



## CALL FOR APPLICATIONS FOR THE SELECTION OF CONTRACT STAFF

### N° CA.2019.01 — Project scientific analyst

#### Contract agent (M/F) grade FG IV

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 jobholder will work as a Project scientific analyst on security and safety (Contract Agent Function Group IV) assigned to the IPA project, an EU-funded technical cooperation project. The EMCDDA has been cooperating with Candidate Countries (CC) and Potential Candidate Countries (PCC) through implementing technical cooperation projects financed by the Instrument of Pre-accession Assistance (IPA). The specific objective of this cooperation is to support the approximation to and the adoption of the EU acquis in CC and PCC in the areas of Rule of law and in particular in the drug information field. The ultimate goal of these projects is to prepare the beneficiary countries<sup>1</sup> for participating effectively in the activities of the EMCDDA and of the Reitox network upon accession.

The jobholder will be responsible for a wide range of technical and analytical tasks in field of drug-related security and safety related to the implementation of the IPA project. He/she will be involved in planning activities, developing and delivering training, organising events, liaising with networks and entities in the beneficiary countries as well as analysing data, interpreting findings and drafting strategic reports and threat assessments.

The jobholder will be located in the Markets, crime and supply reduction sector, within the Risks to public safety and security unit and will be part of the IPA project core team, cooperating closely with the IPA Project Manager. The jobholder will be line managed by the Head of Markets, crime and supply reduction sector. The jobholder will necessarily cooperate closely with staff of the sector and the unit.

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<sup>1</sup> The IPA beneficiaries countries include: Albania, Bosnia-Herzegovina, Kosovo\*, North Macedonia, Montenegro and Serbia.  
\* This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo declaration of independence.



Considering the horizontal nature of this project, in order to ensure the efficient execution of tasks, the vehicular language of this post has been defined as English.

## 1.2. Main duties

The successful applicant will be requested to contribute to the following tasks:

- Contribute to the planning of project activities related to the topic of safety and security;
- Deliver high quality inputs based on existing EMCDDA data collection and analysis methodologies for deployment and implementation in the beneficiary countries;
- Conduct analysis, review information and write reports on a wide range of drug supply and related security issues;
- Organise and execute capacity-building activities for the beneficiary countries linked to data collection, analysis and monitoring of drug markets and related security and safety matters;
- Establish and maintain working relationships with experts in the EU member states and in the beneficiary countries and build networks of experts on drug-related security matters;
- Coordinate with relevant partners working in the region to ensure complementarity with other international projects and stakeholders;
- Integrate the EU values of respect for human dignity and human rights, freedom, democracy, equality and the rule of law in all project activities;
- Deliver regular and ad-hoc project implementation reports;
- Contribute to the delivery of the work programme of the Markets, crime and supply reduction sector;
- Any other tasks as defined by the Head of sector and 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 <sup>(2)</sup>;
- 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 <sup>(3)</sup>.

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<sup>(2)</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.

<sup>(3)</sup> **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:
  - Minimum of three years of professional experience in the field relevant to the post;
  - Excellent knowledge of illicit drugs, drug-related crime and security;
  - Experience in analysing complex data sets relevant for the post;
  - Excellent written communication skills in English.
  
- b- On the basis of the interview and the written tests by assessing the following:
  - Ability to communicate clearly and concisely on the topic of illicit drug markets and security-related issues, both verbally and in writing;
  - Capacity to think critically and to analyse and interpret data;
  - Ability to manage multiple tasks simultaneously, meet deadlines and cope with challenging workloads;
  - Ability to work independently and within a team, and in close cooperation with colleagues from other technical disciplines;
  - A service-oriented approach, including good organisational and interpersonal skills;
  - Excellent spoken communication skills in English.

