



## Call for applications for the selection of contract staff

### No CA.2024.02 — 'Information security analyst' Contract agent CA FG IV — 5-year contract

---

#### EMCDDA

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.

On 2 July 2024, the European Monitoring Centre for Drugs and Drug Addiction (EMCDDA) will become the European Union Drugs Agency (EUDA).

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.

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

---

#### Position

The position we are recruiting for is presently situated within Information and Communication Technology Unit (ICT), and the selected candidate will be reporting to the team leader of the ICT/SST, the Service Support Team.

The intention is to strengthen the EMCDDA's capacity to protect the agency's computer systems and networks against threats, by monitoring systems for security breaches, investigating cybersecurity incidents, installing and properly configuring security equipment, and developing and following-up on security policies and procedures

---

#### Main duties

The successful applicant will be requested to perform the following main tasks and responsibilities:

- Be primarily responsible for monitoring the agency information systems and networks for security threats and vulnerabilities. Analyse security data, investigate incidents, and help maintain the security posture of the organisation, in close coordination with and in assistance to the other ICT/SST team members and ICT unit in general.
- Conduct and document risk and vulnerability assessments to identify potential weaknesses in the security infrastructure, focusing on the understanding and prioritising of security-related risks.
- In the event of security incidents, play a central role in the coordination with the other OISC (operational information security cell) members, ICT staff,



contractors and the EMCDDA security authority, in responding to and mitigating these incidents. Investigate breaches and work on remediation.

- Assist in developing and enforcing security policies, procedures and guidelines. Ensure that the organisation complies with relevant cybersecurity regulations and standards.
- Participate in the planning and implementation of new services in the unit's work to ensure that security by design principles are taken into account.
- Contribute to the ICT efforts to educate employees and end-users about security best practices, in preparing and conducting security awareness training.

The job holder may be required to contribute to other areas of work, namely in the area of systems configuration and administration, according to the needs and priorities of the EMCDDA.

In order to perform the duties of the post and ensure effective communication with the different actors and stakeholders involved, the main working language required for the job is English.

---

## 1. Job requirements

### 1.1. Eligibility requirements

---

#### Introduction

The selection procedure is open to applicants who satisfy the eligibility criteria below, on the closing date for application.

---

#### General requirements

- Be a national of one of the Member States of the European Union, Norway or Türkiye.
- Have fulfilled any obligations imposed by the laws concerning military service, if applicable.
- Produce the appropriate character references as to the suitability for the performance of the required duties.
- Be physically fit to perform the duties of the post <sup>(1)</sup>.

---

#### Education requirements

- A level of education which corresponds to completed university studies of at least three years attested by a diploma.

---

<sup>(1)</sup> 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.



### Professional experience requirements

- Have at least three years of appropriate 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.
- 

### Language requirements

- Possess a thorough knowledge (mother tongue or minimum level C1) of one of the official languages of the European Union and
  - a proven satisfactory knowledge (minimum level B2) of another of these languages to the extent necessary for the performance of the required duties <sup>(2)</sup>.
- 

## 2.1. Essential requirements

---

### Introduction

All eligible applications, according to the aforementioned criteria, will be assessed against the requirements listed below solely based on the information provided by the candidates in their application.

Please note that non-compliance with at least one of the essential selection criteria will result in the exclusion of the candidate from the selection process.

---

### On the basis of the application

1. A level of education which corresponds to completed university studies of at least three years attested by a diploma in informatics, computer science, engineering or in another science relevant to this job.
  2. Relevant professional experience of at least 3 years.
  3. Experience conducting risk assessments and vulnerability assessments.
  4. Hands-on experience with vulnerability assessment and penetration testing tools.
  5. Proficiency in various operating systems (Windows, Linux, Solaris, Cisco IOS), including their hardening.
  6. Experience in handling security incidents, including investigation, containment, recovery and reporting.
  7. Experience with security monitoring tools and techniques.
- 

### On the basis of the interview

1. Familiarity with cybersecurity tools and software (firewalls, intrusion detection systems, antivirus, proxies, web application firewalls and similar).
  2. Understanding of encryption technologies and cryptographic principles.
  3. Knowledge of network protocols and technologies.
- 

<sup>(2)</sup> In addition, in order to be eligible to a first promotion, the staff member shall prove a working knowledge of a third EU language.



