

VACANCY NOTICE

TEMPORARY AGENT

The European Supervisory Authorities (ESAs)¹ are looking for establishing a talent pool for the position of

Director of the DORA Joint Oversight Venture

Reference procedure	ESA-DORA-TA-2024-AD12
Type of contract	TEMPORARY AGENT (TA) ²
Grade	AD 12
Place of employment	Paris, France OR Frankfurt am Main, Germany
Date of publication	9 April 2024
Deadline for applications	13 May 2024 at 23h59 (Central European Time)
Estimated starting date	Mid – 2024
Reserve list valid until	31 December 2025, with possibility of extension

WHAT IS DORA?

The Digital Operational Resilience Act (i.e Regulation 2023/2554, or “DORA”) applicable from January 2025 establishes a comprehensive framework for fostering the digital operational resilience of all EU financial entities. It foresees that ICT third-party service providers who provide ICT services to financial entities and are identified as critical (critical third-party providers - CTPPs) will be subject to an oversight at the EU level to minimise the risks they expose the EU financial sector to. In practice, this oversight will be carried out by a Lead Overseer, which will be one of the three European Supervisory Authorities (ESAs), i.e. the European Banking Authority (EBA), the European Insurance and Occupational Pension Authority (EIOPA), or European Securities and Markets Authority (ESMA).

The Lead Overseer may request information from CTPPs, conduct off-site investigations and onsite inspections, impose penalties and issue recommendations to CTPPs. It will also cooperate with other EU institutions including ENISA (European Network and Information Security Agency) and with competent authorities within the EU. The latter will support the Lead Overseer in the conduct of oversight activities and follow-up on the recommendations of the Lead Overseer with the financial entities they supervise.

DORA requires a close cooperation between the three ESAs which will jointly carry out the CTPP oversight across the entire financial sector. Staff recruited by the three ESAs for the DORA oversight activities will work as one team, and closely liaise with colleagues responsible for other activities at the three ESAs.

¹ ESAs: EBA, EIOPA, ESMA.

² According to the Article 2(f) of the Conditions of Employment of Other Servants of the European Union (CEOS).

WHY JOIN AN ESA?

You will contribute directly to shaping and maintaining financial stability within the European Union, at the heart of the European System of Financial supervision.

Your work will have a significant impact on the regulatory framework for financial institutions and markets in the EU, ultimately safeguarding consumers and investors.

You will have the opportunity to expand your network across Europe and beyond working for the EBA, EIOPA and ESMA.

EUROPEAN BANKING AUTHORITY (EBA)

EBA's mission is to contribute to the stability and effectiveness of the European financial system through simple, consistent, transparent, fair regulation and supervision that benefits all EU citizens.

EBA's five strategic objectives are: to finalise and implement an effective and proportionate Single Rulebook, to foster financial stability in an economy transitioning towards sustainability, to enable an integrated reporting system for enhanced assessment and disclosure, to implement the Digital Finances package with DORA oversight and MICAR supervision, and to focus on innovation for the benefit of consumers while ensuring a smooth transition of the anti-money laundering.

Further information on the EBA is available on the EBA's website: www.eba.europa.eu

EUROPEAN INSURANCE AND OCCUPATIONAL PENSIONS AUTHORITY (EIOPA)

EIOPA's mission is to contribute to a sound, effective and consistent level of regulation and supervision of insurance and occupational pensions sectors in Europe, and to promote transparency, simplicity and fairness in the market for consumer financial products or services across the internal market for the benefit of EU citizens.

EIOPA helps protect insurance policyholders, pension scheme members, customers and consumers and other beneficiaries. EIOPA furthermore plays a key role in supporting the stability of the financial system, transparency of financial markets and products, and contributes to strengthening coordination among financial supervisors at the international level.

Further information on EIOPA is available on EIOPA's website: www.eiopa.europa.eu

EUROPEAN SECURITIES AND MARKET AUTHORITY (ESMA)

ESMA's mission is to enhance investors' protection and promote stable and orderly financial markets.

The Authority has published its [ESMA Strategy 2023-2028](#) identifying for the coming years three strategic priorities: fostering effective markets and financial stability; strengthening supervision of EU financial markets; enhancing protection of retail investors; and two thematic drivers: enabling sustainable finance; and facilitating technological innovation and effective use of data.

ESMA exercises direct supervision over a number of financial markets participants, established in the EU or offering financial services in the EU from third countries.

Further information on ESMA is available on the ESMA's website: www.esma.europa.eu

WHAT ARE THE JOB AND OFFER?

Key purpose

We are looking for a seasoned professional to steer the oversight activities conferred to the ESAs by DORA (Digital Operational Resilience Act).

