



Vacancy Notice for the position of Head of Unit – Administration (TA AD 12)

Publication:

External: Temporary Agent AD12

For Inter-agency applicants: Temporary Agent AD9-AD12

Type of Post: Administrator

Title of Function: Head of Unit – Administration

Reference: **ECCC/TA/2024/12/HOA**

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1. Introduction

We are

The European Cybersecurity Industrial, Technology and Research Competence Centre (hereafter “ECCC”) was established by Regulation (EU) 2021/ 887¹ . In accordance with the article 3 of that Regulation, the mission of the Centre, and the related Network of National Coordination Centres, is to:

- Strengthen leadership and strategic autonomy of the European Union (“EU” or “the Union”) in the area of cybersecurity by retaining and developing the EU’s research, academic, societal, technological and industrial cybersecurity capacities and capabilities necessary to enhance trust and security in the Digital Single Market, including by retaining and developing the confidentiality, integrity and accessibility of data.
- Support EU technological capacities, capabilities and skills in relation to the resilience and reliability of the infrastructure of network and information systems, including critical infrastructure and commonly used hardware and software in the Union.
- Increase the global competitiveness of the Union's cybersecurity industry, ensure high cybersecurity standards throughout the Union and turn cybersecurity into a competitive advantage for other Union industries.
- Undertake these tasks in collaboration with the European Union Agency for Cybersecurity (ENISA) and the Cybersecurity Competence Community, as appropriate.
- In accordance with the legislative acts establishing the relevant programmes, in particular Horizon Europe and the Digital Europe Programme, use relevant Union financial resources in such a way as to contribute to the mission mentioned above.

This mission is translated into objectives and tasks of the ECCC, which are specified respectively in articles 4 and 5 of the referred Regulation.

The ECCC will be made up of 38 staff initially and will manage a budget of about EUR 150 million per year.²

The ECCC is located in Bucharest and occasional travel to Brussels and other locations in the EU may be required. Working language of the Centre is English.

For further information, please consult the following website: [European Cybersecurity Competence Centre and Network \(europa.eu\)](https://europa.eu/european-cybersecurity-competence-centre-and-network)

¹ 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 (europa.eu) [OJ L 202, 8.6.2021, p. 1–31](https://eur-lex.europa.eu/eli/reg/2021/887/oj)

² Staff and budget numbers based on projections for 2024.

2. Job description

The Head of Unit for Administration is a key manager in the organisation, reporting directly to the Executive Director of the ECCC. In his/her role as a manager, the successful candidate shall ensure that the different teams under his/her supervision deliver professional, efficient and timely services to the ECCC.

More specifically, as a member of the ECCC, under the supervision of the Executive Director:

The Head of Unit for Administration has responsibility for the work of the ECCC in the areas of administration and resources management. He/She will contribute to the preparation and implementation of the activities necessary to accomplish the mission and objectives of the ECCC. This includes budget and financial oversight, HR matters, legal coordination, relations with relevant entities regarding administrative matters.

She/he has to provide clear leadership, with an emphasis on strategic planning, efficiency, timeliness and sound management leading a team of around 15 persons.

Duties and responsibilities

More specifically, the Head of Unit for Administration is responsible for the following activities:

- Lead, coordinate and monitor the unit and its staff, under the guidance and supervision of the Executive Director;
- Plan the activities of the unit and coordinate the work of the unit and its contribution to the objectives assigned;
- Manage the functions of the ECCC related to Administration related tasks and aspects, by developing, implementing and monitoring strategies, policies, rules and processes in the unit, in line with the ECCC mission and objectives, as well as relevant EU rules.

More specifically, the following domains will be covered:

Management of human, physical and IT assets:

- Strategic advice, administrative support and efficient communication in all HR matters.
- HR planning (establishment plan) and budgeting, allocation of human resources, recruitment and selection procedures, and traineeship programmes.
- Contracts of employment, reclassification, competency framework, job design, training, career development, mobility, staff engagement and performance management.
- ECCC's building policy management, contracts and contractors management.
- Building security and maintenance.
- Software and hardware management, security of ECCC IT systems
- Interoperability with relevant EU IT systems (notably relating EU funding programs and EU corporate applications) and other relevant IT systems, in close cooperation with the European Commission, the EU Agencies Network and other actors.