4. Knowledge of incident response best practices and procedures.
  5. Familiarity with security policies, standards and regulations relevant to the organisation's industry (e.g., ISO 27000, GDPR, NIST).
  6. Ability to convey information, thoughts and ideas effectively to others through various channels, including verbal communication.
- 

**On the basis of  
the written test**

1. Ability to prioritise security risks based on potential impact and likelihood.
  2. Experience with security information and event management systems (SIEM).
  3. Experience in developing, implementing or enforcing security policies and procedures.
  4. Ability to analyse security logs and alerts to identify potential threats.
  5. The ability to write clearly and effectively in English.
- 

**1.2. Advantageous requirements**

---

**Introduction**

Advantageous criteria constitute additional assets and will not result in exclusion, if not fulfilled.

---

**On the basis of  
the application**

1. Successful completion of one or more certifications or specific studies in cybersecurity relevant topics, like Certified Information Systems Security Professional (CISSP), Certified Information Systems Auditor (CISA), GIAC Security Essentials Certification (GSEC) or similar.
  2. Successful completion of one or more certifications or specific studies in IT-related areas, like network management, system administration or similar.
  3. Experience as participant in a Red or Blue Team.
  4. Demonstrated ability to work as part of a multi-cultural team, as many security incidents and projects require collaboration with IT professionals and other stakeholders.
- 

**On the basis of  
the interview  
and written test**

1. Excellent active listening skills, able to understand and respond empathetically.
  2. Ability to adapt communication style to effectively interact with different audiences and stakeholders.
  3. Ability to adapt quickly to new and unfamiliar situations.
-



## 2. Submission of applications

### 2.1. Overview

---

#### Procedure

- Interested candidates must apply for this post through the EMCDDA e-recruitment application, accessible on this link: <https://e-recruitment.emcdda.europa.eu>.
- To make an online application you will need to create your EMCDDA profile using a valid e-mail address and a password.
- During the application procedure, candidates should ensure that they clearly indicate how they meet the selection criteria in their application.
- All sections of the application should be completed in English in order to facilitate the selection procedure.

---

#### Deadline for applications

The closing date for the submission of applications is extended until 20/05/2024 at 23.59, Lisbon time.

---

### 3. Selection procedure

---

#### Selection on files

- The selection on files is the phase during which the selection committee assesses, on the basis of each application file received, whether candidates meet the requirements set for admission, eligibility and selection.
  - The essential requirements have a maximum of 10 points each. Non-compliance with at least one of the essential selection criteria will result in the exclusion of the candidate from the selection process.
  - The advantageous requirements have a maximum of 5 points each. Advantageous criteria constitute additional assets and will not result in exclusion, if not fulfilled.
  - 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 and with the advantageous requirements.
  - The maximum number of invitees for an interview shall be 10. This ceiling may be adapted, depending on the number of applications received, by decision of the appointing authority/authority authorised to conclude employment contracts (AA/AACC). Should the case arise that there are various candidates scoring the same number of points in the 10th ranking, the number of candidates to be invited will be increased accordingly to accommodate this.
-



### Interview and written test

- The selected candidates will be invited to carry out an interview and a written test.
  - Interviews will be held by the selection committee, either at the EMCDDA premises or remotely (online).
  - The candidates will be assessed on the basis of the essential requirements mentioned above out of a maximum of 10 points each and the advantageous requirements above out of a maximum of 5 points each.
  - Candidates will be asked to undergo a written test, either at the EMCDDA premises or remotely (online).
  - The candidates will be assessed on the basis of the essential requirements mentioned above and a maximum of 30 marking points will be available for this purpose.
- 

### Reserve list

- 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 AA/AACC of the EMCDDA.
  - Only candidates who reach 70% of the marking points can be included in the reserve list for appointment.
  - On the basis of the adopted reserve list, the AA/AACC of the EMCDDA may offer a contract of engagement. (for externals)
  - On the basis of the adopted reserve list, the EMCDDA's AA/AACC may decide on the assignment, by means of transfer, to the post to be occupied, without prejudice to the further contact and interview that the latter may require for this purpose. (for internals)
  - This decision shall be taken in writing and will have no impact on the current contract of engagement of the staff concerned by this assignment. (for internals)
  - 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 31/12/2026 and may be extended by decision of the EMCDDA AA/AACC.
- 

### Selection committee

The selection committee for this selection procedure will be composed as follows:

Rachel Christie (chairperson and member designated by the EMCDDA Staff Committee)

Andrea Classen (member)



Sergio D'Ambra (member)

The selection committee's work and deliberations are strictly confidential and 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.

