

SELECTION OF TEMPORARY STAFF (LEVEL AD5) FOR THE CHIEF ECONOMIST'S TEAM IN THE EUROPEAN COMMISSION'S DIRECTORATE-GENERAL FOR COMPETITION

The Commission is organising a selection procedure to constitute a list of aptitude of **8 candidates** in order to fill approximately 4 administrator posts within the Chief Economist Team (CET) of the Directorate-General for Competition (DG COMP).

The CET assists DG COMP in the development of economic analyses and quantitative evidence in the implementation of competition rules. CET economists also provide guidance on methodological issues and policy developments and give assistance in relation to cases pending before the European Union Courts.

Throughout the selection procedure, candidates will be invited to sit tests as set out in Title 5.3 below. The Commission will ensure that the conditions under which candidates sit such tests are in line with the recommendations established by the relevant Public Health Authorities (European Centre for Disease Prevention and Control and other international, European and national authorities).

1. NATURE OF DUTIES

The economists and financial analysts belonging to the CET are expected to be able to work independently and provide assistance with the following tasks:

- General guidance on substantive issues in antitrust, merger and state aid cases where the CET is involved.
- Specific guidance and applied case work related to methodological issues of economics and/or econometrics in the application of the EU competition rules.
- Contribution to the development of competition policy instruments.

2. TYPE AND DURATION OF CONTRACT

The successful candidate(s) may be offered a temporary contract under point (a) of Article 2 of the Conditions of Employment of Other Servants of the European Union (CEOS)¹ in accordance with the Commission Decision of 16 December 2013 on policies for the engagement and use of temporary agents ('the 2013 Decision').²

The duration of the contract may not exceed four years, with the possibility of renewal for a maximum of two years.

The total duration of the contract will also take into account the relevant provisions of Commission Decision of 28 April 2004 on the maximum duration of recourse to non-permanent staff (seven years over a 12 year period), as amended by Commission Decision

¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01962R0031-20210101&qid=1611304898611&from=EN>

²

https://ec.europa.eu/info/sites/default/files/jobs_at_the_european_commission/job_opportunities/documents/commission-decision-temporary-agents-c-2013-9049-en.pdf.

C(2013) 9028 final of 16 December 2013 and Commission Decision C(2019)2548 final of 5 April 2019).³

PLACE OF EMPLOYMENT

Brussels

LEVEL

AD 5 (as an indication, the basic monthly starting salary is 5.453,02 EUR)

3. ELIGIBILITY

3.1. General conditions

Candidates must satisfy the requirements set out in Article 12 of the CEOS, which include:

- Being a national of one of the Member States of the European Union;
- Meeting any obligations under national laws on military service; and
- Meeting the character requirements for the duties concerned.

The European Union institutions apply a policy of equal opportunities and accept applications without distinction on the grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

3.2. Knowledge of languages

Article 12.2(e) of the CEOS provides that a temporary agent may be appointed only on the condition that he/she produces evidence of a thorough knowledge of one of the languages of the Union and a satisfactory knowledge of another language.

You must therefore have knowledge of **at least 2 official EU languages**, one at least at C1 level (thorough knowledge) and the other at least at B2 level (satisfactory knowledge).

Please note that the minimum levels required above must apply to each linguistic ability (speaking, writing, reading and listening) requested in the application form. These abilities reflect those of the *Common European Framework of Reference for Languages* [Assessment grid - English \(coe.int\)](https://coe.int).

In this notice of selection, we will refer to the languages as:

- Language 1 (L1): The language used for drafting the motivation letter and the application form referred to in Title 6, with the exception of point 9.2 of the application form;
- Language 2 (L2): The language used when completing point 9.2 of the application form as well as in the interview and in the written test referred to in Title 5.3.

³ [https://ec.europa.eu/transparency/documents-register/detail?ref=C\(2013\)9028&lang=en](https://ec.europa.eu/transparency/documents-register/detail?ref=C(2013)9028&lang=en)
[https://ec.europa.eu/transparency/documents-register/detail?ref=C\(2019\)2548&lang=en](https://ec.europa.eu/transparency/documents-register/detail?ref=C(2019)2548&lang=en)

Language 2 must be different from Language 1.

In point 9.2 of the application form, candidates are invited to explain how their qualifications and professional experience fulfil the selection criteria set out in Title 5.1. It will therefore play an important role in the preselection carried out by the selection committee, which will imply a comparative assessment of candidates.

Further detail on the languages used in this selection procedure, as well as on the reasons for this language regime is available in Title 4.

