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V

(Announcements)

ADMINISTRATIVE PROCEDURES

EUROPEAN PERSONNEL SELECTION OFFICE (EPSO)

NOTICE OF OPEN COMPETITIONS EPSO/AD/178-179/10

(2010/C 110 A/01)

Are you interested in working for the European institutions?
Does your profile meet our criteria?
Why not apply?
Give yourself a chance to succeed.

The European Personnel Selection Office (EPSO) is organising open competitions, based on qualifications and tests, to establish a reserve pool from which to recruit administrators (*) (AD 5).

EPSO/AD/178/10 — Librarianship/Information Science
EPSO/AD/179/10 — Audiovisual

The purpose of these competitions is to draw up reserve lists from which to fill vacant posts in the institutions of the European Union, in particular the European Parliament, the Council, and the Court of Justice.

The European Commission is not associated with these competitions and will not be recruiting anyone from the reserve list.

Before applying, you should read carefully the guide published in Official Journal C 57 A of 9 March 2010 and on the EPSO website.

This guide is an integral part of the competition notice and will help you to understand the rules governing the procedure and how to apply.

(*) Any reference in this notice to a person of the male sex must be deemed also to constitute a reference to a person of the female sex.

CONTENTS

I. GENERAL BACKGROUND

1. Number of successful candidates	EPSO/AD/178/10 = 19 EPSO/AD/179/10 = 9
2. Remarks	**EPSO is also publishing the following parallel open competitions:** **EPSO/AD/180/10 — Information systems security (INFOSEC)** **EPSO/AD/181/10 — Competition law** **EPSO/AD/182/10 — Industrial economics** You may not apply for more than one of these 5 competitions. You must make your choice when you apply on-line and you will not be able to change it after you have confirmed and validated your on-line application form.

II. DUTIES

AD 5 is the grade at which graduates enter an administrator's career in the European institutions. Administrators recruited at this grade can undertake, under supervision, three main types of work in the institutions: policy formulation, operational delivery, and resource management. We are particularly looking for candidates with a potential for career development.

The specific profiles sought are described in the annexes.

The general profile of candidates sought by the institutions is described in point 1.2 of the guide to open competitions.

III. ELIGIBILITY

On the closing date for on-line applications, you must fulfil all the following general and specific conditions:

1. General conditions

a) You must be a citizen of one of the Member States of the European Union.

b) You must enjoy your full rights as a citizen.

c) You must have fulfilled any obligations imposed on you by the laws on military service.

d) You must meet the character requirements for the duties involved.

2. Specific conditions

2.1	**Qualifications** See the annexes.
2.2	**Knowledge of languages** **The official languages of the European Union are:**

BG (Bulgarian)   FI (Finnish)   NL (Dutch)
CS (Czech)   FR (French)   PL (Polish)
DA (Danish)   GA (Irish)   PT (Portuguese)
DE (German)   HU (Hungarian)   RO (Romanian)
EL (Greek)   IT (Italian)   SK (Slovak)
EN (English)   LT (Lithuanian)   SL (Slovenian)
ES (Spanish)   LV (Latvian)   SV (Swedish)
ET (Estonian)   MT (Maltese)

(a) Language 1	**Main language:** A thorough knowledge of one of the official languages of the European Union.
and	
(b) Language 2	**Second language (must be different from language 1):** A satisfactory knowledge of English, French or German.

IV. ADMISSION TESTS

Admission tests will be organised only if the number of candidates applying exceeds a certain limit ([1]). In this case you will be informed via your EPSO account.

1. You will be invited to sit the tests:	**If, when submitting your on-line application,** you have declared that you fulfil the general and specific conditions listed in section III.	
2. Nature and marking of tests	A series of tests comprising multiple-choice questions to assess your general ability as regards:	
Test (a)	Verbal reasoning	Marking: 0–20 Pass mark: 10

([1]) After the closing date for applications, EPSO, as the appointing authority, will decide whether to organise admission tests if the number of candidates is likely to pose operational difficulties or to lengthen the competition procedure unduly. The threshold number may vary from one competition to another.

