

## **SELECTION OF TEMPORARY STAFF FOR THE CHIEF ECONOMIST'S TEAM IN THE EUROPEAN COMMISSION'S DIRECTORATE-GENERAL FOR COMPETITION (DG COMP)**

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The Commission is organising a selection procedure to constitute a list of aptitude of **8 candidates** in order to fill approximately 4 administrator posts within the Chief Economist Team (CET) of the Directorate-General for Competition.

The CET assists DG Competition in the development of economic analysis and quantitative evidence in the implementation of competition rules. CET economists also provide guidance on methodological issues and policy developments and give assistance in relation to cases pending before the European Union Courts.

Throughout the selection procedures, candidates will be invited to sit tests as set out in point 5.3 of the call for expressions of interest. The Commission will ensure that the conditions under which candidates sit such tests are in line with the recommendations established by the relevant Public Health Authorities (European Centre for Disease Prevention and Control/other International/European and national authorities).

### **1. NATURE OF DUTIES**

The economists belonging to the CET are expected to be able to work independently, and provide assistance with the following tasks:

- General guidance on substantive issues in state aid, antitrust and merger cases where the CET is involved,
- Specific guidance on methodological issues of finance and economics in the application of the EU state aid, antitrust and merger rules. These economists may also be called upon to contribute to the development of general policy instruments.

### **2. TYPE AND DURATION OF CONTRACT**

The successful candidate(s) may be offered a temporary contract under point (a) of Article 2 of the Conditions of Employment of Other Servants of the European Union (CEOS)<sup>1</sup> in accordance with the Commission Decision of 16 December 2013 on policies for the engagement and use of temporary agents<sup>2</sup>.

The duration of the contract may not exceed 4 years, with the possibility of renewal for a maximum of two years.

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<sup>1</sup> <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01962R0031-20180101&from-FR>

<sup>2</sup> [https://ec.europa.eu/info/sites/info/files/jobs\\_at\\_the\\_european\\_commission/job\\_opportunities/documents/comm\\_ission-decision-temporary-agents-c-2013-9049-en.pdf](https://ec.europa.eu/info/sites/info/files/jobs_at_the_european_commission/job_opportunities/documents/comm_ission-decision-temporary-agents-c-2013-9049-en.pdf)

The current Commission decision is under revision.

The total duration of the contract will also take into account the relevant provisions in the Commission Decision of 16 December 2013 on the maximum duration of recourse to non-permanent staff (seven years over a twelve-year period)<sup>3</sup>.

**PLACE OF EMPLOYMENT**

Brussels

**LEVEL**

AD 5 (as an indication, the basic monthly starting salary is 4.883,11 EUR)<sup>4</sup>

### 3. ELIGIBILITY

#### 3.1. General conditions

Candidates must satisfy the requirements set out in Article 12 of the CEOS, which include:

- be a national of one of the Member States of the European Union;
- meet any obligations under national laws on military service;
- meet the character requirements for the duties concerned.

The European Union institutions apply a policy of equal opportunities and accept applications without distinction on the grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

#### 3.2. Knowledge of Languages

Article 12.2(e) of the CEOS provides that a temporary agent may be appointed only on the condition that he/she produces evidence of a thorough knowledge of one of the languages of the Union and a satisfactory knowledge of another language.

You must therefore have knowledge of *at least 2 official EU languages*, one at minimum C1 level (thorough knowledge) and the other at minimum B2 level (satisfactory knowledge).

Please note that the minimum levels required above must apply to each linguistic ability (speaking, writing, reading and listening) requested in the application form. These abilities reflect those of the *Common European Framework of Reference for Languages* (<https://euopass.cedefop.europa.eu/en/resources/european-language-levels-cefr>).