This is a managerial position to lead a multidisciplinary, multicultural, and multi-located team of high-level professionals entrusted with the mission of carrying out DORA oversight activities for CTPPs across the entire financial sector.

You will be directly accountable to the three ESAs' Executive Directors.

Main responsibilities

- Drive an effective and efficient implementation of DORA oversight activities for CTPPs on behalf of the three ESAs, with a technology scalable and forward-looking approach taking into account the evolution of risks.
- Steer the setting up of the DORA priorities for the CTPPs and ensure the execution of the overall annual cycle of oversight activities for those, following a risk-based approach.
- Manage, in coordination with the relevant ESAs structures, an optimal use of DORA oversight human and financial resources and tools in compliance with the EU regulatory framework.
- Represent the three ESAs externally on DORA-related matters, developing adequate relationships with public and private stakeholders (national competent authorities, EU and other relevant institutions).
- Maintain strong working relations, especially in areas of common interest, with other ESA managers.
- Act as role model in leading and nurturing, motivating and engaging.

Place of employment – Working conditions

While functionally reporting to the three ESAs' Executive Directors as part of their DORA's joint oversight, you will be administratively employed by the EBA, EIOPA or ESMA and based in the relevant agency's location (Paris, France or Frankfurt am Main, Germany).

You will manage a joint team composed of ca 30 highly skilled professionals employed by the EBA, EIOPA and ESMA as well as experts coming from competent authorities and will work closely with other staff from each ESA.

You will benefit from an enriched experience in a multinational and multicultural environment. with career and network development opportunities.

You will be recruited as Temporary Agent (TA) in grade administrator AD 12 for an initial contract duration of three (3) years that can be extended for an additional 3 years. Any further extension would be indefinite.

For more information regarding your salary, additional benefits, work-life balance, schooling facilities, ***please consult the Annex of this vacancy notice.***

WHAT ARE THE SELECTION REQUIREMENTS?

Applications will be assessed based on the Eligibility and Selection criteria specified in this vacancy notice.

Eligibility criteria

To be considered eligible, candidates must satisfy all the criteria listed below by the deadline for submitting applications:

General

- Be a national of a Member State of the European Union³ or Iceland, Liechtenstein, Norway and enjoy your full rights as a citizen⁴;
- Have fulfilled any obligation imposed on you by the laws concerning military service;
- Have the appropriate character references as to your suitability for the performance of your duties;
- Be physically fit to perform the duties linked to the post;⁵
- Have a thorough knowledge⁶ of English⁷ and a satisfactory knowledge⁸ of another official language⁹ ¹⁰ of the European Union.

Qualifications¹¹

To be eligible, a candidate must have:

- 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;
- A level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is at least three years.

Professional Experience¹²

To qualify for the position a candidate must have, in addition to the above, at least fifteen (15) years (on the basis of Qualification A), or at least sixteen (16) years (on the basis of Qualification B) of proven fulltime professional experience after completing the education as mentioned above.

³ Member States of the EU: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

⁴ Prior to appointment, the successful candidate will be asked to provide an official document showing the absence of any criminal record.

⁵ Before the appointment, the successful candidate will be examined by one of the European Union medical centres in order to confirm that the candidate fulfils the requirements of Article 12(2)(d) of the Conditions of Employment of Other Servants of the European Union (CEOS).

⁶ The knowledge is required at least at C1 level. The assessment at C1 level is done in accordance with the [Common European Framework of Reference for Languages \(CEFR\)](#).

⁷ English is the working language of the ESAs.

⁸ The knowledge is required at least at B2 level. The assessment at B2 level is done in accordance with the [Common European Framework of Reference for Languages \(CEFR\)](#).

⁹ The official languages of the European Union: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, German, Greek, Hungarian, Irish, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, and Swedish.

¹⁰ Native English speakers will be tested to prove their second language skills.

¹¹ Only qualifications awarded by EU Member State authorities or European Economic Area (EEA) authorities or qualifications recognised as equivalent by the relevant authorities will be taken into consideration. If the main studies took place outside the European Union, the candidate's qualification must have been recognised by a body delegated officially for the purpose by one of the European Union Members States (such as a national Ministry of Education) or a NARIC recognition is required: <https://www.enic-naric.net/> and a document attesting so must be uploaded with the application by the closing date. If you have a diploma recognised in an EU Member State, you don't need NARIC recognition for your lower-level diploma(s). Example: If you have a Bachelor's degree from a university outside the EU, and a Master's degree from an EU university, you don't need NARIC recognition for the Bachelor's degree. Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

¹² Professional experience indicated in the Curriculum is only counted from the time the candidate obtained the minimum required diploma for the position and if it is on a paid basis (including study grants or internship grants).

