



**Vacancy for a post of Operations Officer (Contract Agent, FG IV)
in the European Asylum Support Office (EASO)**

REF.: EASO/2018/CA/007

Publication	External
Title of function	Operations Officer

1. WE ARE

The European Asylum Support Office (hereinafter referred to as "EASO"), established by Regulation 439/2010¹, strengthens European Union (EU) Member States practical cooperation on asylum, enhances the implementation of the Common European Asylum System (CEAS) and supports Member States whose asylum and reception systems are under particular pressure.

Specifically, EASO focuses on three main tasks:

1. Supporting practical cooperation among Member States on asylum mainly through training, quality activities, country of origin information (COI), statistics and analysis, specialized expert networks, practical cooperation workshops, thematic support on unaccompanied minors, trafficking in human beings and gender;
2. Supporting Member States under particular pressure through emergency support, including the deployment of asylum support teams to assist EU Member States in managing asylum applications and in putting in place appropriate reception facilities;
3. Contributing to the implementation of the CEAS by collecting and exchanging information on best practices, drawing up an annual report on the asylum situation in the EU covering the whole asylum procedure in EU Member States and adopting technical documents, on the implementation of the new EU asylum acquis.

The organisation chart of EASO can be consulted in the EASO Work Programme on EASO website (www.easo.europa.eu).

The headquarters of EASO are located in Valletta Harbour (Malta).

¹ Regulation (EU) No 439/2010 of the European Parliament and of the Council of 19 May 2010 (OJ L 132, 25.5.2010, p.11).



2. WE PROPOSE

The Operations Officer will be working in a Sector within the Operations Unit (Greece, Italy or External Dimension) or within the Planning & Evaluation Unit within the Department of Operations (DOP) in and will be responsible for the following tasks:

1. Support for the Operations Unit Sectors in accordance with the policies of EASO and support / advise the Head of Sector thereof including the planning and execution of the annual and multi annual Sector programme and budget;
2. Support for the implementation of EASO's capacity building activities and operations, as applicable in Member States and External Dimension Third Countries (Turkey, Western Balkans & Middle East North Africa), including with regard to activity execution, financial and budgetary issues, reporting, monitoring and evaluation etc.;
3. Report to the concerned Head of Sector on the implementation of a comprehensive strategy for EASO in the Sector;
4. Support the implementation of all Plans within the Sector² including the relevant coordination and collaboration with Member States / third countries and other stakeholders and actors involved in said Operational Plans;
5. Ensure the delivery of desired outputs from the Unit / Sectors operational support activities / capacity building activities in the (Member States / in the external dimension) in a timely and proactive manner;
6. Ensure the smooth functioning and the management of field offices in the Sector;
7. Supervise the work of assigned staff including field office staff and any other staff assigned within the Sector as necessary;
8. Contribute to the implementation of EASO's Sector work programmes and support the execution of the allocated Sector budget accordingly including all contractual, procurement implementation;
9. Report on Plan activities and operations and support the Head of Sector to prepare material for MB and input for other policy documents on issues relating to assigned projects / programmes within the Sector;
10. Support the effective monitoring and evaluation of the Sectors operations through close coordination and collaboration with the Planning & Evaluation Unit;
11. Co-operate/co-ordinate with EASO Units/Sectors/offices on issues within the incumbent's competence for the effective functioning of the Sector;
12. Liaise with EU Institutions, Agencies, Bodies, International Organisations, Member States' authorities and NGOs relevant to the Sector under the direction of the Head of Sector;

² Plans include all plans designed developed implemented and reviewed within the Sector including Operational Plans, Roadmaps, grant-specific plans etc.

13. Perform any other reasonable tasks as required, upon the request of the Head of Sector.

3. WE LOOK FOR

A) Eligibility criteria

If the eligibility criteria set out in section *A) Eligibility criteria* are met, the candidates' applications will be evaluated on the basis of the selection criteria below. The most suitable candidates will be invited to an interview.

1. A level of education that corresponds to completed university studies of at least 3 years attested by a diploma³ and after having obtained the diploma at least 1 year of appropriate professional experience;
2. Be nationals of one of the Member States of the European Union, Lichtenstein, Norway and Switzerland;
3. Be entitled to their full rights as citizens;
4. Have fulfilled any obligations imposed on them by the laws on military service;
5. Possess a thorough knowledge of one of the official EU languages and a satisfactory knowledge of another of these languages to the extent necessary for the performance of the duties pertaining to the post;
6. Meet the character requirements for the duties involved⁴;
7. Be physically fit to perform the duties linked to the post⁵.