3.3. Selection specific criteria

3.3.1. Qualifications

By the deadline for submission of applications, candidates must have:

- A level of education which corresponds to completed university studies attested by a diploma where the normal period of university education is **four years or more**

or

- A level of education which corresponds to completed university studies attested by a diploma where the normal period of university education is at least three years and appropriate professional experience of at least one year.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities of one of these Member States shall be taken into consideration.

3.3.2. Experience

By the deadline for submission of applications, candidates must have **at least two years'** full time professional experience gained after obtaining the **qualifications** required for admission to the selection procedure, as set out in point 3.3.1 above, in a field related to the **nature of the duties** (as set out in Title 1 above).

This **professional experience** may have been gained, for example, in economic consulting, academia, competition/regulatory agencies and other fields of work that are relevant for the Nature of the duties (e.g., international organisations and/or bodies, EU institutions and/or agencies, national and/or regional administrations, research institutes, industry, financial institutions, economic and financial consultancies, rating agencies, audit firms, non-governmental organisations or as a self-employed activity).

Professional experience **will only be taken into account:**

- If it constitutes genuine and effective work.
- If it is remunerated (except in the case of a doctorate; see details below).
- If it involves a subordinate relationship or the supply of a service.

Professional experience from the following arrangements will be taken into account subject to the following conditions:

- **Traineeships** can only be taken into account if remunerated.
- **Compulsory military service** can only be taken into account if completed (before or after the required diploma), and for a period not exceeding the statutory duration in the relevant Member State.
- **Maternity/paternity/adoption leave** can only be taken into account if covered by an employment contract.
- **Doctorate** can be taken into account even if not remunerated, but only for a maximum of three years, and provided the doctorate was actually obtained.
- **Part-time work** can be taken into account, calculated pro-rata on the basis of the number of hours worked (e.g., half-time work for six months counts as three months).

4. LANGUAGE ASPECTS OF THIS SELECTION

Candidates are invited to choose in their application form which languages are, respectively, their Language 1 (**L1**) and Language 2 (**L2**). Please note that the language you choose as L1 and L2 can be different from your mother tongue, as long as you comply with the knowledge requirements set out in the second paragraph of Title 3.2.

Language 1 can be any of the 24 official EU languages.

Language 2 must be English or French, for the following reasons.

In the interest of the service, successful candidates recruited for this particular field are required to have a satisfactory knowledge (minimum B2 level) of English or French. Successful candidates will mainly use English and to a lesser extent French for their work (internal communication or communication with external stakeholders, drafting of briefings, speeches, press releases). Therefore, with respect to DG COMP services, a satisfactory knowledge of one of these two languages is essential. This choice is determined by the interest of the service: a successful candidate not fulfilling this requirement would not be immediately operational.

The following aspects are also to be considered:

- English is the main language used in internal meetings within the Chief Economist Team and in the meetings with other services of the Commission.
- English is also the main language for carrying out analytical work, communicating with external stakeholders (including contacts with the Member States and work during visits to Member States), as well as for drafting publications, reports and legislative proposals. Staff also draft briefings and speeches mostly in English.
- The Chief Economist Team organises meetings with economists from the national competition authorities within the European Competition Network. These meetings are held in English without interpretation. The Chief Economist Team furthermore organises meetings with experts in the Economic Advisory Group for Competition Policy. These meetings are held in English without interpretation.

- Most conferences organised by DG COMP are held in English.
- French is occasionally used for internal communication purposes within DG COMP.

5. CONDUCT OF THE SELECTION PROCEDURE

5.1. Pre-selection

The selection committee, composed in accordance with Article 2(c) of the Commission decision of 16 December 2013 on policies for the engagement and use of temporary agents, and, if necessary, assisted by one or more examiners serving in an advisory capacity, will carry out a pre-selection based on qualifications, experience, as well as on the proven knowledge of languages of the candidates.

For this purpose, the selection committee will use the following weighting for each criterion to rate the candidates:

Qualifications	40%
Experience	55%
Languages	5%

The following selection criteria will be taken into consideration while assessing the qualifications and professional experience of candidates according to Title 3.3:

- **Qualifications:** Sound knowledge of finance, accounting, microeconomics, econometrics, public economics and/or regulatory economics, as evidenced by an undergraduate or graduate degree with courses in at least one of these fields.

The following qualifications will be considered as an advantage:

- An undergraduate or graduate degree with a main focus on corporate finance, valuation, financial analysis, accounting, industrial organisation, public economics and/or regulatory economics;
and/or
- A graduate degree in finance, accounting, microeconomics, econometrics, public economics and/or regulatory economics
and/or;
- A professional qualification/certification in financial analysis (such as CFA, ACCA).

