



## RECRUITMENT

THE EUROPEAN FISHERIES CONTROL AGENCY - EFCA - IS A EUROPEAN UNION BODY ESTABLISHED IN 2005 TO ORGANISE OPERATIONAL COORDINATION OF FISHERIES CONTROL AND INSPECTION ACTIVITIES BY THE MEMBER STATES AND TO ASSIST THEM TO COOPERATE SO AS TO COMPLY WITH THE RULES OF THE COMMON FISHERIES POLICY IN ORDER TO ENSURE ITS EFFECTIVE AND UNIFORM APPLICATION.

The Agency follows the personnel policy of the Staff Regulations applicable to European Institutions and Bodies. The successful candidates will be offered a post on the basis of these Staff Regulations.

The EFCA is organising an external selection to fill one or more similar post(s) to constitute a reserve list of a maximum of 15 candidates for the following position:

### **EFCA/CA/FGIV/1804 – PROJECT OFFICER**

The Agency will welcome applications from highly motivated candidates to participate in the development of EFCA.

Candidates are recruited on the condition they have full rights as a citizen. Candidates must have fulfilled any obligations imposed on them by law concerning military service and meet the character requirements for the duties involved.

The EFCA has an independent and separate recruitment process from other EU institutions or other EU agencies.

In its recruitment, the EFCA only considers applications relating to positions which have been advertised, which means that unsolicited applications are not processed, with a view to maintain equal treatment of applicants. If a candidate considers that he/she has been adversely affected by a particular decision, he/she can lodge a complaint under the provisions of Article 90(2) of the Staff Regulations of Officials of the European Communities and Conditions of employment of other servants of the European Communities addressed to the Executive Director of the EFCA. The candidate also has the right to make a complaint to the European Ombudsman.

### **1. Conditions of employment**

The successful applicants will be appointed as Contract Staff members of EFCA, according to the provisions of Article 3a, title I of the Conditions of Employment of other servants of the European Union (CEOS). They must abide by the obligations of the Staff Regulations including the provisions regarding conflict of interest.

**The successful candidates will be recruited in the grade mentioned in the title of the offered position.**

Recruitment follows the rules and practices of EU Institutions and bodies. Successful candidates are offered a fixed-term contract as Contract Agent. The duration of the initial contract will be determined taking into consideration the conditions and duration of a possible grant agreement concluded by EFCA to implement a dedicated project. Only one further renewal to a contract of employment may be granted.

The place of employment is Vigo, Spain.

## **2. General conditions for applications**

Candidates may apply only where meeting the following criteria for consideration of their application:

### **A. Conditions**

You must be a national of one of the Member States of the European Union.

You must be entitled to your full rights as a citizen.

You must have fulfilled the obligations imposed on you by law concerning military service.

You must meet the character requirements relating to the position you apply for.

You must submit a completed application for each post applied for.

Candidates may apply in any of the official languages of the European Union, but it would be helpful to apply in English in order to facilitate the selection process, as the Agency follows a practise of using English as a working language. However, candidates are also requested to state their educational qualifications and positions held in the language of origin.

The Agency is an equal opportunity employer and accepts applications without discrimination on the grounds of age, race, political and/or religious beliefs, sex or sexual orientation, marital and/or family status and regardless any kind of disability.

If you are invited to an interview, you will be asked to submit supporting documents to prove the information provided in your application.

### **B. Submission of applications**

Each application shall contain the following documents:

1. A detailed curriculum vitae in European format (that can be obtained at the following address <http://europass.cedefop.europa.eu/en/home>),
2. A duly completed and signed declaration of honour,
3. A motivation letter of 2 pages maximum including a clear mention of the post applied for and of your address for correspondence and for invitation to interview.

These three documents should be sent by electronic mail only to:

**[EFCAVACANCIESCA@efca.europa.eu](mailto:EFCAVACANCIESCA@efca.europa.eu)**

**Please mention in the subject line your last name followed by the position reference:**

**→ FAMILY NAME – EFCA/CA/FGIV/1804**

Please, note that only complete applications containing the above mentioned documents and information required will be taken into account.

The closing date for submission of the applications is: **25 January at 24:00 hrs.** (Brussels time)

### **3. Selection procedure**

#### **A. Selection**

A selection board is set up for the selection procedure. The principle of confidentiality is enshrined in Article 6 of Annex III to the Staff Regulations, which states that the proceedings of the selection board must be secret. It works in two ways: first, it imposes obligations to ensure equal treatment for candidates; and second, it seeks to protect the selection board to ensure that its decisions are totally impartial.

The selection board adheres strictly to the conditions of admissions laid down in the publication notice when deciding whether or not candidates are to be admitted. Candidates admitted to a previous selection procedure will not be automatically eligible.

The applicants are informed on the composition of the selection board. Interviews are planned to take place in February 2019. Candidates are not allowed to contact personally members of the selection board, either directly or indirectly, in relation to the competition. Any infringement of this rule constitutes ground for disqualification from the selection procedure.

Should the selection board discover at any stage in the procedure that the candidate does not meet one or more of the general or special conditions for admission to the selection procedure or that the information on the application form does not correspond with the supporting documents, the candidate will be disqualified.

The selection board decides on those candidates who are admitted to the selection procedure in accordance with the requirements as specified in the publication notice. The applications of the candidates admitted to the selection procedure are reviewed and the selection board decides on those candidates who are invited to attend for interview. Only short-listed candidates will be contacted.

The interviewees will be asked to undergo a written test involving at least an anonymous qualifying part, a part aiming at assessing the specific competences required for the job and a part aiming at assessing the general competencies required for European Union temporary staff. These parts may be grouped into one or more parts.

Following the interviews, a reserve list of suitable candidates will be set up.

