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(Announcements)

## ADMINISTRATIVE PROCEDURES

## EUROPEAN COMMISSION

## DG JOINT RESEARCH CENTRE

Publication of a vacancy for a Director-General (grade AD 15)

(Article 29(2) of the Staff Regulations)

COM/2010/10279

(2010/C 238 A/01)

**We are**

The Joint Research Centre (JRC) provides scientific-technical advice and support mainly to policymakers in the other Directorates-General, from conception of policies to monitoring their implementation. It comprises seven research institutes spread across five sites in Europe; the headquarters are in Brussels. It has a staff of 2 750 and an operating budget of EUR 340 million per year. The JRC operates major research facilities and is responsible for its own infrastructure. The research activities of the JRC focus on seven thematic areas:

- Towards an open and competitive economy
- Development of a low carbon society
- Sustainable management of natural resources
- Safety of food and consumer products
- Nuclear safety and security
- Security and crisis management
- Reference materials and measurements

**We propose**

The position of Director-General whose tasks it will be to lead the organisation, to implement its multi-annual strategy and to promote its relations with stakeholders and customers, in particular among the Commission's Directorates-General. The Director-General is responsible for safeguarding and increasing the high reputation of the JRC in both the scientific and policy communities.

**We look for**

Preference will be given to candidates who have:

- proven experience in senior management, including direct responsibility for sizeable staff numbers and budgets, preferably in a large research body or similar organisation at the science-policy interface,
- high-level scientific qualifications (PhD or equivalent experience) and a demonstrated track record in a discipline of relevance to the JRC,
- excellent knowledge of relevant European Union policies and Directorates-General,
- excellent interpersonal, decision-making, communication and negotiating skills.

**Candidates must** (eligibility criteria)

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 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 15 years' postgraduate professional experience at a level to which the qualifications referred to above give admission. At least five years of that professional experience must have been gained in a management function at high level <sup>(1)</sup> and should have 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.
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 Article 52(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 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. The candidates will also be interviewed by representatives of the JRC Board of Governors.

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<sup>(1)</sup> In their CVs applicants should indicate at least for these five 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.

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 AD 15 grade officials of the European Union. 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 might be 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 8 000 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 online. You will be contacted directly by the recruiting DG regarding the status of your application.

<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 noon, Brussels time, on 1 October 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 <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-MANAGEMENT-ONLINE@ec.europa.eu

### **Closing date**

The closing date for registration is **1 October 2010**. Online registration will not be possible after 12 noon Brussels time.

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