait until the last few days before applying, since heavy Internet traffic or a fault with your Internet connection could lead to the online registration being terminated before you complete it, thereby obliging you to repeat the whole process. Once the deadline for the submission of registrations has passed, you will not longer be able to introduce any data. As a general rule, late registrations via normal e-mail will not be accepted.

You must have a valid e-mail address. This will be used to identify your registration as well as to inform you about the outcome of the procedure. Therefore, you will have to inform the European Commission about any change in your e-mail address.

To complete your application, you will need to upload a CV in WORD or PDF format and to fill out, online, a letter of motivation (maximum 8000 characters). Both the CV and letter must be written in English, French or German.

Once you have finished your online registration, you will receive on screen a registration number that you must write down and remember – this will be your reference number in all matters concerning your application. When you receive this number, the registration process is finished – it is confirmation that we have registered the data you entered. **If you do not receive a number, your application has not been registered!**

Please note that it is **not** possible to monitor the progress of your application on-line. You will be contacted directly by the recruiting DG regarding the status of your application.

If you have a disability that prevents you from registering online, you may submit your application (CV and letter of motivation) on paper by registered mail⁴, postmarked no later than the closing date for registration. All subsequent communication between the European Commission and you will be by post. In this case, you must enclose with your application a certificate attesting your disability, issued by a recognised body. You should also set out on a separate sheet of paper any special arrangements you think are needed to make it easier for you to take part in the selection.

If you require more information and/or encounter technical problems, please sent an e-mail to: HR-A2-MANAGEMENT-ONLINE@ec.europa.eu

Contacts:

Contact person for additional information: Mrs L. EVANS, tel: +32.2.296 50 29, e-mail: Lowri.Evans@ec.europa.eu .

Closing date:

The closing date for registration is 24.06.2010. On-line registration will not be possible after 12.00 noon Brussels time.

³ No later than 12.00 noon, Brussels time, on 24.06.2010.

⁴ European Commission, Directorate-General Human Resources and Security, Unit for Executive Staff and CCA secretariat, COM/2010/10256, SC 11 8/30, B-1049 Brussels.