

Publication of Vacancy Notice

Policy Analyst

Ref.: CA-POLINYST-FGIV-2019

JOB PROFILE

1. Job Framework

Job Title:	Policy Analyst
Job Location:	Vienna, EU Agency for Fundamental Rights (FRA), Institutional Cooperation and Networks Unit
Area of activity:	Policy analysis and inter-institutional relations
Function Group:	FG IV
Status:	Contract Agent

2. Job Content

Overall purpose:

The responsibility of the Institutional Cooperation and Networks Unit is to cooperate with the Agency's institutional partners to provide the EU and its Member States with timely expertise to: a) support the development of fundamental rights compliant legal and policy processes, and b) strengthen human rights systems at the international and national levels.

The Unit's core tasks include facilitating and maintain cooperation with EU institutions and Member States; coordinating the Fundamental Rights Platform; as well as, developing activities in support of civil society organisations, statutory human rights bodies at national level, and other human rights actors and initiatives as relevant.

The Unit coordinates the Agency's cooperation with organisations and bodies within the international human rights system, particularly at the United Nations, the Council of Europe and the Organization for Security and Co-operation in Europe. The Unit supports the Agency's statutory role within the EU monitoring framework for the United Nations Convention on the Rights of Persons with Disabilities.

The Unit coordinates the country visits of the Director and is responsible for the Agency's relations with its bodies, namely the Management Board, the Executive Board and the Scientific Committee.

Functions and Duties:

Under the supervision of the Head of Unit, the job holder will work on policy analysis and inter-institutional relations. The responsibilities of the successful candidate will be to:

- Analyse key developments in legislative and policy files in the EU to identify needs for structured expert inputs, with a view to assist the EU and its Member States in developing fundamental rights compliant legal and policy processes;
- Provide regular updates and analysis of key policy developments at EU level of relevance to the Agency's areas of work;
- Draft briefings for policy-makers in EU institutions and bodies, national authorities and parliaments, based on data and evidence generated by the Agency within its areas of work;
- Facilitate and maintain relations with the European Parliament (mainly, its Committees, inter-groups and policy advisors);
- Advise the Director and other Agency staff on how to maintain and improve relations between the Agency and the European Parliament;
- Assist the Unit in preparing briefing documents for the Director's external meetings with interlocutors in the European Parliament, the Council, the European Commission, national authorities, and other organisations as relevant;
- Present the Agency's work at internal and external meetings, as relevant;
- Advise on the policy focus of events and conferences organised by the Agency;
- Any other tasks assigned by the Head of Unit in the interests of the service.

JOB REQUIREMENTS

3. Qualifications and experience required

A. Eligibility criteria

Candidates will be considered for the selection phase on the basis of the following criteria, to be fulfilled by the deadline for applications:

- (a) Completed university studies of at least three years attested by a diploma¹ and after having obtained the university diploma, having at least three years of appropriate professional experience;

¹ Only diplomas and certificates that have been awarded in EU Member States or that are the subject of equivalence certificates issued by authorities in the said Member States shall be taken into consideration. In the case that an equivalence certificate was issued, this must as well have been done by the deadline for application.

(b) Thorough knowledge of one of the official languages of the European Union and satisfactory² knowledge of another of the EU official languages to the extent necessary for the performance of the duties pertaining to the post;

Furthermore, in order to be eligible, candidates must:

- Be a citizen of one of the Member States of the European Union;
- Be entitled to his or her full rights as a citizen³;
- Have fulfilled any obligations imposed on them by the laws on military service;
- Be physically fit to perform the duties linked to the post⁴;

B. Selection criteria

Candidates selected on the basis of the above eligibility criteria will then be evaluated according to the following selection criteria, which must be clearly specified in the applicant's Europass CV:

Essential

- Minimum of 3 years of professional experience in a public policy setting in areas covered by the Agency's areas of work;
- Minimum of 2 years of professional experience in a European institution, body or agency, an international organisation, or a research institute operating in the area of EU affairs;
- In-depth knowledge of EU affairs, legislation and policies relevant to fundamental rights and to the Agency's areas of work;
- Excellent understanding of the EU policy-making structures and the work of the EU institutions;
- Experience in analysing and drafting policy briefs based on research and data;
- Experience in communicating research and policy outputs clearly;
- Experience of making public presentations on policy issues;

² The level of knowledge considered satisfactory for the second language is B2. Please refer to <http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>

³ Prior to appointment, successful applicants will be required to produce an official document showing that they do not have any criminal record.

