

## SENIOR BANK RESOLUTION EXPERT

(SRB/AD/2023/006)

Type of contract	Temporary agent
Function group and grade	AD8
Duration of contract	3 years (renewable)
Area	Resolution and Policy Directorates
Place of employment	Brussels, Belgium
Estimated monthly basic salary	€ 7 898.16
Deadline for applications	31/10/2023 at 12:00, Brussels time
Reserve list valid until	31/12/2024
Probation period	9 months

### The SRB

The Single Resolution Board (SRB) is the central resolution authority within the Banking Union (BU). Together with the National Resolution Authorities (NRAs) of participating Member States (MS), it forms the Single Resolution Mechanism (SRM). The SRB works closely with the NRAs, the European Commission (EC), the European Central Bank (ECB), the European Banking Authority (EBA) and National Competent Authorities (NCAs). It contributes to safeguarding financial stability.

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. Therefore, the SRB is granted with specific tasks and responsibilities to prepare for, and carry out, the resolution of banks that are failing or likely to fail.

The SRB is also responsible for managing the Single Resolution Fund, as established by the SRM Regulation, to ensure that medium-term funding support is available while a bank is being restructured and/or resolved.

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

## 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 Senior Bank Resolution Expert.

### 1. Profile

Please note that there are four different profiles included in this vacancy notice:

#### Resolution planning and decisions

**Profile 1:** Valuation

**Profile 2:** Risk management

**Profile 3:** Mergers and Acquisitions (M&A)

#### Policy development and coordination

**Profile 4:** Economic policy / Banking and Finance / Statistics

The specific criteria and competencies that are required for each profile are detailed in Section 3 – Selection criteria of the Vacancy Notice.

**N.B. Candidates may apply for one or several profiles but they must clearly indicate for which profile(s) they wish to apply at the beginning of their motivation letter.**

**Each candidate should submit only one application (e-CV and motivation letter) via EU CV Online, covering all the profiles that they wish to apply for. If a candidate submits more than one application, only the most recent application submitted via EU CV Online will be accepted.**

**Candidates who fail to clearly indicate in their motivation letter which profile or profiles they wish to apply for, will be disqualified from the selection procedure.**

### 1.1 Tasks

In particular, the jobholder will be asked to perform the following tasks:

- Resolution planning and decisions (Profiles 1 – 3)
  - Steer, coordinate and contribute to one or several Internal Resolution Teams (IRT) to ensure timely deliverables as regards regular resolution planning work (in particular drafting of resolution plans, MREL decisions and monitoring, resolvability assessment, recovery plan assessment, briefings/presentations) and crisis management work if applicable (e.g. preparation for failing or likely to fail, resolution decision and scheme, coordinating other work streams such as valuation, marketing arrangements), ensuring quality control.
  - Organise and chair IRT interactions with relevant external stakeholders as appropriate (e.g. workshops with institutions; exchanges with ECB joint supervisory teams; resolution college if applicable; crisis management group (CMG) if applicable) and ensure appropriate information exchange with such stakeholders; build up the cooperation and relationship with the external stakeholders;
  - Coordinate closely with relevant NRAs to facilitate smooth process in particular where a Board decision or a joint decision with NRAs of non-participating Member States is required; if applicable, coordinate the overall relationship with a specific NRA for the unit;

- Ensure close cooperation with other SRB services, particularly the horizontal ones (Policy and Cooperation; Corporate Secretariat; Legal) with a view to ensuring a sound and consistent approach and smooth processes;
- Follow the market trends and regulatory updates and the performance of the institution;
- Ensure that the Head of Unit and Senior Management are regularly and appropriately briefed on relevant developments and support the Head of Unit in the implementation of the Work Programme and in dealing with matters pertaining to, among other things, human resources, performance, output and strategic direction;
- Tasks for the specific profiles also include:
  - Profile 1 (Valuation): In one or several IRTs, contribute in particular to the development of valuation processes internally and with independent valuers; contribute to the SRB's overall internal preparation for performing valuations in resolution; in crisis times contribute to and support the conduct of resolution action;
  - Profile 2 (Risk management): In one or several IRTs, contribute to resolution planning work and crisis management work, in particular regarding: risk assessment for failing or likely to fail phase, assessment of liquidity position and needs in resolution, analysis of the complexity and associated risks linked to the implementation of resolution strategies, provide support in the implementation and follow-up of business reorganisation plans;
  - Profile 3 (M&A): In one or several IRTs, contribute in particular to the development or review of resolution strategies for specific banks and to the SRB's overall crisis preparedness to address topics including for example transfer strategies (sale of business tool and bridge institution tool), recapitalisation, reorganisation and restructuring operations, as well as, in crisis times, contribute to and support the conduct of resolution action (topics including, for example, (virtual) data room, marketing process, etc.). Perform analysis to inform strategic thinking on how to implement the resolution strategy identified including, in the case of transfer strategies, the determination of which assets and liabilities to transfer.

