

Vacancy Notice

Cybersecurity Expert (TA/AD 6) – Four positions

Ref. ENISA-TA-AD-2021-06

The European Union Agency for Cybersecurity (ENISA) welcomes applications from highly motivated candidates to contribute to the development of high common level of cybersecurity across the Union.

ENISA is looking to draw a reserve list from which **four cybersecurity experts** will be recruited to start working in 2022, to support the Agency's activities in the following areas, pursuant to **Chapter II of Regulation (EU) 2019/881 - Cybersecurity Act (CSA)**:

- Article 5: Development and implementation of Union policy and law
- Article 6: Capacity-building
- Article 7: Operational cooperation at Union level

Please send us your applications by no later than 11/10/2021 at 16:00 CET.

1. The Agency

The European Union Agency for Cybersecurity (ENISA) holds a discreet and enhanced role under the mandate of the Cybersecurity Act¹. The mission of the Agency is to achieve a high common level of cybersecurity across the Union, by actively supporting Member States, European Union institutions, industry, academia and EU citizens.

ENISA contributes to policy development and implementation, support capacity building and preparedness, facilitate operational cooperation at Union level, enhance the trustworthiness of ICT products, services and processes by rolling out cybersecurity certification schemes, enable knowledge sharing, research, innovation and awareness raising, whilst developing cross-border communities and synergies.

The successful candidates will be required to act and abide by ENISA's core values:

- **Community Mind-Set:** ENISA works with communities, respecting their competencies and expertise, and fosters synergies and trust to best achieve its mission.
- **Excellence:** ENISA aims for state-of-the-art expertise in its work, upholds the highest quality standards of operation and evaluates its performance to strive for continuous improvement through innovation and foresight.
- **Integrity / Ethics:** ENISA upholds ethical principles and EU relevant rules and obligations in its services and working environment ensuring fairness and inclusiveness.
- **Respect:** ENISA respects fundamental European rights and values covering all its services and working environment, as well as the expectations of its stakeholders.

¹ Regulation (EU) 2019/881 - Cybersecurity Act: <http://data.europa.eu/eli/reg/2019/881/oj>

- **Responsibility:** ENISA assumes responsibility thus ensuring integration of the social and environmental dimensions into practices and procedures.
- **Transparency:** ENISA adopts procedures, structures and processes that are open, factual and independent, thus limiting bias, ambiguity, fraud and obscurity.

ENISA is located in Athens, Greece (the agency's official seat) with local offices in Brussels (Belgium) and Heraklion, Crete (Greece).

The place of employment for this vacancy is in **Athens, Greece and Brussels, Belgium²**.

ENISA's staff are expected to be reasonably mobile in order to respond to the needs of the Member States on the basis of planned as well as ad hoc needs.

Further information about ENISA is available on the ENISA website: <https://www.enisa.europa.eu/>

2. Job descriptions

A) Two Jobholders will be assigned within the Policy Development and Implementation Unit (PDI).

The underlying mission of this unit is to facilitate and promote the consistent implementation of Union policy and law, to achieve common high level of cybersecurity of the Union's critical infrastructure and vital sectors. The work of the Unit focuses on the effective implementation of Directive (EU) 2016/1148. It also contributes to the implementation of other relevant legal instruments containing cybersecurity aspects. The unit provides advice, opinions and analyses regarding all Union matters related to policy and law development, updates and reviews in the field of cybersecurity and sector-specific aspects. It will assist the Cooperation Group created by the Directive (EU) 2016/1148 in the execution of its tasks, in particular by providing expertise and advice, and by facilitating the exchange of best practices and on cross-border dependencies regarding risks and incidents.

The jobholders will be responsible for the following tasks:

- Review and assist the Union institutions and bodies or Member States and their competent authorities to develop and implement in a consistent manner Union policy and law (by means of issuing opinions, guidelines, providing and facilitating advice and best practices) in the field of cybersecurity especially in the areas of:
 - A. electronic identities and trust services, including Once Only Initiative, privacy and data protection; or
 - B. resilience and security of financial entities, artificial intelligence (AI) and cloud computing;
- Contribute to the work of formally established EU Expert Groups and bodies (such as the Cooperation Group, Cooperation Network) by providing its expertise and assistance; administer communities of stakeholders and international relations in the designated competence areas;

² The place of employment for the post within Operational Cooperation Unit is foreseen for Brussels, Belgium, while the remaining posts for Athens, Greece. ENISA reserves the right as per Staff Regulations to change the location of the post should it be in the interest of the service.

