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Single Resolution Board

Publication of vacancies for two functions of Member of the Board and Director of Resolution Planning and Decisions

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(C/2024/3495)

We are

The Single Resolution Board (SRB) is the European resolution authority with close to 500 staff and works in close cooperation with the national resolution authorities of participating Member States – together forming the Single Resolution Mechanism (SRM). The SRB works closely with the European Commission and the European Central Bank (ECB) in 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 specific tasks and responsibilities in preparing for and carrying out the resolution of banks that are failing or likely to fail. The SRB is also responsible for managing the Single Resolution Fund (SRF), as established by the Single Resolution Mechanism 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.

We propose

The European Commission, in consultation with the SRB, is organising a selection procedure for two positions of Member of the Board and Director of Resolution Planning and Decisions.

The place of employment will be Brussels (Belgium), where the SRB has its seat.

For each position, the successful candidate will take up the duties (i) as voting Member of the SRB decision making bodies – the Board in its Plenary Session and the Executive Session; and (ii) as Director of Resolution Planning and Decisions in the SRB. As voting Member of the Board in its Plenary Session and Executive Session, he/she will contribute actively to the fulfilment of the Board's tasks and responsibilities, in accordance with the mandate assigned by the SRM Regulation⁽¹⁾.

In addition, for each position, the successful candidate in her/his capacity of Director of Resolution Planning and Decisions will be in charge of a Resolution Planning and Decisions Directorate. In particular, the successful candidate will:

- lead and steer the preparation of the resolution plans for the entities that fall within the Directorate's responsibilities,
- lead and steer the preparation of actions and, if necessary, resolution decisions on the entities that fall within the Directorate's responsibilities,
- manage cooperation with national resolution authorities for the topics falling within the Directorate's responsibilities,
- oversee and manage the cooperation with the ECB in the context of works between the Internal Resolution Teams and the Joint Supervisory Teams for entities falling within the Directorate's responsibilities,
- contribute, as member of the SRB's senior management, to determining the SRB's policies and mission,
- coordinate the work programme at Directorate level, set objectives and determine priorities in the framework of the SRB's overall strategic planning,

⁽¹⁾ Regulation (EU) No 806/2014 of the European Parliament and of the Council of 15 July 2014 establishing uniform rules and a uniform procedure for the resolution of credit institutions and certain investment firms in the framework of a Single Resolution Mechanism and a Single Resolution Fund and amending Regulation (EU) No 1093/2010 (OJ L 225, 30.7.2014, p. 1), consolidated text: <https://eurlex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A02014R0806-20240513>.

- manage day-to-day work of the respective Directorate and ensure its smooth and effective functioning, which will also include a close cooperation with other business areas of the SRB, in particular among the three Resolution Planning and Decisions Directorates,
- target the achievement of the Directorate's objectives, according to required deadlines and quality standards, and monitor and evaluate the progress,
- in accordance with the SRM Vision 2028 ^(?) strategy, set the objectives of the units within the Directorate, monitor and assess their attainment within deadlines and according to quality standards, coordinate the work of the units within the Directorate, support middle management to ensure objectives are met and to maintain high levels of staff engagement,
- ensure smooth cooperation and communication with all Board Members/Directors and Directorates within the SRB,
- promote positive practices towards the Directorate's internal and external stakeholders, and
- liaise and maintain relations with the EU institutions and/or bodies and relevant national authorities, in particular, the European Commission, the ECB, and National Resolution Authorities, and any other public/private entity on matters within her/his Directorate's responsibilities.

The two successful candidates could also be directly requested by the SRB Chair to perform other tasks that fall within the SRB's responsibilities.

Each of them will report to the SRB Chair on her/his individual contributions as the Director of Resolution Planning and Decisions.

We look for (selection criteria)

Candidates should fulfil the following selection criteria:

Management skills

- developed sense of leadership and experience in working in a multicultural environment, as well as in successfully leading large teams with multidisciplinary (and, ideally, multicultural) backgrounds at a management level and in motivating staff to achieve high levels of performance,
- proven ability to take and implement decisions, both at strategic and operational level,
- the ability to develop workable actions (or solutions) and implement them in a timely manner, in particular in situations of crisis management,

Specialist skills and experience

- a deep knowledge of the banking and financial sector,
- thorough experience in one or more of the following domains: supervision resolution or recovery of financial institutions, regulation of the financial sector, banking in particular,
- knowledge of the EU institutions and EU decision-making processes together with experience relevant to the activities of the SRB either in European and international processes or as a minimum in private sector at international level,
- a good knowledge of the EU bank resolution framework and its governance.