B) Selection criteria

If the eligibility criteria set out in section *A) Eligibility criteria* are met, candidates will be assessed on the basis of the following selection criteria. The most suitable candidates evaluated on the basis of the selection criteria will be invited to an interview.

Essential

1. Proven experience in the development, design, implementation and monitoring of field operations in a national or international context;

³ Only diplomas issued by EU Member State authorities and diplomas recognised as equivalent by the relevant EU Member State bodies are accepted. If the main studies took place outside the European Union, the candidate's qualification must have been recognised by a body delegated officially for the purpose by one of the European Union Member States (such as a national Ministry of Education) and a document attesting so must be submitted if you have been invited for an interview. This will enable the selection board to assess accurately the level of the qualifications.

⁴ Before the appointment, the successful candidate shall be asked to provide an extract from their police file.

⁵ Before the appointment, a successful candidate shall be medically examined by one of the institutions' medical officers in order that EASO may be satisfied that he/she fulfils the requirement of article 28(e) of the Staff Regulations of the Officials of the European Union.

2. Experience in the field of international protection and/or migration;
3. Proven experience in the implementation and management of operational budgets, teams and other resources;
4. Demonstrated experience in drafting of strategic documents including providing input to reports, presentations etc.

Advantageous

1. Professional experience of institutional decision-making processes including in the field of migration and asylum;
2. Professional experience of rapid needs appraisal, implementation of rapid response/emergency programming and related reporting and compliance;
3. Experience in working in an environment of crises-management;
4. Professional experience of implementation within a project management cycle and of monitoring and evaluation processes;
5. Experience in implementing capacity building programmes and technical assistance in particular in Third Countries.

Evaluation during interviewing process

Candidates invited to the interviewing process (interview and written test) will be assessed on the following criteria that are essential to the post:

1. Ability to work under pressure and meet deadlines on multiple tasks;
2. Excellent analytical capabilities and problem-solving skills;
3. Good communication skills and well developed interpersonal skills;
4. Strong service-oriented attitude and flexibility;
5. Ability to formulate creative ideas, set objectives, inspire and encourage staff and to give constructive feedback;
6. Knowledge of the mission and organisation of EASO.

Excellent written and oral command of English, as well as ability to use electronic office equipment and applications (word processing, spread sheets, presentations, electronic communication, internet etc.) are essential. Candidates will be also assessed on the above by written test.



4. SELECTION AND APPOINTMENT

The Regulation which provides the legal basis for EASO was adopted in May 2010 (Official Journal of the European Union L 132 of 29.5.2010).

Eligibility of candidates will be assessed by a Selection Committee according to compliance with all eligibility criteria by the closing date for the submission of applications.

The applications of the eligible candidates will also be assessed against the selection criteria. Following that assessment, the best ranked candidates may be invited for a written competency test and an interview, which will be held for the most part in English.

The interview will consist of the following components:

- General aptitude and language abilities to the extent necessary for the performance of their duties in accordance with Article 12.2(e) of the Conditions of Employment of other Servants of the European Union (CEOS);
- Specific competences with reference to the applicants' profiles in line with the selection criteria of the present Vacancy Notice.

Candidates invited to an interview will be required to bring with them originals and copies of the documents listed below:

- A document proving their citizenship (e.g. passport);
- Certificates attesting their educational and professional qualifications, in particular those giving access to the profile in question;
- Documentary evidence of their professional experience after the date on which the candidate obtained the qualification giving access to the profile in question, clearly indicating the starting and finishing dates, whether full or part time, and the nature of the duties carried out.

The Selection Committee will propose a short list of successful candidates to the Appointing Authority, who will decide on the appointment of the successful candidate and the establishment of a reserve list for the post advertised. Candidates shall note that inclusion on the reserve list does not guarantee recruitment. Recruitment will be based on availability of posts and budget.

The reserve list for this post will be valid until 31 December 2019 and may be extended at the discretion of the Appointing Authority.

Prior to contract signature, the successful candidate will be asked to undergo a compulsory medical examination by one of the institutions' medical officers in order that EASO may be satisfied that he/she fulfils the requirement of Article 28(e) of the Staff Regulations of the Officials of the European Union.



5. EQUAL OPPORTUNITIES

EASO applies an equal opportunities policy and accepts applications without distinction on the grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

6. CONDITIONS OF EMPLOYMENT

The Contract Agent will be appointed by the Executive Director, upon recommendation of the Selection Committee, following the selection procedure.

He/she will be recruited as a Contract Agent pursuant to Article 3a of the CEOS for a period of 3 years which may be renewed. The Contract Agent post in question will be placed in group FG IV.

