

## **DG Regional Policy (REGIO)**

### **Publication of a vacancy for a Deputy Director-General function in charge of Convergence, Competitiveness, and Cross-border Programmes (Grade AD15)**

**(Article 29(2) of the Staff Regulations)**

**COM/2010/10258 – 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 mission of the Directorate-General for Regional Policy is to strengthen economic, social and territorial cohesion by reducing disparities between the levels of development of the regions and countries of the European Union. In this way the policy contributes positively to the overall economic performance of the EU. Reducing disparities requires a cohesion policy promoting constant improvements in competitiveness and employment. By co-financing infrastructure projects, developing the information society, accelerating the transfer of know-how, supporting investments in people and stimulating cross-border co-operation, the Directorate-General for Regional Policy helps regions that are less prosperous or are suffering from structural problems to improve competitiveness and to achieve a faster rate of economic development in a sustainable way. The policy is thus an important expression of the solidarity of the EU.

The Directorate-General manages three major Funds:

- the European Regional Development Fund, which operates in all Member States, co-finances investments - this fund is heavily concentrated in the regions with the lowest GDP/head;
- the Cohesion Fund, which co-finances transport and environment projects in Member States whose GNP is less than 90% of the Community average;
- the regional development component and part of the cross-border co-operation component of the Instrument for Pre-Accession (IPA), which helps candidate and potential candidate countries to develop transport networks and improve environmental infrastructure in particular, to work together with neighbouring Member States and to prepare for accession.

Apart from these three funds, the DG is also responsible for: the implementation of the European Union Solidarity Fund (EUSF), which is dedicated to provide ex post financing for emergency operations undertaken by public authorities in the case of major disasters; the co-ordination group on ultra-peripheral regions, whose remit is to encourage Community actions to implement measures compensating for the disadvantaged situation of the outermost regions, according to Article 299(2) of the Treaty; the management of the EC contributions to the International Fund for Ireland which, together with the PEACE programme included in the Structural Funds, aims at peace and reconciliation in Northern Ireland.

DG Regional Policy aims to deliver (1) efficient and effective structural policies that (2) bring benefits to, and are understood by, Europe's citizens, (3) contribute directly to creating the conditions for the successful enlargement of the European Union and (4) are consistent with the principle of sound financial management.

This vacancy notice concerns the position of the Deputy Director-General in charge of Convergence, Competitiveness and Cross-Border Programmes.

#### **We propose:**

The job of Deputy Director-General, who supervises, guides and coordinates the work of the five geographically defined operational directorates of DG Regional Policy. These five directorates comprise eighteen units, in which work some 200 desk officers with qualifications at MA and PhD level. They negotiate, manage and evaluate several hundred EU co-financed programmes and projects in all EU Member States and the accession candidate countries.

**We look for (selection criteria):**

Preference will be given to candidates who

- Have excellent knowledge and understanding of EU cohesion policy, of thematic issues relevant to cohesion policy in particular in the context of the Lisbon and Europe 2020 strategies, and of other EU policies with immediate relevance to cohesion policy, notably in the areas of transport, environment, enterprises, information society, innovation, research and development, competition and public procurement.
- Have confirmed high level leadership experience in a context with very diverse stakeholders, in a multilateral or international setting; such experience should include financial and human resources management at the indicated level.
- Have confirmed high level negotiation capabilities in a multi-country and multi-service environment, including the ability to quickly identify crucial issues and potential solutions, and to ensure and monitor their implementation
- Have a very good knowledge and understanding of the rules and systems for financial management and audit and control arrangements employed by the European Commission in general and DG Regional Policy in particular, or equivalent expertise acquired in international or multilateral settings.
- Have very good communication capabilities, in line with the highly diverse backgrounds of the stakeholders of cohesion policy
- The working languages of DG Regional Policy are English and French. An excellent active command of one of these two languages and at least a good command of the other language are required.
- Can demonstrate:
  - knowledge of at least the most important beneficiary countries of cohesion policy and the accession candidates, in particular as concerns their political setting, administrative structures and economic and regional development issues;
  - knowledge of EU languages other than English and 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 level<sup>1</sup> 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 only<sup>2</sup>.

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.**

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 time<sup>3</sup>. We strongly advise you not to wait until the last few days before applying, since heavy Internet traffic or a fault with your Internet

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<sup>1</sup> 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.

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

<sup>3</sup> No later than 12.00 noon, Brussels time, on 24.06.2010.

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 mail<sup>4</sup>, 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](mailto:HR-A2-MANAGEMENT-ONLINE@ec.europa.eu).

## **Contact**

Contact person for additional information: Dirk Ahner, Director General DG Regional Policy, tel: +32.2 29.57555, e-mail: [dirk.ahner@ec.europa.eu](mailto:dirk.ahner@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.

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<sup>4</sup> European Commission, Directorate-General Human Resources and Security, Unit for Executive Staff and CCA secretariat, COM/2010/10258, SC 11 8/30, B-1049 Brussels.