Test (b)	Numerical reasoning	Marking: 0–10
Test (c)	Abstract reasoning	Marking: 0–10
		The aggregate pass mark for tests (b) and (c) is 10.
3. Language of the tests	Language 2 (English, French or German)	

V. ADMISSION TO THE COMPETITION AND INVITATION TO THE ASSESSMENT CENTRE

1. Admission to the competition

The information given in your on-line application will be checked against the general and specific conditions to identify those applicants who satisfy the eligibility requirements for the competition.

If admission tests are held.

Candidates' applications are examined in descending order of marks obtained in the admission tests until the threshold is reached of candidates who:

— obtained the best marks (of those with pass marks) in the admission tests, and

— satisfy the eligibility conditions.

The threshold is 6 times the number of successful candidates indicated in the competition notice. Where a number of candidates tie for the last available place, they will all be included in the selection phase based on qualifications. On-line applications of candidates below the threshold will not be examined.

2. Invitation to the assessment centre: Selection on the basis of qualifications

To identify candidates who can be admitted to the assessment centre, the selection board will select candidates on the basis of their qualifications after having established the criteria by which it will assess those qualifications. Candidates will be selected on the basis of the information given in their on-line applications forms. The selection board will select those candidates who satisfy the eligibility conditions and who possess the qualifications (especially diplomas and professional experience) that are most relevant in terms of quality and level to the nature of the duties described in the competition notice (see the selection criteria in the Annex). Selection will be on the basis of the following marking scheme:

(a) each selection criterion is weighted between 1 and 3, according to how important the board considers it to be;

(b) the selection board will give a mark of between 1 and 4 for each criterion, depending on the candidate's qualifications;

It will then draw up a list ([2]) of candidates in the order of the marks awarded.

The number of candidates admitted to the assessment centre will be approximately three times the number of successful candidates indicated in the competition notice and will be published on EPSO's website (www.eu-careers.eu).

([2]) Candidates not invited to the assessment centre can obtain a copy of the selection board's evaluation sheet concerning their qualifications by submitting a request within 10 days of being notified of the results.

3. **Verification of information given by candidates**

Following the assessment centre session, the information given by candidates in their on-line applications will be verified against the general conditions by EPSO and against the specific conditions and selection criteria by the selection board. If verification shows that the information given is not borne out by the appropriate supporting documents, candidates will be eliminated from the competition.

Applications are verified for candidates with pass marks who obtained the best aggregate marks in tests (d), (e) and (f) in the assessment centre session, in descending order of merit (see section VI). These candidates must also, where applicable, have obtained pass marks in the aptitude tests (^{3}) (a), (b), and (c) (see section VI). Verification will continue until the threshold number of candidates is reached who can be placed on the reserve list and who actually fulfil all the conditions for admission. The files of candidates below this threshold will not be examined.

VI. **OPEN COMPETITION**

1. Invitation to the assessment centre:	You will be invited to attend an assessment centre session, which will normally be held in Brussels over the course of a day, if: — you are one of the candidates with the highest marks in the admission tests (^{4}) (if such tests were held, see IV) and at least the pass marks; **and** — the information given in your on-line application shows that you fulfil the general and specific conditions listed in section III; **and** — you obtained one of the highest marks in the selection based on qualifications.
2. Assessment centre	You will be assessed on your specific reasoning competencies **if they have not already been assessed in admission tests**. Assessment will be by means of: (a) a verbal reasoning test (b) a numerical reasoning test (c) an abstract reasoning test. You will be assessed on your specific competencies in the field and the following general competencies: — **Analysis and problem solving** — **Communicating** — **Delivering quality and results** — **Learning and development** — **Prioritising and organising** — **Resilience** — **Working with others** — **Leadership** More information on these competencies can be found in point 1.2 of the guide to open competitions. These competencies are tested by means of: (d) a case study in the chosen field, (e) group exercises, (f) a structured interview.