Budget and Financial oversight:

- Validation of financial transactions according to the financial circuits of the ECCC and in respect of the “four eyes principle”.
- Procurement procedures and contract management.
- ECCC budget preparation and monitoring of execution.

Legal coordination:

- Legal advice.
- Risk management, anti-fraud and compliance.
- Audits.
- Data protection.
- Rules and procedures for handling sensitive information.

Relations with relevant entities regarding administrative matters

- Relations with the European Commission, other EU Institutions Bodies and Agencies, and the European Union Agencies Network (EUAN).
- Relations with the Romanian authorities regarding the implementation of the Host Agreement, the living conditions of ECCC staff, and any aspect regarding the situation of the ECCC in Romania.
- Relations with the Polytechnic University of Bucharest and other relevant local actors

Any other tasks required in the interest of the service.

3. Eligibility and selection criteria

Eligibility criteria

In order to be eligible, candidates must fulfill by the closing date for applications and maintained throughout the selection procedure and appointment the following criteria:

- Have a level of education which corresponds to completed university studies of at least 4 years attested by a diploma³ and, after having obtained the diploma, at least 15 years full-time of appropriate professional experience

OR

Have a level of education which corresponds to completed university studies of at least 3 years attested by a diploma and, after having obtained the diploma, at least 16 years full-time of appropriate professional experience.

³ Only qualifications issued by EU Member State authorities and qualifications recognised as equivalent by the relevant EU Member State authorities will be accepted.



- Be a national of a Member State of the European Union and enjoy full rights as a citizen.
- Have fulfilled any obligations imposed by the applicable laws concerning military service.
- Produce the appropriate character references as to their suitability for the performance of duties of the post⁴.
- Have a thorough knowledge of one of the official EU languages and a satisfactory knowledge (at least at the B2 level or equivalent) of another of these languages to the extent necessary for the performance of their duties (candidates are invited to specify in their CV possible language certificates they have obtained and which can demonstrate their language skills).
- Be physically fit to perform the duties linked to the post. Before being engaged, a member of the temporary staff shall be medically examined by one of the institution's medical officers in line with the requirement of Art. 12(2) (d) of the Conditions of Employment of Other Servants (CEOS)⁵.

Selection criteria

Candidates selected on the basis of the above eligibility criteria will then be evaluated according to the following selection criteria:

Essential

- A University degree in a domain that is deemed relevant to the post.
- Management experience, with proven track-record in building, managing and motivating teams (please indicate the size of the teams and the number of years)
- Professional experience in working in a multicultural, international and multidisciplinary environment
- Excellent interpersonal, written and oral communication skills, with demonstrated ability to communicate both administrative and business information at all levels inside and outside the organization.
- Excellent command of written and spoken English

⁴ Prior to the appointment, the successful candidate will be asked to provide a certificate issued by the competent authority attesting the absence of any criminal record.

⁵ Conditions of Employment of Other Servants (CEOS) of the European Union, which is available on the following web page: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

Advantageous

- Working experience in a field related to the duties of the post in an international and multicultural environment, preferably within a European Institution or body.
- A good understanding of the cybersecurity domain or of a related area, including scientific, technical, economic, strategic or political aspects.
- Professional experience with the implementation of European Union funding programmes as well as the operation of an EU agency or Joint Undertaking structure.

Failure to comply with eligibility or essential selection criteria will result in a disqualification of the applicant concerned.

