

Single Resolution Board

Publication of two vacancies for the function of Member of the Board and Director of Resolution Planning and Decisions

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The Single Resolution Board

The Single Resolution Board (SRB) is the European resolution authority and works in close cooperation with the national resolution authorities of participating Member States — together forming the Single Resolution Mechanism (SRM). The SRB works closely with the European Commission and the European Central Bank (ECB) in safeguarding financial stability. Its mission is to ensure an orderly resolution of failing banks with minimum impact on the real economy and on public finances of the participating Member States and beyond. Therefore, the SRB is granted specific tasks and responsibilities in preparing for and carrying out the resolution of banks that are failing or likely to fail. The SRB is also responsible for managing the Single Resolution Fund (SRF), as established by the SRM Regulation, to ensure that medium-term funding support is available while a bank is being restructured and/or resolved. The SRB is a self-financed agency of the European Union.

The vacancies

The European Commission, in consultation with the SRB, is organising a selection procedure for two Members of the Board and Directors of Resolution Planning and Decisions.

The place of employment will be Brussels (Belgium), where the SRB has its seat.

The successful candidates will take up the duties (i) as voting Members of the SRB decision making bodies — the Board in its Plenary Session and the Executive Session; and (ii) as Directors of Resolution Planning and Decisions in the SRB. As voting Members of the Board in its Plenary Session and Executive Session they will contribute actively to the fulfilment of the Board's tasks and responsibilities, in accordance with the mandate assigned by the SRM Regulation.

In addition, the successful candidates in their capacity of Directors of Resolution Planning and Decisions will be in charge of Resolution Directorates. In particular, the successful candidates will in particular:

- manage day-to-day work of the respective Directorate and ensure its smooth and effective functioning, which will also include a close cooperation with other business areas of the SRB, in particular, among the three Resolution Directorates,
- lead and steer the preparation of the resolution plans for the entities that fall within the Directorate's responsibilities,
- lead and steer the preparation of actions and, if necessary, resolution decisions on the entities that fall within the Directorate's responsibilities,
- manage cooperation with national resolution authorities falling within the Directorate's responsibilities,
- oversee and manage the overall cooperation with the ECB in the context of works between the Internal Resolution Teams and the Joint Supervisory Teams for entities falling within the Directorate's responsibilities,
- contribute, as member of the SRB's senior management, to determining the SRB's policies and mission,
- coordinate work programming at Directorate level, set objectives and determine priorities in the framework of the SRB's overall strategic planning,
- coordinate the work of the units comprising the Directorate, motivate and support the middle management in attaining their objectives and realising their staff members' potential,
- target the achievement of the Directorate's objectives, according to required deadlines and quality standards, and monitor and evaluate the progress,

- ensure smooth cooperation and communication with other Board Members/Directors and Directorates,
- promote positive practices towards the Directorate's internal and external stakeholders, and
- liaise and maintain relations with the EU institutions and bodies and any other public authority and private entity on matters within her/his Directorate's responsibilities.

The successful candidates could also be directly requested by the SRB Chair to perform other tasks that fall within the SRB's responsibilities.

They will report to the SRB Chair on her/his individual contributions as the Directors of Resolution Planning and Decisions.

Eligibility criteria

To be considered for the selection phase, candidates must fulfil the following formal criteria by the closing date for applications:

- *Nationality*: be a national of a Member State of the European Union,
- *University degree or diploma*:
 - have a level of education which corresponds to completed university studies, attested by a diploma, where the normal period of university education is 4 years or more, or
 - have a level of education which corresponds to completed university studies, attested by a diploma, and appropriate professional experience of at least 1 year, where the normal period of university education is at least 3 years (this 1 year's professional experience cannot be included in the postgraduate professional experience required below),
- *Professional experience*: have at least 20 years' postgraduate professional experience acquired after the qualification referred to above was obtained, of which at least 10 years in areas relevant to the supervision, restructuring or resolution of financial institutions and the regulation of financial markets ⁽¹⁾,
- *Senior management experience*: at least 5 years of professional experience in leading an organisation in a senior executive position ⁽²⁾, and
- *Languages*: have a thorough knowledge of one of the official languages of the European Union ⁽³⁾ and a satisfactory knowledge of at least another official language of the European Union.