<sup>3</sup> <https://ec.europa.eu/transparency/regdoc/rep/3/2004/EN/3-2004-1597-EN-6-0.Pdf>

As amended by the following decisions:

<https://ec.europa.eu/transparency/regdoc/rep/3/2011/EN/C-2011-7071-F1-EN-MAIN-PART-1.PDF>

<https://ec.europa.eu/transparency/regdoc/rep/3/2013/EN/3-2013-9028-EN-F1-1.Pdf>

<https://ec.europa.eu/transparency/regdoc/rep/3/2019/EN/C-2019-2548-F1-EN-MAIN-PART-1.PDF>

<sup>4</sup> [https://ec.europa.eu/info/sites/info/files/jobs\\_at\\_the\\_european\\_commission/job\\_opportunities/documents/mission-decision-classification-appointment-engagement-c-2013-8970-en.pdf](https://ec.europa.eu/info/sites/info/files/jobs_at_the_european_commission/job_opportunities/documents/mission-decision-classification-appointment-engagement-c-2013-8970-en.pdf)

In this call for expressions of interest, we will refer to the languages as:

- **Language 1 (L1):** language used for drafting the motivation letter; it may also be used to complete the application form, except when replying to the pre-selection question (see point 9.2 of the application form); it can be any one of the 24 official languages of the European Union;
- **Language 2 (L2):** language used when completing point 9.2 of the application form as well as in the interview and in the written test.

**Language 2 must be different from Language 1.**

Further detail on the languages of this selection procedure is available in Title 4.

### 3.3. Selection specific criteria

#### 3.3.1. Diplomas

By the deadline for submission of applications, candidates must have:

- a level of education which corresponds to completed university studies attested by a diploma **where the normal period of university education is 4 years or more**

or

- a level of education which corresponds to completed university studies attested by a diploma **and appropriate professional experience of at least one year where the normal period of university education is at least 3 years.**

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities of one of these Member States shall be taken into consideration.

#### 3.3.2. Experience

By the deadline for submission of applications, and in addition to the qualifications (and, where applicable, the experience) required in point 3.1.1, candidates must have **at least 2 years'** full time professional experience gained after obtaining the diploma required for admission to the selection procedure, in a field related to the nature of the duties described under the corresponding heading.

The **professional experience** may have been gained, for example, in international organisations and/or bodies, EU institutions and/or agencies, national and/or regional administrations, academia, research institutes, industry, non-governmental organisations or as a self-employed activity and will only be taken into account if it:

- constitutes genuine and effective work,
- is remunerated,
- involves a subordinate relationship or the supply of a service, and

- is subject to the following conditions:
  - **traineeships:** if remunerated,
  - **compulsory military service:** completed before or after the required diploma for a period not exceeding the statutory duration in your Member State,
  - **maternity/paternity/adoption leave:** if covered by an employment contract,
  - **doctorate:** for a maximum of 3 years, provided the doctorate was actually obtained, and whether or not the work was remunerated, and
  - **part-time work:** calculated pro-rata on the basis of the number of hours worked, e.g. half-time for 6 months would count as 3 months

#### 4. LANGUAGE ASPECTS OF THIS SELECTION

Candidates are invited to choose in their application form which languages are, respectively, their Language 1 (L1) and Language 2 (L2). Please note that the language you choose as L1 and L2 can be different from your Mother tongue, as long as you comply with the knowledge requirements set out in the second paragraph of Title 3.2.

Candidates must draft their motivation letter in their L1.

##### *Language 2 must be English or French*

In the interest of the service, successful candidates recruited for this particular field are required to have a satisfactory knowledge (minimum B2 level) of English or French. Successful candidates will mainly use English and to a lesser extent French for their work (internal communication or communication with external stakeholders, drafting of briefings, speeches, press releases). Therefore, with respect to DG COMP services, a satisfactory knowledge of one of these languages is essential. This choice is determined by the interest of the service: a successful candidate not fulfilling this requirement would not be immediately operational.

The following aspects are also to be considered:

- English is the main language used in internal meetings within the Chief Economist Team and in the meetings with other services of the Commission.
- English is also the main language for carrying out analytical work, communicating with external stakeholders (including contacts with the Member States and work during visits to Member States), as well as for drafting publications, reports and legislative proposals. Staff also draft briefings and speeches mostly in English.
- The Chief Economist Team organises meetings with economists from the national competition authorities within the European Competition Network. These meetings are held in English without interpretation. The Chief Economist Team furthermore organises meetings with experts in the Economic Advisory Group for Competition Policy. These meetings are held in English without interpretation.
- Most conferences organised by DG COMP are held in English, and to a lesser degree in French.

- French is mostly used for internal communication purposes within DG COMP.

## 5. CONDUCT OF THE SELECTION PROCEDURE

### 5.1. Pre-selection

The selection committee, composed in accordance with Article 2(c) of the Commission decision of 16 December 2013 on policies for the engagement and use of temporary agents, and, if necessary, assisted by one or more examiners serving in an advisory capacity, will carry out a pre-selection based on qualifications, experience, as well as on the proven knowledge of languages of the candidates.

