



Human Resources Officer (FG IV)

EIT (Budapest)

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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 Europe, the EU's research and innovation programme running from 2021 to 2027. Horizon Europe promotes excellence and provides valuable support to top researchers and innovators to drive the systemic changes needed to ensure a green, healthy and resilient Europe.

The EIT is now organising a call for expressions of interest with a view to establishing a reserve list for Contract Staff (CA) for the profile of **HR Officer**. The place of employment will be Budapest.

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

1. JOB PROFILE

TH EIT is looking for a motivated Human Resources professional who will be part of the HR Section within the Services and Finance Unit. The successful incumbent will contribute to the efficient and effective running of the HR administration and the implementation and development of HR policies and procedures in line with HR best practices.



TASKS

In particular, the tasks of the HR Officer will include the following:

- Ensure the correct application of the EU Staff Regulations and Conditions of Employment of Other Servants (CEOS) as well as the relevant implementing rules and HR guidelines;
- Support to the development, implementation and follow-up of HR policies, procedures, processes and internal guidelines;
- Ensure the timely and accurate preparation of payments related to the payroll and the administrative management of individual rights;
- Support the development of working conditions, and the management of leave and absence processes;
- Support with the planning and monitoring of HR budget and contracts, in particular, in operational initiation of financial transactions and procurement procedures linked to HR activities and prepare HR related plans, statistics, reports and archives;
- Support the coordinate the on-boarding process of newcomers, preparation of employment contracts and manage contract renewals;
- Support the coordination of the probationary period, annual performance appraisal and reclassification/promotion exercises;
- Support the implementation of the schooling policy;
- Provide organisational and administrative support related to recruitment procedures;
- Contribute to the daily management of the HR electronic database;
- Support the coordination and implementation of training programmes;
- Provide support in HR-led projects, e.g. automation of key HR processes, well-being and organisational development initiatives.

The jobholder may be asked to carry out any other tasks as deemed necessary in the interest of the service.

2. ELIGIBILITY CRITERIA

2.1. GENERAL CONDITIONS

By the closing date of this call candidates must:

- be a national of an EU Member State or an EFTA state¹;

¹ EFTA countries are Norway, Iceland and Liechtenstein as defined in Article 2 of the [EEA agreement](#).



- enjoy their full rights as citizens²;
- 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 duties³.

2.2. EDUCATION

Candidates are required to have

- a level of education which corresponds to completed university studies of at least three years attested by a diploma and appropriate experience of at least one year⁴.

Only qualifications issued by EU Member State authorities and qualifications recognised as equivalent by the relevant EU Member State authorities will be accepted⁵.

2.3. EXPERIENCE

Candidates must have, at the closing date for applications, professional experience of **at least three (3) years**, after obtaining the minimum qualifications set out in section 2.2 above (or 4 years after obtaining a level of education which corresponds to completed university studies of at least three years).

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) will be 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

² Prior to the appointment, the successful candidate will be asked to provide a certificate of good conduct, confirming the absence of any criminal record.

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

⁴ 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).

⁵ 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.



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).

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2.4. LANGUAGE SKILLS

As the predominant working language of the EIT is English, candidates must therefore have an excellent command of both spoken and written English. (Note: Native English speakers will be required to demonstrate the ability to work in a second EU language at interview stage). Candidates must also have satisfactory knowledge of another official language of the European Union⁶.

3. SELECTION CRITERIA

3.1. ASSESSMENT AT APPLICATION SCREENING STAGE

Applications will be assessed on the basis of the following essential and advantageous criteria:

3.1.1 Essential criteria⁷:

- At least 3 years' work experience in at least one or more of the following HR areas in the public or private sector: determination of individual rights and entitlements, payroll, staff recruitment and selection procedures, career and performance management, or learning and development.

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

⁷ These essential criteria will account for 60% of the total score attributed during the application screening stage. Each essential criterion may be assigned a different weighting.



3.1.2 Advantageous criteria⁸:

- At least 2 years' work experience in an international organisation with financial and procurement procedures (e.g. planning and monitoring of budgets and contracts, in particular, in operational initiation of financial transactions and procurement procedures, etc.)⁹;
- At least 2 years' work experience as an HR professional within an EU Agency/Institution/Body;
- At least 2 years' work experience with HR related IT applications, tools and/or databases (e.g. Sysper, Launchpad, EU Learn, etc.).

