



**European Monitoring Centre
for Drugs and Drug Addiction**

20

CALL FOR APPLICATIONS FOR THE SELECTION OF TEMPORARY STAFF

No AD.2020.02 — Scientific writer and policy analyst

Temporary Agent (M/F) AD6 — Five-year contract

The EMCDDA is one of the European Union's decentralised agencies. Established in 1993 and based in Lisbon, it is the central source of comprehensive information on drugs and drug addiction in Europe.

The EMCDDA is an equal opportunities employer and accepts applications without distinction on the grounds of age, race, political, philosophical or religious conviction, gender or sexual orientation and regardless of disabilities, marital status or family situation. The EMCDDA actively encourages applications from women.

For further information on the EMCDDA, please visit <http://www.emcdda.europa.eu/>

1. Job profile

1.1. Overall purpose

The post holder will work under the supervision of the head of sector in the Support to policy team. This post has two main functions. First, to coordinate the production of outputs in collaboration with other members of the EMCDDA scientific teams and provide support for analysis and reporting on the European drug situation across all areas of the agency's scientific work programme, second, to act as a drug policy analyst.

The central tasks of this post will be to strengthen the EMCDDA's capacity to produce timely, high quality and scientifically sound outputs (publications, sections of the website, events, etc.) tailored to the needs of the different target audiences of the Centre. For this purpose, the job holder will support the Centre's scientific analysts in drafting technical, scientific and practice and policy relevant outputs for different audiences in close collaboration with staff of the Communication unit. The post requires a combination of excellent writing skills, strong analytical and data analysis skills, good communication skills, an understanding of the scientific issues related to the work of the EMCDDA, and specifically the ability to review, edit and draft high quality technical documents suitable for a variety of audiences. The post holder will need to be able to multi-task, working on projects in different areas while working to tight deadlines.

In order to ensure efficient execution of tasks, the working language for this post has been defined as English.

The job holder will report directly to the Head of sector for support to policy, within the Public health unit.



1.2. Main duties

The successful applicant will:

- under the guidance of the Head of sector, Head of unit, and Scientific Director (as required) review, quality assure, draft and edit technical reports, scientific papers and other documents with a technical content across all areas of the work programme;
- work as a policy analyst contributing to the EMCDDA's activities in monitoring, reporting on, and supporting, where appropriate within the context of the agency's mandate, the development of European drug policies;
- support the EMCDDA's Editorial board and scientific staff working in scientific areas in their production of both ad hoc and scheduled EMCDDA outputs (publications, web content, articles, etc.) by assisting as required with conceptualisation, product planning, data analysis, scientific review and writing;
- coordinate the production of specific outputs requiring synthesis of data from different project areas and ensure that they are of high quality. This will typically require liaison with scientific staff, data management staff, communications with team members and sometimes external experts;
- work with other scientific writers and analysts on defined projects to produce EMCDDA outputs;
- carry out any other tasks assigned by the Head of sector or the Head of unit.

2. Job requirements

2.1. Eligibility requirements

The following requirements shall be met by the deadline for applications:

- a level of education which corresponds to completed university studies of at least three years attested by a diploma;
- at least three years of relevant professional experience starting with the first position occupied after the completion of the diploma or certificate required for admission to this selection procedure, as mentioned above;
- be a national of one of the Member States of the European Union, Norway or Turkey;
- have fulfilled any obligations imposed by the applicable laws concerning military service, if any;
- produce the appropriate character references as to the suitability for the performance of the required duties;
- be physically fit to perform his/her duties ⁽¹⁾;
- a thorough knowledge of one of the official languages of the European Union and a satisfactory knowledge of another of these languages to the extent necessary for the performance of the required duties ⁽²⁾.

⁽¹⁾ As a condition for appointment, the successful candidate shall be medically examined in order that the EMCDDA may be satisfied that he/she fulfils this requirement, as foreseen in Article 12(d) of the Conditions of employment of other servants of the European Communities.

⁽²⁾ N.B.: In addition, in order to be eligible to a first promotion, the staff member shall prove a working knowledge of a third EU language.

