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(Notices)

EUROPOL

NOTICE OF RECRUITMENT

DEPUTY DIRECTOR

(2006/C 245 A/01)

The European Police Office (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.

EUROPOL MISSION

The objective of Europol shall be to assist in improving the effectiveness and cooperation of the competent authorities in the Member States in preventing and combating all forms of serious international crime and terrorism. This mission is fulfilled in a mainly English-speaking environment.

1. JOB DESCRIPTION**A. Key accountabilities for Europol Deputy Directors**

1. provide leadership and direction to the department in fulfilling the Europol objectives;
2. ensure day-to-day administration and personnel management at departmental level;
3. provide proper preparation and implementation of decisions of relevant bodies;
4. ensure proper preparation and implementation of budget related issues at departmental level;
5. support and assist the Director in the strategic development of Europol;
6. monitor the business planning and the performance management within the department;
7. promote the achievements of Europol to the media;
8. manage and promote the development of awareness programmes;

9. maintain close liaison and hold regular discussions with other departments;
10. represent and replace the Director as and when required;
11. perform any other task assigned to them by the Director.

B. Specific accountabilities for the vacant post

Without prejudice to the Director's definition of tasks and responsibilities, the successful candidate will be, in particular, responsible for:

1. managing and supervising the Information Management and Technology Department and coordinating its units;
2. further develop and monitor the implementation of the following strategies:
 - (a) information management and communication technology strategy;
 - (b) intelligence strategy (including intelligence model);
 - (c) liaison bureaux strategy;
3. managing the completion of the development and implementation of the information system;
4. providing a framework within the organisation for the coherent management of all its databases;
5. ensuring an effective and efficient data storage and transmission between Europol and other cooperation partners with whom Europol has an agreement;
6. sponsoring the professionalism of Europol services in the field of information management and communication technology;
7. acting as confidentiality coordinator;
8. supervising the enlargement project;
9. Acting as the Directorate point of contact for liaison bureaux support.

2. PERSONAL SKILLS REQUIRED

Applicants will need to demonstrate a thorough understanding of Information Management and Communication Technology at a senior management level, preferably within an international context. Knowledge and experience in the law enforcement environment would be considered an asset.

In addition, applicants will be required to:

1. be educated to university degree level or equivalent;
2. be an experienced manager of senior rank (minimum 10 years of managerial experience);
3. possess proven leadership skills (effectiveness in getting ideas accepted and in guiding a group or an individual to accomplish a task);

4. demonstrate strong entrepreneurial skills in identifying and pursuing new areas of activities;
5. exhibit strategic understanding (display breadth of vision, the ability to grasp critical issues quickly and be able to apply strategic vision to the solution of practical problems);
6. be able to communicate effectively (fluently, clearly and concisely, orally and in writing) with both internal and external audiences and with the media. A sound knowledge of at least two official languages of the European Union is required;
7. demonstrate and maintain a high level of honesty and integrity (through personal behaviour and example for others, including transparency in actions and decision-making and encouraging ethical behaviour in others);
8. exhibit well-developed influencing skills at the most senior levels (influence others towards agreement and commitment);
9. have good diplomatic skills and ability to deal with sensitive issues at the highest administrative and political levels;
10. possess strong interpersonal skills with the ability to inspire and motivate staff from a variety of backgrounds and nationalities (be flexible and non-defensive in interactions, work cooperatively and supportively in a team);
11. be resilient (maintain high effectiveness and a positive approach in the face of opposition and adversity);
12. display innovation (ability to generate fresh solutions to work situations, recognise and accept imaginative solutions);
13. be an effective planner and organiser (able to establish and monitor an appropriate course of action for self and others to accomplish a specific goal by using resources appropriately and delegating effectively).

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 ⁽¹⁾, as amended by the Council Act of 19 December 2002 ⁽²⁾.

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

4. 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.

⁽¹⁾ OJ C 26, 30.1.1999, p. 23.

⁽²⁾ OJ C 24, 31.1.2003, p. 1.

5. SALARY

Salary scale: 2

The basic salary is EUR 13 180,56

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

- 5 % of the basic salary — household allowance,
- EUR 275,59 per dependant child,
- EUR 1 198,24 — expatriation allowance

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

6. 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.

7. IMPORTANT DATES

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

Selection procedure: first quarter 2007.

Starting date: 1 July 2007.

8. 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 C. Jechoutek, Assistant Director
Tel. (31-70) 302 53 61
E-mail: hru@europol.eu.int