or

- Policy development and coordination (Profile 4)
  - Steer and coordinate the design of SRB policy and policy implementation guidance (internal and external guidance, interpretation, support to resolution Directorates, etc.) elaborated by the Resolution Policy and Coordination Directorate with the support of task forces, networks, working groups, etc.;
  - Contribute to the development of other operational guidance documents for resolution experts and/or for banks;
  - Participate in international policy work related to resolution and financial stability, such as within the European Banking Authority (EBA), Financial Stability Board (FSB), European Systemic Risk Board (ESRB), Bank for International Settlements and other international organisations;
  - Steer and coordinate SRB position in the interaction with experts of the Commission, Council, Parliament and the ECB on legislative proposals and policy documents directly and indirectly related with the SRB tasks and responsibilities;
  - Participate in working groups of the Commission, Council and ECB to represent the position of the SRB;

- Develop and lead international cooperation work in the field of resolution, such as Memoranda of Understanding with third countries, development of international relations, crisis simulation exercises, exchanges on best practices with other resolution authorities within and outside the EU, etc;
- For all profiles: Carry out any other tasks requested by line management in the interest of the service.

## Qualifications and Other requirements

### 2. Eligibility criteria

Only complete applications registered via EU CV ONLINE and before the deadline for applications as mentioned in this document will be considered. Applications must include a motivation letter and a CV, both submitted in English to be considered; applications received in other languages than English will not be considered eligible.

#### 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<sup>1</sup>;
- 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>2</sup>.

#### 2.2 Education

a) a level of education which corresponds to completed university studies of at least three years attested by a diploma and appropriate professional experience of at least one year.

**OR**

b) a level of education which corresponds to completed university studies of at least four years attested by a diploma.

**Candidates must indicate in their applications the official graduation dates for all the diplomas they have obtained.**

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. In case of qualifications issued by authorities outside EU Member States, the proof of recognition of equivalence by the relevant EU Member State authorities must be specifically mentioned in the online application form under '*Additional information*'.

#### 2.3 Experience

Candidates must have, at the closing date for applications, professional experience of at least nine (9) years<sup>3</sup> (acquired after the education referred to in Section 2.2 Education) in (a) field(s) relevant to this position.

#### 2.4 Language 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

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<sup>1</sup> Prior to the appointment, the successful candidate will be asked to provide a certificate of good conduct, confirming the absence of any criminal record.

<sup>2</sup> Before taking up his/her duties, the successful candidate will undergo a medical examination by one of the institutions' medical officers.

<sup>3</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 employment or self-employment) is taken into account. Part-time work will be considered in proportion to the percentage of full-time hours worked. Periods of education or training and

at interview stage). Candidates must also have a satisfactory knowledge of another official language of the European Union<sup>4</sup> to the extent necessary for the performance of his/her duties.

### 3. Selection criteria

#### Essential

##### 3.1 Specific criteria

###### Resolution planning and decisions

###### Profile 1 (Valuation)

- Proven professional experience in valuation or pricing of assets;
- Experience in valuation in banking resolution and/or in banking internal valuation models.

###### Profile 2 (Risk management)

- Proven professional experience in banking risk management, in particular in (i) market risk, (ii) liquidity risk, (iii) credit and counterparty risk and (iv) non-financial risks, in particular operational risks;
- Experience with data analytics.

###### Profile 3 Mergers and Acquisitions (M&A)

- Proven professional experience in M&A transactions, in particular in due diligence, set-up of (virtual) data rooms, marketing documentation related to M&A deals, structuring of deals and negotiation of contracts related inter alia to mergers, acquisitions, takeovers or buyouts;
- Experience in reorganisation and restructuring operations in the financial sector.

###### Policy development and coordination

###### Profile 4 (Economic policy / Banking and Finance / Statistics)

- Experience in policy matters (e.g. drafting of a policy, discussion notes, etc.) regarding banking supervision and/or resolution/financial services;
- Proven professional experience in economics, banking and financial regulation, European policy issues in the field of finance, including in quantitative analysis.

