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(Announcements)

ADMINISTRATIVE PROCEDURES

EUROPEAN COMMISSION

Publication of a vacancy for a Director-General (grade AD 15) of the European Anti-Fraud Office (OLAF), Brussels

(Article 29(2) of European Communities Staff Regulations read with Article 12(2) of Regulation (EC) No 1073/1999 of the European Parliament and of the Council)

COM/2010/10255

(2010/C 91 A/01)

The Commission is seeking to recruit the Director-General of the European Anti-Fraud Office (OLAF).

We are

The fight against fraud and other illegal activities affecting the European Union’s financial interests is central to the credibility of the European project.

To this end, OLAF, which is a Directorate-General of the European Commission, investigates allegations of fraud and other illegal activities with financial consequences for the European Union budget, and more generally exercises the Commission’s operational competencies in the area of protection of the European Union’s financial interests, provides assistance to the Member States in the fight against fraud and prepares the Commission’s legislative and regulatory initiatives in this domain.

The Director-General of OLAF has statutory independence in the conduct of investigations. OLAF’s independent investigative powers extend to all EU institutions and bodies, as well as to economic operators with a relationship with the EU budget both in Member States and in third countries.

Outside these investigatory activities, OLAF acts like other Commission Directorates-General in designing and delivering policies within its area of competence, under the political direction of the Commission.

Its investigative activities are scrutinised by a Supervisory Committee made up of five independent persons external to the Commission.
We propose

The Director-General is responsible, in full independence, for the investigative activity of the Office.

Under the supervision of the Commissioner responsible for protection of the European Union's financial interests, the Director-General manages the Office’s contribution to the design of the Commission’s anti-fraud strategy and provides assistance to the Member States by organising close and regular cooperation between their competent authorities in order to coordinate activities aimed at protecting the European Union's financial interests against fraud.

The Director-General manages the Office in accordance with both the Office’s mission statement and the annual operational work programme established under his/her authority.

The Director-General will be responsible for a Directorate-General comprising four Directorates and some 500 staff. He/she will manage a budget of around EUR 50 million. He/she will prepare and submit an independent preliminary draft budget for which he/she will be authorising officer.

The mandate is for five years, renewable once, subject to the normal rules on retirement set out in the Staff Regulations of the European Communities (Regulation (EEC, Euratom, ECSC) No 259/68 as amended).

We look for

Candidates should:

— have significant professional experience and proven success in a senior judicial post or an executive investigative post,

— show strong achievements as a leader, manager and communicator, at strategic and internal management levels, involving the management of large teams and financial resources,

— have an excellent knowledge of the principal legal and practical issues which can occur in the fight against fraud and criminal proceedings in this area,

— be an outstanding and dynamic professional of sound judgement and high conceptual ability with the capacity to develop a clear strategic vision for achieving OLAF’s objectives,

— have excellent interpersonal, decision-making, communication and negotiating skills and be able to build trusted working relationships with stakeholders,

— have the ability to work in a complex multicultural environment and to motivate and develop teams to the best of their potential,

— demonstrate their understanding of and commitment to the independence and guardianship of fundamental rights required in the investigative role.

Preference will be given to candidates who are able to work in English or French.
Applicants must:

1. be a citizen of one of the EU Member States;

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 4 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 3 years;

3. have at least 15 years' postgraduate professional experience obtained subsequent to the completion of the qualifications and any necessary experience referred to in point 2 above, preferably in a field relevant to the mission of OLAF. At least 5 years of that professional experience must have been gained in a management function at high level (1) and should include some direct experience in a field related to this post;

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. (Candidates should note that the selection procedures will be carried out in English, French or German only) (2);

5. be able to complete the full five-year mandate before regular retirement age, which for officials and temporary agents of the European Union is defined as being the end of the month in which the person reaches the age of 65 years (see Article 52(a) of the Staff Regulations and Article 47 of the Conditions of Employment of other Servants).

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 Director-General will be appointed by the European Commission according to its selection and recruitment procedures, after a favourable opinion by the OLAF Supervisory Committee and following consultations with the Council and European Parliament (which may require the candidates to present themselves in a public hearing). During this selection process, candidates may be called for an interview by the Commission's Consultative Committee on Appointments before which they will need to attend a full day assessment centre run by external recruitment consultants.

Salaries and conditions of employment are those laid down in the Staff Regulations for officials occupying a function corresponding to the basic post of Director-General of the European Union.

(1) In their CVs applicants should indicate at least for these 5 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 panels will ensure that no undue advantage is given to native speakers of these three languages.
Applicants should note the requirement under the Staff Regulations for all new staff to complete successfully a 9-month probationary period.

This appointment will be made in Brussels.

**Equal opportunities**

The European Union applies an equal opportunities policy.

**Application procedure**

This post might be published in parallel with a number of other senior official posts. Candidates who wish to apply for more than one post must submit a separate application for each post.

**Before submitting your application, you should carefully check whether you meet all the eligibility criteria, particularly concerning the types of diploma and professional experience required.**

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 (†). 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 be able to do so. Late registrations via normal e-mail will not be accepted as a general rule.

On completion of your online registration, you will receive on screen a registration number that you must note — 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 you must have an e-mail address. This will be used to identify your registration as well as to inform you about the outcome of the procedure. You will be required to inform the Commission about any change in your e-mail address.

You will be required to attach a CV in Word or PDF format to your application and to enter, online, a letter of motivation (maximum 8 000 characters). Both the CV and letter must be written in English, French or German.

Please note that it is not possible to monitor the progress of your application online. You will be contacted directly by the recruiting DG regarding the status of your application.

(†) No later than 12 noon, Brussels time, on 7 May 2010.
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 (*), postmarked no later than the closing date for registration. All subsequent communication between the 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-MANAGEMENT-ONLINE@ec.europa.eu

Contact: Ms Elisabeth KOTTHAUS, tel. +32 22967738, Elisabeth.kotthaus@ec.europa.eu

Closing date

The closing date for registration is 7 May 2010. Online registration will not be possible after 12 noon Brussels time.

(*): European Commission, Directorate-General Human Resources and Security, Unit for Executive Staff and CCA Secretariat, COM/2010/10255, SC11 08/030, 1049 Bruxelles/Brussel, BELGIUM.