



## VACANCY NOTICE

### SECONDED NATIONAL EXPERTS FOR THE SINGLE RESOLUTION BOARD (SRB)

**SRB/SNE/2017/001**

#### Various profiles

<b>Agency</b>	<b>SRB</b>
<b>Directorate</b>	<b>All SRB Directorates</b>
<b>Reference</b>	<b>SRB/SNE/2017/001</b>
<b>Number of available posts</b>	<b>Approx. 8</b>
<b>Category</b>	<b>Administrator (AD equivalent)</b>
<b>Place of secondment</b>	<b>Brussels, Belgium</b>
<b>Deadline for applications</b>	<b>31/12/2017 at 12:00 (midday) CET</b>
<b>Duration of secondment</b>	<b>2 years (renewable up to 2 years)</b>

## **The SRB**

The **SRB** is the European resolution authority within the European Banking Union and **the second pillar of the newly created Banking Union. Together with the National Resolution Authorities, it forms the "Single Resolution Mechanism" (SRM)**. It works in close cooperation with the national resolution authorities of participating Member States, the European Commission and the European Central Bank in particular.

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.

The SRB is also responsible for managing the Single Resolution Fund, which is established by the Single Resolution Mechanism to ensure that medium-term funding support is available when required while a credit institution is being restructured and/or resolved.

The SRB is a self-financed agency of the European Union.

The SRB will carry out specific tasks to prepare for and carry out the resolution of banks that are failing or likely to fail.

## **Conditions of secondment**

The secondment to the SRB will be governed by the SRB Decision laying down Rules on Secondment to the SRB of National Experts (SNE Decision).

The Seconded National Expert (SNE) will remain employed and remunerated by his/her employer during the secondment. He/she will equally remain covered by their national social security system.

Unless for cost-free SNEs, allowances may be granted by the SRB to SNEs meeting the conditions provided for in Article 17 of the SNE decision.

During the secondment, SNEs are subject to confidentiality, loyalty and absence of conflict of interest obligations, as provided for in Articles 6 and 7 of the SNE Decision.

If any document is inexact, incomplete or missing, the secondment may be cancelled.

## **Profile**

Seconded National Experts (SNEs) will contribute to the overall mission and objectives of the SRB.

Depending on the profile, they may be called to perform a wide range of tasks, including preparing the resolution plans of credit institutions, being involved in potential resolution schemes, contributing to the development of the policy stances of the SRB on resolution matters, designing guidance on resolution planning and policies and internal methodologies, as well as financial stability analysis, providing legal advice to SRB's

management and staff, participating in the development of the SRF to achieve the SRB objectives as laid down in the SRM Regulation and other relevant legislative and non-legislative acts and supporting the organisational build-up and also resolution readiness with project management experience.

SNEs will be part of multi-disciplinary teams led by Heads of Units in each area of the SRB's activity. As an SNE, you have the opportunity to work in a newly established agency of the European Union which plays a very important role as the resolution authority within the European Banking Union. You will be joining a fast growing organisation where you have a great influence on the content of the job and the opportunity to impact the way the SRB operates. You will gain solid knowledge and experience in banking resolution across Europe and will be working in an international and dynamic work environment. The SRB is a lean organisation where you will be responsible for a wide range of challenging tasks together with highly skilled colleagues.

## **Tasks**

In close cooperation with SRB staff members, Experts' tasks will include, among other things, the tasks in one of the following areas:

### ***a) Resolution:***

- Assisting in the design of resolution plans, developing the resolution strategies based on analysing bank legal and operational structures, identifying critical services and functions and analysing bank capital and funding structures, assessing the extent to which credit institutions are resolvable, identifying barriers to their resolvability and, where necessary, devising an action plan to address any such barriers;
- Determining the minimum requirement for own funds and eligible liabilities (MREL) that would be subject to write down and conversion ("bail-in") powers that credit institutions will be required to maintain;
- Analysing supervisory data (COREP, FINREP tables, liquidity data, etc.);
- Contributing to the definition of policy stances of the SRB on resolution matters;
- Performing economic / financial or legal analysis on resolution
- Preparing decisions relating to resolution schemes and overseeing their implementation by the national resolution authorities; in this context, assessing the choice of resolution tools with a view to minimising the use of the Single Resolution Fund and achieving the other resolution objectives.

\*\*\*

### ***b) Legal***

- Conducting extensive legal research and providing legal advice on the interpretation of relevant legislation in respect of all tasks and responsibilities of the SRB, in particular, as regards resolution planning

- and preparation of resolution cases;
- Contributing to the development of proposals for draft decisions of the SRB and facilitating the decision-making process, advice on the legal basis for decision making and ensure proper follow-up;
- Participating in the establishment and maintenance of contacts with external lawyers where appropriate;
- Cooperating closely with experts and counterparts in EU Institutions (European Commission, European Parliament, European Council, European Central Bank), National Resolution Authorities and other stakeholders
- Assisting and advising resolution units and management in case of litigation.