- Performing other duties as instructed by the management, according to the model job-description (Annex), and the needs and priorities of ENISA.

B) One Jobholder will be assigned within the Capacity Building Unit (CBU). The CBU undertakes efforts to further increase the capabilities, develop skills and enhance preparedness of Member States and businesses to raise their resilience and comprehensively respond to cyber threats. The unit provides support to Member States at their request, such as by providing advice on how to improve their capabilities and preparedness to prevent, detect and respond to incidents. CBU contributes to the development and updating of national cybersecurity strategies liaise with the relevant competent authorities at the national and Union level to fulfill its mandate, in particular for the planning, preparation, organisation and follow-up of exercises and trainings.

The jobholder will be responsible for the following tasks:

- Contribute to the development and evaluation of Member States' National Cyber Security Strategies (NCSS);
- Support Member States to improve their capabilities and contribute to the Agency's skills development and capacity building activities;
- Support the development and implementation of cyber security exercises (tabletop, operational, technical);
- Performing other duties as instructed by the management, according to the model job-description (Annex), and the needs and priorities of ENISA.

C) One Jobholder will be assigned within the Operational Cooperation Unit (OCU). The OCU, in synergy with national and EU actors, undertakes efforts to support effective and coordinated responses and crisis management at Union level, building on dedicated policies and wider instruments for European solidarity and mutual assistance. OCU helps to build and enhance capabilities and preparedness to prevent, detect and respond to large-scale cross-border cyber incidents, gather relevant information and contribute to the creation of common situational awareness. It acts as a facilitator between the technical community, as well as between decision makers responsible for crisis management. The Unit supports the functioning of the CSIRTs network, CyCLONE and Joint Cyber Unit.

The Jobholder will be responsible for the following tasks:

- Contribute to the production of cyber threat intelligence (CTI) and cyber threat situational awareness for different groups of stakeholders, focusing on non-technical audience (policy makers, strategic decision makers in critical sectors (essential services), using available sources of information;
- Support briefing of ENISA's CTI and situational awareness deliverables to relevant stakeholders;
- Contribute to operational working practices of ENISA situational awareness mechanism and program;

- Manage CTI and situational awareness projects and resources according to ENISA Work Program;
- Contribute to existing cooperation and information sharing mechanisms (CyCLONE, CSIRTs Network etc) as needed;
- Performing other duties as instructed by the management, according to the model job-description (Annex), and the needs and priorities of ENISA.

3. Qualifications and experience required³

3.1. Eligibility Criteria

- A level of education which corresponds to completed university studies attested by a diploma⁴ when the normal period of university education is at least three years;
- In addition to the above, in total at least **three years of proven full-time professional experience**⁵ relevant to the duties concerned or relevant to the operational mandate of ENISA after the award of the university degree;
- Thorough knowledge of one of the official languages of the European Union and a satisfactory knowledge of another official European language of the Union to the extent necessary for the performance of his/her duties⁶.

In addition, in order to be eligible a candidate must:

- Be a national of one of the Member States of the European Union⁷;
- Be entitled to his/her full rights as a citizen⁸;
- Have fulfilled any obligations imposed by the applicable laws concerning military service;

³ Candidates must meet this requirement on the closing date of the application.

⁴ Only diplomas issued by EU Member State authorities and diplomas recognised as equivalent by the relevant EU Member State bodies are accepted. 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 Member States (such as a national Ministry of Education) and a document attesting so must be submitted if you have been invited for an interview. This will enable the selection board to assess accurately the level of the qualifications. Candidates must meet this requirement on the closing date of application.

⁵ The professional experience is counted from the date of completion of the required diploma indicated in eligibility criteria and if it is on a paid basis (including internship/traineeship). PhD may be counted as professional experience if the candidate received a salary/study grant during the period of the PhD studies. The maximum duration counted for a PhD is three years provided that the PhD has been successfully concluded by the closing date for applications of the selection procedure. Any given period of professional experience shall be counted only once. Part-time periods will be calculated pro rata. Compulsory military service shall be taken into consideration as professional experience if the official documentation is provided.