Candidates invited for an interview and written test will also be assessed against the following criteria, which are essential to the post:

- Motivation - open and positive attitude;
- Excellent interpersonal skills with an ability to interact at all levels inside and outside the organization;
- Ability to work under pressure and respect tight deadlines;
- Customer service orientation;
- High sense of discretion and confidentiality;
- High sense of responsibility, ability to deliver results and attention to detail;
- Good analytical, negotiation and problem-solving ability;
- Excellent planning and organisational skills;
- Sense of initiative and team spirit.
- Accuracy, persistence, responsibility, resilience and creativity;
- Ability to establish and develop good inter-personal relations with a broad range of stakeholders in cross-cultural environments;

4. Independence and declaration of interest

The successful candidate will be required to make a declaration of commitment to act independently in the public interest and to make a declaration in relation to interests which might be considered prejudicial to her/his independence. Candidates must confirm their willingness to do so in their application.

5. Selection and appointment procedure**5.1. Selection and assessment of the application**

For each selection process, a Selection Committee is nominated by the Executive Director of the ECCC. After applications are screened, the Selection Committee, having regard to the vacancy notice and basing itself on elements of the application, will draw up a list of suitable candidates to be invited for an interview and a written test, which will both be held in Bucharest, Brussels or remotely.

The interview will consist of a written test in the area of expertise required for the post and of an oral interview in order to assess:

- the candidate's motivation and understanding of the position;
- the candidate's skills with reference to the job description;
- the candidate's knowledge of the field in which the ECCC operates;
- the candidate's general aptitudes and language abilities as necessary for the performance of their duties;
- the candidate's analytical skills to evaluate complex technical and scientific information;
- the general competencies required of European Union temporary staff 2(f).

The Selection Committee may also decide to include additional tests.

5.2. Assessment Centre

All applicants invited to the interviews with the Executive Director shall take part in an Assessment Centre. Interagency applicants shall take part in an Assessment Centre unless they have already taken part in such an Assessment Centre organised for a Head of Unit selection procedure in a European institution in the course of the two years preceding the closing date for the receipt of applications. If an applicant has taken part in an Assessment Centre within this two year period, but not within the 18 months preceding the closing date for the receipt of applications, she/he may at her/his request be admitted to the Assessment Centre.

The Assessment Centre shall evaluate the applicants' potential and shall provide an in-depth analysis of managerial skills, adaptability and other core competencies. It shall comprise individual and/or group exercises as well as in-depth interviews focused on management skills. The result of the Assessment Centre shall be taken into consideration by the Executive Director. The candidates may be invited to do the Assessment Centre remotely.

The Selection Committee will establish a list of suitable candidates to be proposed to the Executive Director.

5.3. Invitation to the interviews with the Executive Director

The applicants on the list will be invited to an interview with the Executive Director.

5.4. Appointment and reserve list

The Executive Director of the ECCC will also establish a reserve list with the successful candidates.

The selection will take place upon a decision of the Executive Director of the ECCC.

A binding commitment can only be made after the verification of all conditions⁴ and will take the form of a contract signed by the Executive Director of the ECCC.

The reserve list could be used to fill other positions within the ECCC. The reserve list will be valid until 31 December 2025 and may be extended at the discretion of the Appointing Authority. Candidates should note that inclusion on the reserve list does not guarantee recruitment. Recruitment will be based on availability of posts and budget.



The ECCC may decide at any time of the procedure not to pursue the recruitment.

The selected candidate should be in the position to obtain a valid security clearance certificate from his/her national security authority. A personal security clearance is an administrative decision following completion of a security screening conducted by the individual's competent national security authority in accordance with applicable national security laws and regulations, and certifying that an individual may be allowed to access classified information up to a specified level. (Note that the necessary procedure for obtaining a security clearance can be initiated on request of the employer only, and not by the individual candidate).

6. Equal opportunities

The ECCC, as a Union body, applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations⁶.

7. Conditions of employment

The successful candidate will be appointed by the Appointing Authority of the ECCC as temporary agent pursuant to Article 2(f) of the Conditions of Employment of Other Servants of the European Union, for an initial period of 3 years, which may be renewed.

