

Traineeship Programme – 2023 - 2024

Corporate Services (CS)

Description of the Unit

The Corporate Services Unit supports the operational work of the Agency enhancing its ability to function as a best practice, knowledge-based, lean and service-oriented public body as well as to create and sustain a pleasant and appreciative working environment.

Its core tasks include a range of activities supporting the Agency's operations, such as human resources, finance, procurement, planning, quality, legal, digital services, and facilities.

It is composed of three areas of work:

- **Finance & Contracting Sector**

It provides financial services, contributing to the effectiveness, efficiency, and economy of operations, ensuring sound financial management of the Agency's financial resources, and compliance with the applicable financial rules. The sector also provides reliable financial management reporting to the Agency's management to facilitate the decision-making process. It is responsible for the sound implementation of the procurement procedures (purchasing at the most economic advantageous tender) as well as following up on the contracting side.

- **Digital Services & Facilities Sector**

The Digital Services & Facilities Sector is responsible for the provision of uninterrupted IT services; the digital transformation of the Agency's procedures; the development of office automation tools; and the provision of "state of the art" applications to support administrative and operational activities of the Agency.

- **Human Resources Sector**

The Human Resources Sector provides all-round HR services for staff and supports FRA to attract, motivate, develop, and retain qualified employees. It fosters an inclusive, rewarding, and high performing work environment to support the Agency in achieving its mandate.

- **Planning and Monitoring**

P&M is responsible for planning, monitoring, evaluation and reporting documents, covering the full range of activities undertaken by the Agency, such as FRA Single Programming Document and Consolidated Annual

Activity Report. It also monitors FRA's projects, as well as evaluates them.

- **EU Agencies Network Coordination (EUAN)**

The FRA Focal Point for the EU Agencies Network Coordination (EUAN) is the Agency's area of work responsible for the coordination of activities required to ensure that FRA successfully fulfils its role as member of the EU Agencies Network by following up on their requests, both externally and internally, and for FRA's work in follow-up on the Budgetary and Discharge procedures conducted by the European Parliament.

Which tasks are expected in this unit?

Depending on the sector, team or area of work, the tasks would include some of the points mentioned below:

- Support in the procurement procedure cycle (Finance and Contracting);
- Update of financial and budget reports (Finance and Contracting);
- Assist in the management and maintenance of the Agency's intranet applications linked to document management, planning, internal communication etc (Digital Services and Facilities);
- Assist in the development of reports by utilising office automation tools and reporting software tools (Digital Services and Facilities).
- Assistance in the implementation and coordination of the Agency's professional Staff Learning & Development program (Human Resources Management);
- Support in the recruitment and selection procedures (Human Resources Management);
- Support in the organisation of the traineeship programs (Human Resources Management);
- Assistance in tasks linked to the implementation of the Evaluation policy and activities - ex-ante and ex-post evaluations (Planning);
- Assistance in tasks linked to the elaboration and revision of the Annual activity report and other performance-related reports (Planning);
- Review of documents, templates, reports, presentations for planning and project management purposes (Planning);
- Assistance in tasks related to the implementation and development of the Quality Management system, providing support in the drafting of policies and procedures, and follow up on their implementation (Quality);
- Assist in implementation of activities required to ensure that FRA successfully fulfils its role as member of the EU Agencies Network (EUAN);
- Assist in follow-up on EU Agencies Network requests both external and internal;
- Assist in follow-up on the budgetary and discharge procedures (e.g.

- preparation of policy briefings, MEP fiches etc.) (EUAN);
- Assist in drafting and editing of relevant communication documents (EUAN);
 - Carrying out organisational and administrative tasks, taking meeting minutes, etc.