⁶ 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. The satisfactory knowledge for the second EU language is required at least at B2 level. The assessment is done in accordance with the level of the Common European Framework of reference: <http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>. Recruited candidates shall be required to demonstrate before their first promotion the ability to work in a third European Community language.

⁷ It should be noted that due to the withdrawal of the United Kingdom from the European Union on the 31/01/2020, British nationals who do not hold the nationality of another European Union member state, are not eligible for applications at ENISA due to the fact that they do not fulfil the requirements of Article 12.2 of the Conditions of Employment of Other Servants, namely that they do not hold the nationality of an EU Member State.

⁸ Prior to the appointment, the successful candidate will be asked to provide a certificate issued by a competent Member State Authority attesting the absence of any criminal record.

- Be physically fit to perform the duties linked to the post⁹.

3.2. Selection criteria

High Scoring Criteria (5 points per criterion)

- Proven professional experience of at least three (3) years in the field of cybersecurity, acquired in a national, international or EU environment.
- Proven professional experience in the specific tasks described in at least one of the profiles in the job description (section 2, profiles A, B and/or C).
- Strong communication skills in English, both orally and in writing, at least at level C1¹⁰.

Low Scoring Criteria (2 points per criterion)

- Experience in project management and implementation skills, and knowledge and experience in foundation information security and risk management concepts.
- Experience with and/or good knowledge of modern cybersecurity practices, tools and products in relation to at least one of the profiles in the job description (section 2, profiles A, B and/or C).
- Experience in engaging and assisting stakeholders, such as EU institutions, Bodies and Agencies, Member States' authorities, public and private sector, in the area of cybersecurity, especially in the fields mentioned in the job description (section 2, profiles A, B and/or C).
- Experience working in multi-cultural environments and multi-stakeholders teams, especially in the area of cybersecurity.
- Academic qualifications degree in one of the following domains: Information Systems, Computer Science, Natural Science, Engineering, Management, Law, Political Science or Social Science. Academic qualifications in the field of cybersecurity at Master level or above would be an asset.

Moreover, the following competencies will be assessed by the pre-selection board during the selection process (interview and written test) and may be taken into account by the selection board and the Appointing Authority:

- Excellent ability to work cooperatively with internal and external stakeholder.
- Ability to organise and prioritise work.
- Demonstrate adaptability, flexibility and critical thinking.
- Demonstrate strong service oriented attitude.
- Ability to conduct research, to collect, analyse and report information.

IMPORTANT:

All high scoring and low scoring criteria are evaluated in order to identify the candidates to be invited for an interview and written test. The top candidates (number of the shortlisted candidates scoring above the threshold to be set by the selection board) will be invited for an interview and written test. Therefore, candidates are recommended to give evidence of their

⁹ Before appointment, the successful candidate shall be medically examined in line with the requirement of Article 28(e) of the Staff Regulations of Officials of the European Communities.

¹⁰ Cf. Language levels of the Common European Framework of reference: <http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>.

knowledge by specific examples and/or detailed professional experience in the application form in order to be evaluated in the best possible way. To that purpose candidates are requested to be as detailed and as clear as possible in the description of their professional experience and specific skills and competences.

4. Selection procedure

The selected candidate will be appointed to a position according to the needs of the Agency, on the basis of the reserve list of candidates, proposed by the Selection Board and established following an open selection process involving interviews and written tests.

More specifically, the Selection Board decides on those candidates who are admitted to the selection procedure in accordance with the requirements as specified in the vacancy 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 an interview and written test.

The Selection Board adheres strictly to the conditions of admission laid down in the vacancy notice when deciding whether candidates are to be admitted. Candidates admitted to a previous selection procedure will not automatically be eligible. 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.

Shortlisted candidates will be asked to undergo a written test of which the candidates will be informed in advance. The interview and the written test are conducted in English. In case English is the mother tongue of an applicant, some interview/written test questions may be asked in the language they indicate on the application form as their second EU language.