(^{3}) For operational reasons these tests may be held during the assessment centre session, but they come under the responsibility of EPSO rather than the selection board.

(^{4}) Where a number of candidates tie for the last available place, they will all be invited to the assessment centre.

3. Languages for the assessment centre	Language 2 (English, French, or German) for tests (a) to (f).
	Your knowledge of your main language (language 1) will also be tested during test (d) (case study).
4. Marking	**Reasoning** (where applicable)
	(a) (verbal) 0 — 20
	Pass mark: 10
	(b) (numerical) 0 — 10
	(c) (abstract) 0 — 10
	The aggregate pass mark for tests (b) and (c) is 10.
	Tests (a), (b), and (c) are eliminatory, but the marks will not be added to the marks for the other assessment centre items.
	Specific competencies
	Marking: 0 — 100
	Pass mark: 50
	General competencies
	Marking: 0 — 80 in total for all general competencies (10 per competency)
	Pass mark:
	3 for each competency **and**
	an aggregate of 40 for all 8 general competencies.

VII. RESERVE LISTS

1. Candidates placed on the reserve lists	The selection board will place you on the reserve list ([5]) (see number of successful candidates, section I.1) if you are among the candidates who satisfy all the conditions set out in section V.
2. Classification	The lists will be drawn up by competition and by merit group (maximum of four groups) and names will be listed in alphabetical order within each group.

VIII. HOW TO APPLY

1. On-line applications	You must apply on-line following the instructions on the EPSO website.
	Closing date: 28 May 2010 at 12.00 (midday), Brussels time
2. Submission of application files	If you are one of the candidates invited to the assessment centre, you will have to submit, if asked **at a later stage**, a full application file (signed on-line application form and supporting documents).
	Closing date: You will be informed of the closing date via your EPSO account.
	Procedure: See point 2.2 of the guide to open competitions.

([5]) Where a number of candidates tie for the last available place, they will all be placed on the reserve list.

ANNEX 1

EPSO/AD/178/10 — ADMINISTRATORS (AD 5)

LIBRARIANSHIP/INFORMATION SCIENCE

1. Nature of duties

The general role of administrators in the field of librarianship/information science is to manage and provide professional information services.

Please note that, in this competition, we are not looking for information technologists (IT), archivists or document/records managers.

The main duties involved, which may vary from one institution to another, include:

— Management of information services, including managing general and specialist information research services or a library, operating an information service intranet site with licensed commercial online databases and providing information training.

— Management of controlled vocabularies, cataloguing and indexing processes; collection management; professional data management.

— Specialist information research and management of information resources in particular policy areas and/or client groups.

— Professional leadership roles and/or specialism in a particular area of service such as reference, professional standards, client training, copyright, innovation or information technology developments.

— Management of ad hoc working groups and project teams.

— Analysing and summarising policy information, and writing reports and management reviews.

— Answering clients' information requests, selecting information, cataloguing and indexing documents, making presentations and providing training to clients.

— The duties of law librarian (at the Court of Justice of the European Union in Luxembourg).

2. Qualifications

You must have a level of education which corresponds to completed university studies equivalent to at least three years attested by a diploma in information science, documentation, or librarianship (studies in computer science (IT) and archive management do not count),

or

a level of education which corresponds to completed university studies equivalent to at least three years attested by a diploma, followed by at least one year's training attested by a diploma in information science, documentation, or librarianship (studies in computer science (IT) and archive management do not count).

For the law librarian profile

You must have a level of education which corresponds to completed university studies equivalent to at least three years attested by a diploma in law and at least two years' training or professional experience in the field of librarianship.

3. Selection on the basis of qualifications

The focus of this job description is on skills with people (clients, staff) and skills with information in all forms. These roles are less concerned with the traditional management of books and documents and much more with bringing precise and relevant information to meet client needs. To achieve this, many types of management skills in a professional information context are required: service management, marketing, quality, human and financial resource management and contract management.

