



Call for an expression of interest in the recruitment of a Seconded National Expert (SNE) in the European Asylum Support Office (EASO)

REF.: EASO/2018/SNE/002

Publication: External

Title of function: Asylum Expert

Duration: 1 year (renewable)

1. WE ARE

The European Asylum Support Office (hereinafter referred to as "EASO"), established by Regulation 439/2010¹, strengthens European Union (EU) Member States practical cooperation on asylum, enhances the implementation of the Common European Asylum System (CEAS) and supports Member States whose asylum and reception systems are under particular pressure.

Specifically, EASO focuses on three main tasks:

1. Supporting practical cooperation among Member States on asylum – mainly through training, quality activities, country of origin information (COI), statistics and analysis, specialized expert networks, practical cooperation workshops, thematic support on unaccompanied minors, trafficking in human beings and gender;
2. Supporting Member States under particular pressure through emergency support, including the deployment of asylum support team to assist EU Member States in managing asylum applications and in putting in place appropriate reception facilities;
3. Contributing to the implementation of the CEAS by collecting and exchanging information on best practices, drawing up an annual report on the asylum situation in the EU covering the whole asylum procedure in EU Member States and adopting technical documents on the implementation of the new EU asylum acquis.

The headquarters of EASO are located in Valletta Harbour (Malta).

¹ Regulation (EU) No 439/2010 of the European Parliament and of the Council of 19 May 2010 (OJ L 132, 25.5.2010, p.11).



2. BACKGROUND TO THE POSITION

EASO will support Member States in achieving common standards and high-quality processes within the CEAS. To that end, the Agency:

- organizes practical cooperation activities with the view of collecting and exchanging information on Member States' current practices and policies in relation to the CEAS, including mapping activities and thematic meetings where Member States' experts discuss best practices and current challenges and share information and expertise.
- develops operational standards, indicators, guidelines, best practices and common practical tools to support the implementation of the CEAS based on identified needs and good practices. EASO operational standards and indicators provide a practical perspective on key provisions of the common legal instruments and thus help Member States to assess whether their national asylum and reception systems are set up and functioning in line with the CEAS. In addition, EASO guidelines and common practical tools are meant to translate the requirements of the common legal instruments into user-friendly practical instruments to be used by Member States' officials across the EU and beyond in their daily work building on best practices.
- supports Member States in the quality management of the national asylum processes through the organisation of specific activities and the development of targeted products.

3. WE PROPOSE

The SNE will be working in the Asylum Support Unit (ASU). The key tasks of the SNE will be:

- Support the organisation of practical cooperation meetings with relevant organisations and existing networks;
- Support the quality assurance mechanisms for measures related to asylum processes carried out by asylum support teams under EASO's Operational Plans and Special Support Plans to Member States under particular pressure;
- Support the Centre in the drafting and publication of practical tools, guidelines and manuals in relation to the implementation of the CEAS;
- Initiate new projects and activities within EASO to further develop, promote and mainstream EASO Practical guides and tools;
- Identify and analyse EASO relevant information from external partners and proposing, where necessary, actions to be taken;
- Deliver background information to the Head of Sector and or the Head of Unit and drafting background memos and strategic papers on Asylum Processes,
- Where needed participate in missions, external meetings and conferences and activities related to Asylum Processes.



4. WE LOOK FOR

A) Eligibility criteria

Candidates will be considered eligible for selection on the basis of the following formal criteria to be fulfilled by the deadline for applications:

1. Be nationals of a Member State of the European Union, Norway or Switzerland;
2. Be employed by a public administration of a Member State of the European Union, or Norway and Switzerland, or an International Governmental Organisation for at least 12 months before applying for secondment;
3. Have at least 3 years of relevant professional experience;
4. Have a thorough knowledge of one of the official EU languages and an excellent command of spoken and especially written English.

Eligibility of candidates will be assessed by a Selection Committee according to compliance with all eligibility criteria by the closing date for the submission of applications.

B) Selection criteria

If the eligibility criteria set out in section A) Eligibility criteria are met, candidates will be assessed on the basis of the following selection criteria. The most suitable candidates evaluated on the basis of the selection criteria will be invited to an interview.

Essential

1. Professional experience in a position related to the asylum status determination process at the national or international level;
2. Professional experience with quality management procedures, tools and methodologies in the asylum procedure;
3. Professional experience in the design, drafting and publication of practical tools, guidelines and manuals;
4. Sound knowledge of the Common European Asylum System;
5. Experience in drafting programmes and projects;

Advantageous

1. Post-graduate degree obtained in a field relevant for the above mentioned tasks and duties.
2. Experience in cooperation with Member States' authorities, EU bodies, international organisations and civil society organisations which are active in the field of asylum;
3. Field experience relevant for the above mentioned tasks and duties;
4. Previous experience within an international and multicultural environment.



