



SINGLE RESOLUTION BOARD

VACANCY NOTICE

HEAD OF UNIT

RESOLUTION PLANNING AND DECISIONS

(SRB/AD/2016/010)

Type of contract	Temporary agent
Function group and grade	AD10
Duration of contract	3 years (renewable)
Area	Planning & Decisions - Bank Resolution (Directorates A, B, C)
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 - Resolution Planning and Decisions.

1. Profile

Heads of Units for Resolution Planning and decisions will lead international, multi-disciplinary resolution teams with a direct responsibility for a portfolio of credit institutions. They will be responsible for the smooth management of their respective units, 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, they will be key players in promoting a results-oriented, to be linked to SRB values, open and collaborative working culture at the SRB.

1.1 Tasks

Heads of Unit's tasks will include, amongst others, the following:

- Leading and directing a resolution planning Unit comprising teams composed of SRB as well as NRA staff, directly involved in resolution and crisis management activities;
- Coordinating the drawing up adoption and regular update of resolution plans for a given set of banks and credit Institutions;
- Contributing to the design and negotiation - where necessary - of horizontal procedures and/ or guidelines related to resolution planning or decisions of the SRB;
- Fostering strong and open cooperation with national resolution authorities, the European Central Bank, EU Institutions and other relevant stakeholders to the Unit's field of activity;
- Acting as the main channel for the exchange of information between the senior management, the unit's team members and the other Heads of Units and Managers of the SRB.

More specifically, they will also contribute to:

- Leading the analysis and review of resolution plans, including impact on financial stability and assessment of resolvability;
- Coordinating the development of model data bases and analysis as operational tools for the resolution activities of the SRB;
- Planning and coordinating work on setting the MREL, identifying obstacles to resolution and the valuation of bank assets and liabilities;
- Supporting experts in bank resolution, in their respective teams, to determine the application of appropriate resolution tools.

Duties may evolve depending on the development of the SRB's structure and activities as well as decisions of SRB senior 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;
- be able to serve a full 3-year term before reaching the retirement age of 65;

- 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

Candidates are required to have:

- A level of education that corresponds to completed university studies of at least 3 years attested by a diploma together with an additional year of relevant professional experience;

OR

- 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 1.1;
- Suitability to build and manage teams;
- 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);
- Sound understanding of banks' business models and of capital markets;
- Experience relevant to the resolution, resolution planning or restructuring of banks or financial institutions or corporate restructuring;
- Experience relevant to banking regulation;
- Experience in project management;
- Experience in crisis management;
- 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:

- Experience in working in multicultural teams;
- Experience in working in a new organisation or a business unit and/ or leading organisations through change processes;
- Experience of relations with EU institutions, in particular in rule-making and/or law enforcement;
- Post-graduate degree in business, finance, economics or a related field;
- Knowledge of a third or fourth language of the EU.

The selection process

4. How to apply

You may apply through the EU CV Online system⁴.

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.

⁴ EU CV Online is the tool used by the European Commission for recruitment of staff on temporary basis.

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.

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 mail⁵, 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 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.

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 assessment phase which will be held in Brussels. This phase will include an assessment centre run by external recruitment consultants, as well as 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 assessment phase 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' application 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 with senior management of the SRB).

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 their entry into service, be placed in step 1 or step 2 of the AD 10 grade, according to the length of their professional experience. The basic monthly salaries for grade AD 10 Officers, as at 1 January 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/2016/010

Treurenberg 22 (T-22 office 01/PO59)

B-1000 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.