Therefore, when assessing candidates' qualifications, the selection board will take into account, in particular:

— practical knowledge of information service operations and management;

— practical knowledge of client services, quality and marketing, and online information services;

— knowledge of EU affairs, national and/or EU and/or international law;

— knowledge of the following subjects: political science, international relations, economics and science; or strong subject knowledge of any other policy area relevant to the activities of the European institutions;

— excellent knowledge of the information environment and official languages of one or more of the following countries: Austria, Cyprus, Estonia, France, Ireland, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Slovakia, United Kingdom would be desirable;

— practical knowledge of cataloguing and indexing;

— for the law librarian profile, the selection board will take particular account of knowledge of librarianship and of EU law, without regard to language preferences.

ANNEX 2

EPSO/AD/179/10 — AUDIOVISUAL — ADMINISTRATORS (AD 5)

AV ENGINEER/PRODUCER

The EU institutions are seeking engineers and producers in the audiovisual field. They will be employed at the respective institutions in the audiovisual services which are responsible for the coverage of the activities of these EU bodies as well as for making audiovisual productions.

The AV engineers will be responsible for the proper functioning of the technical audiovisual infrastructure.

The audiovisual producers will be responsible for making audiovisual productions and the coverage of institutional activities in general.

Management of internal and external technical staff will be required in both positions.

1. **Nature of duties**

— Operating, maintaining, supervising, and adjusting broadcasting and multimedia equipment;

— Analysing and specifying the technical aspects of new equipment in the light of technological developments and user needs;

— Producing and defining the production conditions for audiovisual/multimedia programmes;

— Developing broadcast and multimedia audiovisual production;

— Developing and devising new projects;

— Helping to prepare and draw up specifications.

2. **Qualifications**

You must have a level of education which corresponds to completed university studies of at least three years attested by a diploma in broadcast and multimedia audiovisual technologies, electronics, or computer science; broadcast and multimedia audiovisual production.

or

You must have a level of education which corresponds to completed university studies of at least three years attested by a diploma, followed by at least one year's training attested by a diploma in broadcast and multimedia audiovisual technologies, electronics, or computer science; broadcast and multimedia audiovisual production.

3. **Selection on the basis of qualifications**

The selection board will take account of the following:

— Knowledge of electronics and the various technologies relating to television and radio

— Knowledge of information technology (databases, file and operating systems, servers, networks, internet)

— Knowledge of information technology relating to audiovisual broadcasting and multimedia (video and audio compression, transmission, streaming, video-on-demand)

— Practical knowledge of production of broadcast and multimedia audiovisual programmes.

NOTICE OF OPEN COMPETITIONS EPSO/AD/180-181-182/10

(2010/C 110 A/02)

Are you interested in working for the European institutions?
Does your profile meet our criteria?
Why not apply?
Give yourself a chance to succeed.

The European Personnel Selection Office (EPSO) is organising open competitions, based on qualifications and tests, to establish a reserve pool from which to recruit administrators (*) (AD 7 and AD 8).

EPSO/AD/180/10 — Information systems security (INFOSEC)
EPSO/AD/181/10 — Competition law
EPSO/AD/182/10 — Industrial economics

The purpose of this competition is to draw up reserve lists from which to fill vacant posts in the institutions of the European Union, in particular the Council and the Commission.

> *Before applying, you should read carefully the guide published in Official Journal C 57 A of 9 March 2010 and on the EPSO website.*
>
> *This guide is an integral part of the competition notice and will help you to understand the rules governing the procedure and how to apply.*

CONTENTS

I. GENERAL BACKGROUND

1. Number of successful candidates	EPSO/AD/180/10 = 16 EPSO/AD/181/10 = 14 EPSO/AD/182/10 = 14
2. Remarks	**EPSO is also publishing the following parallel open competitions:** **EPSO/AD/178/10 — Librarianship/Information Science** **EPSO/AD/179/10 — Audiovisual** You may not apply for more than one of these 5 competitions. You must make your choice when you apply on-line and you will not be able to change it after you have confirmed and validated your on-line application form.