Selection criteria¹³

In addition to the eligibility criteria above, the following selection criteria will be assessed throughout the different phases of the selection procedure.

Essential criteria:

- At least 15 years of full-time relevant experience in public or private organisations of the financial area (banking, insurance, securities), including practical experience managing areas of relevance to the DORA regulation.
- Demonstrated professional experience in managing large-scale international projects.
- Proven professional experience of at least 10 years in a management role at a middle or senior management level¹⁴.
- Proven experience in dealing with a wide range of stakeholders and co-operating and engaging with senior management in the private and public sectors.

Advantageous criteria:

- Qualification or certification relevant to DORA.
- Confirmed on-site or off-site financial sector supervision experience at an EU competent authority or risk management experience at a financial entity.
- Experience in the supervision or risk management of ICT/Cyber risks management.
- Experience of leading organisational and process changes and the ability to understand complex organisational and procedural matters, and to identify and propose improvements.
- Experience of leading a multidisciplinary and multicultural team.

Behavioural competencies:

- Leadership including emotional intelligence, building high-performing teams, managing performance, communicating, and collaborating effectively, strategic focus.
- Excellent negotiation and influencing skills including ability to steer discussions and generate the best possible results without compromising productive working relationships with the other parties involved.
- Proven decision-making skills, including the capacity to take decisions in a complex and challenging working environment.
- Mastering of oral (e.g.: interventions in conferences) and written (e.g.: drafting strategic documents) communication in English.
- Act in line with EU high-standard professional values (such as ethics and integrity, respect, open collaboration).

¹³ Candidates are required to clearly indicate in their application how they acquired the knowledge and experience allowing them to meet the selection criteria mentioned below and to give specific examples.

¹⁴ Please mention the activities covered, number of staff overseen in the positions, and the budget involved.

ANNEX

HOW TO APPLY?

Candidates are invited to carefully read the **Annex** that represents an integral part of this vacancy notice and provides information on how to complete the application, the steps of the selection process and appeal procedures.

Candidates, while applying for this call, **shall indicate in their motivation letter their preference**, if any, to the place of employment (Paris or Frankfurt am Main).

You must submit your application through the EBA' [eRecruitment platform](#).

To be considered, applications **must be received by 23h59 (CET) on the closing date**. Applications submitted by any other means or after the deadline will be disregarded. Candidates are strongly advised not to wait until the last day to submit their applications, since heavy internet traffic or internet connection issues could lead to difficulties in submission. The EBA cannot be held responsible for any delay due to such difficulties.

All sections of the **application must be completed in English**.

Please consult the [Online Application Manual for Candidates](#) for instructions on completing your application.

Following the submission of the application, candidates will receive an automatic email acknowledging receipt of the application. Please note that all correspondence will take place by email, so candidates should ensure that the email address associated with applicant's account is correct and that it is checked regularly.

The address indicated in the application will be recognised as proof of residence to be used for defining travel reimbursements, etc (if applicable).

EQUITY, DIVERSITY AND INCLUSION

The ESAs are **equal opportunities employers**, dedicated to recruit, develop and retain a diverse and talented workforce by upholding principles of equal opportunity and impartiality. To this end, the ESAs warmly welcomes applications from all qualified candidates, regardless of age, gender identity or expression, sexual orientation or identity, disability, ethnic or social origin, religion or belief, and cultural background. All ESAs staff members are committed to fostering an **open and inclusive workplace culture**. The ESAs encourage the applications of women for positions where they are currently under-represented.

If you require any **special arrangements during the selection procedure** related to a physical, mental, intellectual or sensory disability, please indicate it in your application, and HR will contact you for any adjustments or arrangements needed relating to your disability, so that your full and equal participation in the selection process can be ensured.

The ESAs, as **EMAS registered organisation**, are committed to continuously improving its environmental performance and reducing its carbon footprint.

LIFE AND BENEFITS

Place of employment:

The selected candidate will be administratively employed and based in one of the ESAs and might be called to travel between Paris (France) and Frankfurt am Main (Germany) where the EBA, ESMA and EIOPA are located.

Both Paris (France) where the EBA and ESMA are located, and Frankfurt am Main (Germany) where EIOPA is located are cosmopolitan cities at the centre of Europe.

The French capital is one of the most inspiring cities in Europe. A walkable and well-connected city with close proximity to other countries in Europe, Paris offers a vivid cultural and culinary experience with its abundance of museums, architectural richness, sparkling monuments such as the Eiffel Tower, top designer shops, and beautiful parks.

