



VACANCY NOTICE

SECONDED NATIONAL EXPERT (TWO PROFILES: INVESTOR PROTECTION OR SECONDARY MARKETS) (F/M)

REF.: ESMA/2016/VAC16/SNE

Type of contract	Seconded National Expert (SNE) ¹
Function group and grade	SNE
Duration of contract	2 years ²
Department	Investors & Issuers and Markets Departments
Place of employment	Paris, France
SNE's monthly basic salary	Monthly and daily allowance paid by ESMA to the SNE ³
Deadline for applications	19/06/2016 (23:59 hrs, Paris local time)
Reserve list valid until	31/12/2017 (the validity of the reserve list may be extended)

1. The Authority

ESMA is an independent EU Authority that was established on 1 January 2011. ESMA's mission is to enhance investors' protection and promote stable and orderly financial markets. This mission is derived from ESMA's founding Regulation⁴ and encompasses three objectives:

- **Investors' protection:** to have the needs of financial consumers better served and to reinforce their rights as investors while acknowledging their responsibilities;
- **Orderly markets:** to promote the integrity, transparency, efficiency, and well-functioning of financial markets and robust market infrastructures, and
- **Financial stability:** to strengthen the financial system in order to be capable of withstanding shocks and the unravelling of financial imbalances while fostering economic growth.

ESMA achieves its mission within the European System of Financial Supervision (ESFS) through active co-operation with National Competent Authorities (in particular with securities market regulators) as well as with the European Banking Authority (EBA) and the European Insurance and Occupational Pensions Authority (EIOPA). ESMA has a unique position within the ESFS as it focuses on the securities and financial markets dimension and the overarching European aspects of these objectives. For further information, please refer to ESMA's website: <http://www.esma.europa.eu>

¹ Staff employed by a member of the European System of Financial Supervision, as per the ESMA Management Board decision on secondment of national experts – ESMA/2014/MB/67: <https://www.esma.europa.eu/sites/default/files/library/2015/10/2014-mb-67.pdf>

² See Article 4 (Period of secondment) of the Management Board decision on secondment of national experts – ESMA/2014/MB/67: The initial period of secondment may not be more than two years. It may be extended once or more, up to a total period not exceeding four years. The period of secondment can also be shortened.

³ See Article 17 (Allowances and expenses) of the Management Board decision on secondment of national experts – ESMA/2014/MB/67.

⁴ [Regulation \(EU\) No 1095/2010](#) of the European Parliament and of the Council of 24 November 2010 establishing a European Supervisory Authority (European Securities Markets Authority), amending Decision No 716/2009/EC and repealing Commission Decision 2009/77/EC.



2. Job framework and profile

ESMA is currently looking for Seconded National Experts for two different positions:

- Investor Protection & Intermediaries profile, within the Investors & Issuers Department, and
- Secondary Markets profile, within the Markets Department.

Candidates are advised to specify in their application for which profile they wish to apply.

Investor Protection & Intermediaries profile

The Investors & Issuers Department is in charge of the rule-making and supervisory convergence work related to asset managers, protection of investors and financial innovation, and leads ESMA's work on files like the AIFMD, UCITS and MiFID II/MIFIR. The Department looks also after other areas such as the enforcement of International Financial Reporting Standards (IFRS) and issues linked to the information given to investors by issuers listed on financial markets.

The Investors & Issuers Department is structured in five teams:

- Investor Protection & Intermediaries team
- Corporate Finance team
- Corporate Reporting team
- CRA Policy team, and
- Investment Management team.

ESMA is organising a selection procedure for the post of SNE in the Investor Protection & Intermediaries team, within the Investors & Issuers Department. The successful Seconded National Expert (SNE) will contribute to ESMA's work on the aspects of the MiFID provisions relating to the provision of investment services and activities by investment firms and credit institutions in the financial services markets (authorisation, organisational and conduct of business requirements) and on investor protection more generally.

Under the responsibility of the Head of ESMA's Investors & Issuers Department and/or Investor Protection & Intermediaries Team Leader, the successful candidate will:

- support, under the coordination of the Rapporteur, the tasks of the Investor Protection & Intermediaries Standing Committee, its Task Forces and other working groups that are responsible for conducting or preparing ESMA's work in this area;
- contribute actively to ESMA's tasks in promoting the supervisory convergence among national authorities in the area of investor protection, investment services and activities;
- contribute to ESMA's tasks in preparing technical advice to the European Commission, technical standards and/or guidelines and recommendations on the provisions of MiFID and its revision, relating to investment services and activities provided by intermediaries, and
- undertake any other related tasks assigned by the Head of Department/Team Leader.



Secondary Markets profile

The Markets Department of ESMA is responsible for the rule-making, supervisory convergence and supervisory tasks related to market infrastructures (at the trading and post-trading levels) and secondary markets conduct rules. Therefore, it is leading ESMA's work on files like the EMIR implementation, clearing obligation, Central Counterparties (CCPs), Central Securities Depositories, MIFID/MIFIR implementing rules, Short Selling, Market Abuse, Supervision of Trade Repositories and work related to Commodity Derivatives.

The Markets Department is structured in three teams/units:

- Post-trading unit
- Secondary markets team
- Market integrity and data reporting team.