(*) Any reference in this notice to a person of the male sex must be deemed also to constitute a reference to a person of the female sex.

II. DUTIES

The specific profiles sought are described in the annexes.

The general profile of candidates sought by the institutions is described in point 1.2 of the guide to open competitions.

III. ELIGIBILITY

On the closing date for on-line applications, you must fulfil all the following general and specific conditions:

1. General conditions

a) You must be a citizen of one of the Member States of the European Union.
b) You must enjoy your full rights as a citizen.
c) You must have fulfilled any obligations imposed on you by the laws on military service.
d) You must meet the character requirements for the duties involved.

2. Specific conditions

2.1	**Qualifications**
	See the annexes.
2.2	**Professional experience**
	See the annexes.
2.3	**Knowledge of languages**
	The official languages of the European Union are:

BG (Bulgarian)	FI (Finnish)	NL (Dutch)
CS (Czech)	FR (French)	PL (Polish)
DA (Danish)	GA (Irish)	PT (Portuguese)
DE (German)	HU (Hungarian)	RO (Romanian)
EL (Greek)	IT (Italian)	SK (Slovak)
EN (English)	LT (Lithuanian)	SL (Slovenian)
ES (Spanish)	LV (Latvian)	SV (Swedish)
ET (Estonian)	MT (Maltese)	

(a) Language 1	**Main language:**
	A thorough knowledge of one of the official languages of the European Union.
and	
(b) Language 2	**Second language (must be different from language 1):**
	A satisfactory knowledge of English, French or German.

IV. ADMISSION TO THE COMPETITION AND INVITATION TO THE ASSESSMENT CENTRE

1. Admission to the competition

The information given in your on-line application will be checked against the general and specific conditions to identify those applicants who satisfy the eligibility requirements for the competition.

2. Invitation to the assessment centre: Selection on the basis of qualifications

To identify candidates who can be admitted to the assessment centre, the selection board will select candidates on the basis of their qualifications after having established the criteria by which it will assess those qualifications. Candidates will be selected on the basis of the information given in their on-line applications forms. The selection board will select those candidates who satisfy the eligibility conditions and who possess the qualifications (especially diplomas and professional experience) that are most relevant in terms of quality and level to the nature of the duties described in the competition notice (see the selection criteria in the Annex). Selection will be on the basis of the following marking scheme:

a) each selection criterion is weighted between 1 and 3, according to how important the board considers it to be;

b) the selection board will give a mark of between 1 and 4 for each criterion, depending on the candidate's qualifications;

It will then draw up a list (¹) of candidates in the order of the marks awarded.

The number of candidates admitted to the assessment centre will be approximately three times the number of successful candidates indicated in the competition notice and will be published on EPSO's website (www.eu-careers.eu).

3. Verification of information given by candidates

Following the assessment centre session, the information given by candidates in their on-line applications will be verified against the general conditions by EPSO and against the specific conditions and selection criteria by the selection board. If verification shows that the information given is not borne out by the appropriate supporting documents, candidates will be eliminated from the competition.

Applications are verified for candidates with pass marks who obtained the best aggregate marks in tests (d), (e) and (f) in the assessment centre session, in descending order of merit (see section V). These candidates must also have obtained pass marks in the aptitude tests (²) (a), (b), and (c) (see section V). Verification will continue until the threshold number of candidates is reached who can be placed on the reserve list and actually fulfil all the conditions for admission. The files of candidates below this threshold will not be examined.

V. OPEN COMPETITION

1. Invitation to the assessment centre	You will be invited to attend an assessment centre session, which will normally be held in Brussels over the course of a day, if:
	— the information given in your on-line application shows that you fulfil the general and specific conditions listed in section III; **and**
	— you obtained one of the highest marks (³) in the selection based on qualifications.
2. Assessment centre	You will be assessed on your reasoning competencies by means of:
	(a) a verbal reasoning test
	(b) a numerical reasoning test
	(c) an abstract reasoning test.
	You will be assessed on your specific competencies in the field and the following general competencies:
	— **Analysis and problem solving**
	— **Communicating**
	— **Delivering quality and results**
	— **Learning and development**
	— **Prioritising and organising**
	— **Resilience**
	— **Working with others**
	— **Leadership**
	More information on these competencies can be found in point 1.2 of the guide to open competitions.
	These competencies are tested by means of:
	(d) a case study in the chosen field,
	(e) group exercises,
	(f) a structured interview.

