

Vacancy Notice to EU Agencies staff
for establishing a reserve list

Senior IT Assistant – Application Support

Job title:	Senior IT Assistant – Application Support
Reference number:	EPPO/2022/INTER/AST/007
Type of contract:	Temporary staff, full-time
Function group & grade:	AST 3– AST 4
Place of work:	Luxembourg, LUXEMBOURG
Closing date:	01 December 2022 ¹ at 23:59 (CET)

The [European Public Prosecutor's Office \(EPPO\)](#), the independent public prosecution office of the European Union, is seeking applications for the position of Senior IT Assistant – Application Support.

The EPPO is a new and fast-growing EU body responsible for investigating, prosecuting and bringing to judgment crimes against the financial interests of the EU. If you are interested in being part of a dynamic multicultural organisation, check out [our website](#) where you will find more information about career opportunities at the EPPO, and living and working in Luxembourg.

1. THE ROLE

As a member of the CMS Support Sector within the IT, Security & Corporate Services Unit, you will contribute to and facilitate the daily operations and maintenance of the EPPO Case Management System ("CMS").

¹ Published on 10 November 2022

The CMS is the core business system of the EPPO, allowing to European Prosecutors, EPPO lawyers and analysts to perform all the casework and analysis related functions, at every stage of the case lifecycle, from initiation to investigation, prosecution and closure.

The CMS Support Sector is responsible for the setup, maintenance and daily operational support of the EPPO CMS and will be expanded to cover all EPPO Infrastructure and Systems. It is multidisciplinary team with five technical profiles - network, systems (infrastructure), database, application (workflow automation) and security. Each team member will have a main technical responsibility and, ideally, general knowledge on all other areas.

The team will provide on-site support covering extended business hours (08:00 – 19:00) and will be on-call outside of these hours.

2. YOUR TASKS AND RESPONSIBILITIES

Reporting to the Head of IT, Security & Corporate Services Unit and under the supervision of the Head of the CMS Support Sector, your tasks will include, but not be limited to the following:

- Understanding the design of the CMS ecosystem applications mainly based on the following IBM products: Case Manager (Content Navigator)/BAW and FileNet; and integrated with other applications like Microsoft SharePoint, Office Online Server;
- Implementing, configuring, administering, monitoring and maintaining the EPPO CMS ecosystem applications to deliver a 24/7 secure, reliable and efficient services for the EPPO;
- Providing 2nd and 3rd level technical support as well as support to end users;
- Participating as technical expert in EPPO CMS projects, seeking improvements and contributing to solution designs;
- Registering and troubleshooting incidents and escalating to external parties;
- Coordinating with external suppliers and contractors for troubleshooting and Tier 3 support activities;
- Delivering technical documentation and procedures;
- Operating EPPO IT services according to agreed service levels, ITSM best practices, internal policies and procedures;
- Participating in on-call standby shifts outside standard working hours according to the schedule.

3. BASIC ELIGIBILITY REQUIREMENTS

To be considered eligible, you must satisfy each of the following basic eligibility requirements by the application's closing date:

- You are temporary agent 2(f) who, both on the closing date for applications and on the

day of filling the vacant post, are employed within your current agency or institution in a grade and function group corresponding to the published function group and grade (AST 3– AST 4);

- You have at least 2 (two) years` service within your current agency or institution before moving. Any decision derogating from that principle shall be taken jointly by the two agencies/institution concerned, having regard to the interest of the service of both agencies/institution;
- You have successfully completed the probationary period provided for in the Article 14 of the CEOS, in the relevant function group.

You must also:

- be a national of one of the Member States of the Union and enjoy full rights as a citizen;
- have fulfilled any obligations imposed by the laws concerning military service;
- produce the appropriate character references as to the suitability for the performance of your duties²;
- be physically fit to perform your duties³; and
- produce evidence of a thorough knowledge of one of the official languages of the EU and of a satisfactory knowledge of another official language of the EU, to the extent necessary for the performance of your duties.

4. SELECTION CRITERIA

The following experience and competencies will be assessed throughout the different phases of the selection procedure.

Please note:

All essential criteria are mandatory, meaning that no application will be assessed further if a candidate does not fulfil at least one of the essential criteria.

You must provide specific examples of how you meet both the essential and advantageous requirements in the application form.

- **Essential:**
 - a) At least 3 (three) years of professional experience working in multi-tier (presentation, application, database) enterprise application maintenance (Deployment, update/upgrade, configuration);
 - b) At least 3 (three) years of professional experience providing 2nd or 3rd tier technical support for multi-tier enterprise applications;
 - c) At least 2 (two) years previous experience providing support to application end users;

² If successful, you will be asked to provide, prior to recruitment, a formal certificate confirming the absence of any criminal record from pertinent authorities.

