

Directorate-General for Communications Networks, Content and Technology (CNECT)

Publication of a vacancy notice for a Director function CNECT.B "Electronic Communications Networks and Services" (AD14) - Brussels

(Article 29 § 2 of the Staff Regulations)

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We are

The mission of the Directorate-General for Communications Networks, Content & Technology (DG CONNECT) is to make every European digital by:

- achieving the digital single market,
- reinforcing Europe's competitiveness by increasing investment in ICT research and innovation,
- promoting the access and use of ICT to the benefit of EU society,
- implementing the *acquis communautaire* (EU legislation) in the area of Communication Networks, Content & Technology.

The mission of Directorate B, 'Electronic Communications Networks & Services', is to design and monitor a legally predictable (regulatory) environment for electronic communications in the EU. This environment should foster a pro-competitive single market for the roll-out of high-speed internet networks and the delivery of electronic communications services. This will be an essential contribution to boost innovation, growth and jobs in Europe, to coordinate a better regulatory framework for competition and growth over the entire range of issues in the e-communications field: economic analysis, impact assessment, policy development, regulatory compliance. The Directorate is also in charge of the relations with BEREC.

The Directorate has around 120 staff members and manages a yearly payment budget of 7M euros.

We propose

The Director's duties include:

- formulating the strategy and policies of the Directorate, within the broader context of the vision and policies of the Directorate- General;
- ensuring effective planning (including the establishment of the work programme) and management of the Directorate, including quality standards, monitoring of deadlines, workflow, progress and fulfilment of objectives;
- co-ordinating the activities of the different units (policy and legislation) within the Directorate while ensuring their coherence and maximizing their effect as part of the broader policies of the EU/Commission;
- assuring effective planning, implementation and management of the human resources of the Directorate, in view of optimizing the use and allocation of these resources;
- ensuring the effective planning, implementation and management of the budget resources throughout the Directorate and contributing to the development of the

budgetary and financial resource management policies of the Directorate-General within the overall Commission policy framework;

- representing the Commission in inter-institutional discussions, committees and at relevant events; representing the Directorate and/or Directorate-General in relevant working-groups and internal meetings;
- liaising and maintaining regular contacts with external bodies and relevant internal services of the Commission in relation with the sphere of action of the Directorate.

We look for

The successful candidate should possess the following skills and competencies:

- a broad and deep knowledge of EU policies in general, including in the fields of electronic communications networks policies as well as information and communication markets and technologies.
- proven experience at the appropriate level in managing complex legal and policy issues related to electronic communications networks and services.
- very good conceptual and analytical skills; strong capacity to think freshly, develop long-term strategies and a political vision, as well as to set priorities and objectives in line with organisational goals.
- excellent interpersonal, communication and negotiation skills, necessary to represent the Directorate at high level, internally or externally to the Commission. Ability to maintain and develop effective contact and to build trusted working relationships with the different stakeholders.
- show strong achievements as a leader and manager; good ability to ensure an effective and dynamic coordination; as well as solid experience in leading, motivating and developing large teams to the best of their potential.
- proven experience at the appropriate level in programme management;
- proven knowledge of and experience with budgetary procedures and sound financial management.

Eligibility criteria (Candidate must)

Candidates must

- be a citizen of one of the Member States of the European Union;
- have:
 - a) either a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more; or
 - b) a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years;
- have at least 15 years' postgraduate professional experience at a level to which the qualifications referred to above give admission.

At least 5 years of that professional experience must have been gained in an advisory function at high level in a field related to this post. Candidates should clearly indicate for each high level advisory function its title and the exact role they have exercised.

- have a thorough knowledge of one of the official languages of the European Union as defined in Article 1 of Regulation n° 1 of 1958 and an adequate knowledge of another of these official languages;
- not yet have reached regular retirement age; for staff entering the service of the European Institutions as from 1 January 2014, the retirement age is defined as being the end of the month in which the person reaches the age of 66 years (see Art.52 lit (a) of the Staff Regulations).

Independence and declaration of interests

Candidates will be required to make a declaration of commitment to act independently in the public interest and have to declare any interest which might be considered prejudicial to his/her independence.

Selection and appointment

The Director will be selected and appointed by the Commission according to its selection and recruitment procedures (see also: Compilation Document on Senior Officials Policy¹). A shortlist of candidates will be called for an interview by the Commission's Consultative Committee on Appointments and an assessment centre run by external recruitment consultants.

Salaries and conditions of employment are those laid down in the Staff Regulations for AD14 grade officials of the European Communities. Applicants should note the requirement under the Staff Regulations for all new staff to complete successfully a nine-month probationary period.

The successful candidate will be recruited as an official under the terms of the Staff Regulations.

Equal opportunities

The European Union applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations². It takes great care to avoid any form of discrimination in its recruitment procedures and actively encourages applications from women.

Application procedure

Before submitting your application, you should carefully check whether you meet all the eligibility criteria, particularly those concerning the types of diploma and professional experience required.

If you want to apply, you must **register via the Internet** by going to the website:

<https://ec.europa.eu/dgs/human-resources/seniormanagementvacancies/>

and follow the instructions there concerning the various stages of the procedure.

It is your responsibility to complete your online registration in time³. Do not wait until the last few days before applying, since heavy Internet traffic or a fault with your Internet

¹ http://ec.europa.eu/civil_service/docs/official_policy_en.pdf

² OJ L 124,27.4.2004, p.1; <http://eur-lex.europa.eu/fr/index.htm>

³ No later than 12.00 noon, Brussels time, on 21/05/2014.

connection could lead to the online registration being terminated before you complete it, thereby obliging you to repeat the whole process. Once the deadline for the submission of registrations has passed, you will not be able to do so. Late registrations will not be accepted.

On completion of your online registration, you will receive on-screen a registration number. This will be your reference number in all matters concerning this specific selection procedure. When you receive this number, the registration process is finished – it is confirmation that your data are registered.

If you do not receive a number, your application has not been registered!

You will have to attach a CV in WORD or PDF format to your application and enter, online, a motivation letter (maximum 8000 characters). Both CV and motivation letter must be written in English, French or German.

The selection process, including correspondence with selection panels during this selection procedure will be carried out in English and French⁴.

You also need a valid e-mail address. All correspondence concerning this selection procedure will take place using this e-mail address. You need to keep the Commission informed about any possible changes concerning this address.

Please note that it is **not** possible to monitor progress of your application on-line. The European Commission will contact you directly regarding the status of your application.

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 HR-A2-MANAGEMENT-ONLINE@ec.europa.eu.

Closing date:

The closing date for registration is 21/05/2014. On-line registration will not be possible after 12.00 noon Brussels time.

Protection of personal data

The European Commission ensures that candidates' 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 data⁶.

⁴ The selection panels will ensure that no undue advantage is given to native speakers.

⁵ European Commission, Directorate-General Human Resources and Security, Unit for Executive Staff and CCA Secretariat, COM/2014/10352, SC11 8/62, B-1049 Brussels.

⁶ OJ L 8, 12.1.2001, p. 1.