(¹) Candidates not invited to the assessment centre can obtain a copy of the selection board's evaluation sheet concerning their qualifications by submitting a request within 10 days of being notified of the results.
(²) For operational reasons these tests will be held during the assessment centre session, but they come under the responsibility of EPSO rather than the selection board.
(³) Where a number of candidates tie for the last available place, they will all be invited to the assessment centre.

3. Languages for the assessment centre	Language 2 (English, French, or German) for tests (a) to (f). Your knowledge of your main language (language 1) will also be tested during test (d) (case study).

4. Marking	**Reasoning**
	
	(a) (verbal) 0 — 20
	    Pass mark: 10 points
	
	(b) (numerical) 0 — 10
	
	(c) (abstract) 0 — 10
	    The aggregate pass mark for tests (b) and (c) is 10.
	
	Tests (a), (b), and (c) are eliminatory, but the marks will not be added to the marks for the other assessment centre items.
	
	Specific competencies
	
	Marking: 0 — 100
	
	Pass mark: 50 points
	
	General competencies
	
	Marking: 0 — 80 in total for all general competencies (10 per competency)
	
	Pass mark:
	
	3 for each competency **and**
	
	an aggregate of 40 for all 8 general competencies.

VI. **RESERVE LISTS**

1. Candidates placed on the reserve lists	The selection board will place you on the reserve list ([4]) (see number of successful candidates, section I.1) if you are among the candidates who satisfy all the conditions set out in section IV.
2. Classification	The lists will be drawn up by competition and by merit group (maximum of four groups) and names will be listed in alphabetical order within each group.

VII. **HOW TO APPLY**

1. On-line applications	You must apply on-line following the instructions on the EPSO website. **Closing date: 28 May 2010 at 12.00 (midday), Brussels time**
2. Submission of application files	If you are one of the candidates invited to the assessment centre, you will have to submit, if asked **at a later stage**, a full application file (signed on-line application form and supporting documents). **Closing date:** You will be informed of the closing date via your EPSO account. **Procedure:** See point 2.2 of the guide to open competitions.

([4]) Where a number of candidates tie for the last available place, they will all be placed on the reserve list.

ANNEX 1

EPSO/AD/180/10 — ADMINISTRATORS (AD 7)

SECURITY OF INFORMATION (INFOSEC)

This open competition is being held to recruit Administrators (AD 7) in the field of Information Systems Security.

1. **Nature of duties**

a) *Management of Information Systems Security:*

— Establish an *ISMS* (*Information Security Management System*): definition of objectives, study of the context of the organisation (Commission or Directorate General/Service), definition of the ISMS scope, getting management support, preparation of processes and procedures relevant to risk management, organisation of staffing and resources, preparation and maintenance of an inventory of information assets, risk management.

— Implement and operate an ISMS: specification and implementation of risk treatment plans for the organisation, implementation of selected controls, preparation of indicators for measuring effectiveness of controls, development of training and awareness programs, management of operation and resources, definition of incident handling organisation.

— Monitor and review an ISMS: check if ISMS is performing as expected, regular reviews of ISMS effectiveness, periodic reviews of risk assessments, ISMS audit, check for changes in the ISMS and its environment.

— Maintain and review ISMS: implementation of identified improvements, take appropriate corrective and preventive actions.

b) *Integration of security in the life-cycle of information systems:*

— Planning of secure development processes.

— Business Impact Analysis (to identify security needs).

— Risk analysis and assessment (e.g. abuse cases analysis, threat analysis, risks scenarios).

— Development of security architecture.

