

**DG Health and Consumers (SANCO)**  
**Publication of a vacancy for a Deputy Director-General function**  
**(Grade AD15)**  
**(Article 29(2) of the Staff Regulations)**  
**COM/2010/10259 – 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 Health and Consumers. Our mission is to ensure food and consumer goods sold in the EU are safe, that the EU's internal market works for the benefit of the consumers and that Europe helps protect and improve its citizens' health. Our activities touch the everyday lives of European citizens. We know they expect high standards, so we need to get it right. In order to succeed in our mission we work with other EU Institutions, national governments and agencies, consumers organisations, health interest groups, business groups, scientists, researchers and experts.

Our goal is, in the context of the overall Commission objectives, to empower consumers, protect and improve human health, ensure food is safe and wholesome, protect the health of animals and plants, as well as promote the human treatment of animals.

The Directorate General consists of 6 Directorates spread across three geographical sites (Brussels, Luxembourg and Grange (IE)). It has a staff of approximately 1000 and a total budget of about 600 million euros.

(see [http://ec.europa.eu/dgs/health\\_consumer/index\\_en.htm](http://ec.europa.eu/dgs/health_consumer/index_en.htm) for more information)

**We propose ...**

... the position of Deputy Director General. He/She will assist the Director General with the overall management of the Directorate General and in particular co-ordinate the work of Directorates B and C, namely the work on consumer affairs and public health.

He/She will develop and formulate EU/Commission policies in the fields of competence of the Directorate General in particular:

- to ensure coherence and consistency of the Directorate General's policy in the area of public health which aims to improve and promote health, prevent human illness and disease through a global health strategy, also covering other policies of the European Union and supported by a multi-annual public health programme;
- to establish capacities and networks to reinforce co-operation with the Member States on health information, emerging health science, health threats and health determinants and as appropriate with international organisations such as the World Health Organisation, the Council of Europe and OECD. To improve public information and awareness of health issues, develop health measures, and assist the accession countries in achieving a high level of

health protection. Conduct risk assessment and activities in relation to independent scientific advice on non-food related risk to public health, consumer safety and the environment;

- to ensure coherence and consistency of the Directorate General's policy in the area of consumers affairs which aims to contribute to improving the quality of life of EU citizens in the Single Market; integrating of consumer concerns into all policies and ensuring high levels of consumer protection and safety throughout the Union.

He/She will also be responsible:

- to assure the planning and management of the operational measures to achieve the work programme, the milestones to check progress, the outcomes expected and to ensure that the human and budgetary resources are used according to the principles of sound and efficient management, including in crisis situations; to inspire and motivate management in order to achieve satisfactory results in compliance with DG SANCO's internal quality standards;
- to co-ordinate and supervise the work of the Directors in charge of Public health and Consumer affairs and ensure that job descriptions, staff appraisals and reviews are conducted in a timely, consistent and fair manner;
- to deputise for the Director General;
- to represent the Directorate General in external and internal events relevant to the interest of the Directorate General.

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

... Preference will be given to candidates who:

- have proven management and organisation skills, in particular the ability to lead, motivate and develop a team of highly qualified professionals to the best of their potential in achieving the objectives of the Directorate General and the Commission in general;
- can rely on strong communication and interpersonal skills, enabling the candidate to lead discussions and communicate clearly, especially towards other EU Institutions, stakeholders and third countries;
- have a good ability to ensure an effective and dynamic internal and external coordination;
- have a good knowledge of EU public health policy and/or consumer policy;
- can demonstrate an ability to integrate a public health and consumer vision with other policies of the Directorate General (i.e. food safety) and of the Commission as a whole;
- have a strong ability to negotiate at high level with Member States, third countries and international organisations;
- have a thorough knowledge of English; knowledge of French would be an advantage.

**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:**

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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.

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 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 sent an e-mail to: [HR-A2-MANAGEMENT-ONLINE@ec.europa.eu](mailto:HR-A2-MANAGEMENT-ONLINE@ec.europa.eu)

#### **Contacts:**

Contact person for additional information: Mr Matthew HUDSON, Director General Affairs DG SANCO tel: +32.2 296 46 71, e-mail: [matthew.hudson@ec.europa.eu](mailto:matthew.hudson@ec.europa.eu) or Mr Johan VERNELEN, Human Resources DG SANCO, tel: +32.2 295 47 37, e-mail: [johan.vernelen@ec.europa.eu](mailto:johan.vernelen@ec.europa.eu)

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

<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.

**Closing date:**

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