3.2. ASSESSMENT AT INTERVIEW/WRITTEN TEST STAGE

The following will be assessed during either the interview and/or the written test:

- Motivation for the advertised position;
- Knowledge of the EU Staff Regulations and its implementing rules;
- Knowledge of HR fields: individual rights and entitlements, payroll, recruitment and selection procedures, career and performance management, or learning and development;
- Ability to draft HR-related standard operating procedures, guidelines or work instructions;
- Ability to monitor HR budgets and contracts;
- Ability to use HR applications, tools and/or databases;
- Ability to use MS office applications (in particular, MS word and MS Excel);
- Ability to deliver high quality results with high customer-service orientation;
- Planning and organisational skills with the ability to work against very tight timelines;
- Analytical and problem-solving skills;
- Strong sense of legality and confidentiality;
- Team work abilities;
- Communication skills;
- Spoken and written English.

⁸ The advantageous criteria will account for 40% of the total score attributed during the application screening stage. Each advantageous criterion may be assigned a different weighting.

⁹ Please state specifically the type of financial and procurement procedures.



4. SELECTION PROCESS

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 system¹⁰ 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.**

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: 24 November 2021 (13:00 pm Budapest time)

¹⁰ 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.



5. STEPS OF THE SELECTION PROCEDURE

5.1. ADMISSION TO THE SELECTION PROCEDURE

After the deadline for online registration, the selection board will check the submitted applications against the eligibility criteria described in Section 2. Applications satisfying these conditions will then be assessed against the selection criteria described in Section 3.1.

5.2. INITIAL ASSESSMENT OF THE APPLICATIONS

The selection board 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, typically up to a maximum of the 12 most suitable candidates - based on the highest scores in the pre-selection screening - will be invited to an interview, which will be organised in Budapest or it may take place online via video conferencing facilities. 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 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.

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

The selection board will carry out an assessment of candidates invited to an interview according to the selection criteria described in section 3.2. 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 will 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.



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 board will propose a reserve list of suitable candidates for approval by the Appointing Authority. The adopted reserve list will be valid until **31 December 2022**.

Reserve lists may be extended by decision of the EIT Appointing Authority. 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. REQUESTS FOR INFORMATION

The text of this Call for applications contains all the information required. If you have further questions, please contact the EIT via jobs@eit.europa.eu, clearly mentioning the reference of the vacancy notice, your registration number and the nature of your request.



6. ADDITIONAL IMPORTANT INFORMATION

6.1. EQUAL OPPORTUNITIES

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

6.2. SELECTION BOARD

A selection board will be appointed to carry out the evaluation of applications to this vacancy. Please note that the Selection Board'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 member of the Contract Staff in accordance with the [Conditions of employment of other servants of the European Communities](#). The EIT typically offers Contract Agents a 5-year contract with the possibility of renewal. Any second renewal is for an indefinite period.

The place of employment will be Budapest.

6.5. CONDITIONS OF EMPLOYMENT

Successful applicants who are offered a contract of employment will, on entry into service, be placed in grade 13, 14, or 16 in function group FG IV, according to the length of their professional experience. The estimated monthly net salary for Contract Staff at the grades mentioned above, as at 01 July 2020 in Budapest¹¹, are:

- Grade 13: € 2,157.42 (up to 7 years' experience)
- Grade 14: € 2,332.67 (more than 7 years' experience)
- Grade 16: € 2,914.12 (more than 20 years' experience)

¹¹ This estimate already includes a correction coefficient of 71.9%, applicable to salary and allowances paid in Hungary. 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).



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 + €192.78.
- Allowance for a dependent child or person treated as such: € 421.24 per child/person.
- Pre-school allowance: €102.90 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 covers 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 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 €571.62 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: €44.28 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: €35.71 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 key benefits applicable at the EIT include:

- 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 on retirement.



6.6. INDEPENDENCE AND DECLARATIONS OF INTEREST

The jobholder 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 website¹².

6.8. PROTECTION OF PERSONAL DATA

As the body responsible for organising the competition, the EIT ensures that applicants' personal data are processed as required by 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, offices and agencies and on the free movement of such data (Official Journal of the European Union, L 295/39 of 21 November 2018). 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

¹² Guide for applicants: https://eit.europa.eu/sites/default/files/eit_guide_for_applicants.pdf