The open and hospitable atmosphere in Frankfurt stems from its centuries-old role as a trading centre. The city is home to many businesses and to academic and research institutions. As major transport hub, the airport has flights to almost everywhere in the world. Major European cities such as Amsterdam, Berlin, Brussels and Paris are less than four hours away by train. Frankfurt offers a variety of cultural and sporting activities. The city has many high-profile art galleries and museum exhibitions. Festivals and other events are held along the banks of the river Main throughout the year.

Benefit package:

You will be recruited as Temporary agent 2(f) in grade administrator (AD) 12, either in step 1 or 2, with basic salary, subject to an annual review of remuneration provided for in Article 64 and Article 65(1) of the [Staff Regulations](#). Salaries are subject to a Union tax deducted at source and are exempt from national taxation.

In addition to the basic salary, you will be entitled to a correction coefficient applicable to France (currently 119.50%) or Germany (currently 103.40%). Correction coefficients reflect the living conditions of those cities.

You may be entitled to, depending on the individual family situation and the place of origin to: expatriation allowance (16% of the basic salary), household allowance, dependent child allowance, education allowance, pre-school allowance, installation allowance, reimbursement of removal costs, initial temporary daily subsistence allowance, and other benefits.

You will be provided with a comprehensive health insurance coverage: the Joint Sickness Insurance Scheme (JSIS) is offering a wide coverage of healthcare services, as well as accidents and maternity.

You will also benefit from work-life balance with teleworking flexibility, learning and development opportunities such as language trainings, as well as social integration and free access for children to the [European school in Paris](#) / [European school in Frankfurt](#) facilities.

Remuneration:

EBA and ESMA (in Paris, France)					
Grade / step	Minimum requirements for classification in step	Monthly basic salary	Monthly net salary, after tax	Monthly net salary, after tax, with expatriation allowance	Monthly net salary, after tax, with expatriation, household and one dependent child allowance
AD 12 Step 1	4 years university degree + 15 years' experience or 3 years university degree + 16 years' experience	€ 13,622.07	€ 10,801.89	€ 13,406.43	€ 15,244.82
AD 12 Step 2	4 years university degree + 18 years' experience or 3 years university degree + 19 years' experience	€ 14,194.48	€ 11,135.97	€ 13,849.96	€ 15,704.22

EIOPA (in Frankfurt am Main, Germany)					
Grade / step	Minimum requirements for classification in step	Monthly basic salary	Monthly net salary, after tax	Monthly net salary, after tax, with expatriation allowance	Monthly net salary, after tax, with expatriation, household and one dependent child allowance
AD 12 Step 1	4 years university degree + 15 years' experience or 3 years university degree + 16 years' experience	€ 13,622.07	€ 9,346.57	€ 11,600.21	€ 13,190.92
AD 12 Step 2	4 years university degree + 18 years' experience or 3 years university degree + 19 years' experience	€ 14,194.48	9,635.55€	€ 11,983.99	€ 13,588.42

WHAT IS THE SELECTION PROCEDURE?

The ESAs manage the joint recruitment procedures following its internal procedures, with one representative from each ESA on the Selection Board, and the EBA is the leading agency for this call.

A **pre-selection panel**¹⁵ is nominated to assess the applications with reference to the eligibility and selection criteria and to establish the final reserve list of suitable candidates (to be recruited across the ESAs).

Please consult here the [pre-selection panel composition](#).

Please note that the pre-selection panel's work and deliberations are strictly confidential and that any contact with its members is strictly forbidden. Any contact made by the candidates or third parties with the members of the pre-selection panel in relation to the selection constitutes grounds for disqualification from the selection procedure.

¹⁵ Article 30 and Article 3 of Annex III of the Staff Regulations.

Candidates who do not meet all the eligibility criteria will be excluded from the selection procedure. Eligible candidates will then be scored on the essential criteria. Those who meet all the essential criteria will be scored against the advantageous criteria. Those candidates who do not meet all the essential criteria will not be assessed further.

The pre-selection panel will invite the candidates (maximum of 12)¹⁶ that best correspond to the profile sought to the interview and written test phase. Interviews and written tests may be held remotely. The invited candidates will be asked to provide supporting documents proving their eligibility before the interview and written test phase. Where the pre-selection panel identifies that a candidate has not reached the threshold to pass the written test may have their invitation to interview withdrawn.

After the evaluation of interviews and written tests, the pre-selection panel will draw up a shortlist of (up to 5 number)¹⁷ the most suitable candidates that most correspond to the profile sought and invite them to an interview with a selection panel composed of the three ESAs' Executive Directors.