## 2.3. Advantageous requirements

Non-compliance with the advantageous requirements is not a condition for exclusion of applicants as these 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:
  - Experience of presenting technical content to a range of target audiences (technical, non-technical and policy-makers);
  - Familiarity with data collection, analysis and reporting relevant for the post;
  - Experience of developing and delivering training;
  - Experience of working in a multicultural/multilingual environment;
  - Experience of collaborating with professionals working in the field of law enforcement, and/or security in the countries of the European Neighbourhood Policy or other countries outside the EU;
  - Linguistic skills related to regions neighbouring the European Union, a working knowledge of a Western Balkan language.
  
- b – On the basis of the interview and written tests by assessing the following:
  - Knowledge of the EU Policy Cycle on serious and organised international crime and the strategies it is designed to support;
  - Experience in drafting analytical documents relevant for this post (a sample will be requested on the day of the interview);
  - Good knowledge of the functioning of the European Union institutions, in particular the role of the EMCDDA and other security-related agencies;
  - Declared additional working language besides English, related to regions neighbouring the European Union.



### 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 10/10/2019 at 23.59, Lisbon time.

### 4. Selection procedure

The selection will be carried out in two phases:

Phase 1: The selection committee will analyse the applications to verify the candidates' eligibility, by assessing their compliance with the relevant requirements, as set out in this call for applications (see section 2.1. above). Failure to comply with one of the eligibility requirements shall result in the exclusion of the applicant concerned from the selection procedure.

The selection committee will then select the eligible candidates who have obtained at least 60 % of the total points available to rank their compliance with the established essential requirements (as set out in section 2.2.a. above, a maximum of 10 marking points being available for each essential requirement) and with the established advantageous requirements (as set out in section 2.3.I. above, a maximum of 5 marking points being available for each advantageous requirement). The best ranked candidates, up to a maximum number of 10, will be invited to the next phase of the selection process. This number may be changed by decision of the appointing/contracting authority, depending on the number of applications received.

Phase 2: This phase will consist of a written test and an interview to be held by the selection committee. Via the interviews the selection committee will assess the compliance of the invited candidates with the established essential requirements (as set out in section 2.2.b. above, a maximum of 10 marking points being available for each essential requirement) and with the established advantageous requirements (as set out in section 2.3.II. above, a maximum of 5 marking points being available for each advantageous requirement). Candidates will be asked to undergo a written test related to the nature of duties to be performed. The selection committee will assess the result of the written tests anonymously, a maximum of 30 marking points being available for this purpose. The final assessment will reflect the results of the interview and of the written test.

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

Cécile Martel (chairperson)  
Kathryn Robertson (member)  
Andrew Cunningham (member)  
Teodora Groshkova (member)  
Sérgio D'Ambra (member designated by the EMCDDA Staff Committee)

Due to the large volume of applications, only candidates selected for phase 2 will be contacted. Candidates who have not been contacted by the EMCDDA by 30/11/2019 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 31/12/2021 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>).

The EMCDDA is in position to offer a contract for this post (FG IV) for a duration ranging from the entry into function date until 30 June 2021. Subject to the confirmation of the IPA project's duration and funding extension, the EMCDDA can offer an additional 12 months contract until 30 June 2022.

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 FGIV in grade 13 will be approximately EUR 3 300 and in grade 14 approximately EUR 3 700. The jobholder may also 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. In addition, the salary of the job holder is subject to a Community tax deducted at source and is exempt from national tax. The salary package will be affected by a weighting factor and includes the European Community social security and pensions schemes.

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.

### **6.3. Confirmation of engagement and security clearance**

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

A certificate of good conduct must be provided to the EMCDDA prior the signature of the employment contract. In case of unfavourable entries in the certificate of good conduct, the EMCDDA reserves the right not to award an employment contract.





#### **6.4. Declaration of commitment to serve public interest independently**

Staff engaged by the EMCDDA is 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 is 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 his 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 Community.

### **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 31/10/2018, a request for review, quoting the number of the selection procedure concerned to the Chairman 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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