2.2. Essential requirements

Eligible candidates will then be evaluated as follows:

a- On the basis of the paper application by assessing the following:

- an excellent academic background with good understanding of methodological and research issues;
- a good understanding of issues in the area of research and monitoring in substance use or related areas e.g. public health, epidemiology, social science or criminology;
- a proven ability to write and edit high quality technical and scientific papers and reports in English, the working language of the agency, suitable for the different audiences of the EMCDDA (scientific, policy, professional and general public); applicants are requested to provide three examples of their work, including papers published in peer reviewed journals, by e-mail to AD.2020.02@emcdda.europa.eu;
- excellent communication, organisational and interpersonal skills;
- a flexible work approach that allows the individual to switch between a coordination/leadership and support/facilitation role as required by the individual task;
- the ability to work in a team, as well as independently;

b- On the basis of the interview and the accompanying test by assessing the following:

- a good understanding of issues relevant to the areas of illicit drugs research and monitoring;
- a good understanding of issues related to the analysis and evaluation of drug policies;
- ability to communicate effectively, both orally and in writing;
- ability to summarise complex and technical issues so that they are understandable to both technical and non-technical audiences;
- ability to demonstrate creativity and innovation coupled with precision in fulfilling professional tasks;
- excellent knowledge of English as required by the specialised nature of the post.

2.3. Advantageous requirements

Non-compliance with the advantageous requirements is not a condition for exclusion of applicants as they will be taken into account as assets while assessing each application. Advantageous requirements will only be assessed once during the course of the selection procedure, either in its first or second phase, according to the skills concerned. The advantageous requirements are as follows:

a- On the basis of the paper application by assessing the following:

- university degree in a relevant subject and relevant postgraduate training or a higher degree;
- understanding of both qualitative and quantitative methods and their application.
- experience of working in a multicultural environment.

b- On the basis of the interview and the test by assessing the following:

- excellent communication skills;

- a good understanding of issues in the areas of substance/drug use research and monitoring (e.g. psychology, public health, epidemiology, social sciences, statistics);
- a capacity to think critically and analytically in the interpretation of data and research findings;
- a good knowledge of the functioning of the European Union institutions and, in particular, of the role of the EMCDDA;
- understanding of issues relevant to responding to drug problems or knowledge transfer and the use of scientific evidence to inform policies and actions in a similar area.

3. Submission of applications

Interested candidates must apply for this post through the EMCDDA e-recruitment application, accessible on this link: <https://e-recruitment.emcdda.europa.eu>. Please note that to make an EMCDDA online application you will need to create your EMCDDA profile using a valid e-mail address and a password.

The closing date for the submission of applications is 24/07/2020 at 23.59, Lisbon time.

4. Selection procedure

The selection will be carried out in two phases:

(1) In the first phase, the selection committee will analyse applications to verify the eligibility of the candidates and assess their compliance with the requirements specified in this call for applications. Failure to comply with one of the eligibility requirements (set out in 2.1. above) shall result in the exclusion of the applicant concerned from the selection procedure.

On this basis, the selection committee will select the candidates that obtain at least 60 % of the total points available to rank their compliance with the essential requirements (set out in 2.2.a above) out of a maximum of 10 points each, and with the advantageous requirements (set out in 2.3.a above) out of a maximum of 5 points each. The maximum number of invitees for interview shall be 10. This ceiling may be adapted, depending on the number of applications received, by decision of the appointing/contracting authority.

(2) The second phase will consist of an interview and a written test. Interviews will be held by the selection committee. The candidates will be assessed on the basis of the essential requirements mentioned above (under 2.2.b) out of a maximum of 10 points each and the advantageous requirements (set out in 2.3.b above) out of a maximum of 5 points each. Candidates will be asked to undergo a written test related to the European Union and its institutions, the EMCDDA, as well as the nature of duties to be performed. This will be assessed out of a maximum of 30 points.

The final assessment will be based on the results of the written test and the interview, as indicated under 2.2 and 2.3 above.

Please note that the selection committee's work and deliberations are strictly confidential and that any contact, either direct or indirect, with its members is strictly forbidden. The confidentiality principle is intrinsic to all steps of the recruitment procedure and is in accordance with Article 6 of Annex III to the Staff Regulations of Officials of the European Communities.