Shortlisted candidates will be required to submit electronically relevant supporting documentation demonstrating their educational qualifications and work experience. **It is envisaged that the interviews and written test will take place in November 2021.** The date may be modified depending on the availability of the Selection Board members. Shortlisted candidates may also be required to provide work-related references upon request of the Agency. The activity of the Selection Board ends with the drawing of a reserve list of suitable applicants to occupy the position advertised. **Candidates should note that inclusion on the reserve list does not guarantee recruitment.**

The reserve list will be valid until 31/12/2022 and may be extended by decision of the Appointing Authority for a further 12 months. This list may be used to recruit Staff for other positions in the areas referred to in this vacancy.

Candidates invited to an interview will be informed by e-mail whether or not he/she has been placed on the reserve list. The appointed candidates will be asked to fill a specific form informing the Appointing Authority of any actual or potential conflict of interest¹¹. 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.

¹¹ In compliance with Article 11 of the Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union.

In line with the European Ombudsman's recommendation, ENISA publishes the names of the Selection Board on its website once established. It is strictly forbidden for the candidates to make any contact with the Selection Board, either directly or indirectly. Any infringement to this rule will disqualify the candidate from the competition.

All enquiries or requests for information in relation to the competition, including details about candidates' results¹² should be addressed to the following email address recruitment@enisa.europa.eu

5. Conditions of Employment

The successful candidate will be recruited as a Temporary Agent, pursuant to Article 2(f) of the Conditions of Employment of Other Servants of the European Union (CEOS), for a period of five (5) years. After the five (5) years, the contract may be renewed for an indefinite period.

The appointment will be in grade AD 6. Upon recruitment candidates may be recruited at step 1 or step 2. The step will be determined in accordance with the number of years of experience of the successful candidate.

Successful candidates, who are recruited, shall undergo an initial probation period of 9 months. For reasons related to the Agency's operational requirements, the successful candidate will be required to be available at the shortest possible notice.

The remuneration of staff members consists of a basic salary¹³ and where applicable allowances.

The indicative gross basic monthly salary for Grade **AD 6 step 1 is: 5,563.58 EUR and for step 2 is: 5,797.38 EUR.**

This salary will be weighted by the corrective coefficient applicable to the hosting country of the agency. The current corrective coefficient is 81.4 %, which will be reviewed yearly, in the end of the year, with retroactive effect from 1 July.

The staff member depending on its personal situation may be entitled to various allowances, in particular to an expatriation (16 % of basic gross salary) or to a foreign residence allowance (4 % of basic gross salary) and to family allowances (depending on personal situation) such as household allowance, dependent child allowance, pre-school allowance. In addition, the successful candidate might be entitled to temporary daily allowance¹⁴, installation allowance¹⁵ etc.

Other benefits include:

- Special ID card, issued by the Greek Ministry of Foreign Affairs;

¹² This request for further information does not influence the timeline for lodging an appeal under Article 90 (2) of Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union.

¹³ Basic Salary: there is a basic salary scale for each grade, divided into a number of steps. The final step is defined according to the total number of years of experience starting from the education certificate/degree giving access to the position.

¹⁴ If staff member is requested to change the residence in order to take up duties, she/he will be entitled to: reimbursement of the travel costs; temporary daily subsistence allowance (43.97 EUR for up to 10 months or 35,46 EUR for 120 days, if no dependents).

¹⁵ The installation allowance is granted (depending on the personal situation) for 1 or 2 months of the basic salary and is paid upon successful completion of the nine months probationary period.

- Special car license plates (for certain grades);
- Education allowance;
- Home visit allowance;
- Additional financial support for the education of children “subject to budget availability and conditions”;
- VAT exemption allowance on certain goods for a period of 3 years;
- Importation/purchase of 1 or more vehicles depending on the circumstances without taxes of VAT (special conditions apply);
- Staff is entitled to annual leave of two working days per each complete calendar month of service plus additional days for the grade, age, home leaves for expatriates and average of 19 public holidays per year;
- In addition, staff may be granted special leave for certain circumstances such as marriage, birth, adoption of a child, moving, elections, serious sickness of spouse, etc.;
- ENISA staff members benefit of health insurance 24/7 and worldwide by the Joint Insurance Scheme (JSIS);
- Statutory staff who have completed at least 10 years of service or reached pensionable age, are entitled to a pension under the pension scheme of the European Union institutions (PSEUI);
- Where it is considered in the interest of the service, statutory staff may avail of the ENISA teleworking policy and flexible working time arrangements;
- A wide range of learning and professional development opportunities.