Successful candidates who are recruited will undergo an initial probation period of nine months.

The pay for a **Contract Agent FG IV (grade 13, step 1)** consists of a basic salary of **3,462.02 €** weighted by the correction coefficient (for the relevant place of employment Malta for example is currently 90.2%) supplemented with various allowances, including expatriation and family allowances. The salaries of staff members are subject to a European Union tax deducted at source. Staff members are exempt from national tax on salary and are members of the European Union social security and pension schemes.

For further information on working conditions of Contract Agents please refer to CEOS:

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

The potential places of employment are as follows:

Valletta Harbour (Malta);

Rome (Italy) and locations(s) within Italy;

Athens (Greece) and multiple locations(s) within Greece, including Thessaloniki and the 'Hotspot Islands' (Lesbos, Chios, Leros, Kos and Samos);

With an option to have positions located in Third Countries if deemed appropriate (e.g. in view of project implementation and in the interest of the service).

Or

Duty Stationed in Malta and required to undertake short and long term missions on a deployment basis, including to Third countries with focus on the Western Balkan countries, Turkey and North Africa, to support different stages of the operational project management cycle dependant on need in any of the above Sectors or location(s) on a flexible basis.

7. APPLICATION PROCEDURE

For applications to be valid, candidates shall:

- Use and duly complete the official application form provided on the EASO website. The application must be completed in English, and all parts must be completed in full.



- Send their application to by email to : applications@easo.europa.eu by the deadline.
- The subject of the e-mail should include the reference of this vacancy, followed by the candidate's surname.

Incomplete applications will be disqualified and treated as non-eligible. Candidates who use the same application to apply for more than one post will also be disqualified.

Please note that the selection process may take several months.

In order to facilitate the selection process, all correspondence to candidates concerning this vacancy will be in English.

Under no circumstances should candidates approach the Selection Committee, directly or indirectly, concerning this recruitment. The Appointing Authority reserves the right to disqualify any candidate who disregards this instruction.

Closing date:

The closing date for submission of the applications is **28 January 2019 at 13:00h** (Brussels time). EASO will disregard any application received after that date and time.

Applicants are strongly advised **not to wait until the last day** to submit their applications, since heavy internet traffic or a fault with the internet connection could lead to difficulties in submission. EASO cannot be held responsible for any delay due to such difficulties.

If at any stage in the procedure it is established that any of the information provided by a candidate is incorrect, the candidate in question will be disqualified⁶.

8. DATA PROTECTION

The purpose of processing of the data submitted by the candidate is to manage application(s) of the candidate in view of a possible pre-selection and recruitment at EASO.

EASO does not make public the names of successful candidates on reserve lists. However, it is possible that, for the purposes of recruitment and related planning purposes, members of the EASO management team may have access to reserve lists and, in specific cases, to the application form of a candidate (without supporting documents, which are kept in confidence by the personnel department). Application files of non-recruited candidates are kept for two years from the expiry date of the reserve list after which time they are destroyed.

The personal information requested will be processed in line with Regulation (EC) N° 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the EU institutions and bodies and on the free movement of such data.

⁶ In case there are discrepancies between the different linguistic versions, the English version should be taken as the correct version



9. APPEAL PROCEDURES

Pursuant to Article 90(2) of the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the Union, a candidate may submit a complaint against an act affecting him/her adversely. The complaint must be lodged within 3 months from the date of notification to the following address:

**The Executive Director
European Asylum Support Office
MTC Block A, Winemakers Wharf, Grand Harbour Valletta, MRS 1917
Malta**

Should the complaint be rejected, pursuant to Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations of Officials and the Conditions of Employment of Other Servants, a candidate may request judicial review of the act. The appeal must be lodged within 3 months from the date of notification to the following address:

**European Union Civil Service Tribunal
Boulevard Konrad Adenauer
L-2925 Luxembourg
Luxembourg**

If you believe that there was maladministration, you may lodge a complaint to the European Ombudsman within two years of the date when you became aware of the facts on which the complaint is based (see <http://www.ombudsman.europa.eu>), or write to:

**European Ombudsman
1, Avenue du President Robert Schuman -BP 403
F-67001 Strasbourg Cedex
France**

Please note that complaints to the European Ombudsman do not have the effect of suspending the period mentioned in Articles 90 and 91 of the Staff Regulations of Officials and the Conditions of Employment of Other Servants for lodging complaints or submitting an appeal pursuant to Article 270 of the Treaty on the Functioning of the European Union.