For External applicants, the grade offered is **Temporary Agent grade AD12**.

For Interagency applicants, the grade offered is **Temporary Agent grade AD9-AD12**.

In order to be eligible for interagency mobility, on the closing date for submission of applications and on the day of filling the vacant post, the applicant must be a temporary agent pursuant to Article 2(f) of the CEOS in one of the EU agencies applying the Staff Regulations and the CEOS, in function group and grade AD9-12.

In the case of inter-agency mobility, the successful candidate is not required to serve a new probationary period if he/she has successfully served one in the previous EU agency. He/ She needs to serve a management trial period in case he/she hasn't served one in a previous EU agency.

After an evaluation of the post holder's performance, the contract may be renewed in accordance with the ECCC legal basis. The period of engagement will not in any case exceed the lifetime of the ECCC.

In case of interagency mobility, the contract will be concluded without interruption of the contract concluded with the agency of origin ('the preceding contract') and will fulfil the following requirements, in particular:

- the same grade and the same seniority in the grade as the preceding contract;
- the same step and the same seniority in the step as the preceding contract.

⁶ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

As a general rule, in case of interagency mobility the end dates of the contract concluded in accordance with the above and of the preceding contract shall be the same. If the contract with the agency of origin was for an indefinite period, the candidate will also be engaged by the new agency for an indefinite period.

In addition to their basic salary, staff members may be entitled to various allowances in particular an expatriation or foreign residence allowance, family allowances including household allowance, dependent child allowance, pre-school allowance and an education allowance.

For any further information on contractual and working conditions, please refer to the Staff Regulations of Officials and the Conditions of Employment of Other Servants (CEOS) of the European Union, which is available on the following web page:

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

The place of employment is Bucharest, where the ECCC premises are located.

8. Application procedure

Applications must only be sent by e-mail to the mailbox

CNECT-ECCC-VACANCIES-1@ec.europa.eu quoting the reference.

Applications must include:

1. Application form (**ANNEX II, APPLICATION FORM** of this vacancy notice)
2. Curriculum Vitae (**CV**) in the European CV format⁷

All documents mentioned above must be submitted in **pdf format** and should be named starting with the family name of the candidate.

Supporting documents (e.g. certified copies of degrees/diplomas, references, proof of experience, etc.) should not be sent at this point but must be submitted at a later stage of the procedure if requested. The ECCC has the right to disqualify applicants who fail to submit all the required documents.

In order to facilitate the selection process, application documents as well as all communications to candidates concerning this vacancy will be **in English only**.

The application will be rejected if the dossier is incomplete.

⁷ <http://europass.cedefop.europa.eu/en/documents/curriculum-vitae/templates-instructions>



Candidates are advised to apply using an e-mail address that will remain valid for several months: candidates that will leave their job in the coming months are advised not to use their professional e-mail address.

When filling in their application, candidates are requested to provide examples of their professional experiences and competences (e.g. excellent communication skills: candidates should provide at least an example to demonstrate their excellent communication skills).

Candidates are asked to report any potential change of contact details without delay, to the following e-mail address: CNECT-ECCC-VACANCIES-1@ec.europa.eu. Please remember to quote the reference of the vacancy for which you have applied in all correspondence: **ECCC/TA/2024/12/HOA**.

Candidates are reminded that the Selection Committee's work is confidential. It is forbidden for candidates to make direct or indirect contact with the Selection Committee members or to ask anybody else to do so, on their behalf.

For each position, any new application made by a candidate with the same e-mail address will automatically erase and replace the previous application for that position.

Closing date Applications must be completed and submitted by **03 May 2024, 23:59 EET** (Eastern European Time).

9. Applicants' privacy policy in the context of selection and recruitment

The personal information that ECCC requests from applicants will be processed in line with 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.

For more explanations on data protection, please see the annexed privacy statement.