It should be noted that a Seat Agreement between ENISA and the Hellenic Authorities further gives privileges for the employees of the Agency which are not fully listed above.

Further information on working conditions of Temporary staff and Contract staff can be found in the [Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union](#).

6. Community Tax

The salaries of staff members are subject to a Community tax deducted at source. They are exempt from national tax on salary and are members of the Community social security and pension schemes.

For additional information about salaries, deductions and allowances please consult the [Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union](#).

7. Data protection

All personal data shall be processed in accordance with Regulation (EU) No 2018/1725 of the European Parliament and of the Council (OJ L 295, 21.11.2018, p. 39–98) 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. ENISA is supervised by EDPS, <http://www.edps.europa.eu>. For any further enquiries you may contact the Data Protection Officer at: dataprotection@enisa.europa.eu

Candidates are invited to consult the [privacy statement](#) which explains how ENISA processes personal data in relation to recruitment selections.

8. Equal opportunity

ENISA is an equal opportunities employer and accepts applications without distinction on the grounds of sex, racial or ethnic origin, religion or belief, age or sexual orientation, marital status or family situation. Applications from women and disabled candidates are encouraged. If you have a disability or medical condition that may hinder ability to sit the interview or written test, please indicate this in your application and let us know the type of special arrangements you need. The staff is recruited on the broadest possible geographical basis from among nationals of all Member States of the European Union.

9. Complaints

If a candidate considers that he or she has been adversely affected by a particular decision, he or she can lodge a complaint under Article 90(2) of the [Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union](#), within 3 months from the date of notification to the following address:

Executive Director
European Union Agency for Cybersecurity (ENISA)
Ethnikis Antistaseos 72 & Agamemnonos St. Chalandri
15231, Attiki
Athens, Greece

Should the complaint be rejected, pursuant to Article 270 of the [Treaty of the Functioning of the European Union](#) and Article 91 of the [Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union](#), a candidate may request judicial review of the act. The appeal must be lodged within 3 months from the date of notification, to the following address:

Registry
The General Court
Rue du Fort Niedergrünwald
L-2925 Luxembourg
Luxembourg

Please note that the Appointing Authority does not have the power to amend the decisions of a Selection Board. The General Court has consistently held that the wide discretion enjoyed by Selection Boards is not subject to review by The General Court unless rules which govern the proceedings of Selection Boards have been infringed. For details of how to submit an appeal, please consult the website of the Court of Justice of the European Union: <http://curia.europa.eu>

It is also possible to complain to the European Ombudsman pursuant to Article 228 of the [Treaty on the Functioning of the European Union](#) as well as the [Statute of the Ombudsman](#) and the implementing Provisions adopted by the Ombudsman under Article 14 of the Statute.

European Ombudsman
1 Avenue du President Robert Schuman
CS 30403
67001 Strasbourg Cedex
France
<http://www.ombudsman.europa.eu>

Please note that complaints made to the Ombudsman have no suspensive effect on the period laid down in Articles 90 (2) and 91 of the [Staff Regulations](#) for lodging complaints or for submitting appeals to the General Court pursuant to Article 270 of the [Treaty of the Functioning of the European Union](#). Please note also that under Article 2(4) of the [General conditions governing the performance of the Ombudsman's duties](#), any complaint lodged with the Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned.

10. Submission of applications

For an application to be valid candidates **shall**:

- Use the PDF application form related to the position you want to apply. The form is available on ENISA career website. The format of the PDF application must not be changed and filled accordingly to the instructions. The application must be submitted in English language, which is the working language of ENISA.
- Send your application within the set deadline via the website.

Incomplete applications will be disqualified and treated as non-eligible. Candidates should submit a separate application for each vacancy they want to apply for.

At this stage of the selection procedure candidates are not required to send any additional supporting documents with the application (i.e.: copies of your ID-card, educational certificates, evidence of previous professional experience etc.). **Candidates are reminded not to wait until the final days before the closing date for applications.**

Please note that the selection process may take several months. Status of the selection procedures can be consulted at: <https://www.enisa.europa.eu/recruitment/vacancies/status-of-recruitment-procedures>

The **closing date** and time for the submission of applications is:

11/10/2021 (16h00 CET)

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