



SINGLE RESOLUTION BOARD

VACANCY NOTICE

HEAD OF UNIT FINANCIAL STABILITY

(SRB/AD/2016/011)

Type of contract	Temporary agent
Function group and grade	AD10
Duration of contract	3 years (renewable)
Area	Directorate A – Strategy and Policy Coordination
Place of employment	Brussels, Belgium
Estimated monthly basic salary	€ 8,324.49
Deadline for applications	13 November 2016
Reserve list valid until	31 December 2017
Probationary period	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 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 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 Head of Unit for Financial Stability.

1. Profile

The Head of Unit for Financial Stability will lead multi-disciplinary teams with a direct responsibility for designing and conducting financial stability analyses, in support of resolution activities. He/she will be responsible for the smooth management of his/her respective unit, contributing to the definition of their respective missions and work programmes, allocating resources accordingly, and representing their units in important meetings with internal and external stakeholders. In their role as managers, he/she will be key players in promoting a results-oriented, open and collaborative working culture at the SRB.

1.1 Tasks

The Head of Unit's tasks will include:

- Leading and directing the Financial Stability Unit, a multi-disciplinary international team with direct responsibility for designing guidance on resolution planning and policies and internal methodologies, as well as financial stability analysis;
- Leading the design and conduct of specific financial stability analyses for resolution purposes, including the development of the underpinning analytical tools;
- Leading the development and maintenance of monitoring of risks and vulnerability in the banking sector for the SRB, including the underlying data bases;
- Fostering strong and open cooperation with the academia and other important stakeholders.

More specifically, she/he will have a leading role in:

- Developing and carrying out financial stability analyses for resolution units on various topics (e.g. public interest test, critical functions, selection of resolution tools, asset valuation, bail-in exercise, etc.) ;
 - Coordinating the development of analytical tools and data bases, also building on similar activities performed by other institutions, to support the SRB financial stability analysis;
 - Coordinating the monitoring and assessment of risk and other developments in financial and banking markets relevant from a resolution perspective and the maintenance of operational monitoring tools;
 - Developing and maintaining an analytical agenda as well as contacts with the academia on resolution matters
- Performing any other duties as required by line management in the interest of the Service.

Duties may evolve depending on the development of the SRB's structure and activities, and decisions of SRB management.

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 duties¹.

2.2 Education

- a) A level of education which corresponds to completed university studies of at least three years attested by a diploma (economics, law, business administration, finance, political sciences or another field relevant to the job), together with an additional year of relevant professional experience;

OR

- b) A level of education that corresponds to completed university studies of at least 4 years attested by a diploma.

Only study titles that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the 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 12 years² (in addition to the 1 year mentioned under 'Education') in a field relevant to this position. Out of the twelve (12) years of professional experience mentioned above, at least six (6) years of proven professional experience must be in some or all of the fields linked to the tasks described in section 1 above.

2.4 Languages skills

As the predominant working language of the SRB is English, candidates must therefore 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 Union³.

¹ Before taking up his/her duties, the successful candidate will undergo a medical examination by one of the institutions' medical officers.

² 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 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).

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

3 Selection criteria

Essential:

- Suitability to perform the tasks described in Section 1;
- Excellent academic record⁴;
- At least 2 years of middle management experience, with proven track-record in building, managing and motivating teams (please indicate the size and how many years you have lead the team);
- Strong analytical skills and ability to present analytical findings and address policy issues in non-technical terms;
- Ability to demonstrate initiative and commitment to deliver results;
- Understand what motivates staff, find ways to harness this motivation in order to attain organisational goals and have a number of well-established ways of defusing tension and coping with work pressure;
- Ability to build relationships of mutual trust by giving reliable advice based on his/her understanding of issues relevant to the Directorate and the institution as a whole, and give timely and constructive feedback, both negative and positive, to those who report directly to him/her;
- Very good command of spoken and written English, with proven drafting skills.

Advantageous:

- Doctorate in economics/finance or a proven ability to perform the tasks required by the position;
- A good publication record in the field of financial stability, preferably in the expected areas of specialisation, would be a strong asset;
- Experience in a Central Bank, think tank or an international organization;
- Working knowledge of at least one additional official EU language.

The selection process

4. How to apply

You may apply through the EU CV Online system⁵.

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 completed, candidates may choose and apply to the call of interest of their choice. Candidates are advised to fill out 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.

⁴ Candidates are invited to indicate details on their overall grade obtained for their main University degree(s) in the application form, as well as the grades obtained in the main subjects relevant to the position. A certified copy of a full transcript with all results will be requested to successful candidates prior to their recruitment.

⁵ EU CV Online is the tool used by the European Commission for recruitment of staff on temporary basis.

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.

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: 13 11 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

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 mail⁶, 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 more information and/or encounter technical problems, please send an e-mail to 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 committee 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 committee 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.

⁶ Single Resolution Board, Treurenberg 22, B-1000 Brussels

5.3 Invitation to assessment phase

Following the initial assessment of the applications, the most suitable candidates for the post will be invited to an interview which will be held in Brussels. This phase will include an assessment centre run by external recruitment consultants, as well as a test and an interview with the selection committee. The selection committee 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, an assessment centre, and any other test(s) with the selection committee 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

The candidates' applications will be checked against supporting documents provided in order to confirm the accuracy and eligibility 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 committee 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 31st December 2017. 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 in 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 committee

A selection committee will be appointed. Please note that the selection committee'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 between Quarter 4, 2016 and Quarter 1, 2017, with a view for the first selected candidates to take office in early 2017.

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 Communities 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 10, according to the length of their professional experience. The basic monthly salaries for grade AD 10 Officers, as at 1 July 2015 in Brussels, are:

- Step 1: € 8,324.49
- Step 2: € 8,674.29

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 of 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 of the European Communities and Conditions of employment of other servants of the European Communities, at the following address:

SRB
Selection procedure: Ref. SRB/AD/2016/011
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 regulation 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.