³ Prior to recruitment, the successful candidate will be examined by one of the Institutions' medical centres to confirm that the requirements of Article 12 (2) (d) of the Conditions of Employment of Other Servants of the EU are met.

- d) Proven experience in delivering technical documentation and procedures;
- e) Proven experience in troubleshooting application related incidents;
- f) Proven experience in monitoring of enterprise applications.
- g) Excellent knowledge of English, both written and spoken, at least at level C1⁴; *English⁵, being the working language of the EPPO, will be used during the selection process.*

- **Advantageous:**

- a) In addition to the application skills, specific skills in any of the following areas: Security, Network, Database or Infrastructure (Systems);
- b) Specific Knowledge of IBM Business Automation Workflow (BAW), Case manager, Case navigator, FileNet or Datacap;
- c) Specific Knowledge of Microsoft SharePoint and Office Online Server;
- d) Specific knowledge of application development lifecycles;
- e) Knowledge of ITIL standards – specifically incident management, change management, configuration management best practices;

- **Interpersonal skills:**

- a) Excellent organizational and planning skills;
- b) Excellent communication skills towards non-technical end users;
- c) Ability to work independently as well as a part of a team in a multi-cultural environment;
- d) Ability to understand and manage complex situations, with multiple stakeholders and to take effective decisions in uncertain conditions;
- e) Resilience to stress, ability to perform multiple tasks under tight deadlines in a rapidly evolving work environment.

5. YOUR SALARY AND BENEFITS

Successful candidate(s) may be offered a contract as a temporary agent of the type 2(f) in accordance with the Conditions of Employment of Other Servants of the European Union (CEOS) which ensures continuation of the candidate`s employment and career. The contract shall be concluded without interruption of the contract concluded with the agency or institution of origin within the same grade, seniority and step as the preceding contract.

The estimated starting date is 01 April 2023.

In addition to the basic salary, the following benefits might apply:

- Additional specific allowances (e.g. expatriation, household, dependent child, installation), depending on the individual`s family situation and the place of origin;
- Flexible work arrangements (such as flexible working hours, teleworking);

⁴ Cf. Language levels of the Common European Framework of reference:
<https://europass.cedefop.europa.eu/sites/default/files/cefr-en.pdf>



- Training and development opportunities;
- Annual leave entitlement of at least 24 days;
- Maternity/paternity leave and parental leave under certain conditions;
- Sickness and Unemployment Insurance Scheme enabling access to care worldwide;
- EU Civil Service Pension rights after 10 years of service;
- Opportunities for management career development in the EU Public Service.

6. HOW TO APPLY

- 1. Download and fill in the EPPO Application form** – it can be found on our website: <https://www.eppo.europa.eu/how-to-apply>
- 2. Save your completed form as follows:**
SURNAME_Name_Reference number
- 3. Send the completed EPPO Application form, in PDF format, to our Selection and Recruitment team** eu-eppo-recruitment@ec.europa.eu by **01 December 2022 at 23:59 (CET)**.
- 4. In the email subject line, please mention the reference of this vacancy, followed by your surname** (Subject: Reference number_SURNAME)

Please note that the reserve list will be valid until 31/12/2024, and might be extended.

Annex to the Vacancy Notice

1. Application procedure

Please refer to the job description under `Your tasks and responsibilities` for detailed application instructions.

- **Eligibility:** Candidates are required to carefully check, in advance of submitting an application, whether they meet all the eligibility criteria – particularly concerning the professional experience, as well as the probation period.
- **Security clearance:** The candidate must either be a holder of a valid security clearance up to the level of “SECRET UE/EU SECRET” or be willing to undergo the national security vetting procedure (in order to be allowed to perform the job).
- **Language:** All applications must be in English.
- **Application form:** Applications not sent using the EPPO application form will be disqualified and treated as non-eligible, as will incomplete and/or not readable applications and not sent in PDF format.
- **Professional experience:** Part-time work experience will be counted in proportion to the percentage of full-time hours worked; therefore, candidates are requested to indicate the percentage of part-time employment.
- **Supporting documents:** e.g. certified copies of degrees/diplomas, references, proof of experience, etc. should not be sent at this stage, but must be submitted at a later stage of the procedure upon request of the EPPO.
- **Application deadline:** The EPPO will disregard any application sent after the deadline. Applicants are strongly advised not to wait until the last day to submit their applications, since heavy internet traffic or a fault with the internet connection could lead to difficulties in submission. The EPPO cannot be held responsible for any delay due to such difficulties.

Please note: Due to the high number of applications received in each selection procedure, only candidates shortlisted for interview will be contacted. All candidates will be informed when a procedure is closed.

