



Traineeship call for applications

Trainee support to the EIT Director's Office / Communications and Stakeholder Relations Unit / Innovation Communities Unit / Strategy and Impact Unit / Services and Finance Unit

EIT (Budapest)

Ref.: EIT/TR/2018/12

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 launching a call for application for its traineeship programme for a period of three to six months. The trainee will support the daily operations of the Director's Office team and/or Communications and Stakeholder Relations Unit and/or Innovation Communities Unit and/or Strategy and Impact Unit and/or Services and Finance Unit at the EIT.

The place of employment will be Budapest, where the EIT Headquarters are located.

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

What does the traineeship offer?

- ✓ EU knowledge – insight into the policies and processes of EU bodies;
- ✓ Practical experience – an opportunity to play a part in the EIT's day-to-day operations;
- ✓ Opportunity to put knowledge and skills into practice.

What do we expect from you?

- ✓ Openness to European topics;
- ✓ Willingness to learn about the EIT and innovation in Europe;
- ✓ Contribution to our everyday work with fresh insights;
- ✓ A proactive attitude.

1 The job profile

The trainee will work in one of the 5 units of the EIT indicated hereunder, based on the below job profile descriptions. Applicants are invited to indicate clearly in their application which of the following 5 profiles they wish to apply for. In case you are interested in several profiles, please indicate your preference, by submitting a separate application for each profile. More information on how to submit an application can be found in section 3.1 below.

1. The management of the EIT (Office of the Director):

EIT is looking for a trainee with knowledge in the area of EU policies related to the activities of the EIT and/or EU law. The trainee will support the Director's office in the administrative tasks and projects related to the activities of the Director's Office in the day-to-day operations.

Trainee assignment

- Support in the day-to-day administrative tasks and activities of the Director's Office;
- Support in projects related to the strategic planning, legal and management aspects of the EIT.

The assessment of applications will be based on the following criteria:

- Experience in EU policies and/or EU law is considered an advantage;
- Knowledge in project management, EU law and/or EU policies related to the activities of the EIT (either gained through training or initial experience) is an advantage;
- Experience in studying or working in an international or multicultural environment is considered an advantage.
- Excellent written English is essential.

2. Communications and Stakeholder Relations Unit (CS):

EIT is looking for a trainee within the areas of Communications and Stakeholder Relations.

Trainee assignment

- Prepare presentations and visual aids for print and digital use;
- Monitor the EU daily news, press reviews and EU institutional websites;
- Provide relevant background information through desktop research;
- Draft briefings, articles and reports;
- Support the organisation of meetings and conferences;
- Support the management of the EIT stakeholder relations management system;
- Contribute to the management of the EIT social media;
- Prepare and distribute the EIT newsletter.

The assessment of applications will be based on the following criteria:

Communications:

- Experience of digital communications tools such as social media channels is an advantage;
- Knowledge of Microsoft Office and a very good knowledge of Adobe Creative Suite, in particular Adobe Photoshop, InDesign and Illustrator (gained through training and/or initial experience) is an advantage;
- Excellent written English is essential.

Stakeholder Relations:

- Knowledge of the EU Institutions, EU policy and decision-making processes, and EU innovation policies and a very good understanding of stakeholder engagement processes (gained through training and/or initial experience) is an advantage;
- Excellent written English is essential.

3. Innovation Communities Unit (IC):

The EIT is looking for a trainee in the area of partnerships management. The trainee will support the Programme officers and the Grant Assurance officers in managing the portfolio of KIC contracts and grants.

Trainee assignment

- Provide support in operational tasks and in sharing best-practice and results of the EIT and KICs activities;
- Support in the administrative tasks and activities of the unit in the day-to-day operations.

The assessment of applications will be based on the following criteria:

- Knowledge of finance or EU funds (gained through training and/or initial experience) is an advantage;
- Experience in studying or working in an international or multicultural environment is considered an advantage;
- Excellent written English is essential.

4. Strategy and Impact Unit (SI):

The EIT is looking for a trainee in the area of strategy and impact.

Trainee assignment

- Support activities in the development of EIT strategies and policies;
- Support activities related collection and dissemination of good practices and learning;
- Support the consultation with stakeholders on developing the EIT Impact Framework;
- Contribute to the development and implementation of activities enhancing the EIT's impact on education and entrepreneurial skills;
- Contribute to the development and implementation of specific activities the EIT Alumni Community will offer to its members;
- Support in the administrative tasks and activities of the unit in the day-to-day monitoring of operations.

The assessment of applications will be based on the following criteria:

- Experience in drafting concept papers and analytical documents is an advantage;
- Experience in being involved with project support and/or monitoring activities is considered an advantage;
- Background in education and/or entrepreneurship and/or innovation policy, innovation systems or innovation management is advantageous;
- Background in education management, project management is advantageous;
- Experience in studying or working in an international or multicultural environment is considered an advantage;
- Excellent written English is essential.