10. Appeals

Candidates who consider that their interests have been prejudiced by any decision related to the selection procedure can take the following actions:

Request for review of the decision taken by the Selection Committee

A candidate who feels that she/he has been treated incorrectly may ask to have her/his application reconsidered by sending, within 10 calendar days of the date of notification, a request for review via e-mail to: CNECT-ECCC-VACANCIES-1@ec.europa.eu. The candidate



should quote the number of the selection procedure concerned and address the request to the Chairman of the Selection Committee.

The Selection Committee will reconsider the application and notify the candidate of its decision within 45 calendar days of receipt of the request.

Appeals

If a candidate considers that she/he has been adversely affected by a decision of the Selection Committee, she/he can lodge a complaint under article 90(2) of the Staff Regulations within the time limits provided for at the following address:

Luca Tagliaretti
Executive Director, European Cybersecurity Competence Centre
Polytechnic University – CAMPUS Centre, 6 Iuliu Maniu Boulevard
061103 Bucharest, ROMANIA

The complaint must be lodged within three months. The time limit for initiating this type of procedure starts to run from the time the ECCC informs the candidate by e-mail⁸.

Complaint to the European Ombudsman

It is also possible to lodge a complaint with the European Ombudsman pursuant to Article 228(1) of the Treaty on the Functioning of the European Union and in accordance with the statute of the Ombudsman and the implementing provisions adopted by the Ombudsman.

Complaints made to the Ombudsman have no suspensive effect on the period laid down in the Article 91 of the Staff Regulations. Note also, that under Article 2(4) of the general conditions governing the performance of the Ombudsman's duties, any complaint lodged with the Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned.

⁸ See the Staff Regulations as modified by Council Regulation No 723/2004 of 22 March 2004 published in the Official Journal of the European Union L 124 of 27 April 2004 – <http://europa.eu/eur-lex>

ANNEX I – PROTECTION OF YOUR PERSONAL DATA

WHICH OF YOUR PERSONAL DATA DO WE PROCESS?

1.1. When you apply for a job (selection process), we process:

- Identity information you provide us with, such as your first name, last name, birthdate, preferences and interests;
- Contact details you provide us with, such as your e-mail address, postal address, country and (mobile) telephone number;
- Resume information you provide us with, such as your employer, professional experience, education, skills and references;
- Results of the selection process
- Any other personal data you provide us with to support your job application or to allow the verification of the eligibility and selection criteria laid down in the vacancy notice.

1.2. For the recruitment process, we process:

- All the information from the selection process mentioned above;
- Documents verifying nationality;
- Family situation;
- Documents verifying appropriate character references (in accordance with Article 12(2) and 82(3) of CEOS);
- Document sent from the Commission Medical Service indicating that the selected candidate is physically fit or not to perform the job;
- PMO forms to allow the establishment of the recruited staff's entitlements under the Staff Regulation and CEOS;
- Originals of the extracts of criminal record/attestation of good behavior;
- Any other personal data you provide us with.

1.3. We receive most of your personal data directly from you, but it may happen that our HR department includes additional information in your job application or that we receive information from a recruitment agency. In such case, the agency is responsible to provide you with the information in this Applicants' Privacy Policy. Also, we advise you to consult the privacy policy of the recruitment agency.

- 1.4. We do not intend to process sensitive personal data about you, such as information revealing your racial or ethnic origin, political opinions, religious and philosophical beliefs, trade union membership, genetic data, biometric data for the purpose of unique identification, data concerning health, sex life or sexual orientation. If such information is necessary for your job application, we will ask for your consent separately. If you nevertheless provide us with such information on your own initiative, we will derive your explicit, freely given, specific, informed and unambiguous consent to the processing of this data. Personal data concerning health (medical data) are processed by the Medical Service of the European Commission. Candidates failing to provide compulsory data as requested in the vacancy notice will be excluded from the selection process.

FOR WHAT PURPOSES DO WE PROCESS YOUR PERSONAL DATA AND WHAT IS THE LEGAL BASIS FOR THIS?