- **Experience:** Professional experience in the field of finance (financial analysis, corporate finance, valuation, project finance, credit rating, financial risk management, investment banking or capital markets), auditing, accounting, competition policy, industrial organisation, public economics or regulatory economics.

The following professional experience will be considered as an advantage:

- Professional experience in applying state of the art financial analysis including corporate finance, asset valuation (e.g. equity, fixed income, derivatives), credit rating, financial risk management, investment banking or capital markets' activities;
and/or
- Professional experience in business plan analysis and/or in the assessment or preparation of financial statements;
and/or
- Professional experience in using financial databases widely used in financial analysis (e.g. Bloomberg, Capital IQ);
and/or
- Professional experience in the application of financial economics in competition policy and/or in the application of microeconomics, micro-econometrics or financial analysis in regulation;
and/or
- A PhD, research experience or consultancy work related to the aforementioned activities;

The selection committee will rank the candidates by descending order of the marks obtained in the pre-selection stage and will then proceed to check the eligibility of the candidates (see Title 5.2 below).

5.2 Eligibility checks

Candidates who have obtained the highest marks in the pre-selection will be invited to provide the official supporting documents proving the information given in their application form and in the motivation letter (as set out in Title 6 below). If these documents are not submitted within the deadline, the application will be considered null and void.

The eligibility requirements laid down in Title 3 above will be checked against the data provided in the candidates' applications and against these supporting documents. The selection committee will check whether candidates meet all eligibility conditions. Only candidates who meet all eligibility conditions will be admitted to the selection stage.

The selection committee will check the eligibility in descending order of the marks obtained in the preselection stage until the number of eligible candidates reaches **a maximum of two times the number of successful candidates sought**. Where a number of candidates tie for the last available place, they will all be invited. The other files will not be checked.

5.3. Selection

Candidates who scored the highest overall marks at the pre-selection within the **limit of a maximum of two times the number of successful candidates sought**, and meet the eligibility requirements, will be invited for:

- **A written test in L2** in order to assess the following competencies of the candidates:
 - a) analysis and problem solving; b) quality and results; c) prioritising and organising;

and **d)** written communication, as well as their knowledge related to the duties set out under Title 1. Candidates will choose **one of two subjects** related to the duties set out under Title 1.

- **An interview in L2** to assess the candidates' motivation as well as the following competencies: **a)** analysis and problem solving; **b)** quality and results; **c)** learning and development; and **d)** oral communication, as well as their knowledge related to the duties set out under Title 1.

All practical information about the organisation of the tests will be provided in the invitation letter to the tests.

Only candidates with the minimum required score of **10/20 in the written test** and **35/60 at the interview** can be included on the reserve list, provided they meet the other conditions set out in this Notice.

5.4. List of aptitude of successful candidates

The selection committee will place on the list of aptitude the names of successful candidates who have obtained all pass marks as well as the highest combined marks for the written and oral tests out of 80, within the limit of the number of successful candidates sought in the selection. Where a number of candidates tie for the last available place, they will all be placed on the list of aptitude.

The aptitude list will **be valid for two years from** the date the selection committee draws it up. The validity of the list may be extended.

6. APPLICATIONS

Candidates must provide the following **documents in their application file**:

- **Application form** duly completed
- **Motivation letter**, drafted in **L1**
- Copy of an official document **proving citizenship** (identity card or passport), in **original language**
- Copy of the **diploma(s) or certificate(s)** of the required level of education, in **original language**
- **Employment certificates** proving the length of professional experience. These documents must clearly show the start and end date and continuity of each of the periods of professional experience to be counted for this selection procedure. For this purpose, candidates should ideally produce employment certificates from their former employers and current employer. Failing this, copies of the following documents, for example, will be accepted: employment contracts accompanied by the first and last pay slips and the final monthly pay slip for each intermediate year in the case of a contract of more than one year, official letters or acts of appointment accompanied by the final salary slip, employment records, tax declarations (**in original language**).

Final acceptance of the application is subject to presentation of the requisite supporting documents.

If candidates are in any doubt about the nature or validity of the documents to be presented they should contact the secretary of the selection committee at least 10 working days before the deadline expires, via the functional mailbox at the following address:

COMP-SELECTION2023-TACET-AD5@ec.europa.eu

The aim is to enable candidates to produce a complete and acceptable dossier by the deadline.

