



## **SINGLE RESOLUTION BOARD**

### **VACANCY NOTICE**

#### **BANK RESTRUCTURING AND RESOLUTION EXPERT**

**(SRB/AD/2016/004)**

<b>Type of contract</b>	Temporary Agent
<b>Function group and grade</b>	AD7
<b>Duration of contract</b>	3 years (renewable)
<b>Area</b>	Bank Resolution - Planning & Decisions
<b>Place of employment</b>	Brussels, Belgium
<b>Estimated monthly basic salary</b>	€ 5,747.35
<b>Deadline for applications</b>	11 May 2016
<b>Reserve list valid until</b>	31 December 2016
<b>Probationary period</b>	9 months

#### **The SRB**

The SRB is the European resolution authority within the European Banking Union and the second pillar of the newly created Banking Union and its "Single Resolution Mechanism" (SRM). It works in close cooperation with the National Resolution Authorities (NRAs) 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 the 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 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 a bank that is failing or likely to fail.

#### **The job**

The SRB is organising a call for expressions of interest with a view to establishing a reserve list of Temporary Agents for the position of Bank Restructuring and Resolution Expert.

## **1. Profile**

Bank Restructuring and Resolution Experts will, under the supervision of senior experts and Line Management, contribute to preparing the resolution plans of credit institutions and drawing up resolution decisions in case such credit institutions are failing or likely to fail, with a focus on economic and financial aspects.

They will be part of multi-disciplinary international resolution teams and will be responsible for a portfolio of credit institutions.

They may represent the SRB, together with senior experts and Line Management, with credit institutions and their advisors, the national authorities, the European Central Bank, the European Commission and other institutions.

### **1.1 Tasks**

Under the guidance of senior experts and Line Management, the Bank Restructuring and Resolution Expert's tasks will include, amongst others, the following:

- Designing resolution strategies, analysing bank legal, financial and operational structures, identifying critical services and functions and analysing bank capital and funding structures;
- Drafting and updating resolution plans;
- Assessing the extent to which credit institutions are resolvable, identifying barriers to their resolvability and, where necessary, devising an action plan to address such barriers;
- Determining the minimum requirement for own funds and eligible liabilities that would be subject to write down and conversion ("bail-in") powers that credit institutions will be required to maintain;
- Preparing decisions relating to resolution in the context of an Internal Resolution Team (IRT) and overseeing their implementation by the National Resolution Authorities; in this context, assessing the choice of resolution tools within the remit of minimising the use of the Single Resolution Fund and achieving other resolution objectives;
- Steering the valuation process of assets and liabilities;
- Assessing, analysing and exploiting all information available at supervisory level for resolution planning purposes;
- Designing requests for information pertaining to resolution planning or resolution schemes;
- Preparing, and participating in, on-site inspections.

More broadly, they will also contribute to:

- Analysing impacts of failure of credit institutions on financial stability, including analysis of transmission channels;

- Analysing and assessing the viability, performance and sustainability of financial institutions, having regard to economic aspects;
- Participating in cross-border cooperation and coordination fora on resolution matters;
- Performing any other duties as required by Line Management in the interest of the SRB.

## **Qualifications and experience required**

### **2. Eligibility criteria**

#### **2.1 General conditions**

By the closing date of this call, candidates must:

- be nationals of a Member State of the European Union;
- enjoy their full rights as citizens;
- have fulfilled any obligations imposed by national laws concerning military service;
- meet the character requirements for the duties involved;
- be physically fit to perform their duties<sup>1</sup>.

#### **2.2 Education**

- a) A level of education which corresponds to completed university studies of at least three (3) years attested by a diploma (Economics, Statistics, Finance or another field relevant to the duties), together with one (1) additional year of relevant professional experience;

OR

- b) A level of education that corresponds to completed university studies of at least four (4) years attested by a diploma (Economics, Statistics, Finance or another field relevant to the duties).

Only study titles that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the competent authorities in the said Member States shall be taken into consideration.

#### **2.3 Experience**

Candidates must have, at the closing date for applications, professional experience of at least six (6) years<sup>2</sup> (in addition to the 1 year mentioned under 'Education') in a field relevant to this position.

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<sup>1</sup> Before taking up duties, the successful candidate will undergo a medical examination by one of the EU Institutions' Medical Officers.

<sup>2</sup> 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 activity (i.e. remunerated

Out of the six (6) years of professional experience mentioned above, at least three (3) years of proven professional experience must be in some, or all, of the fields linked to the tasks described in Section 1 above. This experience may have been acquired in banks, investment firms, law firms, asset management companies or public authorities (in particular, central banks, resolution and supervisory authorities). It may also have been acquired in advisory/services firms or another corporate structure where work experience is clearly focused on the financial services industry.