\*\*\*

### **c) *Financial Stability***

- Analysis of financial stability issues to support resolution activities (e.g. identification of critical functions, impact of bank failure on financial stability, potential contagion effects of bail-in, scenario analysis for resolution planning, etc.);
- Development of analytical approaches and data bases for the financial stability analysis for resolution purposes;
- Contribute to the development of econometric models to assess indirect contagion on financial markets;
- Monitoring of risks and vulnerabilities in the banking sector and of developments in financial markets;
- Analysing/monitoring financial markets, macro-prudential analyses on resolution issues
- Cooperating with relevant institutions (NRAs, central banks, academia) on financial stability issues relating to resolution.

\*\*\*

### **d) *Fund***

- Contributing, in general, to the funding, rating or investment strategy of the SRF and, in particular, to the SRF's strategy for the portfolios emanating from the resolution procedures in which the SRF may be involved in accordance with the SRM Regulation
- Reviewing and contributing to the drafting of SRF policies, guidelines and memos to make sure that they are aligned with the SRM Regulation and other relevant legislative and non-legislative acts.

\*\*\*

### **For all profiles:**

SNEs will be expected contribute to the crisis management projects launched by the SRB in order to improve its preparedness and to perform any other duties as required by Line Management in the interest of the SRB.

## **Main qualifications**

### a) Eligibility criteria

The following eligibility criteria must be met by candidates to be seconded to the SRB. Consequently, candidates who do not meet one of the criteria will automatically be eliminated from the selection process:

- Be employed by a public administration (either at central, federal or regional level) or a central bank of a Member State of the European Union
- Professional experience: at least three years' experience in administrative, legal, economic, analytical; supervisory functions which can be regarded as equivalent to those of function group AD, Administrator (in particular resolution and supervisory authorities);
- Seniority: the person must have worked for his/her employer on a permanent or contract basis for at least 12 months before his/her secondment and shall remain in the service of that employer throughout the period of secondment (as described in Article 1 of the SNE decision)
- Language skills: thorough knowledge of one of the EU official languages and a satisfactory knowledge of another EU official language to the extent necessary for the performance of the duties. An SNE from a non-EU member country must produce evidence of a thorough knowledge of one EU language necessary for the performance of his/her duties.

**Education:** University degree in Business, Finance, Economics, Econometrics, Law, Mathematics, Statistics or any field relevant for the position.

**Language(s) necessary for the performance of duties:** since most of the work within the SRB is carried out in English, a fluent command of written and spoken English is required.

### b) Essential selection criteria

- Suitability to perform the tasks related to one of the areas described in Section 1;
- Professional experience in banking resolution, supervision or regulation, financial stability, administration, fund or project management;
- Excellent analytical and problem-solving skills;
- Excellent organisational skills;
- Command of office equipment and applications (word processing, spreadsheets, presentations, internet, etc.)
- Ability to maintain accuracy and speed under pressure.

- c) Advantageous selection criteria (depending on the area of interest, at least one of the requirements mentioned below is necessary):
- Previous professional experience in a national supervisory or resolution authority of at least 3 years;
  - Professional experience in the banking sector;
  - Professional experience in the monitoring of financial markets' trends, in particular, in the analysis of risks and vulnerabilities in the banking sector;
  - Professional experience in restructuring/resolution from a consultancy, bank or corporate finance function;
  - Professional experience in accounting, valuation, or stress testing gained in a consultancy firm, a bank or a public authority;
  - Professional experience in Fund contributions and/or investments and/or borrowing
  - Experience in working in multicultural teams.

### **Submission of applications and selection procedure**

Candidates should send their application according to the Europass CV format (<http://europass.cedefop.europa.eu/en/documents/curriculum-vitae>) in English, French or German to the following email address: [SRB-RECRUITMENT@srb.europa.eu](mailto:SRB-RECRUITMENT@srb.europa.eu).

The SRB will only take into account applications received **before the deadline, which is 31/12/2017, at 12:00 (midday) Brussels time**. Please ensure that your application reaches the SRB on time. Although applications in French and German are accepted, the SRB strongly recommends that candidates send their CV in English, as this is the working language of the SRB.

Candidates are required not to add other documents (such as copy of passport, copy of degrees or certificates of professional experience, etc.). If necessary, these will be requested at a later stage.

All the applications are pre-screened and evaluated based on their skills and qualifications, and the best-qualified candidates are shortlisted for an interview.

All candidates will be notified of the outcome of their application from the following email address: [SRB-RECRUITMENT@srb.europa.eu](mailto:SRB-RECRUITMENT@srb.europa.eu).

### **Equal opportunities**

The SRB applies a policy of equal opportunities and accepts applications without discrimination on any grounds such as sex, 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.

## **Processing of personal data**

Data processing is subject to the SNE Decision, as well as to Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the EU institutions and bodies and on the free movement of such data (Official Journal of the European Communities, L 8 of 12 January 2001). This applies in particular to the confidentiality and security of such data.