Selection panels may verify during the interview(s) whether applicants comply with the requirement of a satisfactory knowledge of another official EU language. This could include part of the interview being conducted in this other language.

There is no age limit.

Selection criteria

Candidates should have:

- a deep knowledge of the banking and financial sector,
- thorough experience in one or more of the following domains: supervision, restructuring or resolution of financial institutions, regulation of financial markets, banking in particular,

⁽¹⁾ Professional experience will be counted from the date on which the applicant acquired the minimum qualification for access to the profile in question. Only duly documented professional activities (i.e. remunerated employment or self-employment) are taken into account. Part-time work will be taken into account in proportion to the percentage of full-time hours worked. Periods of education or training and unremunerated traineeships are not taken into account. Fellowships, grant-funded activity and PhDs can be counted as professional experience up to a maximum of three years.

⁽²⁾ Candidates are explicitly requested to indicate for each management/leadership position held: (1) the title and role of positions held; (2) the number of staff overseen in these positions; (3) the size of budgets managed; and (4) the number of hierarchical layers above and below them and the number of peers.

⁽³⁾ <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01958R0001-20130701&qid=1408533709461&from=EN>

- knowledge of the EU institutions and EU decision-making processes together with experience relevant to the activities of the SRB either in European and international processes or as a minimum in private sector at international level,
- experience in successfully leading large teams with multidisciplinary (and, ideally, multicultural) backgrounds at a senior management level and in motivating staff to achieve high levels of performance,
- proven ability to take and implement decisions, both at strategic and operational level,
- an outstanding sense of leadership and experience in working in a multicultural environment,
- excellent coordination and analytical skills and ability to build sound working relationships with high-level representatives of relevant stakeholders,
- an outstanding sense of responsibility and initiative and the ability to develop actions and implement them, in particular in situations of crisis management,
- excellent communication, presentation and interpersonal skills; a very good command of English is necessary, as it is the working language of the SRB.

Independence and declaration of interests

Members of the Board, in its Plenary and Executive session must act independently and only in the Union's interest and may neither seek nor take instructions from the institutions or bodies of the European Union, any Member State government or any other public or private body. Once appointed for the function of Member of the Board/Director of Resolution Planning and Decisions, she/he will be a full-time professional and may not hold any other office at national, Union or international level.

She/he will be required to submit before appointment:

- a declaration of commitment to act independently in the public interest, and
- a declaration in respect of any interests which might be considered prejudicial to the candidate's independence.

Candidates must confirm their willingness to do so in their application⁽⁴⁾. When appointed, the Board Member will be subject to the Code of Conduct, and as Director of Resolution Planning and Decisions subject to the Staff Regulations and the Conditions of Employment of Other Servants, more specifically its Title II and the code of ethics and good administrative behaviour for staff of the SRB.

SELECTION AND APPOINTMENT

1. The European Commission, in consultation with the SRB, sets up a selection panel which assesses all applications. Candidates who are considered to possess the most suitable profile for two functions of the Members of the Board/Directors of Resolution Planning and Decisions will be called to an interview with this selection panel.
2. Following these interviews, the selection panel draws up a first list of candidates, based on their merits and the selection criteria set out in the vacancy notice. These candidates can be invited for further interviews with the European Commission's Consultative Committee on Appointments (CCA). Prior to this interview, they will go through an assessment centre run by external recruitment consultants.
3. The CCA adopts a shortlist. These candidates will be invited for an interview with one or more Members of the European Commission.
4. On the basis of the outcome of this selection process, and after hearing the Board, in its Plenary Session, the European Commission adopts a shortlist of suitable candidates for two positions of Members of the Board/Directors of Resolution Planning and Decisions. This shortlist is transmitted to the European Parliament for approval; at the same time, the Council of the European Union is informed.

