V

(Announcements)

ADMINISTRATIVE PROCEDURES

COURT OF AUDITORS

VACANCY NOTICE ECA/2022/6

Director — one post

(AD function group, grade 14)

Audit

(2022/C 173 A/01)

WHO WE ARE

The European Court of Auditors (ECA) was established in 1975 as the European Union's external auditor. One of the EU's seven institutions, it is based in Luxembourg and employs around 900 audit, support and administrative staff of all EU nationalities.

The ECA operates as a collegiate body of 27 Members, one from each EU Member State. Our auditors check that the EU keeps good accounts and correctly applies its financial rules, and that its policies and programmes achieve their intended objectives and deliver value for money.

Through our work, we can make a difference by helping the EU to make a better use of its money. We contribute to improving the EU's financial management and promote accountability and transparency. We warn of risks, provide assurance, indicate shortcomings and successes and offer guidance to EU policymakers and legislators. We present our observations and recommendations to the European Parliament, the Council of the EU, and national governments and parliaments, as well as the public.

We are a modern and dynamic organisation striving for and promoting excellence, professionalism, transparency and integrity. We define ourselves as a diverse, flexible and equitable institution, which offers individuals the opportunity to maximise their talent.

Through our individual and collective involvement in the ECA's activities and our ambitious training programme, our aim is to make the ECA an intellectually stimulating workplace, and a **learning-based organisation** that relies on **institutional knowledge** and **motivated and well-trained people** to serve the EU and its citizens.

We are an EU institution on a human scale: this facilitates integration, allows for easier interaction, and encourages teamwork. We offer flexible working hours and teleworking, including from outside the place of residence. We value diversity and inclusion, promote equal opportunities, and ensure a respectful working environment based on open communication, dialogue, and mutual trust.

Staff engagement, well-being and greening are important pillars of our internal policies.

WHAT WE ARE OFFERING

This vacancy notice is being issued on the basis of Article 29(2) of the Staff Regulations of Officials of the European Union ([1]).

([1]) https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01962R0031-20220101&qid=1612273468772&from=EN

The successful candidate will be recruited at grade AD 14. The basic monthly salary is EUR 15 225,35. Under the conditions laid down in the Staff Regulations, certain benefits may be added to the basic salary, which is subject to EU tax and exempt from national tax.

The person appointed to this post of Director will be accountable to an Audit Chamber and will assist its Members in carrying out audit tasks.

His/her main responsibilities will include:

— managing staff and financial resources;

— programming, monitoring and reporting;

— contributing to the ECA's horizontal tasks and strategic objectives and working in a task-based organisation;

— providing quality support and knowledge;

— ensuring audit supervision and control; and

— ensuring that all tasks are carried out properly and in accordance with the ECA's quality requirements and auditing practices and standards.

WHAT WE ARE LOOKING FOR

I. ELIGIBILITY CRITERIA

1. **Recruitment conditions**

In accordance with Article 28 of the Staff Regulations, candidates must, on the date of their application:

— be a national of one of the EU's Member States;

— enjoy their full rights as citizens;

— have fulfilled any obligations imposed on them by the recruitment laws concerning military service; and

— meet the character requirements for the duties involved.

2. **Qualifications**

In accordance with Article 5 of the Staff Regulations:

(i) 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

(ii) a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years, or

(iii) where justified in the interest of the service, professional training of an equivalent level.

3. **Professional experience**

At least 18 years' proven professional experience since obtaining the above-mentioned qualification, including at least 4 years in managing human and budgetary resources. In particular, proven sound experience of at least 10 years in audit is required (including audit planning, supervision, quality control, and reporting).

4. **Knowledge of languages**

As English and French are the ECA's official working languages, a sound knowledge of one of these languages (minimum level C1 in understanding, speaking and writing) and a good knowledge of the other language (minimum level B2 in the same categories) are required.

To assess your foreign language skills, see: https://www.coe.int/en/web/common-european-framework-reference-languages/table-2-cefr-3.3-common-reference-levels-self-assessment-grid

II. SELECTION CRITERIA

1) Excellent knowledge of audit standards and methodology in the fields of financial, performance and compliance audit and sound financial management;

2) Very good knowledge of EU public finances and public-sector auditing;

3) Excellent capacity to design and implement organisational or field related strategies;

4) Excellent command of management methods;

5) Excellent capacity to lead and motivate multilingual, multicultural teams, to identify and maximise staff potential and to manage conflict;

6) Very strong motivation to be part of the administrative management team of an EU institution that is striving constantly to improve its services;

7) Excellent communication skills;

8) Very strong sense for tact and diplomacy both in relation with the counterparts or stakeholders and staff;

9) Knowledge of the Staff Regulations and Financial Regulation [2] of the European Union will be considered as an asset.