Personal qualities

- excellent coordination organisational and analytical skills and ability to build sound working relationships with high-level representatives of relevant stakeholders,

^(?) <https://www.srb.europa.eu/en/content/srb-launches-its-srm-vision-2028-strategy-srb-conference>

- an outstanding sense of responsibility and initiative; ability to work in a collegiate manner, actively participating in the Board in the interest of the mission of the SRB,
- excellent communication, presentation and interpersonal skills.

Candidates must (eligibility requirements)

Candidates will only be considered for the selection phase on the basis of the following formal requirements to be fulfilled **by the deadline for applications**:

- *Nationality*: candidates must be a citizen of one of the Member States of the European Union.
- *University degree or diploma*: candidates must have:
 - either a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is 4 years or more;
 - or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least 1 year when the normal period of university education is at least 3 years (this 1 year's professional experience cannot be included in the postgraduate professional experience required below).
- *Professional experience*: candidates must have at least 15 years postgraduate professional experience at a level to which the qualifications referred to above give admission. At least 5 years of that professional experience must be in areas relevant to the supervision, recovery or resolution of financial institutions and the regulation of the financial sector. ^(?).
- *Management experience*: 10 years of the post-graduate professional experience in a management function including at least 5 years gained in a high-level role in a field relevant for this position ^(*).
- *Languages*: candidates must have a thorough knowledge of one of the official languages of the European Union and a satisfactory knowledge of another of these official languages. Selection panels will verify during the interview(s) whether candidates comply with the requirement of a satisfactory knowledge of another official EU language. This may include (part of) the interview being conducted in this other language.
- There is no age limit.

Selection and appointment

The Members of the Board and Directors of Resolution Planning and Decisions will be appointed on the basis of a shortlist provided by the European Commission.

To establish this shortlist, the European Commission organises a selection in accordance with its selection and recruitment procedures (see the Document on Senior Officials Policy ^(?)) as well as in line with the Single Resolution Mechanism Regulation.

As part of this selection procedure, the European Commission sets up a pre-selection panel. This panel analyses all applications, proceeds with a first eligibility verification, and identifies candidates having the best profile in view of the selection criteria mentioned above, and who may be invited for an interview with the pre-selection panel.

^(?) Professional experience is only taken into consideration if it represents an actual work relationship defined as real, genuine work, on a paid basis and as employee (any type of contract) or provider of a service. Professional activities pursued part-time shall be calculated pro rata, on the basis of the certified percentage of full-time hours worked. Maternity leave/parental leave/leave for adoption is taken into consideration if it is in the framework of a work contract. PhDs are assimilated to professional experience, even when unpaid, but for a duration of three years maximum, provided that the PhD has been successfully completed. A given period may be counted only once.

^(*) In their curriculum vitae, candidates should clearly indicate for all years during which management experience has been acquired: (1) title and role of management positions held; (2) numbers of staff overseen in these positions; (3) the size of budgets managed; (4) numbers of hierarchical layers above and below; and (5) number of peers.

^(?) https://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission_en#documents (document only exists in English).

Following these interviews, the pre-selection panel draws up its conclusions and proposes a list of candidates for further interviews with the European Commission's Consultative Committee on Appointments (CCA). The CCA, taking into consideration the conclusions of the pre-selection panel, will decide on the candidates to be invited for an interview.

Candidates who are called for an interview with the CCA participate in a full-day management assessment centre run by external recruitment consultants. Taking account of the results of the interview and the report of the assessment centre, the CCA establishes a shortlist of candidates it considers suitable for the function.

Candidates on the CCA shortlist will be interviewed by the Member of the Commission responsible for the Directorate-General in charge of the relations with the SRB.

Following these interviews, and after hearing the Board in its Plenary Session, the European Commission adopts a shortlist of the most suitable candidates. Inclusion on this shortlist does not guarantee appointment.

This shortlist is transmitted to the European Parliament for approval; at the same time, the Council of the European Union is informed. The European Commission shall then submit a proposal for the appointment of two Members of the Board and Directors of Resolution Planning and Decisions to the European Parliament for approval.

Following approval of that proposal, the Council, acting by qualified majority, adopts an implementing decision to appoint two Members of the Board and Directors of Resolution Planning and Decisions.

Candidates may be required to undergo further interviews and/or tests in addition to those indicated above.

Candidates should note that the shortlist could become public once it has been adopted by the European Commission.