Such professional experience will be counted from the date on which the applicant acquired the minimum qualification for access to the profile in question.

## **2.4 Languages skills**

As the predominant working language of the SRB is English, candidates must have an excellent command of spoken and written English (note: native English speakers will be required to demonstrate the ability to work in a second EU language at interview stage). Candidates must also have a satisfactory knowledge of another official language of the European Union<sup>3</sup>.

## **3 Selection criteria**

Candidates should have excellent analytical and problem-solving skills and be able to think creatively. They should have good organisational skills and very good command of office equipment and applications (for word processing, spreadsheets, presentations, electronic communication, Internet, etc.). They should be able to maintain accuracy and speed while working under pressure and to work in multicultural teams.

In addition, candidates will be assessed on the basis of the following selection criteria:

Essential:

- Suitability to perform the tasks described in Section 1.1;
- Professional experience in working in a public authority and/or the banking sector in a field relevant to the bank recovery and resolution area;
- Professional experience in restructuring/resolution of banks or in Mergers & Acquisitions acquired in an advisory/consultancy firm, bank or corporate finance function or public authority;
- Professional experience in preparing, negotiating, monitoring or implementing EU banking regulation;
- Professional experience in drafting reports on matters relevant to the bank recovery and resolution area;
- Professional experience or solid educational background in assets and liabilities valuation;

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employment or self-employment) is 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, grants and PhDs can be counted as professional experience up to a maximum of 3 years. Any given time period can be counted only once (e.g. if the applicant had a full-time job and did freelance consultancy work in the evenings and weekends, the days spent on the latter will not be added to the period of the former).

<sup>3</sup> Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, Swedish.

- Professional experience in performing financial analysis or risk assessment of financial institutions;
- Professional experience in supervising financial institutions: preparing SREP scores, assessing recovery plans, licensing financial institutions, analysing supervisory data (COREP, FINREP tables), scrutinising capital raising plans, monitoring liquidity situation, devising early intervention measures, preparing failing or likely to fail assessment;
- Professional experience in financial institution oversight: experience gained during on-site inspections and off-site monitoring of financial institutions;
- Professional experience in conducting asset quality reviews and stress testing exercises.

Advantageous:

- Post-graduate degree in a relevant branch of Economics or Finance related with the tasks mentioned in Section 1.1 (Financial Economics, Finance, International Finance, Monetary Economics, Accountancy, etc.);
- Professional experience in coordinating teams of experts or leading work streams at international level;
- Excellent communication skills;
- Professional experience in the EU Institutions/Agencies or other multicultural professional environment;
- Knowledge of one or more additional EU languages.

## **The selection process**

### **4. How to apply**

**This vacancy notice is published in parallel with the Temporary Agent selection for the following profile: Senior Bank Restructuring and Resolution Expert (AD8). Candidates may apply to only one (1) selection procedure.**

You may apply through the EU CV Online system<sup>4</sup>.

To be able to apply online via the EU CV online database, candidates must first create an account or sign in to an existing account. If not done already, candidates must first fill in the electronic CV. Applications shall be made in English. Once the CV is complete, candidates may choose and apply to the call of interest of their choice. Candidates are advised to fill in all relevant fields of the application. All technical questions concerning EU CV online must be sent through the Contact page of EU CV online.

**Before applying, you should carefully check whether you meet all the eligibility criteria.**

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 problem with the internet connection could lead to your online registration being interrupted before you complete it, thereby obliging you to repeat the whole process. Once the deadline has passed, you will no longer be able to register.

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<sup>4</sup> EU CV Online is the tool used by the European Commission for recruitment of staff on a temporary basis.

No supporting documents are required at this stage – these will be required later on in the recruitment process (see section 5.3).

On completion of your online registration, you will receive on screen a registration number, which you must note. Once you receive this number, the registration process is finished. This will be your reference number in all matters concerning your application. If you do not receive a number, your application has not been registered!

An acknowledgement of your application will be sent to the e-mail address indicated in your application. It is your responsibility to verify that you provide the correct e-mail address.

**Deadline for applications: 11/05/2016 at midday (12:00 Brussels time)**

You may apply at:

[https://ec.europa.eu/dgs/personnel\\_administration/open\\_applications/CV\\_Cand/index.cfm?fuseaction=premierAcces](https://ec.europa.eu/dgs/personnel_administration/open_applications/CV_Cand/index.cfm?fuseaction=premierAcces)

If you have a disability that prevents you from registering online, you may submit your application (CV and letter of motivation) on paper by registered mail<sup>5</sup>, postmarked no later than the closing date for registration. All subsequent communication between the Commission and you will be by post. In this case, you must enclose with your application a certificate attesting your disability, issued by a recognised body. You should also set out on a separate sheet of paper any special arrangements you think are needed to make it easier for you to take part in the selection.