⁽⁴⁾ https://srb.europa.eu/sites/srbsite/files/code_of_conduct.pdf

5. The European Commission shall then submit a proposal for the appointments of two Members of the Board/Directors of Resolution Planning and Decisions to the European Parliament for approval.

6. Following approval of that proposal, the Council adopts an implementing decision to appoint two Members of the Board/Directors of Resolution Planning and Decisions. The Council acts by qualified majority. Candidates may be required to undergo further interviews and/or tests in addition to those indicated above.

For functional reasons and to complete the selection procedure as quickly as possible in the interest of the applicants as well as that of the institution, the European Commission carries out this selection procedure in English only. It will ensure that no undue advantage is given to native speakers of this language.

This call for applications is the basis on which the European Commission's proposal for the appointments of two Members of the Board and Directors of Resolution Planning and Decisions to the European Parliament will be established. Inclusion on the shortlist to be transmitted to the European Parliament or in the proposal for appointment is no guarantee of appointment. Candidates should note that the shortlist could become public once it has been adopted by the European Commission.

Equal opportunities

The European Union institutions apply a policy of equal opportunities and accept applications without discrimination on the grounds of gender, 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.

Conditions of employment

Each Member of the Board and Director of Resolution Planning and Decisions is appointed for a non-renewable period of 5 years. The Member of the Board and Director of Resolution Planning and Decisions will be considered on par with the Registrar of the Court of Justice of the European Union as regards emoluments and pensionable age, as laid down in Regulation No 422/67/EEC⁽⁵⁾. His/her salary will be based on grade AD 16, step 3, subject to a multiplication factor equal to 101 % of the salary for that grade and step⁽⁶⁾. However, he/she will not be subject to a maximum retirement age. For all other employment conditions, the Staff Regulations and the Conditions of Employment of Other Servants apply by analogy.

HOW TO APPLY

Please note: Before submitting your application, please, check carefully whether you meet all eligibility criteria, particularly concerning the required types of diploma as well as high-level professional and managerial experience as well as your linguistic capacity. Failure to possess any of these eligibility requirements means an automatic exclusion from the selection procedure. Applications should be made 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.

You will have to create a profile before you can enter your application. To complete your application, you will need to upload a CV in PDF format and enter, online a letter of motivation (maximum 8 000 characters). You also need a valid email address. This will be used to confirm your registration and to remain in contact during the selection procedure. Therefore, please, keep the European Commission informed of any change of email address. Once you have finished your online registration, you will receive an email confirming that your application has been registered. If you do not receive this confirmation mail, your application has not been registered!

Please note that it is not possible to monitor the progress of each application online. You will be contacted directly regarding the status of your application. To facilitate the selection process, all communication with candidates concerning this selection procedure will be in English only.

If you require more information and/or encounter technical problems, please send an email to: HR-MANAGEMENT-ONLINE@ec.europa.eu

⁽⁵⁾ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1967R0422:20040501:EN:PDF> amended by Regulation (EU, Euratom) No 904/2012: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2012:269:0001:0002:EN:PDF>

⁽⁶⁾ See Article 66 of Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

Closing date

The deadline for applications is **29 April 2019**. Online registration will not be possible after 12.00 noon Brussels time. 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 no longer be able to introduce any data. Late registrations are not accepted. The Commission reserves the right to extend the closing date of this vacancy by publication in the *Official Journal of the European Union* only.

Important information for applicants

Applicants are reminded that the work of the selection committees is confidential. It is forbidden for applicants to make direct or indirect contact with members of these committees, or for anybody to do so, on their behalf.

Protection of personal data

The Commission and the SRB will ensure that candidates' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data ⁽⁷⁾.

⁽⁷⁾ OJ L 295, 21.11.2018, p. 39.