5. Services and Finance Unit (SAF):

The SAF Unit's work is carried out by four sections in the area of Finance, Governance & Human Resources, Procurement and IT & Logistics. The trainee will support any of these sections to implement the portfolio of their tasks.

Trainee assignment

- Support projects and tasks in the area of Budget and Finance;
- Support ongoing projects, drafting and update of rules, policies and procedures and/or day-to-day tasks in the Governance & HR area;
- Support the implementation of procurement procedures under EIT's Procurement plan;
- Support the completion of ICT- and Logistics- related tasks;
- Support the drafting and/or update of SAF procedures and policies;
- Support the content update on the SAF and its sections' intranet space;
- Archiving and filing as well as other general administrative tasks as required.

The assessment of applications will be based on the following criteria:

- Experience with the EU and/or knowledge of EU rules and regulations in any of the following areas: budget and finance management, Legal (Human Resources (HR) & Governance), HR, Procurement, ICT and/or Logistics, is considered an advantage;
- Experience in studying or working in an international or multicultural environment is considered an advantage;
- Excellent written English is essential.

Behavioural skills common to all profiles above

- Very good Interpersonal, communication and networking skills;
- Ability to take initiative;
- Ability to work well in teams, particularly a multicultural team.

The assessment of applications (in order to be placed on the shortlist) will be based on the CV and the motivation letter. Please clearly indicate in your motivation letter how you meet the criteria for the profile you wish to apply for and how you have applied the above behavioural skills in your educational and/or work experiences so far.



Requirements: Eligibility criteria

2.1 Nationality

Trainees are selected from nationals of the Member States of the European Union (EU), the Member States of the European Economic Area (EEA), the European Free Trade Area (EFTA)¹, associated countries from Horizon 2020, EU candidate countries² and from the United States of America, Japan, South Korea and the BRICS countries³.

2.2 Qualification

Candidates must have completed, by the closing date for applications, the first cycle of university education and obtained a full degree or its equivalent (Annex I of the Rules governing the Traineeship Scheme of the EIT).

Candidates must provide copies of diplomas (or of relevant official certificates), of all university or post-university studies declared in their application. For declared ongoing studies an official declaration from the relevant university must be provided.

Applicants whose university or post-graduate diplomas are not issued in one of the official EU languages must provide a translation of these documents into English, the working language of the EIT. If recruited for a traineeship, presentation of all diplomas declared and, if applicable, official certified translations will be required.

2.3 Languages

In order to fully benefit from the traineeship and to be able to follow meetings and perform adequately:

- Candidates from EU Member States must have very good knowledge of English and another EU official language. Those whose mother tongue is English, are required to demonstrate a very good knowledge of another EU official language;
- Candidates from EEA/EFTA Member States, associated countries from Horizon 2020, candidate countries and from the USA, Japan, South Korea and the BRICS countries must have very good knowledge of English, the working language of the EIT.

Candidates will be required to provide the appropriate justification (i.e. diplomas, certificates, proof of having studied in the language in question, etc.) regarding the knowledge of languages declared on the application form, other than the mother tongue.

¹ Norway, Liechtenstein, Iceland and Switzerland

² Albania, Montenegro, Serbia, the Former Yugoslav Republic of Macedonia, Turkey and any other future candidate countries once officially accepted by the EU.

³ Brazil, Russia, India, China, and South Africa

2.4 Other conditions

Applicants are required to have a general behaviour compatible with the security requirements of the EIT⁴ and to be physically fit to perform the tasks.

2.5 Prior employment

The EIT wishes to offer to as many people as possible the opportunity of in-service training. Therefore, traineeships are only open to candidates who have not:

- benefited already or benefit from any kind of traineeship (formal or informal, paid or unpaid) within a European Institution or body (Annex II of the Rules governing the Traineeship Scheme of the EIT); or
- had or have any kind of employment within a European Institution or body, delegation or representation office, including anyone who is or has been an assistant to a Member of the European Parliament, an intra-muros consultant or researcher, a temporary staff member, a contract staff member, an auxiliary staff member or an interim staff member of any EU Institution, body, delegation or representative office;
- had or have any paid or unpaid traineeship, or have had employment or other contractual relationship with the existing Knowledge and Innovation Communities (i.e. the legal entity and partners of EIT Digital, EIT InnoEnergy, EIT Climate-KIC, EIT Health, EIT Raw Materials, EIT Food).⁵

Candidates shall inform the EIT of any change in their situation that might occur at any stage of the application process.

2.6 Conflict of interest of applicants

Applications will be rejected if it is established that the applicant is in one or more of the following situations of conflict of interest:

- the applicant had or has prior employment as listed above;
- the applicant is a close family member of an EIT staff member or an EIT Governing Board member;
- the applicant is in any other situation that could cast doubt on his/her ability to participate in the traineeship, or that could reasonably appear to do so in the eyes of an external third party.

⁴ Prior to the appointment, the successful candidate will be asked to provide a criminal record extract confirming the absence of any criminal record.

⁵ In case of designation of further KICs by the EIT Governing Board, this rule shall cover those KICs as well.



