

DG Internal Market (MARKT)
Publication of a vacancy for a Deputy Director-General function
(Grade AD15)

(Article 29(2) of the Staff Regulations)

COM/2010/10257 – 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 Internal Market and Services Directorate General of the European Commission; we define and coordinate the overall Community policy for the Internal Market. The Internal Market is one of the Unions most important and continuing priorities as indicated in the Political Guidelines for the current Commission presented by President Barroso.

The DG's central mission is to secure, for the benefit of the Union's citizens and businesses, ever greater European market integration and to seek the removal of obstacles to the free movement of services and capital and to the freedom of establishment.

More specifically, DG MARKT is responsible for:

- Designing and delivering policy of economic reform that make the Union's economy dynamic and competitive across a wide range of activities including Services and Financial Services, Public Procurement and Intellectual Property;
- Developing, where evidence from the market place demonstrates the need, new Internal Market instruments in key micro-economic policy areas;;
- Examining the EU regulatory framework for financial services and correcting the weaknesses in the regulatory and supervisory structure that have been identified in the financial crisis
- Ensuring that the opportunities offered by the Internal Market are fully exploited by ensuring full and timely respect of Community law in cooperation with the Member States;
- Keeping the Internal Market high on the political agenda of the institutions and giving the rights and opportunities it offers visibility among businesses and citizens and ensuring that these rights can be exercised in practice;
- Ensuring that the Internal Market rules are fully respected in international agreements.

We propose ...

The job of this Deputy Director General, whose responsibilities are under the guidance of the Director General, is to supervise the work of the following Directorates;

Directorate B, Internal Market Policy
Directorate C, Public Procurement Policy,
Directorate D, Knowledge-based economy
Directorate E, Services

The job includes the following tasks:

To provide overall strategic direction for the Directorates mentioned and to lead the policy development in these areas.

To ensure that development of policy is based on sound analysis and policy evaluation, addressing the challenges of the future, delivering value for European citizens and contributing to the EU2020 agenda.

To ensure effective planning and coherence of the activities of the Directorates and to provide guidance, supervision and control of their performance.

To open up and develop new ways of cooperation with all the constituencies that have a stake in the internal market.

To ensure coherence and consistency of the policy of the Directorate General with the Commission's overall objectives.

We look for (selection criteria) ...

Preference will be given to candidates who have

- A solid understanding of the policy areas under DG MARKET's responsibility; direct high-level experience in one or more of these would be an advantage;
- Very good managerial skills, in particular the proven ability to lead, motivate and develop a team of senior officials and their staff to the best of their potential;
- Excellent presentation and negotiation skills. The candidate will be expected to represent the Commission both in Parliament and Council and in discussions with interested parties at a high level;
- Very good analytical and conceptual skills;
- Very good coordination skills and the ability to develop a dialogue with stakeholders outside the DG;
- The ability to work under pressure and structure a significant workload in these busy policy areas;
- Very good communication skills in both EN and FR;
- An excellent ability to set priorities, decide and negotiate;
- Proven experience in policy formulation and its implementation.

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

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.

professional experience required. Failure to meet any of the eligibility criteria means an automatic exclusion from the selection procedure.

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 send an e-mail to HR-A2-MANAGEMENT-ONLINE@ec.europa.eu.

Contact

Contact person for additional information: Bernhard FRIESS, tel: +32.2 29 56038, e-mail: Bernhard.Friess@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/2010/10257, SC 11 8/30, B-1049 Brussels.