- 1.5. We process your personal data for selection and recruitment purposes so that you are able to apply for a job with us at this moment or in the near future, as well as to keep track of your details in this context and to follow up on your application. We rely on your consent for this processing activity. We also rely on Article 2(a) and (f), 3(a), 12, 82 and 86 of CEOS. If special categories of personal data are processed, we may rely on the derogation explicit consent (Art. 10(2)(a) of Regulation (EU) 2018/1725) or Article 137(3) of the Financial Regulation (for criminal records).

TO WHOM DO WE SEND YOUR PERSONAL DATA?

- 1.6. We may share your personal data with third parties in order to process your personal data for the purposes outlined above. Third parties are only allowed to process your personal data on our behalf and upon our explicit written instruction. We also warrant that all those third parties are selected with due care and are committed to observing the safety and integrity of your personal data.
- 1.7. We may be legally obliged to share your personal data with competent law enforcement agents or representatives, judicial authorities, governmental agencies or bodies.
- 1.8. We do not send your personal data in an identifiable manner to any other third party than the ones mentioned without your explicit consent to do so. However, we may send anonymised data to other organisations that may use those data for improving our job application process.

WHERE DO WE PROCESS YOUR PERSONAL DATA?

- 1.9. We process your personal data within the European Economic Area (EEA).

WHAT QUALITY ASSURANCES DO WE COMPLY WITH?

- 1.10. We do our utmost best to process only those personal data which are necessary to achieve the purposes above.

1.11. Your personal data are only processed for as long as needed to achieve the purposes listed above or up until such time where you withdraw your consent for processing them. If you are recruited, your personal data are kept for 10 years after termination of employment. If you are not recruited, your personal data are kept for 5 years after expiry of the reserve list. If you are not on a reserve list, your personal data are kept for 5 years after the notification of non-selection.

1.12. We will take appropriate technical and organisational measures to keep your personal data safe from unauthorised access or theft as well as accidental loss tampering or destruction. Access by our personnel or third parties' personnel will only be on a need- to-know basis and be subject to confidentiality obligations. You understand, however, that safety and security are best efforts obligations which can never be guaranteed.

1.13. In compliance with Article 46 of 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 and until the ECCC is fully established and the transition period is over, the ECCC will use the data protection record adopted by the European Commission. During this period, the ECCC will also use the services of the Data Protection Officer of the European Commission.

WHAT ARE YOUR RIGHTS?

1.14. You have the right to request access to all personal data processed by us pertaining to you.

1.15. You have the right to rectification, *i.e.* to ask that any personal data pertaining to you that are inaccurate, are corrected.

1.16. You have the right to withdraw your earlier given consent for processing of your personal data.

1.17. You have the right to erasure, *i.e.* to request that personal data pertaining to you be deleted if these data are no longer required in the light of the purposes outlined in Article 3 above or if you withdraw your consent for processing them.

1.18. You have the right to restriction instead of deletion, *i.e.* to request that we limit the processing of your personal data.

1.19. You have the right to object to the processing of personal data if the processing by us is necessary for the performance of a task carried out in the public interest, unless if we demonstrate compelling legitimate grounds which override your interests, rights and freedoms or for the establishment, exercise or defence of legal claims.

1.20. You have the right to data portability, *i.e.* to receive from us in a structured, commonly-used and machine-readable format all personal data you have provided to us if the



processing is based on your consent or a contract with you and the processing is carried out by automated means.

1.21. If you wish to submit a request to exercise one or more of the rights listed above, you can contact us by sending an e-mail to CNECT-ECCC-VACANCIES-1@ec.europa.eu. An e-mail requesting to exercise a right will not be construed as consent with the processing of your personal data beyond what is required for handling your request. Such request should meet the following conditions:

- State clearly which right you wish to exercise; and
- Your request should be accompanied by a digitally scanned copy of your valid identity card proving your identity.

We will promptly inform you of having received your request. If the request meets the conditions above and proves valid, we will honour it as soon as reasonably possible and at the latest thirty (30) days after having received your request.

