

# Call for applications

## Human Resources Officer (AD6)

EIT (Budapest)

Ref.: EIT/TA/2016/119

The European Institute of Innovation and Technology (EIT) is an independent EU body set up in 2008. We enhance Europe's ability to innovate by nurturing entrepreneurial talent and supporting new ideas. Our mission is to:

- Contribute to the competitiveness of Europe, its sustainable economic growth and job creation by promoting and strengthening synergies and cooperation among businesses, education institutions and research organisations.
- Create favourable environments for creative thoughts, to enable world-class innovation and entrepreneurship to thrive in Europe.

The EIT is an integral part of Horizon 2020, the EU's Framework Programme for Research and Innovation. Horizon 2020 is a key pillar of the Innovation Union – a Europe 2020 flagship initiative that aims to enhance Europe's global competitiveness.

The EIT is now organising a call for expressions of interest with a view to establishing a reserve list for Temporary Staff for the position of **Human Resources Officer**. The place of employment will be Budapest (Hungary), where the EIT Headquarters are located.

More information about the EIT and its activities can be found on: <http://eit.europa.eu>.

## 1 The job profile

Reporting to the Head of Unit Services and Finance, the jobholder shall define and manage Human Resources processes within the EIT in compliance with the Staff Regulations of Officials and the Conditions for Employment of other servants of the European Union. In this respect the jobholder shall coordinate the work of the HR section, plan, organise, implement and monitor the HR policies and processes at the Institute in order to ensure the staff efficiency and competence, as well as good functioning of the Institute in the area of human resources.

### 1.1 Tasks

The Human Resources Officer will support the work of the EIT by performing the following tasks:

- Support the EIT's management in human resources strategy, staff planning and management, by providing advice and reports to ensure the effective use of human resources and alignment with organisational needs;

- Coordinate the work of the HR section by setting priorities and allocate tasks and resources and ensure their effective and timely implementation and achievement of objectives;
- Ensure an adequate framework and procedures for the application of HR rules and regulations, as well as the development and implementation of personnel policies and policy instruments in line with the EU Staff Regulations;
- Coordinate the HR processes and workflows (including selection and recruitment, learning and development, performance and career management, leave management, updated and complete staff files, administration of individual entitlements, as well as salaries and allowances and HR related IT tools);
- Coordinate the preparation, implementation and monitoring of HR planning and budgeting, in accordance with rules of sound financial management, and oversee the HR-related financial and procurement procedures;
- Contribute to any other tasks related to the work of the HR section, as appropriate.

## 2 Eligibility criteria

### 2.1 General conditions

By the closing date of this call candidates must:

- be a national of a Member State of the European Union or an EEA countries<sup>1</sup>;
- enjoy their full rights as citizens<sup>2</sup>;
- have fulfilled any obligations imposed by national laws concerning military service;
- meet the character requirements for the duties involved;
- be physically fit to perform their duties<sup>3</sup>

### 2.2 Education

Candidates are required to have a level of education which corresponds to completed university studies of at least four years attested by a diploma, or;

- a level of education which corresponds to completed university studies of a least three years attested by a diploma together with an additional year of relevant professional experience<sup>4</sup>.

Only qualifications issued by EU Member State authorities and qualifications recognised as equivalent by the relevant EU Member State authorities will be accepted<sup>5</sup>. At least one of the University studies mentioned above must be in the fields of social sciences and/ or Human Resources Management.

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<sup>1</sup> Iceland, Liechtenstein and Norway.

<sup>2</sup> Prior to the appointment, the successful candidate will be asked to provide a certificate of clean criminal record.

<sup>3</sup> Before being engaged, a member of staff shall be medically examined by one of the European Commission's medical officers.