5. Knowledge of other official languages of the European Union.

If selected for interview, candidates may also be assessed in the interview on the basis of the following criteria:

1. Excellent analytical capabilities and problem-solving skills;
2. Ability to work under pressure and meet deadlines on multiple tasks;
3. Good communication skills and well developed interpersonal skills;
4. Good planning and organisational skills;
5. Accuracy and attention to details;
6. Knowledge of the mission and organisation of EASO.

Excellent written and oral command of English, including ability to draft reports, tools and presentations in English as well as ability to use electronic office equipment and applications (word processing, spread sheets, presentations, electronic communication, internet etc.) are essential.

Candidates will be also assessed on the above by written test.

5. GENERAL CONDITIONS

The secondment will be governed by the EASO Management Board Decision n° 1 of 25.11.2010 laying down rules on the secondment of national experts (SNE) to the EASO (document EASO/MB/2010/3). This decision is available on the EASO website: <http://easo.europa.eu/vacancies>.

6. APPLICATION PROCEDURE

For applications to be valid, candidates shall:

- Use and duly complete the official application form provided on the EASO website.
- Official applications must be submitted within the deadline via email to: dgue04.candidature@esteri.it (o: dgue.04-candidature@cert.esteri.it per posta elettronica certificata) entro il termine dell'11 Ottobre 2018 - MAECI - DGUE Uff. IV.
- To qualify as eligible, official applications shall be forwarded by the Permanent Representations or national contact points or, as the case may be, the International Governmental Organisations, together with the proof of intent (official letter) by the relevant administrations to authorise the secondment in case of successful selection.
- The subject of the e-mail should include the reference of this vacancy, followed by the candidate's surname.

Incomplete applications will be disqualified and treated as non-eligible. In order to facilitate the selection process, all correspondence to candidates concerning this vacancy will be in English. Under no circumstances should candidates approach the Selection Committee, directly or indirectly,



concerning this recruitment. The Appointing Authority reserves the right to disqualify any candidate who disregards this instruction.

Closing date:

The closing date for submission of the applications is **(1) L'inoltro a EASO della Candidatura è competenza della EASO will disregard any application received after that date. Rappresentanza a Bruxelles. Il termine per l'invio a questa è l'11 Ottobre - (v. sopra, nota MAECI)**

Applicants are strongly advised not to wait until the last day to submit their applications, since heavy internet traffic or a fault with the internet connection could lead to difficulties in submission. The EASO cannot be held responsible for any delay due to such difficulties.

7. EQUAL OPPORTUNITIES

EASO applies an equal opportunities policy and accepts applications without distinction on the grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

8. DATA PROTECTION

The purpose of processing of the data submitted by the candidate is to manage application(s) of the candidate in view of a possible pre-selection and recruitment at EASO.

EASO does not make public the names of successful candidates on reserve lists. However, it is possible that, for the purposes of recruitment and related planning purposes, members of the EASO management team may have access to reserve lists and, in specific cases, to the application form of a candidate (without supporting documents, which are kept in confidence by the personnel department). Application files of non-recruited candidates are kept for two years from the expiry date of the reserve list after which time they are destroyed.

The personal information requested will be processed in line with Regulation (EC) N° 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 EU institutions and bodies and on the free movement of such data.

9. APPEAL PROCEDURES

Pursuant to Article 90(2) of the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the Union, a candidate may submit a complaint against an act affecting him/her adversely. The complaint must be lodged within 3 months from the date of notification to the following address:

The Executive Director
European Asylum Support Office
MTC Block A, Winemakers Wharf, Grand Harbour Valletta, MRS 1917
Malta



Should the complaint be rejected, pursuant to Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations of Officials and the Conditions of Employment of Other Servants, a candidate may request judicial review of the act. The appeal must be lodged within 3 months from the date of notification to the following address:

European Union Civil Service Tribunal
Boulevard Konrad Adenauer
L-2925 Luxembourg
Luxembourg

Any citizen of the European Union or any natural or legal person residing in a Member State may make a complaint for maladministration pursuant to Article 228(1) of the Treaty on the Functioning of the European Union. The complaint must be lodged within two years of becoming aware of the facts on which the complaint is based to the following address:

European Ombudsman
1, Avenue du President Robert Schuman -BP 403
F-67001 Strasbourg Cedex
France

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 of Officials and the Conditions of Employment of Other Servants for lodging complaints or submitting an appeal pursuant to Article 270 of the Treaty on the Functioning of the European Union.