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| <u>Notice No</u> | Contents | Page |
|------------------|---|------|
| | I <i>Information</i> | |
| | | |
| | II <i>Preparatory Acts</i> | |
| | | |
| | III <i>Notices</i> | |
| | Europol | |
| 2004/C 210 A/01 | Europol notice of recruitment: Director | 1 |

III

(Notices)

EUROPOL

EUROPOL NOTICE OF RECRUITMENT: DIRECTOR

(2004/C 210 A/01)

Europol considers that a balanced representation of women and men is important, as well as an adequate representation of nationals of all Member States, taking into account a fair geographical representation, and of the official languages of the European Union. Therefore, Europol particularly encourages women from all Member States to apply for this vacancy.

1. **EUROPOL MISSION**

Europol is the European Union law enforcement organisation that handles criminal intelligence. Its aim is to improve the effectiveness and cooperation between the competent authorities of the Member States in preventing and combating serious international organised crime. The mission of Europol is to make a significant contribution to the European Union's law enforcement action against organised crime, with an emphasis on targeting criminal organisations.

2. **JOB DESCRIPTION**2.1. **Key accountabilities for Director at Europol**

1. Provides leadership and direction to Europol in fulfilling the objectives set out in the Europol Convention and as given by the Justice and Home Affairs Council and its supervisory bodies, such as the Management Board.
2. Ensures the strategic development of Europol as an international multi-agency law enforcement organisation within the European Union Third Pillar framework.
3. Establishes, maintains and further develops links with the relevant law enforcement agencies of the Member States and EU bodies, as well as with non-EU States and other international organisations.
4. Provides proper preparation and implementation of the Management Board's decisions.
5. Assumes responsibility for the overall management of Europol, in particular for the business plan (work programme, five-year business plan), the financial management (budget planning, five-year financial plan) and human resources management.
6. Represents Europol to the media and on the occasion of meetings and conferences, as required.
7. Is Europol's legal representative.

2.2. **Personal skills required**

A strategic leader of the highest calibre with proven senior management experience is required for the post of Director of Europol.

Applicants will be required to:

1. be a leader or a member of a top management team in a dynamic and complex organisation, preferably a law enforcement organisation;
2. possess proven leadership skills (effectiveness in getting ideas accepted and delivering positive results);
3. demonstrate strong entrepreneurial skills in identifying and pursuing new areas of activities, where Europol services can benefit the law enforcement chain;
4. exhibit strategic understanding (display breadth of vision, the ability to grasp critical issues quickly and the ability to apply strategic vision to the solution of practical problems);
5. be able to communicate effectively (fluently, clearly and concisely, orally and in writing) with both internal and external audiences and with the media. A thorough knowledge of one of the official languages of the European Union and a satisfactory knowledge of another such language is required to the extent necessary for the performance of the duties;
6. maintain and demonstrate a high level of honesty and integrity;
7. have excellent diplomatic and negotiation skills as well as the ability to deal with sensitive issues at highest administrative and political levels;
8. possess strong interpersonal skills with the ability to inspire and motivate staff in an organisation which respects diversity, such as different backgrounds, nationalities and genders (to be impartial, flexible and non-defensive in interactions, work cooperatively and supportively in a team);
9. be resilient (to maintain high effectiveness and a positive approach in the face of opposition and adversity);
10. be an effective planner and organiser (able efficiently to establish and monitor an appropriate course of action for him/herself and others to accomplish a specific goal by using resources appropriately and delegating effectively);
11. be educated to university degree level or equivalent;
12. possess practical experience in the field of international law enforcement cooperation and knowledge of international treaties and conventions on international cooperation in mutual legal and law enforcement assistance;
13. have a clear understanding of modern information technology.

3. CONDITIONS OF EMPLOYMENT

Candidates may be engaged only on the condition that he/she is a national of one of the Member States of the European Union and enjoys full rights as a citizen on the day of his/her application.

The legal framework of this recruitment procedure is provided for by the Europol Convention and the Council Act of 3 December 1998 laying down the Staff Regulations applicable to Europol Employees (1999/C 26/07), as amended by the Council Act of 19 December 2002 (2003/C 24/01).

Additional information may be found at www.europol.eu.int.

3.1. Appointment

The successful candidate will be appointed by the Council, after obtaining the opinion of the Europol Management Board, for a four-year period, renewable once.

3.2. **Salary**

Salary scale: 1

The basic salary is EUR 14 649,08.

In addition, when relevant, family allowances can be granted:

- 5 % of the basic salary — household allowance,
- EUR 275,04 per dependent child,
- EUR 1 195,85 — expatriation allowance.

Social contributions and taxes have to be deducted from the abovementioned amounts.

4. **SECURITY SCREENING**

The successful applicant shall be subject to security screening in compliance with the confidentiality regulations adopted pursuant to Article 31 of the Europol Convention.

5. **IMPORTANT DATES**

Deadline for application: 60 days from publication in the *Official Journal of the European Union*.

Selection procedure: last quarter 2004.

Starting date: first quarter 2005.

6. **APPLICATIONS**

Applicants are requested to submit their applications in writing using the application form available on the Europol website to:

The Chairman of the Europol Management Board
c/o Head of Human Resources
Europol
Raamweg 47
PO Box 90850
2509 LW The Hague
The Netherlands
Fax (31-70) 318 08 61
www.europol.eu.int

Contact Person:
Mr L. Van Kampen, Assistant Director Resources
Tel. (31-70) 302 53 60
E-mail: hru@europol.eu.int