##### 3.2 General competences

- Excellent analytical and problem-solving skills and the ability to think creatively;
- Ability to maintain accuracy and speed while working under pressure;
- Ability to communicate effectively on complex topics both internally with team members or Senior Management and externally with Senior Management of credit institutions and other stakeholders;
- Ability to work in a team as well as independently;
- Excellent drafting skills (for Profile 4).

#### Advantageous

For all profiles:

- Professional qualification in financial analysis (CFA, CIIA, etc.) or in accounting (ACA, ACCA, CPA, CIMA, etc.);

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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>4</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.

- Experience in managing teams (please indicate the size of the teams you managed);
- Experience in banking supervision and/or resolution, in particular membership in supervisory or resolution teams, including in supervised entities, and crisis management teams;
- Experience in deep dives, on-site inspections and/or thematic reviews.

For Profile 4:

- Proven academic and/or research experience in economics, banking and financial regulation.

## The selection process

### 4. How to apply

Candidates must apply through the EU CV Online system<sup>5</sup> via this link:

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

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

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, write the motivation letter and apply to the call for expressions of interest.

**Applications shall be made in English to be considered.**

**N.B.** Candidates may apply for one or several profiles but they must clearly indicate for which profile(s) they wish to apply at the beginning of their motivation letter.

Each candidate should submit **only one** application (e-CV and motivation letter) via EU CV Online, covering all the profiles that they wish to apply for. If a candidate submits more than one application, only the most recent application submitted via EU CV Online will be accepted.

Candidates who fail to clearly indicate in their motivation letter which profile or profiles they wish to apply for, will be disqualified from the selection procedure.

**It is the sole responsibility of each applicant to complete ALL relevant fields of his/her online application and to submit it before the deadline for submission.** All technical questions concerning EU CV online must be sent through the Contact page of EU CV online.

It is strongly advised not to wait until the last few days before the deadline for applying, since heavy internet traffic or connection difficulties could lead to problems.

Once the deadline has passed, candidates will no longer be able to register.

**Deadline for applications: 31/10/2023 at midday (12:00 Brussels time).**

No supporting documents are required at this stage – these will be required at a later stage.

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

On completion of the online registration, candidates will receive on screen a registration number, which they must note. This will be the reference number of the candidate in all matters concerning his/her application. **If the candidate does not receive a number, the application has not been registered.**

After a correct submission of an application, candidates will receive an automated acknowledgement of receipt of their application to the email account indicated in their application. It is the candidate's responsibility to verify that he/she provided the correct e-mail address.

Candidates are invited to indicate any special arrangements that may be required if invited to attend the assessment.

If the candidate requires more information, he/she will have to 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 verify the submitted applications against the eligibility criteria described in Section 2 "**Eligibility criteria**". Applications satisfying these conditions will then be assessed against the "**Selection criteria**" under Section 3.

### 5.2 Assessment of the eligible applications

The Selection Panel will analyse the motivation letters and CVs of eligible applicants with reference to:

- The **Selection Criteria** ("**Essential**" and "**Advantageous**")
- The overall assessment of the quality & suitability of the application based on the requirements of the post.

**N.B.** Candidates who apply for more than one profile will have their application assessed separately by the Selection Panel against the Selection Criteria for each of the profiles they applied for.

Upon completion of the assessment, the Selection Panel will establish a shortlist of candidates for each profile, best matching the needs of the Agency for the functions and duties mentioned in this vacancy notice and non-retained candidates will be notified of the status of their application.

### 5.3 Invitation to assessment phase

Following the evaluation of the applications, the most suitable candidates for the post will be invited to an assessment, which will be held in Brussels or remotely.

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

### 5.4 The assessment phase

An interview and a written test, and/or other tests with the Selection Panel will enable it to carry out an assessment of the candidate according to the "**Selection criteria**" described in Section 3.

Candidates who apply for more than one profile will have to undergo a separate assessment (interview, written test and/or other tests) for each profile where they are invited to the assessment phase.

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.

The candidate will be disqualified from the selection process if at any stage of the procedure it is established that the information provided in the application has been knowingly falsified or incorrect.

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 31/12/2024. The validity of the reserve list may be extended by decision of the Chair of the Board.

Candidates should note that inclusion on a reserve list does not imply any entitlement to employment in 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).