⁴ Before being engaged, a member of the contract staff shall be medically examined in order that the Agency may be satisfied that he/she fulfils the requirements of Article 83 of the Conditions of Employment of Other Servants of the European Communities.

- Ability to handle multiple tasks and deadlines, to prioritise own work and to work well with others in a fast-paced environment;
- Proficient command of spoken and written English (C2 level).

Advantageous

- Very good command of written and spoken French (C1 level and above);
- Experience of having worked with the European Parliament, Council or Commission.

SUBMISSION OF APPLICATIONS

Candidates are requested to submit their application electronically through the Agency's website: www.fra.europa.eu.

Only online applications will be accepted.

An application will be deemed admissible only if it includes:

- a **CV in Europass format** (other formats will not be considered);
- a **motivation letter** (preferably no more than one page);
- a fully filled in **eligibility and selection criteria grid**;

Information concerning the status of the selection procedure can be found at the following address:

<http://fra.europa.eu/en/about-fra/recruitment/vacancies>

DEADLINE

The deadline for the application is **01/03/2019 at 13:00** (Vienna Local time).

Please note that due to the large number of applications we receive, the system may face problems in processing such amounts of data when reaching the deadline for submission of applications. We therefore advise to apply well ahead of the deadline.

In case you experience technical problems during your application please contact, within the above mentioned deadline, the e-mail address below providing an explanation of the issue: recruitment@fra.europa.eu

EQUAL OPPORTUNITIES

The FRA urges anyone meeting the eligibility criteria and interested in the position to apply. The FRA is an equal opportunities employer and ensures that its recruitment procedures do not discriminate on the basis of gender, colour, racial, 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, or any other status.

FRA encourages candidates with disabilities to apply. If you consider yourself to have a physical, mental, intellectual or sensory disability, please tick the appropriate box on the on-line application form and indicate any adjustments or arrangements, relating to your disability, so FRA can ensure your full and equal participation in the interview and tests.

SELECTION PROCEDURE

A Selection Committee is nominated by the Appointing Authority of the FRA.

The eligibility of candidates will be assessed according to compliance with all formal requirements by the closing date for the submission of applications (please see 3.A. Eligibility criteria).

Only the applications of eligible candidates will be evaluated in accordance with the selection criteria as specified in the publication notice (see point 3.B). The Selection Committee will select the candidates that obtain at least 60% of the total points available to rank their compliance with the selection requirements. **The Agency will invite for an interview the top 8 candidates among those who have obtained at least 60%.** The interview will mainly be held in English and the candidates will undergo a written test in English. The interview will take place in Vienna (Austria), where the Agency has its seat and where the place of employment is.

Candidates invited to an interview will be requested to submit, on the day of the interview, a non-certified copy of their diploma(s)¹ and evidence of their professional experience, clearly indicating the length and nature of their experience and whether full time or part time work. Prior to contract signature, the successful candidate/s will be requested to provide FRA with original or certified copies of all relevant documents proving the eligibility requirements.

Successful candidates will be included on a reserve list drawn up by the Selection Committee. This reserve list will be proposed to the Appointing Authority of the FRA. The Appointing Authority will decide on the establishment on the reserve list. This reserve list will be valid for 12 months from the date of its establishment (the validity

of the reserve list may be extended). The reserve list may be used for future recruitment, should vacancies arise. Each candidate who participated in the interviews will be informed by letter whether or not he/she has been placed on the reserve list. Candidates should note that inclusion on a reserve list does not guarantee recruitment.