<sup>4</sup> Professional experience will be counted from the date on which the applicant acquired the minimum qualification for access to the profile in question. Only duly documented professional activity (i.e. remunerated employment or self-employment) is taken into account. Part-time work will be considered in proportion to the percentage of full-time hours worked. Periods of education or training and unremunerated traineeships are not taken into account. Fellowships, grants and PhDs can be counted as professional experience up to a maximum of 3 years. Any given time period can be counted only once (e.g. if the applicant had a full-time job and did freelance consultancy work in the evenings and weekends, the days spent on the latter will not be added to the period of the former).

<sup>5</sup> In case of qualifications issued by authorities outside EU Member States, the proof of recognition of equivalence by the relevant EU Member State authorities must be specifically mentioned in the online application form under 'Additional information'. In case of invitation to an interview, the above proof must be provided

## 2.3 Experience

Candidates must have, at the closing date for applications, professional experience of at least five years<sup>4</sup> (at least six years in the case of completed university studies of less than four years), including professional experience directly relevant to the tasks of at least three years.

## 2.4 Language skills

Candidates must have an excellent knowledge of one of the languages of the EU and a satisfactory knowledge of another language of the EU<sup>6</sup> to the extent necessary for the performance of her/his duties.

# 3 Selection criteria

### *Essential:*

- Suitability to perform the tasks described in Section 1.1
- Proven track record managing human resources and related policies and processes in an EU institution or international organisation
- Ability to set priorities, to plan and organise tasks allocated to the HR Section and ability to handle large volume of work in an efficient and timely manner
- Impeccable respect for the legality and confidentiality requirements of the post
- Interpersonal skills with strong sense of responsibility, confidentiality and ability to work independently
- Effective, clear and concise communication skills in oral and written English
- Computer literacy and in particular a very good knowledge of MS Office

### *Advantageous:*

- Direct experience in an EU Institution or body with the application of the EU Staff Regulations
- Very good command of French (as frequently used working language in Commission services responsible for HR issues)

# 4 The Selection process

## 4.1 How to apply

Please consult the Guide for Applicants on the [EIT website](#). It contains detailed instructions to help you submit your application correctly.

Only applications submitted through the EU CV Online system<sup>7</sup> will be accepted.

To apply, you must register in the EU CV Online system via the link provided on the EIT website, and follow all instructions concerning the various stages of the procedure. Applications shall be made in English. **Before applying, you should carefully check whether you meet all the eligibility criteria.**

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<sup>6</sup> Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, Swedish.

<sup>7</sup> The EU CV Online, managed by the European Commission, is the tool used by the EIT for recruitment purposes. Instructions of use can be found on the EIT's Guide for Applicants, on the EIT website.



It is your responsibility to complete your online registration in time. We strongly advise you not to wait until the last few days before applying, since heavy Internet traffic or a problem with the Internet connection could lead to your online registration being interrupted before you complete it, thereby obliging you to repeat the whole process. Once the deadline has passed, you will no longer be able to register.

No supporting documents are required at this stage – these will be required later from candidates invited to an interview (see section 5.3).

On completion of your online registration, you will receive on screen a registration number, which you must note. Once you receive this number, the registration process is finished. This will be your reference number in all matters concerning your application. Please note that if you do not receive a number, your application has not been registered!

An acknowledgement of your application will be sent to the e-mail address indicated in your application. It is your responsibility to verify that you provide the correct e-mail address.

**Deadline for applications: 6 July 2016 at midday (12:00 Budapest time)**

## 5 Steps of the selection procedure

### 5.1 Admission to the selection procedure

After the deadline for online registration, the selection committee will check the submitted applications against the general and specific conditions described in Section 2. Applications satisfying these conditions will then be assessed against the selection criteria described in Section 3.

### 5.2 Initial assessment of the applications

The selection committee will assess each eligible application according to the qualifications and training, professional experience and motivation of the candidate with respect to the profile described in Section 1.1.