— Specification of security requirements (functional requirements and assurance requirements).

— Development of security plans and documentation (e.g. risk treatment plans, disaster recovery plans, business security plans and security test plans).

— Compliance and completeness security audits.

— Security gap analysis.

— Security technological watch.

— Security tests management.

— Formal accreditation process for information systems handling EU classified information.

2. **Qualifications**

You must have a level of education corresponding to completed university studies attested by a diploma in information systems security, information and communications technology, or information technology when the normal period of university education is equivalent to four years or more,

or

a level of education corresponding to completed university studies attested by a diploma in information systems security, information and communications technology, or information technology, and professional experience of at least one year when the normal period of university education is equivalent to at least three years.

The professional experience required above must have been gained in one or more of the following fields:

— Information Systems Security Management frameworks (e.g. ISO 2700x, ISF, security related parts of COBIT, ITIL,…).

— Risk Management methodologies and tools (e.g. ISO 27005, EBIOS, CRAMM, Mehari, Magerit, NIST,…).

— Frameworks for secure software development (e.g. Common Criteria, NIST application development cycle, Security Touchpoints,…).

— Architectural knowledge of security solutions.

NB: The minimum of one year's professional experience required counts as an integral part of the diploma and cannot be counted towards the professional experience required below.

3. **Professional experience**

Minimum experience of 5 years in security management standards and models, in policy writing, organisation of security, business impact analysis, risk management and security requirements specification. You must have acquired this experience since obtaining the qualification required above.

4. **Selection on the basis of qualifications**

One or more of these experience, knowledge and ability would be an asset:

 1. ISS policies development.

 2. Organisation of ISS.

 3. Assets classification/security needs requirements.

 4. Security related to human resources (training and awareness, screening, responsibilities, access rights).

 5. Communications and operations security management (operational security procedures, protection against malicious codes, backups, network security, systems and middleware security (Operating Systems, Databases, Web Servers, …), secure media handling, security monitoring).

 6. Identification, authentication and access management.

 7. Development of secure Information Systems (Security in SDLC, cryptography).

 8. Information Security Incident Management.

 9. Business Continuity Management.

10. Compliance checking.

11. Risk Management.

12. Formal accreditation of systems handling EU classified information.

ANNEX 2

EPSO/AD/181/10 — ADMINISTRATORS (AD 8)

COMPETITION LAW

This open competition is being held to recruit Administrators (AD 8) in the field of European competition law.

1. **Nature of duties**

Conducting analyses related to European anti-trust, merger and state aid policy and enforcement and carrying out administrative, advisory and supervisory duties related to the activities of competition policy of the European Union.

The European institutions are looking for lawyers with a strong knowledge and expertise in European competition law (anti-trust, mergers and/or state aid) and confirmed experience in the application of competition rules and procedures in a law firm, legal consultancy, business organisation or national competition authority. The candidates should have a proven ability to analyse competition cases, taking due account of the economic aspects; make a legal assessment under the competition rules and procedures and present legal drafts.

2. **Qualifications**

You must have a level of education which corresponds to completed university studies attested by a diploma in law when the normal period of university education is equivalent to four years or more,

or

a level of education which corresponds to completed university studies attested by a diploma in law and appropriate professional experience of at least one year when the normal period of university education is equivalent to at least three years.

N.B. The minimum of one year's professional experience required counts as an integral part of the diploma and cannot be counted towards the professional experience required below.

3. **Professional experience**

At least 8 years of working experience related to the application of competition rules and procedures. Areas of expertise shall include the analysis of markets and relevant competition issues on the basis of a good understanding of economic aspects; their legal assessment under the competition rules and procedures; and the preparation of legal documents.

This working experience is relevant only if it has been acquired after the obtention of the diploma giving access to the competition.

A PhD in law in a related subject obtained in the course of full-time studies can be taken into account for a period of maximum **3** years. If the candidate obtained the PhD diploma in less than 3 years, only the actual duration of the studies will be counted.