Successful candidates who are to be offered a job will, at a later date, be required to produce the originals of all the required documents for the purpose of recruitment.

Completed applications, accompanied by a letter of motivation and all required documents must be submitted via the functional mail box:

COMP-SELECTION2023-TACET-AD5@ec.europa.eu

Candidates should use also this functional mailbox for all correspondence with the selection committee and for any request for information.

The closing date for the submission of applications is 8 January 2024, 12h00 noon Brussels time.

7. SECURITY CLEARANCE

Pursuant to Article 10(2) of the Commission Decision (EU, Euratom) 2015/444 of 13 March 2015 on the security rules for protecting EU classified information⁴, all individuals whose duties may require them to have access to the EU classified information shall be security authorised to the relevant level (EU SECRET) before being granted access to such EU classified information.

Given that the European Commission regularly handles sensitive and classified information requiring a high degree of confidentiality, it is in the interest of the service that those staff members whose duties require them to have access to sensitive and classified information have the appropriate security clearance to the relevant level (EU SECRET).

Consequently, the candidates successful in this selection may be asked, as a pre-requisite for recruitment on certain posts, to submit themselves to the security clearance procedure according to the above-mentioned Commission Decision (EU, Euratom) 2015/444.

Candidates who are successful in this selection and who will apply to such posts are therefore understood to be prepared to undergo security clearance procedure under the Commission

⁴ Commission Decision (EU, Euratom) 2015/444 of 13 March 2015, OJ L 72, 17.03.2015, p. 53.

Decision (EU, Euratom) 2015/444. In all cases, these aspects will be clearly indicated in the vacancy notice for the post concerned.

The security clearance procedure is carried out by a National Security Authority of the Member State of the candidate's nationality. The security clearance procedure may vary considerably between Member States. Applicants are advised to inform themselves about the procedure before applying to this selection procedure.

8. ADDITIONAL INFORMATION

This notice of selection is published in the 24 official languages of the European Union on the websites of DG COMP and EPSO. Candidates should consult DG COMP website as the selection committee may publish additional information therein.

Any direct communication between candidates and the Commission services will be exclusively by email. Therefore, to enable Commission services to contact candidates, each candidate is required to indicate a valid e-mail address which can be used throughout the entire selection procedure.

Communication between the secretariat of the selection committee and the candidates will take place in one of the languages candidates have declared in their application form at B2 level or higher.

9. REQUEST FOR REVIEW – APPEAL PROCEDURE – COMPLAINT TO THE EUROPEAN OMBUDSMAN

Since the Staff Regulations apply to every stage of a selection procedure, please note that all the proceedings of the selection committee are covered by the confidentiality laid down in Article 6 of Annex III to the Staff Regulations. If at any stage in either part of the selection process you consider that your interests have been prejudiced by a particular decision, you can take the following action:

❑ Request for review

Within five calendar days from the date of notification of the decision, you can send **an email** to:

COMP-SELECTION2023-TACET-AD5@ec.europa.eu

Your request will be forwarded to the Chairman of the selection committee and you will receive a reply as soon as possible.

❑ Appeal

You can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Union. **One** single copy of the complaint should be sent by **one** of the following ways:

- by email, preferably as a PDF file, to the functional mailbox HR-MAIL-F6@ec.europa.eu;
- or
- by post to: European Commission, DG HR.F.6, L107/20, BP-1049 Brussels

The three-month-time limit for initiating this type of procedure (see Staff Regulations <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01962R0031-20210101&qid=1611304898611&from=EN>) starts running from the time you are notified of the act allegedly prejudicing your interests.

You should note that the Appointing Authority does not have the power to amend the decisions of a selection committee. The Court has consistently held that the wide discretion enjoyed by selection committees is not subject to review by the Court unless rules which govern the proceedings of selection committees have clearly been infringed.

❑ Complaint to the European Ombudsman

Like all citizens of the European Union, you can make a complaint to:

European Ombudsman

1 avenue du Président Robert Schuman

CS 30403

F - 67001 Strasbourg Cedex

<https://www.ombudsman.europa.eu/en/home>

Note that complaints made to the Ombudsman have no suspensive effect on the period laid down in Articles 90(2) and 91 of the Staff Regulations for lodging administrative complaints or for submitting judicial appeals.

Note also that, under Article 2(4) of the general conditions governing the performance of the Ombudsman's duties, **any complaint lodged with the Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned (for the procedure, please check:**

<https://www.ombudsman.europa.eu/en/atyourservice/secured/complaintform.faces>