All shortlisted applicants invited to the interview with the selection panel shall take part in an assessment centre, unless they have already taken part in such an assessment centre in the context of an application to a management position at an EU Institutions/Agencies in the course of the two years preceding the closing date for the receipt of applications. If an applicant has taken part in an assessment centre within this two-year period, but not within the 18 months preceding the closing date for the receipt of applications, she/he may at her/his request, be admitted to the assessment centre.

The assessment centre evaluates the applicants' potential and shall provide an in-depth analysis of managerial and leadership skills, adaptability and other core competencies. It comprises case exercises as well as in-depth interviews focused on management and leadership skills. The result of the assessment centre is taken into consideration by the three ESAs' Executive Directors.

Following the interview with the selection panel and considering the results of the written test and interview with the pre-selection panel as well as the results of the assessment centre, **a reserve list of successful candidates is established**.

Successful candidates who are placed on the reserve list will be informed accordingly. **The successful candidate will be selected from the established reserve list** which may also be used for the recruitment of a similar position depending on the needs of the ESAs.

When a vacancy/post becomes available, candidates on the reserve list may be contacted for additional informal calls. It should be noted that inclusion on the reserve list does not imply entitlement to employment in the Agencies.

Information reserved for candidates employed as Temporary Agents under Article 2 (f) of the CEOS in other EU agencies:

If the successful candidate is already a member of temporary staff 2(f) in another EU Institution, the implementing rules on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS, and in particular Article 12 (2) will apply, providing that, on the closing date of application and as well as on the day of taking up duty at the ESA, the successful candidate:

- is a member of temporary staff under Article 2(f) of the CEOS, and
- is employed within their agency in function group and grade included in the range "AD 12 – AD 14".

¹⁶ In the case of equal performance, the number of candidates will be adjusted accordingly.

¹⁷ See footnote 16.

ETHICS OBLIGATIONS

In accordance with Articles 11 and 11a of the Staff Regulations (SR) and Articles 11 and 81 of the Conditions of Employment of Other Servants of the European Union (CEOS) the successful candidate will be required to make a declaration of any conflict of interest before recruitment. The respective ESA's Executive Director will examine whether the successful candidate has any personal interest which may impair his/her independence or any other conflict of interest in relation to the position offered and will adopt appropriate measures. To that end, the successful candidate shall inform the Executive Director of any actual or potential conflict of interest using a specific form.

DATA PROTECTION

Candidates' personal data shall be processed in accordance with Regulation (EU) 2018/1725¹⁸. Pursuant to Article 28 of Regulation (EU) 2018/1725, the ESAs qualify as joint controllers for some aspects of this recruitment procedure.

For more information on how personal data will be processed, candidates are invited to consult the [Data Protection Notice](#).

IN CASE OF COMPLAINT AND APPEAL

Candidates who consider that their interests have been prejudiced by any decision related to the selection procedure can take the following actions:

1.1 REQUEST FOR REVIEW OF THE DECISIONS TAKEN BY THE SELECTION BOARD

Within ten calendar days of the date of the letter notifying the candidate of a decision taken by the Selection Board, he/she may submit a written request for a review of such a decision, setting out the reasons for the request, to the following e-mail address: EBA-vacancies@eba.europa.eu

Appeals

a) The candidate may lodge a complaint under Article 90(2) of the Staff Regulations within the time limits provided for, at the following address:

The Executive Director
European Banking Authority
Selection procedure: **Ref. ESA-DORA-TA-2024-AD12**
DEFENSE 4 – EUROPLAZA
20 Avenue André Prothin
CS 30154
92927 Paris La Défense CEDEX
France

¹⁸ 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, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC, OJ L 295, 21.11.2018, p. 39–98.

b) The candidate can submit a judicial appeal to the General Court under Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations. For details about how to submit an appeal, please consult the website of the General Court: <http://curia.europa.eu/>.

Complaint to the European Ombudsman

It is also possible to lodge a complaint to the European Ombudsman pursuant to Article 228(1) of the Treaty on the Functioning of the European Union and in accordance with the conditions laid down in the Decision of the European Parliament of 9 March 1994 on the Staff Regulations and the general conditions governing the performance of the European Ombudsman's duties¹⁹. For details about how to lodge a complaint, please consult the website of the European Ombudsman: <http://www.ombudsman.europa.eu/>

Please note that complaints made to the European Ombudsman have no suspensive effect on the period laid down in Articles 90(2) and 91 of the Staff Regulations for lodging, respectively, a complaint or an appeal with the General Court. Furthermore, under Article 2(4) of the general conditions governing the performance of the European Ombudsman's duties, any complaint lodged with the European Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned.

¹⁹ OJ L 113 of 4 May 1994