3. The Selection process

3.1 How to apply

Candidates must submit their application electronically. Their application has to be composed of a duly signed **CV Europass format**⁶ and a **motivation letter** (maximum one page). Applications must be sent to traineeship@eit.europa.eu by the closing date and the subject title must include "SURNAME Name + Reference of the Call for applications".

Candidates should clearly state in their application for which of the announced traineeship opportunities they are applying. Each traineeship position requires a separate application (CV plus motivation).

Candidates are requested to send their application in English, the working language of the EIT. Please note that only complete applications containing the above mentioned documents (CV and a motivation letter) and sent within the deadline will be taken into consideration.

Please note that only the candidates selected for a traineeship will receive notification.

Deadline for applications: 26 February 2018 (13:00 pm Budapest time)

3.2 Admission to the selection procedure

The eligibility check is completed by the EIT HR which draws up a list of candidates to be considered. Based on this list, the pre-selection is carried out by a Committee made up of EIT staff. Successful applicants are selected on the basis of motivation, qualifications and/or experience.

The final selection is made by the EIT Interim Director /Head of Unit CS/ Head of Unit IC/ Head of Unit SI/ Head of Unit SAF (depending on the profile indicated by the candidate) based on the CV of the shortlisted candidates. They select the most appropriate candidates according to the established "profile". In addition, shortlisted candidates may be required to undergo an interview at the EIT or by phone/Skype. The final selection is confirmed by the EIT Interim Director.

The shortlist will be valid until **31 December 2018**. The work of the Committee is confidential and its decisions are final.

3.3 Recruitment procedure

Successful applicants are informed by email of the dates of the traineeship and the list of final documents they should provide prior to commencement of the traineeship.

Recruited trainees are obliged to provide any forms and certificates required by the EIT HR at the time of their recruitment. They are responsible for ensuring that they have the valid documents to enter and stay in Hungary during the traineeship, where applicable, and that they obtain all

⁶ <http://europass.cedefop.europa.eu/en/documents/curriculum-vitae/templates-instructions>



the documentation required by the authorities of the country in which they are employed/residing.

Applicants can only be offered a single contract for a given traineeship period. Applicants who decline a contract offer will be excluded from the on-going procedure. They may re-apply for a subsequent traineeship by submitting a new application, together with all supporting documents.

If an application is unsuccessful at any stage of the application process, depending on the reason for rejection, a candidate may re-apply for a subsequent traineeship. It is, however, necessary to submit a new application, together with the requested supporting documents. Please note that only the candidates selected for a traineeship will receive notification.

Trainees may not be recruited if a conflict of interest might occur, irrespective of the candidate's prior professional experience or nationality.

The keeping of files respects Regulation (EC) No 45/2001 regarding personal data, whether the applications gave rise to recruitment or not.

3.4 Other important information

The text of this Call for applications contains all the information required. Nevertheless, if you have further questions, please contact the EIT via traineeship@eit.europa.eu, clearly mentioning the reference of the Call for applications and the nature of your request. The full text [the Rules governing the Traineeship Scheme of the EIT](#) can be consulted at the EIT website.

4. General information

4.1 Equal opportunities

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

4.2 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.

4.3 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.



4.4 Conditions of employment

Trainees will be awarded a monthly grant. The net amount of the grant⁷ is, as of 1 March 2018, 876.70 EUR.

Sickness and accident insurances are compulsory and the EIT does not provide such coverage. Trainees must take out these insurances and proof of the coverage must be presented to EIT HR prior to the start of the traineeship period.

Upon presentation of the proper justification, disabled trainees may receive a supplement to their grant equal to a maximum of 50% of the amount of the grant.

Recruited trainees will get reimbursed the travel expenses incurred at the beginning and at the end of the traineeship. The basis of calculating this reimbursement shall be the most economical fare for a standard return route between the place of origin and Budapest. Airport transfers and taxi fares shall not be reimbursed. Where the distance is less than 400km, the cost of travel by private car can be reimbursed at the rate of 0.22EUR/km.

The trainee must complete a minimum of three months of the traineeship period to qualify for the reimbursement of travel costs. Trainees whose place of recruitment is less than 50 km from the place of employment are not entitled to the reimbursement of travel costs.

Request for reimbursement of travel expenses shall be submitted not later the 60 calendar days from the date of travel.

Grants awarded to trainees are not subject to the special tax regulations applying to officials and other servants of the European Union. Trainees are solely responsible for the payment of any taxes due on EIT grants by virtue of the laws in force in the country concerned. A certificate for tax purposes will be provided at the end of the traineeship period. This certificate should state the amount of grant received and confirm that tax and social security payments have not been made.

4.5 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.

For more information concerning the protection of personal data, please consult the privacy statement (Annex III of the Rules governing the Traineeship Scheme of the EIT).

⁷ This estimate already includes a correction coefficient of 74.5%, currently applied to remuneration paid in Hungary. This correction coefficient is normally adjusted every year. The salary can be paid in Euro or in the local currency: Hungarian Forint (HUF).