The selection committee for this selection procedure is composed as follows:

Paul Griffiths (chairperson)
Peter Fay (member)
Liesbeth Vandam (member)



Ines Hasselberg (member)
Isabelle Giraudon (member designated by the EMCDDA Staff Committee)

Due to the large volume of applications expected, only candidates selected for phase 2 will be contacted. Candidates who have not been contacted by the EMCDDA by 30/09/2020 should consider that their application has been unsuccessful. For up-to-date information on the process of this selection procedure, please visit the EMCDDA's website at the following link:

<http://www.emcdda.europa.eu/about/jobs>

Applicants invited for the second phase may be entitled to a flat-rate contribution towards travel and subsistence expenses. Information will be provided together with the invitation letter.

5. Reserve list and engagement

The work of the selection committee ends with the preparation of a draft reserve list of candidates considered suitable to occupy the position advertised, to be proposed to and approved by the appointing/contracting authority of the EMCDDA.

Only candidates who reach 70 % of the marking points available for the second phase can be included in the reserve list for appointment. On the basis of the adopted reserve list, the appointing/contracting authority of the EMCDDA may offer a contract of engagement. Candidates shall note that the inclusion in the reserve list does not guarantee that recruitment, which will depend, among other things, on availability of vacant posts and budget.

The established reserve list may be used in order to fill similar positions within the EMCDDA.

The reserve list will be valid until 31/12/2022 and may be extended by decision of the EMCDDA appointing/contracting authority.

6. Conditions of employment

6.1. Legal framework

A contract offer will be made pursuant to the Conditions of employment of other servants of the European Union, (see <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>), for a five-year period according to Article 8 of these Conditions.

The place of employment will be Lisbon, Portugal, where the EMCDDA has its seat.

6.2. Pay and welfare benefits

The job holder's monthly basic salary, for AD6 step 1 will be approximately EUR 5500. In addition to this basic salary, the jobholder may be entitled to various allowances, in particular an expatriation or foreign residence allowance and family allowances, including household allowance, dependent child allowance, pre-school allowance and an education allowance.

Under certain circumstances, in particular where the job holder is obliged to change his/her place of residence in order to take up employment, the EMCDDA may also reimburse various expenses incurred on recruitment, notably removal expenses.

The salary of the job holder is subject to a European Union tax deducted at source and is exempt from national tax. The salary package will be affected by a weighting factor and includes the European Union social security and pensions schemes.



6.3. Confirmation of engagement and security clearance

Staff engaged by the EMCDDA are required to serve a probationary period of nine months. Successful applicants may be required to undergo a security vetting and clearance procedure.

6.4. Declaration of commitment to serve public interest independently

Staff engaged by the EMCDDA are required to make a declaration of commitment to act independently in the public interest and to make a declaration in relation to the interests that might be considered prejudicial to his/her independence.

EMCDDA staff are required to carry out their duties and conduct solely with the interests of the EMCDDA and of the European Union in mind; they shall neither seek nor take instruction from any government, authority, organisation or person outside their institution. EMCDDA staff shall carry out the duties assigned objectively, impartially and in keeping with the duty of loyalty to the EMCDDA and to the European Union.

7. Request for review and appeal procedure

A candidate who feels that a mistake has been made during the selection procedure may ask to have his/her application reconsidered by sending, within 20 calendar days from 30/09/2020, a request for review, quoting the number of the selection procedure concerned to the Chairperson of the selection committee at the following address:

EMCDDA
Chairperson of the selection committee
Praça Europa 1, Cais do Sodré
1249-289 Lisbon
Portugal

The selection committee will reconsider the application and notify the candidate of its decision within 45 calendar days of receipt of the letter.

If a candidate considers that he/she has been adversely affected by a particular decision, he/she can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Communities and Conditions of employment of other servants of the European Communities, at the following address:

The EMCDDA Director
Praça Europa 1, Cais do Sodré
1249-289 Lisbon
Portugal

The complaint must be lodged within three months. The time limit for initiating this type of procedure (see Staff Regulations <http://eurlex.europa.eu/en/index.htm>) starts to run from the time the candidate is notified of the act adversely affecting him/her.

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

European Ombudsman
1 avenue du Président Robert Schuman — CS 30403
67001 Strasbourg Cedex
FRANCE
<http://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 complaints or for submitting appeals to the Civil Service Tribunal under Article 270 of the Treaty on the Functioning of the European Union. 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.

8. EMCDDA contact person

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