Periods of further training related to the required specialisation and undertaken since obtaining the required degree can be taken into account for a period of up to one year.

4. **Selection on the basis of qualifications**

One or more of the following: experience, knowledge and ability, would be an asset:

1. Work experience in the application of rules and procedures of EU competition law or Member States competition law (anti-trust: restrictive agreements, dominance, cartels; mergers and/or state aid) in any of the following:

   — a law firm;

   — a court;

   — as an in-house lawyer in a company;

   — a national or an international competition authority.

2. Work experience in commercial law in any of the following:

— a law firm;

— a court;

— as an in-house lawyer in a company;

— a national or an international public organisation.

3. Graduate or post-graduate studies with specialisation in competition law.

4. Legislative work in the field of competition law.

5. Experience in negotiations at an international level.

6. Experience in academic research or teaching in competition or commercial law.

7. Participation in conferences and workshops in the field of competition law, as either a speaker or a co-author.

8. Publications and articles in academic journals, related to competition law.

ANNEX 3

EPSO/AD/182/10 — ADMINISTRATORS (AD 8)

INDUSTRIAL ECONOMICS

This open competition is being held to recruit Administrators (AD 8) in the field of industrial economics for the imple-
mentation of EU competition policy.

1. **Nature of duties**

Conducting analyses related to anti-trust, merger and state aid policy of the EU and carrying out administrative, advisory
and supervisory duties related to the activities of competition policy of the EU.

The European institutions are looking for economists who have a strong expertise in industrial economics (with an
empirical and/or theoretical background) and confirmed experience in the development of economic analysis in the
context of antitrust and/or merger and/or state aid procedures. The candidates should have a proven ability to apply
economic analysis to competition policy cases and strong familiarity with quantitative techniques.

2. **Qualifications**

You must have a level of education which corresponds to completed university studies attested by a diploma in economics
or a diploma including specialisation in the field of industrial economics when the normal period of university education
is equivalent to four years or more,

or

a level of education which corresponds to completed university studies attested by a diploma in economics or a diploma
including specialisation in the field of industrial economics, and appropriate professional experience of at least one year
when the normal period of university education is equivalent to three years or more,

N.B. The minimum of one year's professional experience required counts as an integral part of the diploma and cannot be
counted towards the professional experience required below.

3. **Professional experience**

At least 8 years of working experience related to economic analysis in competition policy and/or industrial economics.
Areas of expertise should include the application of state of the art theory and quantitative empirical analysis.

This working experience is relevant only if it has been acquired after the obtention of the diploma giving access to the
competition.

A PhD in a related matter in the field of economics obtained in the course of full-time studies can be taken into account
for a period of maximum 3 years. If the candidate obtained the PhD diploma in less than 3 years, only the actual duration
of the studies will be counted.

Periods of further training related to the required specialisation and undertaken since obtaining the required degree can be
taken into account for a period of up to one year.

4. **Selection on the basis of qualifications**

One or more of the following: experience, knowledge and ability, would be an asset:

1. Work experience in any of the following:

   — an economic consultancy in the field of competition policy or regulation;

   — a competition or regulatory authority;

   — a financial institution;

   — the Mergers and Acquisitions department or the strategic planning department of a multinational firm.

2. Graduate or postgraduate studies with specialisation in industrial economics, corporate finance, public finance or microeconometrics.

3. Command of quantitative tools (such as Stata, SPSS, Mathematica, Mathlab or equivalent software).

4. Publications in peer-reviewed academic journals in the field of competition policy or regulation.

5. Publications or working papers in the field of competition policy or regulation.

6. Participation in conferences and workshops n the field of competition policy or regulation, as either a speaker or a co-author.

7. Experience in field research or survey research

8. Graduate Record Examination.

REVIEW OF 'COMPETITION' C A OJs

Please find below the list of C A published during the present year.
Unless otherwise indicated, OJs are published in all language versions.

5	(FR)
9	
19	(FR)
23	(DE/ES/PT)
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48	
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61	(DE/EN/FR)
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70	(PT)
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