2. Selection procedure

1. **Assessment of application:** The applications are assessed by a Selection Board against the eligibility requirements and the selection criteria.
2. **Job interviews and written tests:** The most suitable candidates are invited for an

interview with the Selection Board and for a written test who best correspond to the profile sought and on condition that they have achieved a score of at least 60% during the evaluation of applications. They may be invited to an assessment centre, as well, if applicable.

3. **Reserve list:**

The Selection Board proposes, to the Administrative Director, a list of adequately skilled candidates to be included on a reserve list (talent pool) who most correspond to the profile sought and who receive at least 60% of the maximum points of the combined interview and written test.

Candidates placed on the reserve list may be considered for a position within either the EPPO or, after eventual agreement by the EPPO, one of the EU Agencies.

4. **Second job interview:** The Administrative Director may then carry out an additional interview of candidates selected from the reserve list to as to who should be offered the position.

In accordance with Articles 11 and 11a of the Staff Regulations (SR) and Article 11 of the Conditions of Employment of Other Servants of the European Union (CEOS), **the appointed candidate is required to make a declaration of interests** before the recruitment.

The EPPO Appointing Authority will examine whether the successful candidate has any personal interest which may impair their independence or any other conflict of interest in relation to the position offered, and will adopt appropriate measures accordingly.

All applications are treated fairly. Applicants will be assessed on the basis of their qualifications and in strict compliance with the principle of equal opportunities in order to make the best possible match between the profile of the candidate and the requirements of the job.

Under no circumstances should candidates contact the Selection Board, directly or indirectly, concerning this selection procedure. The Appointing Authority reserves the right to disqualify any candidate who would disregard this instruction.

3. Equal opportunities

The EPPO applies a policy of equal opportunities and accepts applications without discrimination on any grounds such as sex, race, colour, 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.

4. Privacy Notice

The EPPO processes the personal data submitted by the applicants as part of the application form, in any submitted supporting document at any stage in the selection and recruitment

process, and communication related thereto. The purpose of this processing operation is to assess the suitability of candidates for a position at the EPPO and to administer the documentation related to the selection and/or recruitment. This includes also the processing of the submitted data for related administrative aspects, such as e.g. financial reimbursements, calculation of entitlements, etc.

During this processing, the personal data will be made available to selected staff working in Human Resources, Finance & Procurement, and in case of appeals or complaints, the Legal Service. Further, it will be made accessible to the members of the Selection Board, the Appointing Authority and respective supporting staff. Lastly, it may also be shared with other parties in the context and purpose of audits, inspections and internal investigations, be they internal or by supervisory authorities.

The personal data collected for this purpose will be stored for no longer than three (3) years following the financial discharge for the year in which the recruitment was finalised, in order to comply with audit obligations, unless ongoing legal proceedings, investigations or audits require their continued storage. Where the process led to employment of a candidate, some of the documentation and personal data contained therein will be carried over into the personnel file and subject to the regime applicable thereto.

The processing is necessary to select and recruit candidates suitable to cover the vacancies of the EPPO and to therefore enable it to perform its tasks. The legal basis being implemented and binding on the EPPO's selection and recruitment process are the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union and their implementing rules. The applicable legal framework for data protection purposes for this processing of administrative personal data is Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 ([OJ L 295 of 21.11.2018](#)).

The applicant has the right at any time to request access to, rectification, restriction or erasure of their personal data. To exercise these rights, request assistance in their exercise or questions thereto, or file a complaint, they may contact the data controller, or the Data Protection Officer of the EPPO. They also have the right to address themselves to the European Data Protection Supervisor to lodge a complaint.

The controller is the EPPO, and for this process coordinated by the Head of Human Resources, can be contacted by email at EU-EPPO-RECRUITMENT@ec.europa.eu.

The Data Protection Officer can be reached at EPPO-DPO@epo.europa.eu.

The European Data Protection Supervisor can be contacted at edps@edps.europa.eu.

5. Appeals

Candidates, who consider that their interests have been prejudiced by any decision related to the selection procedure, may lodge an administrative complaint under Article 90(2) of the Staff Regulations of Officials of the European Union within the time limit provided for, at the



EUROPEAN
PUBLIC
PROSECUTOR'S
OFFICE

SENIOR IT ASSISTANT – APPLICATION SUPPORT, INTER-AGENCY
REF: EPPO/2022/INTER/AST/007

following address:

European Public Prosecutor's Office (EPPO)
For the attention of the Administrative Director, Mr Olivier RAMSAYER
EPPO/2022/INTER/AST/007 – Senior IT Assistant – Application Support
11, Avenue John F. Kennedy
1855 Luxembourg
Luxembourg

The complaint must be lodged within three (3) months. The time limit for initiating this type of procedure starts to run from the time the candidate is notified of the act adversely affecting them.