SELECTION PROCEDURE

I. ELIGIBILITY

In line with Court Decision No 31-2015 on the procedures for the selection of principal managers and directors, a pre-selection board will be set up to assess the eligible candidates on the basis of the four eligibility criteria outlined under 'What we are looking for'.

II. PRE-SELECTION

The pre-selection board will assess and compare the qualifications, professional experience and skills of all **eligible** candidates based on the information provided in their applications.

At this stage of the selection procedure, the board will perform its assessment based solely on selection criteria 1 to 7.

As this first selection is based on a comparative assessment of individual merits, candidates who satisfy the overall criteria set out in this vacancy notice and considered by the board during the assessment of applications will not automatically proceed to the next stage of the procedure.

Based on its comparative assessment, the board will then shortlist the **8 (eight)** [3] **most suitable candidates**.

III. SELECTION

The board will assess the shortlisted candidates based on an interview and a written assessment (see the selection criteria above).

The board will not consider selection criteria 6 and 9 for the written assessment.

The board will consider all the selection criteria during the interview.

The results of the interview and the written assessment will serve as basis for identifying the candidate considered best qualified for the post.

Based on the pre-selection board's report, during one of its meetings, the Court will adopt a decision to appoint one candidate.

APPLICATIONS

The deadline for applications is 12:00 (midday) CET on 20 May 2022.

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[2] https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32018R1046&from=EN

[3] Provided there are sufficient eligible candidates.

Applications must be drafted in English or French and submitted **only via the online form** provided at the bottom of the vacancy notice **(EN or FR)** available on the ECA's Job Opportunities page (under 'Open positions'): https://www.eca.europa.eu/en/Pages/JobOpportunities.aspx

The applications must comprise the following documents, drafted in EN or FR:

— a letter of motivation **(maximum 4 pages)**;

— an up-to-date CV **(maximum 7 pages)**, preferably in the Europass format (see https://europa.eu/europass/).

Applications which do not strictly comply with these instructions will be rejected.

The selection committee will evaluate applications based solely on the information given in these documents. It may ask applicants to provide supporting evidence for statements made in their applications. If applicants fail to provide such evidence when it is requested, their applications will be rejected.

To ensure that your application is completed on time, we strongly advise you not to wait until the last few hours to apply. Experience has shown that the system may become overloaded as the deadline approaches.

RECRUITMENT POLICY

In line with the ECA's Diversity & Inclusion policy and with Article 1d of the Staff Regulations, the ECA embraces diversity and promotes equal opportunities. We accept applications without discrimination on any grounds and takes steps to ensure that recruitment is evenly balanced between men and women, pursuant to Article 23 of the Charter of Fundamental Rights of the European Union. We also take measures to reconcile working life with family life.

If you require any special arrangements for a specific handicap or disability in order to take part in this selection procedure, please send an email in good time to ECA-Selection@eca.europa.eu

DATA PROTECTION

The ECA is committed to ensuring that candidates' personal data are processed in compliance with Regulation (EU) 2018/1725 of the European Parliament and of the Council ([4]).

For more information, see our specific privacy statement on recruitment at the following address: https://www.eca.europa.eu/Lists/ECADocuments/Specific_Privacy_Statement_vacancies/Specific_Privacy_Statement_vacancies_EN.PDF

REQUESTS FOR RECONSIDERATION — COMPLAINTS AND APPEALS — COMPLAINTS TO THE EUROPEAN OMBUDSMAN

If, at any stage in the selection procedure, you consider that a decision taken in your regard is wrong, the following options are available.

I. REQUEST FOR THE SELECTION BOARD TO RECONSIDER ITS DECISION

You may submit a written reasoned request for reconsideration of a decision taken by the selection board. This request must be sent, within 10 days of notification of the decision, to ECA-Recours@eca.europa.eu

II. COMPLAINTS

Under Article 90(2) of the Staff Regulations, you may submit a written complaint against the ECA's decision to reject your application, within three months of being notified thereof, to the following address:

The Secretary-General
European Court of Auditors
12, rue Alcide De Gasperi
L-1615 Luxembourg
LUXEMBOURG

([4]) 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).

III. JUDICIAL APPEALS

Under Article 91 of the Staff Regulations, you may appeal against a decision to reject your complaint, insofar as it adversely affects you, to the Court of Justice of the European Union. The action must be brought by a lawyer within three months of notification of the decision to reject the complaint.

IV. COMPLAINTS TO THE EUROPEAN OMBUDSMAN

If you believe that the handling of your application has involved maladministration by the European Court of Auditors, you may lodge a complaint with the European Ombudsman, having first contacted the ECA with the aim of settling the dispute. You must submit your complaint in writing within two years of discovering the relevant facts. An online complaints form is available on the European Ombudsman's website. Applying to the European Ombudsman will not suspend the appeal deadlines given above.