For this purpose, the selection committee will use the following weighting for each criterion to rate the candidates:

Qualifications	25%
Languages	5%
Experience	70%

The following selection criteria will be taken into consideration while assessing your qualifications and professional experience:

- Academic training and/or professional experience in applying state of the art financial analysis, including corporate finance, asset valuation (e.g. equity, fixed income, derivatives), project finance, credit rating, and assessment of business plans.
- Academic training and/or professional experience in using financial databases widely used in the financial industry, as well as in financial reporting.
- Academic training and/or professional experience in competition policy and industrial economics.
- Academic training and/or professional experience in public economics and/or policy evaluation.
- A PhD in the field of corporate finance, or research experience during PhD studies (attested by a diploma or certificate of attendance) in corporate finance.
- Knowledge of other EU languages.

You can select any of the 24 official EU languages when completing your application form, except for Point 9.2, which must be completed in your language 2 for the following reasons.

As mentioned under Title IV, knowledge of English or French is essential for the accomplishment of tasks by successful candidates. For this reason, candidates must have a satisfactory knowledge of one of these languages. Moreover, this part is subject to a comparative assessment by the selection committee, it is used as a reference document by the selection committee during the interview, and is used for recruitment purposes if a candidate is successful. It is therefore in the interest of the service and of the candidates to complete point 9.2 of the application form in Language 2.

The selection committee will rank the candidates by descending order of the marks obtained in the pre-selection stage and proceed to check the eligibility of the candidates.

You will be invited to participate in the next step (see point 5.3 above) if you have obtained one of the highest marks in the pre-selection. A maximum of 2 times the number of successful candidates sought will be invited to the oral test. Where a number of candidates tie for the last available place, they will all be invited.

The preselected candidates will have to provide the official supporting documents proving the information given in the application form, the CV and the motivation letter.

The letter of invitation to the interview and the written test will set out the arrangements for submitting these documents and those relating to the organisation of the abovementioned tests. If these documents are not submitted within the deadline, the application will be considered null and void.

## 5.2 Eligibility checks

The eligibility requirements laid down in Title 3 "ELIGIBILITY" above will be checked against the data provided in candidates' applications. The selection committee will check whether you meet all eligibility conditions. Only candidates who meet all eligibility conditions will be admitted to the selection stage.

The selection committee will check the eligibility in descending order of the marks obtained in the preselection stage until the number of eligible candidates reaches **a maximum of two times the number of successful candidates sought**. The other files will not be checked.

## 5.3. Selection

Candidates who meet the eligibility requirements according to the data in their application file and who scored one of the highest overall marks at the pre-selection, within the limit of a maximum of two times the number of successful candidates sought, will be invited for:

- **a written test in L2** in order to assess the competencies of the candidates, in particular: **a)** analysis and problem solving; **b)** quality and results; **c)** prioritising and organising; and **d)** written communication and knowledge in line with the profile set out under Part 1. Candidates will choose **one of two subjects** related to the profile set out under Part 1.

- **an interview in L2** to assess the candidate's motivation as well as their competencies, in particular: **a)** analysis and problem solving; **b)** quality and results; **c)** learning and development; and **d)** oral communication and knowledge in line with the profile set out under Part 1.

All practical information about the organisation of the tests will be provided in the accompanying invitation letter.

Only candidates with the minimum required score of 10/20 in the written test and 35/60 at the interview can be included on the reserve list, providing they meet the other conditions set out in this notice.

#### **5.4. List of aptitude of successful candidates**

The selection committee will place on the list of aptitude the names of successful candidates who have obtained all pass marks as well as the highest combined marks for the written and oral tests out of 80, within the limit of the number of successful candidates sought in the selection. Where a number of candidates tie for the last available place, they will be placed on the list of aptitude.

The aptitude list will **be valid for 2 years from** the date the selection committee draws it up. The validity of the list may be extended.