---

#### Information on the process

Due to the large volume of applications, only candidates selected for interview will be contacted. Candidates who have not been contacted by the EMCDDA by 15/06/2024 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.

---

## 4. Conditions of employment

---

#### Legal framework

A contract offer will be made pursuant to the Conditions of employment of other servants of the European Union, (<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>), for a five-year period according to Chapter 4, Article 85 of these Conditions.

---

#### Place of employment

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

---

#### Remuneration

The remuneration consists of a basic salary and, where applicable, additional allowances, paid on a monthly basis, and reimbursements, paid upon their evidenced occurrence, less income tax and social security payments.

##### Monthly basic salary

- The job holder's monthly basic salary will approximately amount to 3,982.82 € for function group 'FG IV' in grade 13, 4,506.36 € in grade 14 and 5,768.89 € in grade 16.

##### Correction coefficient

- A correction coefficient is applied to the remuneration of staff members in order to make up for differences in living conditions, as compared to Brussels and Luxembourg.



- For Portugal, the local weighting factor is 96.6% for 2024.

**Examples of net monthly salaries are presented below**

**FG IV grade 13 Step 1: 3,982.82 €:**

- a) Minimum final net salary (without any allowances): 3,246.49 €
- b) Final net salary with expatriation allowance: 3,710.90 €
- c) Final net salary with expatriation, household and 1 dependent child allowance: 4,652.57 €

**Income tax:**

- Income tax is levied progressively at a rate of between 8% and 45% of the taxable portion of your salary.
- A special levy (6%) is calculated on the part of the remuneration exceeding the minimum remuneration.
- Your salary is exempt from Portuguese tax.
- For more information please see the protocol on the immunities of the European Union.

**Social security:**

Staff members pay a community tax at source and contribute to:

- health insurance and accident insurance;
- EU pension scheme;
- unemployment insurance.

**Depending on the individual family situation and the place of origin, the jobholder may be further entitled to:**

- Expatriation or foreign residence allowance.
- Family allowances:
  - household allowance;
  - dependent child allowance;
  - pre-school allowance;
  - education allowance;
- Taking up duties allowance:
  - installation allowance;
  - daily allowance intended offset costs of temporary residence;
  - reimbursement of removal expenses;
  - initial travel from place of recruitment to the place of employment for the staff member and direct family.



### **Annual leave:**

- Staff members are entitled to annual leave of 24 working days plus EMCDDA holidays, which correspond to some Portuguese national holidays and Easter, Christmas and other events.
- Additional leave days are granted for age, grade and to those entitled to the expatriation allowance. Special leave is granted for certain circumstances such as marriage, birth of a child or other family events.

For more information consult our website: <https://www.emcdda.europa.eu/>

---

### **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.

---

### **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 their independence.

EMCDDA staff are required to carry out their duties and conduct solely with the interests of the EMCDDA and of the European Community 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.

---

### **Protection of personal data**

All personal data collected for this selection process will only be used for the purposes of this selection procedure and will in no case be transmitted to any third party.

Any data provided will be treated in the strictest confidence and with high standards of security.

All documents provided to the EMCDDA during this selection procedure will be kept in the EMCDDA's files and will not be returned to applicants.

Application documents will only be kept for as long as it is mandatory to fulfil the requirements of existing auditing/control procedures applicable to the EMCDDA.

For further details please read carefully the 'Privacy statement' as published in the EMCDDA website at the following link: [https://www.emcdda.europa.eu/about/data-protection\\_en](https://www.emcdda.europa.eu/about/data-protection_en).

---



## 5. Request for review and appeal procedure

---

### Request for review

A candidate who feels that a mistake has been made during the selection procedure may ask to have it application reconsidered by sending, within 20 calendar days from 15/06/2024, 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.

---

### Appeal procedure

If a candidate considers that it has been adversely affected by a particular decision, it 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 Union, 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>) starts to run from the time the candidate is notified of the act adversely affecting him/her.

Like all citizens of the European Union, 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.

---



European Monitoring Centre  
for Drugs and Drug Addiction

## 6. EMCDDA contact

E-mail: [Recruitment@emcdda.europa.eu](mailto:Recruitment@emcdda.europa.eu)

Recruiter: Eilika Schlüter

Date of publication: 26/04/2024