On the basis of the adopted reserve list, the Appointing Authority of the Agency may offer a contract of engagement.

Please note that the Selection Committee's work and deliberations are strictly confidential and that any contact with its members is strictly forbidden.

Due to the large volume of applications, **the Agency regrets that only candidates selected for the interviews will be contacted**. Applicants are invited to follow the recruitment process on the Agency's website.

ENGAGEMENT AND CONDITIONS OF EMPLOYMENT

A contract of employment will be offered as a member of the contract staff pursuant to Article 3(a) of the Conditions of Employment of Other Servants of the European Union for a fixed period of 2 years. The contract may be renewed.

The successful candidate will be recruited in Function Group IV. The grade (13, 14 or 16) will be determined in accordance with the number of years of experience of the successful candidate (i.e. professional experience of up to 7 years for grade 13; professional experience of more than 7 years for grade 14 and professional experience of more than 20 years for grade 16). The basic salary for grades 13, 14 and 16 are respectively € 3462,02, € 3917,09 and € 5014,53.

In addition to the basic salary, **staff members may be entitled to various allowances, in particular a household allowance, expatriation allowance (16% of basic salary + household allowance), dependent child allowance and education allowance**. The salary is subject to a Union tax deducted at source and it is exempt of national taxation.

FRA also offers a comprehensive **welfare package** including pension scheme, medical, accident and occupational disease insurance coverage, unemployment and invalidity allowance and travel insurance.

Moreover, FRA offers different opportunities of **schooling services** through service level agreements with international schools and pre-school establishments, and has introduced policies on **teleworking and flexitime** in its attempt to reconcile work and private life.

Under certain circumstances, in particular where staff members are obliged to change their place of residence in order to take up employment, the Agency may also reimburse various expenses incurred on recruitment, notably removal expenses.

Additional information on Contract Agents can be obtained from the web site of the European Commission at the following address:

http://ec.europa.eu/civil_service/job/contract/index_en.htm

For any further information on the contractual and working conditions please refer to the Staff Regulations of Officials of the European Union and the Conditions of Employment of other Servants of the European Union which is accessible at the following address:

<http://eurlex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

DATA PROTECTION

Personal data shall be processed solely for the purpose of the selection procedure.

Please note that FRA will not return applications to candidates. The personal information FRA requests from applicants will be processed in line with Regulation (EC) N° 1725/2018 of the European Parliament and of the Council of 21 November 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data. This applies in particular to the confidentiality and security of such data.

Should the candidate have any query concerning the processing of his/her personal data, he/she shall address them to the following address:

recruitment@fra.europa.eu.

For further information with regard to the processing of personal data, please see [FRA's Privacy Statement](#).

APPEAL PROCEDURES

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 Union and Conditions of employment of other servants of the European Union, at the following address:

The Director



European Union Agency for Fundamental Rights
Schwarzenbergplatz 11
A-1040 Vienna
Austria

The complaint must be lodged within 3 months. The time limit for initiating this type of procedure start to run from the time the completion of the selection procedure is published on the website at the following link:

<http://fra.europa.eu/en/about-fra/recruitment/vacancies>

If the complaint is rejected, the candidate has the right to submit a judicial appeal to the General Court.

Arrangements for judicial appeals are as follows:

Procedure: please consult the website of the General Court

(<http://curia.europa.eu/jcms/>).

It is also possible to lodge a complaint to the European Ombudsman pursuant to Article 228(1) of the Treaty on the Functioning of the European Union and in accordance with the statute of the Ombudsman and the implementing provisions adopted by the Ombudsman. Before the Ombudsman can accept a complaint, it is necessary that the complaint is first addressed to the Agency. Any complaint to the Ombudsman must be made within two years of receiving the Agency's final position on the matter. (<http://www.ombudsman.europa.eu>).