If you require further information and/or encounter technical problems, please send an e-mail to [SRB-RECRUITMENT@srb.europa.eu](mailto:SRB-RECRUITMENT@srb.europa.eu).

## **5. Steps of the selection procedure**

### **5.1 Admission to the selection procedure**

After the deadline for online registration, the selection panel will check the submitted applications against the eligibility criteria described in Section 2. Applications satisfying these conditions will then be assessed against the selection criteria under Section 3.

### **5.2 Initial assessment of the applications**

The selection panel will assess each eligible application according to the qualifications and training, professional experience and motivation of the candidate with respect to the profile described in Section 1.1.

### **5.3 Invitation to assessment phase**

Following the initial assessment of applications, the most suitable candidates for the post will be invited to a test and an interview which will be held in Brussels.

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<sup>5</sup> Single Resolution Board, Treurenberg 22, B-1000 Brussels

The selection panel may also decide to include additional tests at this stage.

*Details of the time, date and address of the interview will be communicated to candidates in due time.*

Candidates will be requested to submit, if successful and considered for recruitment, originals or certified copies of their diploma(s) and evidence of their professional experience, clearly indicating the starting and finishing dates, the function(s) and the exact nature of the duties carried out. Prior to contract signature, the successful candidate(s) will be required to provide original versions of documents proving the eligibility criteria.

#### **5.4 The assessment phase**

An interview and any other test(s) with the selection panel will enable it to carry out an assessment of the candidate according to the selection criteria described in Section 3.

The assessment phase will be conducted in English.

#### **5.5 Verification of documents and scrutiny**

Candidates' applications will be checked against supporting documents provided in order to confirm the eligibility and accuracy of the application.

If, at any stage in the procedure, it is established that the information in an application has been knowingly falsified, the candidate will be disqualified from the selection process.

You will also be disqualified if you:

- do not meet all the eligibility criteria;
- do not provide all the required supporting documents.

#### **5.6 Reserve list**

The selection panel will place the most suitable eligible candidates on a draft reserve list. This draft will be submitted to the Chair of the SRB for approval. The adopted reserve list will be valid until 31 December 2016. Reserve lists may be extended by decision of the SRB. Prior to being offered a post, candidates on a reserve list may be required to undergo further evaluation by the SRB (e.g. including a further interview).

Inclusion on a reserve list does not imply any entitlement to employment at the SRB.

### **Other important information**

#### **6. General information**

##### **6.1 Equal opportunities**

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

## **6.2 Selection panel**

A selection panel will be appointed. Please note that the selection panel's internal proceedings are strictly confidential and that any contact with its members is strictly forbidden.

## **6.3 Approximate timetable**

The selection process may take some months to be completed; no information will be released during this period. The selection panel intends to finalise the recruitment process for this vacancy during Quarter 1, 2016, with the aim of ensuring the entry into service of selected candidates in Quarter 2 or Quarter 3, 2016.

## **6.4 Recruitment conditions / Career**

Successful candidates may be offered a contract as a Temporary Agent in accordance with the Conditions of Employment of Other Servants of the European Union for an initial period of 3 years, renewable for another period of 3 years. After the second period, the contract may be renewed for an indefinite period.

The place of employment is Brussels (Belgium), where the SRB is based.

## **6.5 Remuneration**

Successful applicants who are offered a contract of employment will, on entry into service, be placed in step 1 or step 2 of the grade AD 7, according to the length of their professional experience. The basic monthly salaries for grade AD 7 Officers, as at 1 July 2015 in Brussels, are:

- Step 1: € 5,747.35
- Step 2: € 5,988.86

In addition to the basic salary, staff members may be entitled to various allowances, in particular expatriation allowance, household allowance, dependent child allowance and education allowance. The salary is subject to a Community tax deducted at source and staff members are exempt from national taxation.

## **6.6 Protection of personal data**

As the body responsible for organising the competition, the SRB ensures that applicants' personal data are processed as required by 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 Community 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.

## **6.7 Appeal procedure**

If a candidate considers that he/she has been adversely affected by a particular decision, he/she can lodge a complaint under Article 90(2) of the Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union, at the following address:

SRB

Selection procedure: Ref. SRB/AD/2016/004

Treurenberg 22 (T-22 office 01/PO59)

B-1049 Brussels,

BELGIUM

The complaint must be lodged within 3 months. The time limit for initiating this type of procedure (see Staff Regulations as modified by the European Parliament and the Council Regulation No 1023/2013 of 22 October 2013 published in the Official Journal of the European Union L 287 of 29 October 2013, <http://europa.eu/eur-lex>) starts to run from the time the candidate is notified of the act adversely affecting him/her.