## **Other important information**

### **6. General information**

#### **6.1 Equal opportunities**

The SRB applies a policy of equal opportunities and accepts applications without discrimination on the ground of 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.

#### **6.2 Selection Panel**

A Selection Panel will be appointed for this selection procedure and will be composed of at least three members (and alternates), including a member designated by the Staff Committee of the SRB.

The names of the Selection Panel members will be communicated to the shortlisted candidates in the invitation letter to their assessment.

Under no circumstances should candidates approach the Selection Panel, either directly or indirectly, concerning the selection procedure. The Selection Panel's internal proceedings are strictly confidential and any contact with its members is strictly forbidden. The Chair of the SRB reserves the right to disqualify any candidate who disregards these instructions.

#### **6.3 Approximate timetable**

The selection process may take some months to be completed; no information will be released during this period.

#### **6.4 Appointment and conditions of employment**

On the basis of the reserve list, successful candidates may be offered a contract as a Temporary Agent, AD8, in accordance with the SRB's Implementing Provisions on the employment of Temporary staff under Article 2f of the Conditions of employment of other servants of the European Union for an initial period of 3 years (including a probationary period of **nine** months).

The contract may be renewed for a further period of three years. After the second period, the contract may be renewed for an indefinite period.

The place of employment is Brussels (Belgium), where the SRB has its premises.

Temporary Agents will be required to demonstrate before their first promotion the ability to work in a third official language of the EU.

### **6.5 Remuneration**

Successful candidates who are offered a contract of employment will, on entry into service, be placed in step 1 or step 2 of the relevant grade, according to the length of their professional experience. The basic monthly salaries for grade AD8, as at 1 January 2023 in Brussels, are:

- Step 1: € 7 898.16
- Step 2: € 8 230.05.

In addition to the basic salary, staff members may be entitled to various allowances depending on their personal situation, such as expatriation allowance, household allowance, dependent child allowance, education allowance, etc. 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**

The purpose of processing the data submitted by candidates is to evaluate applications in view of possible recruitment at the SRB. The personal information requested by the SRB from candidates will be processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data (Official Journal of the European Union, L 295 of 21 November 2018). This applies in particular to the confidentiality and security of such data. In this regard, please see the [Privacy statement](#).

### **6.7 Appeal procedure**

If, at any stage of the selection procedure, an applicant considers that his/her interests have been prejudiced by a particular decision, s/he can take the following actions:

#### **6.7.1 Request for review**

Any candidate may send a request for review stating his/her reasons, within 10 calendar days from the date when the letter/e-mail notifying him/her of the decision was sent to him/her. Candidates can request the review by sending an email to: [SRB-RECRUITMENT@srb.europa.eu](mailto:SRB-RECRUITMENT@srb.europa.eu).

#### **6.7.2 Administrative complaint under Article 90(2) of the Staff Regulations of Officials of the European Union**

Pursuant to Article 90(2) of the Staff Regulations of Officials of the European Union, any candidate may submit to the SRB a complaint against an act adversely affecting him/her. Any such complaint should be made to:

#### **SRB Single Resolution Board**

For the attention of the Chair of the SRB  
Selection procedure: Ref. SRB/AD/2023/006  
Treurenberg 22  
B-1049 Brussels  
BELGIUM

The complaint must be lodged within 3 months from the date on which the candidate is notified of the act adversely affecting him/her.

Should the complaint be rejected, the candidate may request judicial review of the act adversely affecting him/her pursuant to Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations, before:

**The General Court**

Rue du Fort Niedergrünewald

L-2925 Luxembourg

LUXEMBOURG

[http://curia.europa.eu/jcms/jcms/Jo1\\_6308/](http://curia.europa.eu/jcms/jcms/Jo1_6308/)

Any citizen of the European Union or any natural or legal person residing in a Member State may direct a complaint concerning instances of maladministration to the European Ombudsman pursuant to Article 228(1) of the Treaty on the Functioning of the European Union:

**The European Ombudsman**

1 avenue du Président Robert Schuman

CS 30403

F-67001 Strasbourg Cedex

FRANCE

<http://www.ombudsman.europa.eu/start.faces>

Please note that complaints to the European Ombudsman do not have the effect of suspending the period mentioned in Articles 90 and 91 of the Staff Regulations for lodging complaints or submitting an appeal before the General Court according to Article 270 of the Treaty on the Functioning of the European Union.