Equal Opportunities

The European Commission pursues a strategic objective of achieving gender equality at all management levels by the end of its current mandate and applies a policy of equal opportunities and non-discrimination accordance with Article 1d of the Staff Regulations ⁽⁶⁾ encouraging applications that could contribute towards more diversity, gender equality and overall geographical balance.

Conditions of employment

The Members of the Board and Directors of Resolution Planning and Decisions are appointed for a non-renewable period of 5 years. The Members of the Board and Directors of Resolution Planning and Decisions will be considered on par with a Judge of the Court of Justice of the European Union as regards emoluments and pensionable age, as laid down in Council Regulation (EU) 2016/300 ⁽⁷⁾. Their salary will be based on grade AD 16, step 3, subject to a multiplication factor equal to 101 % of the salary for that grade and step ⁽⁸⁾. They will not be subject to a maximum retirement age. For all other employment conditions, the Staff Regulations and the Conditions of Employment of Other Servants apply by analogy.

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

The term of office is expected to commence on 1 March 2025.

⁽⁶⁾ OJ 45, 14.6.1962, p. 1385/62, consolidated text: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20240101>

⁽⁷⁾ Council Regulation (EU) 2016/300 of 29 February 2016 determining the emoluments of EU high-level public office holders (OJ L 58, 4.3.2016, p. 1).

⁽⁸⁾ Regulation (EU) No 806/2014, consolidated text: <https://eurlex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A02014R0806-20240513>.

Important information for candidates

Candidates are reminded that the work of the selection panels is confidential. It is forbidden for candidates to make direct or indirect contact with their individual members or for anybody to do so on their behalf. Any query has to be addressed to the secretariat of the respective panel.

Protection of personal data

The Commission will ensure that candidates' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council ⁽⁹⁾. This applies in particular to the confidentiality and security of such data.

Independence and declaration of interests

Members of the Board, in its Plenary and Executive session must act independently and only in the Union's interest and may neither seek nor take instructions from the institutions or bodies of the European Union, any Member State government or any other public or private body. Once appointed for the function of Members of the Board and Directors of Resolution Planning and Decisions, they will be full-time professionals and may not hold any other office at national, Union or international level.

Before taking up their duties, the Members of the Board and Directors of Resolution Planning and Decisions will be required to:

- make a declaration of commitment to act independently in the public interest, and
- declare any interests, which might be considered prejudicial to his/her independence.

Candidates confirm their willingness to do so by applying to this vacancy. When appointed, the Members of the Board will be subject to the Code of Conduct, and, as the two Directors of Resolution Planning and Decisions, subject to the Staff Regulations and the Conditions of Employment of Other Servants, more specifically its Title II and the code of ethics and good administrative behaviour for staff of the SRB.

Application procedure

Before submitting your application, you should carefully check whether you meet all eligibility requirements ('Candidates must'), particularly concerning the types of diploma, high-level professional and managerial experience as well as linguistic capacity required. Failure to meet any of the eligibility requirements means an automatic exclusion from the selection procedure.

If you want to apply, you must register via the internet on the following website and follow the instructions concerning the various stages of the procedure:

<https://ec.europa.eu/dgs/human-resources/seniormanagementvacancies/>

You must have a valid email address. This will be used to confirm your registration as well as to remain in contact with you during the different stages of the procedure. Therefore, please keep the European Commission informed about any change in your email address.

To complete your application, you need to upload a CV in PDF format, preferably using the Europass CV format ⁽¹⁰⁾, and to fill out, online, a letter of motivation (maximum 8 000 characters). Your CV and your letter of motivation may be submitted in any of the official languages of the European Union.

It is in your interest to ensure that your application is accurate, thorough and truthful.

⁽⁹⁾ 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, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39).

⁽¹⁰⁾ You can find information on how to create your Europass CV online at: <https://europa.eu/europass/en/create-europass-cv>.

Once you have finished your online registration, you will receive an electronic mail confirming that your application has been registered. **If you do not receive a confirmation mail, your application has not been registered!**

Please note that it is not possible to monitor the progress of your application on-line. You will be contacted directly regarding the status of your application.

Applications sent by email will not be accepted. If you require more information and/or encounter technical problems, please send an email to:HR-MANAGEMENT-ONLINE@ec.europa.eu

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 fault with your internet connection could lead to the online registration being terminated before you complete it, thereby obliging you to repeat the whole process. Once the deadline for the submission of registrations has passed, you will no longer be able to introduce any data. Late registrations will not be accepted.

Closing date

The closing date for registration is **8 July 2024, 12.00 noon Brussels time**, following which registration is no longer possible.