ESMA is organising a selection procedure for the post of SNE in the Secondary Markets team within the Markets Department. This team is currently dealing with the implementation of MiFID in areas related to trading venues, trade transparency, data publication, commodity derivatives, market microstructure and access.

Under the responsibility of the Head of ESMA's Markets Department and/or Secondary Markets Team Leader, the successful candidate will:

- contributing to ESMA's work on drafting technical advice, technical standards and guidelines and recommendations under the existing or upcoming regulations and directives on financial markets (especially MiFID II/MIFIR, which is currently in the implementation phase);
- contributing to ESMA's work in promoting the consistent application of the Regulations by National Competent Authorities;
- participating on the adoption of emergency measures, in cases foreseen by EU Regulations, and on the coordination by ESMA of surveillance or investigative activities, if required;
- supporting the work of the relevant Standing Committees;
- fulfilling any other relevant tasks assigned by the relevant Head of the Department/Team Leader.

3. Qualifications and experience required

A. Eligibility Criteria

To be considered eligible, candidates must satisfy all the eligibility criteria listed below, by the deadline for submitting applications:

- be employed by a member of the **European System of Financial Supervision (ESFS)**⁵ (which includes in particular the national competent authorities that are part of ESMA, EIOPA and EBA);

⁵ As specified in Article 2 of Regulation (EU) no 1095/2010 establishing the European Securities and Markets Authority <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2010:331:0084:0119:EN:PDF>

- have worked for their employer on a permanent or contract basis **for at least 12 months before their secondment** and shall remain in the service of that employer throughout the period of secondment⁶, and
- be a **national of an EU or EFTA Member State** or a country with which the Council has decided to open accession negotiations and which has concluded a specific agreement on staff secondments (except where the Executive Director grants derogation).

B. Selection criteria

PRE-SCREENING PHASE

The received applications will be screened by HR against the eligibility criteria listed in the vacancy notice. Applications which fulfil the Eligibility criteria (part A) will be provided to the hiring manager (Head of Department) for assessment against selection requirements/criteria (part B.1 & B.2 & B.3).

The respective hiring manager may contact directly the applicants, perform phone or personal interviews, check availability of candidates and discuss mutual expectations with the employer of the SNE prior to the final selection decision. As a result, the hiring manager provides his/her proposal about the candidate to be offered the secondment. The proposal is submitted for decision to the ESMA Executive Director.

Short-listed candidates, who were not offered a secondment position, are placed on a reserve list. The validity of the list is of one year, with a possibility of an extension for another year.

B.1. Essential requirements

- a) Work experience of four years in the relevant domain for a given profile (as specified in the part 2 above: MiFID investor protection and intermediaries or secondary markets) acquired in a supervisory body, investment service provider, law or consultancy firm, and
- b) Knowledge (acquired by experience or education) of financial markets and instruments;
- c) Excellent command of English⁷.

B.2. Advantageous requirements

- d) Experience in drafting policy documents at the EU and/or national level;
- e) Experience in the supervision of investment firms and credit institutions providing investment services and activities acquired through desk-based or on-site supervision;
- f) Knowledge and experience in the application of the European financial regulatory

⁶ Before the application, the candidates should receive the formal approval/authorisation of their potential secondment from the National Authority in which they are employed.

⁷ At least B2 level, as in line with the Common European Framework of Reference for Languages.

<http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>

English: working language of ESMA.

- framework, particularly in the area of investor protection or secondary markets;
- g) Knowledge of other relevant EU financial legislation (e.g. PRIIPs, ICSD, IMD, IDD);
 - h) University diploma acquired in economics, finance, law or other relevant subject;
 - i) Work experience in an international environment, and
 - j) Motivation for the advertised position.

B.3. Supplementary requirements

- k) Strong communications skills and ability to communicate clearly and effectively with internal and external stakeholders;
- l) Ability to work under pressure and deliver high quality work under tight timelines;
- m) Ability to challenge others' views while maintaining good relationships;
- n) Capacity to work as a member of a team, and
- o) Excellent methodological and analytical skills and capacity to identify key issues.

B.4. How to apply

Candidates must apply by sending the following documents, by the specified deadline, to vacancies@esma.europa.eu

CV in the European (Europass) format⁸, saved as:
ESMA_2016_VAC16_SNE_FAMILY NAME_First name_CV
Example: ESMA_2016_VAC16_SNE_SMITH_Anna_CV

Motivation letter of no more than 2 pages, explaining the interest and motivation of the candidate for this particular post, in the investor protection or secondary market area, saved as:
ESMA_2016_VAC16_SNE_FAMILY NAME_First name_Motivation letter

Indication in the subject line of the email:
ESMA_2016_VAC16_SNE_FAMILY NAME_First name

Applicants will be assessed on the basis of the eligibility and selection criteria specified in the vacancy notice (as explained in part 3) and these must be met by the closing date of the vacancy notice. For more information, please contact vacancies@esma.europa.eu

4. Conditions of secondment

For further information on the respective SNE conditions, please consult Careers website of ESMA: <https://www.esma.europa.eu/about-esma/careers>

⁸ <http://europass.cedefop.europa.eu/en/documents/curriculum-vitae>
Please refer in your CV to all selection criteria.