## **6. APPLICATIONS**

Candidates must provide the following **documents in their application file**:

- application form duly **completed**;
- motivation letter, **drafted in L1**;
- copy of an official document proving citizenship (identity card or passport), in **original language**;
- copy of the diploma(s) or certificate(s) of the required level of education, in **original language**;
- employment certificates proving the length of professional experience. These documents must clearly show the start and end date and continuity of each of the periods of professional experience to be counted for this selection procedure. For this purpose candidates should ideally produce employment certificates from their former employers and current employer. Failing this, copies of the following documents, for example, will be accepted: employment contracts, accompanied by the first and last pay slips and the final monthly pay slip for each intermediate year in the case of a contract of more than one year, official letters or acts of appointment, accompanied by the final salary slip, employment records, tax declarations (**in original language**).

Final acceptance of the application is subject to presentation of the requisite supporting documents. **If these documents are not received by the deadline stipulated, the application will be deemed void.**

If candidates are in any doubt about the nature or validity of the documents to be presented they should contact the secretary of the selection committee at least 10 working days before the deadline expires, via the functional mailbox at the following address:

[COMP-SELECTION2020-TACET-AD5@ec.europa.eu](mailto:COMP-SELECTION2020-TACET-AD5@ec.europa.eu)

The aim is to enable candidates to produce a complete and acceptable dossier by the deadline. Successful candidates who are to be offered a job will, at a later date, be required to produce the originals of all the required documents for the purpose of recruitment.

Completed applications, accompanied by a letter of motivation and all required documents must be submitted via the functional mail box:

[COMP-SELECTION2020-TACET-AD5@ec.europa.eu](mailto:COMP-SELECTION2020-TACET-AD5@ec.europa.eu)

Candidates should use also this functional mailbox for all correspondence with the selection committee and for any request for information.

**The closing date for the submission of applications is 15 September 2020, 12h00 noon Brussels time**

## **7. ADDITIONAL INFORMATION**

This notice of selection is published in the 24 official languages of the European Union on the websites of DG COMP and EPSO. Candidates should consult DG COMP website as the selection committee may publish additional information therein.

Any direct communication between candidates and the Commission services will be exclusively by email. Therefore, to enable Commission services to contact candidates, each candidate is required to indicate a valid e-mail address which can be used throughout the entire selection procedure.

Communication between the secretariat of the selection committee and the candidates will take place in one of the languages candidates have declared in their application form at B2 level or higher.'

## **8. REQUEST FOR REVIEW – APPEAL PROCEDURE – COMPLAINT TO THE EUROPEAN OMBUDSMAN**

*Since the Staff Regulations apply to every stage of a selection procedure, please note that all the proceedings of the selection committee are covered by the confidentiality laid down in Annex III of the Staff Regulations. If at any stage in either part of the selection process you*

*consider that your interests have been prejudiced by a particular decision, you can take the following action:*

❑ **Request for review**

Within 5 calendar days from the date of notification of the decision, you can send **an email to:**

[COMP-SELECTION2020-TACET-AD5@ec.europa.eu](mailto:COMP-SELECTION2020-TACET-AD5@ec.europa.eu)

Your request will be forwarded to the Chairman of the selection committee and you will receive a reply as soon as possible.

❑ **Appeal**

You can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Union. **One** single copy of the complaint should be sent by **one** of the following ways:

- **by e-mail**, preferably in .pdf format, to the functional mailbox HR MAIL E2 ([HR-MAIL-E2@ec.europa.eu](mailto:HR-MAIL-E2@ec.europa.eu)) or
- **by post**, to the office address  
European Commission  
Office SC11 4/001  
B-1049 Brussels or
- **handed in at the office address** SC11 4/001 (rue de la Science 11, office 4/001) from 09.00 to 12.00 and from 14.00 to 17.00.

The three-month-time limit for initiating this type of procedure (see Staff Regulations <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01962R0031-20180101&from=FR>) starts to run from the time you are notified of the act allegedly prejudicing your interests.

You should note that the Appointing Authority does not have the power to amend the decisions of a selection committee. The Court has consistently held that the wide discretion enjoyed by selection committees is not subject to review by the Court unless rules which govern the proceedings of selection committees have clearly been infringed.

❑ **Complaint to the European Ombudsman**

Like all citizens of the European Union, you can make a complaint to:

**European Ombudsman**

1 avenue du Président Robert Schuman  
CS 30403

F - 67001 Strasbourg Cedex

<https://www.ombudsman.europa.eu/media/en/default.htm>

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 administrative complaints or for submitting judicial appeals.

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 (for the procedure, please check**

<https://www.ombudsman.europa.eu/en/atyourservice/secured/complaintform.faces>