

DECISION No GB/2024/1

**of the European Cybersecurity Industrial, Technology and Research Competence Centre
Governing Board**

**empowering the Chair of the Governing Board to request the Commission’s agreement to
the draft decision setting out rules on the probationary period, management trial period
and the annual appraisal of the Executive Director of the European Cybersecurity
Competence Centre**

THE GOVERNING BOARD,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to Regulation (EU) 2021/887 of the European Parliament and of the Council, of 20 May 2021, establishing the European Cybersecurity Industrial, Technology and Research Competence Centre and the Network of National Coordination Centres (‘Founding Regulation’), and in particular Article 13(2)(h) thereof,

Having regard to the Staff Regulations of Officials (‘Staff Regulations’) and the Conditions of Employment of Other Servants(‘CEOS’) of the European Union, laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68¹, and in particular to Articles 43,44, 46, 110(2) of the Staff Regulations and Articles 14, 15 and 20 of the CEOS,

Having regard to the fact that the Staff Committee of the ECCC, which is to be consulted pursuant to Article 110(2) of the Staff Regulations, has not yet been constituted because the ECCC has not sufficient staff yet, it is impossible at the present to comply with the requirements of that provision. The Staff Committee will be invited to give its opinion on the relevant implementing rules when it has been constituted and due consideration will be given to its opinion. To ensure the proper functioning of the ECCC, the Governing Board is entitled in such circumstances to approve the rules forthwith,

Whereas:

- (1) Pursuant to Article 30(1) of the Founding Regulation, the Staff Regulations and the CEOS are applicable to the staff of the ECCC.
- (2) Pursuant to Article 13(2)(t) of the Founding Regulation, rules implementing the Staff Regulations and the CEOS are adopted by the Governing Board in accordance with Article 110(2) of the Staff Regulations.

¹ OJ L 56, 4.3.1968, p. 1, as last amended by Regulation (EU, Euratom) No 1023/2013 of the European Parliament and of the Council of 22 October 2013, OJ L 287, 29.10.2013, p.15

- (3) The Executive Director of the ECCC is a temporary agent engaged under Article 2(a) of the CEOS, pursuant to Article 16(2) of the Founding Regulation.
- (4) The Executive Director of the ECCC is to be subject to a probationary period, an annual appraisal and to a management trial period. These various procedures aim to assess the Executive Director with regard to his/her ability, efficiency and conduct in the service.
- (5) It is necessary to lay down specific rules which govern the various appraisals, to which the Executive Director is to be subject, in order to determine the role of each actor and identify the various stages to be achieved in order to ensure the transparency of these procedures.

HAS DECIDED AS FOLLOWS:

Article 1

The Governing Board empowers the Chair to request the European Commission's agreement to the individual rules of the probationary period, management trial period and the annual appraisal of the Executive Director.

Article 2

This decision shall take effect on the day following that of its adoption.

Done at Spain, on 13th March 2024

For the European Cybersecurity Industrial,
Technology and Research Competence
Centre

(e-signed)

Pascal Steichen
Chairperson of the Governing Board

Annex

- Draft Decision setting out rules on the probationary period, management trial period and the annual appraisal of the Executive Director of the European Cybersecurity Competence Centre