### 5.3 Interview

Upon completion of the profiles' evaluation, the 12 most suitable candidates for the post - based on the highest scores in the pre-selection screening - will be invited to an interview, which will be organised in Budapest. *Details of the time, date and address of the interview will be communicated to the candidates in due time.*

Candidates invited to an interview will be requested to submit by email, prior to the interview, a non-certified copy of their diploma(s) and evidence of their professional experience, clearly indicating the starting and finishing dates, the function(s) and the exact nature of the duties carried out. Candidates will also be requested to submit a non-official translation of all supporting documents written in a language other than English.

Prior to contract signature, the successful candidate(s) will be required to provide original versions of documents proving the eligibility criteria.

The selection committee will carry out an assessment of candidates invited to an interview according to the selection criteria described in Section 3. The interview and the written test will be conducted in English. Any other languages indicated in the application form might be tested. *Note:* native English speakers will be tested to prove their second language skills (as stipulated in 2.4 Language skills).



Candidates may also be required to sit a written test in English on the day of the interview. This might take the form of a case study, multiple-choice questionnaire and/or oral presentation.

The written tests may consist of the following components, in accordance with the level and profile of the position advertised:

- Specific competencies with reference to the profile
- General aptitudes and language abilities to the extent necessary for the performance of the duties
- Knowledge of European integration and institutions, the European Institute of Innovation and Technology

These components can be combined.

#### 5.4 Verification of documents and scrutiny

The application of candidates invited to the interview will be checked against supporting documents provided, in order to confirm the accuracy and eligibility of the application.

If, at any stage in the procedure, it is established that the information in an application has been knowingly falsified, the candidate will be disqualified from the selection process.

Candidates will also be disqualified if they:

- do not meet all the eligibility criteria;
- do not provide all the required supporting documents.

#### 5.5 Reserve list

The selection committee will place the most suitable eligible candidates on a draft reserve list. This draft will be submitted to the Appointing Authority of the EIT for approval. The adopted reserve list, which will be in order of merit, will be valid until 31 December 2017. Reserve lists may be extended by decision of the Appointing Authority of the EIT. Prior to being offered a post, candidates on a reserve list may be required to undergo further evaluation by the EIT (e.g. including a further interview).

Inclusion on a reserve list does not imply any entitlement to employment in the EIT. Moreover, recruitment will be subject to budgetary availability.

#### 5.6 Information

The text of this Call for applications contains all the information required. Nevertheless, if you have a question, please consult the Guide for Applicants on the EIT website. If you have further questions, please contact the EIT via [jobs@eit.europa.eu](mailto:jobs@eit.europa.eu), clearly mentioning the reference of the vacancy notice, your registration number and the nature of your request.

**Please note that due to the large volume of applications received, only candidates selected for the interviews will be contacted.**

### Other important information

## 6 General information

### 6.1 Equal opportunities

The EIT applies a policy of equal opportunities and accepts applications without discrimination on any grounds.

## 6.2 Selection committee

A selection committee will be appointed to carry out the evaluation of applications to this vacancy. Please note that the selection committee's internal proceedings are strictly confidential and that any contact with its members is strictly forbidden, and may lead to disqualification from the selection process.

## 6.3 Approximate timetable

The selection process may take a few months to be completed; further information about the status of the procedure will be published on the EIT website.

## 6.4 Recruitment conditions / Career

Successful candidates may be offered a contract as a temporary staff in accordance with Article 2f of the [Conditions of employment of other servants of the European Communities](#) for an initial period of 5 years. The contract may be renewed. The place of employment will be Budapest.