#### **B. Reserve list and recruitment**

Each candidate interviewed will be informed by letter whether or not he/she has been placed on the reserve list. The validity of the reserve list is up to 2 years from the date of the letter informing the candidate and may be extended. Therefore, candidates whose name will be put on a reserve list could be offered a contract during this period of time. Candidates should note that inclusion on the reserve list does not guarantee recruitment. The recruitment procedure is as follows: as and when funds become available, candidates on the reserve list will be considered and the reserve list will be drawn on to fill vacancies. If a letter of intention is issued, the candidate must undergo a compulsory medical examination to establish that he/she meets the standard of physical fitness necessary to perform the duties involved and the candidate must provide original or certified copies of all relevant documents.

Successful candidates who are recruited undergo an initial probation period of 9 months.

#### **C. Pay and welfare benefits**

The pay of staff members consists of a basic salary weighted by the correction coefficient (for Spain currently 91.7 %) and of additional allowances and deductions.

There is a basic salary scale for each function group, divided into a number of grades and steps. Staff members may progress to the next step every two years.

Contract Agents at EFCA shall be appointed to the Function Group set out in the notice of the selection procedure they have passed. The basic monthly starting salary for the lowest grade of Function Group IV is 3.462,02 (figures in Euro valid as of 1 July 2018 not including allowances). A Contract Agent shall be recruited at the first step of the grade. For the classification into grade, any duly certified professional activity connected with one of EFCA's areas of activity shall be taken into account. Any given period may be counted only once.

**Allowances:** In addition to their basic salary, staff members may be entitled to various allowances, in particular an expatriation or foreign residence allowance (depending whether the candidate has left his/her Member State to take up employment with the EFCA), and family allowances (depending on personal circumstances): household allowance, dependent child allowance, preschool allowance, education allowance.

**Deductions:** The salaries of staff members are subject to a Community tax deducted at source. Staff members are exempt from national tax on salary and contribute as members of the Community social security to insurances and the pension scheme.

Under certain circumstances, in particular where staff members are obliged to change their place of residence in order to take up employment, the Agency may also reimburse various expenses incurred on recruitment, notably removal expenses.

Additional information can be obtained from the web site of the EFCA. Furthermore, the following link gives you access to information on the European Civil Service and the Staff Regulations:

[http://ec.europa.eu/civil\\_service/index\\_en.htm](http://ec.europa.eu/civil_service/index_en.htm)

**Important:**

**Please, take note that a binding commitment can only be made after verification of all conditions and will take the form of a contract signed by the Executive Director.**

Please note that the selection process may take some time to be completed and that no information will be released during this period. Once a selection process has been completed, its status will be displayed on the web site of EFCA.

**D. Data Protection**

Please take note of the information on data protection for candidates in EFCA recruitment procedures.

**4. Specific requirements and details of position offered**

**Job description**

**Overall purpose:**

To support fisheries control related projects and operational activities implemented by EFCA for assistance to the European Commission and the Member States, thus contributing to the achievement of the objectives of the EFCA work programme and the general objectives of the EFCA.

**Function and duties:**

Reporting to the Head of Unit Coast Guard and International Programmes, and as regards the day-to-day work, under the direct supervision of the Desk Manager(s), the tasks of the jobholder may include, in particular:

- Support EFCA operational activities, under projects in relation to fisheries control and other coastguard functions with the European Commission, Member States, non-EU countries and EU Agencies;
- Contribute to the organisation of and, when requested, participate to on-the-spot missions and capacity building activities in Member States and non-EU countries;
- Assist the relevant desk(s) in the project management and coordinate the activities in view of the work programme and the project objectives;
- Act as Union inspector in the framework of the relevant Joint Deployment Plan and perform fisheries control and other operations on board of airborne and seaborne means;
- Act as EFCA representative on board the EFCA chartered inspection means or other means in cooperation with EFCA;
- Provide support within the framework of the collaboration between EFCA and other EU Agencies in the context of European cooperation on coast guard functions;
- Operate as temporary replacement for functions of other staff during absences;
- Other tasks as assigned.

### **Job environment**

The jobholder will work in the premises of the Agency in Vigo, Spain. The duties are being performed in a multinational environment, under the Staff regulations and other frameworks of the EU legislation. The job may include frequent missions within and outside the EU, on board aircraft and vessels in non-EU countries, international and EU waters. The main working language of the Agency is English.

### **Qualifications and experience required**

#### **A. Eligibility criteria**

- Completed university studies of at least three years attested by a diploma;
- Thorough knowledge of English with a satisfactory knowledge of at least one other official language of the European Union.

#### **B. Selection criteria**

##### **Essential**

- At least five years of relevant professional experience for the execution of the tasks, in particular in at least one of the following:
  - Capacity building for fisheries activities;
  - Fisheries control at sea, in port and from working in a Fisheries Monitoring Centre;
  - Maritime enforcement, as official or agent of a public administration with duties in fisheries management, inspection/control and/ or other coast guard functions;
  - Operational and tactical analysis of fisheries control related data stemming from fishing logbooks, landing declarations, VMS, AIS etc.;
- Experience in effective project management in a multicultural environment;
- Ability to adapt to changing tasks and requirements;
- Excellent organizational and communication skills and ability to prioritize;

- Ability to cooperate and work in a team, in particular during missions of several weeks' duration.

### **Advantageous**

- Proven experience in leading or being part of a team of EU and/or international capacity building projects;
- Experience in EU and/or international missions involving various patrol means (airborne and seaborne);
- Experience in maritime surveillance and control involving modern technologies as well as airborne and seaborne means;
- Familiarity with the main operational and legal principles of the maritime regime and implementation of coast guard functions.