

Call for applications

Policy Support Officers (FG IV) and Project Support Officers (FG IV)

EIT (Budapest)

Ref.: EIT/CA/2017/128

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 Contract Staff (CA) with two lots for two profiles of **Policy Support Officers and Project Support Officers**. The place of employment will be Budapest, where the EIT is seated.

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

1 The job profile

The jobholder will contribute to activities in strategic and policy processes led by the EIT or to the supervision, monitoring and assessment of the portfolio of activities of both existing and future EIT Innovation Communities. The jobholder will report to the responsible Head of Unit.

1.1 Tasks

a) The **Policy Support Officers** will contribute to the EIT's work programme and may carry out the following tasks:

Policy support

- Develop and implement the strategy and policy processes led by the EIT.
- Provide advice and support on innovation policy related topics and related processes.
- Contribute to the preparation of and follow-up to briefings and meetings.
- Contribute to the preparation and implementation of strategic documents.



Stakeholder Relations and Communications

- Contribute to and manage the EIT's relations with stakeholders, including relations with the European Commission, Parliament, Council/ Member States, and regions as well as Knowledge Triangle stakeholders (e.g. universities, research organisations and businesses) regarding thematic and innovation policy discussions.
- Contribute to and manage external communication work, strengthen the EIT's communication and dissemination efforts with a view to increase the understanding and awareness of the EIT's and its Innovation Communities' activities, results and achievements.
- Further develop, enhance and implement tools to engage with stakeholders.
- Organise stakeholder events wherever relevant.

b) The **Project Support Officers** will contribute to the EIT's work programme and may carry out the following tasks:

Managing EIT Innovation Communities

- Provide support to the unit with the management of EIT Innovation Communities in their set-up phase, in assessing their Business Plans and amendments, in partnership management and supporting the process of allocation of the annual grants.
- Provide support to the assessment of final reports on annual grants submitted by the EIT Innovation Communities in terms of operational performance.
- Providing input to consultations, questions and queries put forward by the Innovation Communities.

Impact monitoring and assessment

- Contribute to the development of quality procedures, indicators and benchmarks for monitoring (and assessment) of the performance of KIC activities and contributing to the continuous monitoring of the KIC portfolio of activities, measuring their results, impact and recommending improvements.

The jobholders may also be asked to carry out any other tasks corresponding to the grade and function, as deemed necessary in the interest of the service.

Candidates are requested to indicate clearly the profile they are applying for in their motivation letter. Only one profile can be indicated.

2 Eligibility criteria

2.1 General conditions

By the closing date of this call candidates must:

- be a national of an EU Member State;



- enjoy their full rights as citizens¹;
- 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 duties².

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 professional experience of at least one year³.

Only qualifications issued by EU Member State authorities and qualifications recognised as equivalent by the relevant EU Member State authorities will be accepted⁴.

2.3 Experience

Candidates must have, at the closing date for applications, professional experience of at least **3 years** after obtaining the minimum qualifications sets out in section 2.2 above.

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).

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.

¹ Prior to the appointment, the successful candidate will be asked to provide a certificate of good conduct, confirming the absence of any criminal record.

² Before being engaged, a member of staff shall be medically examined by one of the European Commission's medical officers.

³ 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).

⁴ 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.

2.4 Language skills

As the predominant working language of the EIT is English, candidates must therefore have an excellent command of 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 Union⁵.

3 Selection criteria

3.1 The following selection criteria will be assessed on paper at the application screening stage:

Profile of EIT Policy Support Officer

Essential criteria⁶:

- Work experience in drafting briefings and/or strategic documents in at least two of the tasks listed above;
- Work experience in EU policy areas relevant to the work of the EIT, including entrepreneurship education, development of regional innovation capacity or start-up support.

Advantageous criteria⁷:

- Work experience in the field of project support or project management.

Profile of EIT Project Support Officer

Essential criteria⁶:

- Work experience in the field of project support or project management;
- Work experience in the field of managing or controlling grants/funds provided by EU or other international organisations.

Advantageous criteria⁷:

- Work experience in EU policy areas relevant to the work of the EIT, including entrepreneurship education, development of regional innovation capacity or start-up support.

⁵ Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, Swedish.

⁶ These essential criteria will account for 70% of total score attributed during the application screening stage.

⁷ The advantageous criteria will account for 30% of the total score attributed during the application screening stage.

3.2 The following selection criteria will be tested at the interview/written test stage:

Profile of EIT Policy Support Officer

- Ability to draft briefings and/or strategic documents;
- Knowledge of EU policy areas relevant to the work of the EIT, including entrepreneurship education, development of regional innovation capacity or start-up support.

Profile of EIT Project Support Officer

- Project management skills, in particular the ability to prioritise, meet deadlines and effectively manage competing organisational demands;
- Knowledge in the field of managing or controlling grants/funds programmes provided by EU or other international organisations.

Both profiles

- Knowledge of the societal challenges addressed by at least one of the existing or future EIT Innovation Communities (e.g. climate change, sustainable energy, digitalisation, innovation for healthy living and active ageing, raw materials, food4future, added value manufacturing and urban mobility);
- Use of MS Office applications, in particular Word, Excel and PowerPoint;
- Analytical skills with the ability to synthesise and integrate ideas and concepts;
- Oral and written English;
- Interpersonal, communication and networking skills;
- Negotiation skills;
- Team work abilities.

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 system⁸ 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.**

⁸The 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.



In the letter of motivation, please highlight the key work experiences relating to each of the selection criteria listed in section 3.1 of this vacancy notice.

Candidates are requested to indicate clearly the profile they are applying for in their motivation letter. Only one profile can be indicated.

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: 27 November 2017 (12:00 noon 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, typically up to a maximum of the 12 most suitable candidates for each profile - 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 on the day of 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. 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 3.2. 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.

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 2018. 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, 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 member of the Contract Staff in accordance with Article 3a 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, on entry into service, be placed in grade 13 or 14 or 16 in function group IV, according to the length of their professional



experience. The estimated net monthly salaries for Contract Staff at the grades mentioned above, as at 1 January 2017 in Budapest⁹, are:

Grade 13: € 1,981.01

Grade 14: € 2,148 .49

Grade 16: € 2,683.75

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 + €181.82
- Allowance for a dependent child or person treated as such: € 397.29 per child/person.
- Pre-school allowance: €97.05 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 €539.12 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: €41.76 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: €33.67 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.

⁹ This estimate already includes a correction coefficient of 70%, 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).



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 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 competition, 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