## 6.5 Conditions of employment

Successful applicants who are offered a contract of employment will be placed on entry into service in step 1 or 2 of grade AD 6, according to the length of their professional experience. The estimated net monthly salaries for grade Temporary Staff at the grade mentioned above, as at 1 January 2016 in Budapest<sup>8</sup>, are:

- Step 1: € 2,735.11
- Step 2: € 2,835.43

Depending on the individual family situation and the place of origin, staff members may in addition be entitled to:

- Expatriation or foreign residence allowance: 16 % or 4 % of the basic salary.
- Annual travel allowance: staff entitled to expatriation or foreign residence allowance are entitled to be paid each calendar year a sum equivalent to the cost of travel from the place of employment to the place of origin for themselves and, if they are entitled to the household allowance, for their spouse and dependant(s). This is a flat-rate payment, based on an allowance per kilometre of geographical distance between the staff member's place of employment and place of recruitment or origin.
- Household allowance: 2% of basic salary + € 176.01.
- Allowance for a dependent child or person treated as such: € 384.60 per child/person.
- Pre-school allowance: € 93.95 per month, for each dependent child who is less than five years old or is not yet in regular full-time attendance at a primary school (until the child reaches the age of eight).
- Education allowance: the EIT will cover schooling fees for children of EIT staff members attending or applying to international schools that have signed a cooperation agreement with the EIT. Covered under these provisions are staff member's children from the age of 5, and attending, regularly or on full time basis, or applying for primary

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<sup>8</sup> This estimate already includes a correction coefficient of 69%, currently applied to salary and allowances paid in Budapest. Deductions for the community tax and contributions for medical insurance, pension and unemployment insurance are already included in this estimate. Salaries are exempted from national tax. The salary can be paid in Euro or in the local currency: Hungarian Forint (HUF).

or secondary education in an international school, after having been considered eligible by the EIT.

- Reimbursement of transport costs to school: for children attending primary or secondary school, staff may receive reimbursement of the transport costs up to a maximum of € 521.89 per month for each dependent child, starting from the first year of primary school.
- Installation allowance: equivalent to two months' basic salary for staff entitled to the household allowance; and one month's basic salary for staff members who are not entitled to the household allowance. This allowance is paid upon successful completion of the probationary period.
- Reimbursement of removal costs.
- Initial temporary daily subsistence allowance: staff entitled to the household allowance: € 40.43 per day for a period of 180 days; if you are a probationer, the daily subsistence allowance is granted for the period of probation plus one month. Staff not entitled to the household allowance: € 32.59 per day for a period of 120 days. This allowance is not paid beyond the date on which staff members effectively remove their belongings to Budapest.

Other features of working conditions applicable at the EIT are:

- Annual leave entitlement of two days per calendar month plus additional days depending on grade and age. 2,5 days' home leave per annum if you are entitled to the expatriation or foreign residence allowance.
- General and applicable technical training plus professional development opportunities.
- EU Joint Sickness Insurance Scheme, accident and occupational disease insurance coverage, unemployment and invalidity allowance.
- After 10 years of service, staff members are eligible to receive pension from the European Union Pension Scheme.

## 6.6 Independence and declarations of interest

The job holder will be required to enter into a commitment to act independently in the public interest and to make complete declarations of any direct or indirect interests that might be considered prejudicial to his or her independence.

## 6.7 Appeal procedure

Candidates considering that their interests have been prejudiced in the selection process by a particular decision may request a review of, or launch an appeal against the decision adversely affecting them. Further information about the appeal procedures can be found in the Guide for Applicants on the EIT website.

## 6.8 Protection of personal data

As the body responsible for organising the selection procedure, the EIT ensures that applicants' 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 data (Official Journal of the European Communities, L 8 of 12 January 2001). This applies in particular to the confidentiality and security of such data.



[Continue here for the application form](#)

If you have difficulties to connect to the above link, you may copy and paste the following link into your Web application.

[https://ec.europa.eu/dgs/personnel\\_administration/open\\_applications/CV\\_Cand/index.cfm?fuseaction=premierAcces&CFID=43272198&CFTOKEN=59090936&jsessionid=f4306b041d5468642323TR&langue=EN](https://ec.europa.eu/dgs/personnel_administration/open_applications/CV_Cand/index.cfm?fuseaction=premierAcces&CFID=43272198&CFTOKEN=59090936&jsessionid=f4306b041d5468642323TR&langue=EN)