If you have any complaints regarding the processing of your personal data by us, you may always contact us by sending an e-mail to CNECT-ECCC-VACANCIES-1@ec.europa.eu. If you remain unsatisfied with our response, you are free to file a complaint with the European Data Protection Supervisor (<https://edps.europa.eu>).

EUROPEAN CYBERSECURITY COMPETENCE CENTRE

Publication: External AD12 / Interagency AD 9-12

Title of Function: Head of Unit-Administration

Reference: **ECCC/TA/2024/12/HOA**

ANNEX II – APPLICATION FORM

Name / First Name:	
Nationality:	
Date of birth:	
Gender:	

ELIGIBILITY CRITERIA		
	YES	NO
Have a level of education which corresponds to completed university studies of at least 4 years attested by a diploma ¹⁰ and, after having obtained the diploma, at least 15 years full-time of appropriate professional experience OR Have a level of education which corresponds to completed university studies of at least 3 years attested by a diploma ¹⁰ and, after having obtained the diploma, at least 16 years full-time of appropriate professional experience;		
Be a national of one of the Member States of the Union	YES	NO
Enjoy full rights as citizen	YES	NO
Have fulfilled any obligations imposed by the laws concerning military service;	YES	NO
Meet the character requirements for the duties involved	YES	NO
Have a thorough knowledge of one of the official EU languages and a satisfactory knowledge (at least at the B2 level or equivalent) of another of these languages to the extent necessary for the performance of their duties.	YES	NO
Be physically fit to perform the duties involved;	YES	NO

¹⁰ Only qualifications issued by EU Member State authorities and qualifications recognised as equivalent by the relevant EU Member State authorities will be accepted.

SELECTION CRITERIA		
A. Essential		
A University degree in a domain that is deemed relevant to the post;	YES	NO
<i>If so, please indicate the degree and the university as well as number of years and subjects related to this job description (300 words maximum)</i>		
Management experience, with proven track-record in building, managing and motivating teams (please indicate the size of the teams and the number of years)	YES	NO
<i>If so, please describe the business context, the project/activity, the nature of your work, your exact role and responsibilities and the tangible results of your work (300 words maximum)</i>		

Professional experience in working in a multicultural, international and multidisciplinary environment	YES	NO
<p><i>If so, please describe the business context, the project/activity, the nature of your work, your exact role and responsibilities and the tangible results of your work (300 words maximum)</i></p>		
Excellent interpersonal, written and oral communication skills, with demonstrated ability to communicate both administrative and business information at all levels inside and outside the organization;	YES	NO
<p><i>If so, please give examples during your career where you proved this skill (300 words maximum)</i></p>		

Excellent command of both written and spoken English;	YES	NO
<p><i>If so, please give examples during your career where you proved this skill (300 words maximum)</i></p>		
B. Advantageous		
Working experience in a field related to the duties in an international and multicultural environment, preferably within an European Institution or body;	YES	NO
<p><i>If so, please describe the business context, the project/activity, the nature of your work, your exact role and responsibilities and the tangible results of your work (300 words maximum)</i></p>		

<p>A good understanding of the cybersecurity domain or of a related area, including scientific, technical, economic, strategic or political aspects.</p>	<p>YES</p>	<p>NO</p>
<p><i>If so, please describe where and how you acquired this understanding (300 words maximum)</i></p>		
<p>Professional experience with the implementation of the European Union funding programmes as well as the operation of an EU agency or Joint Undertaking structure.</p>	<p>YES</p>	<p>NO</p>
<p><i>If so, please describe the business context, the project/activity, the nature of your work, your exact role and responsibilities and the tangible results of your work (300 words maximum)</i></p>		

MOTIVATION LETTER

Why do you want to apply for this career opportunity? What specific contribution do you think you could make to ECCC? (500 words maximum)

Declaration: I declare on my honour, that the information provided above is true, complete and correct.

Date:.....

Signature:.....