

**ANNEX to the Call for Expression of Interest
for Seconded National Experts
Expert investigator of financial crimes – Asset Recovery
EPPO-2025-SNE-003-002**

1. General conditions for SNEs

Seconded National Experts (SNEs) are seconded to the EPPO according to the College Decision No 075/2025 of 09 September 2025 laying down rules on the secondment of National Experts to the European Public Prosecutor's Office ('EPPO').

SNEs should allow the EPPO to benefit from the high level of professional knowledge and experience of those experts, particularly where such expertise is not readily available.

The secondment shall be effected by written agreement in the form of an exchange of letters between the European Chief Prosecutor and the competent authorities of the Member State concerned. The exchange of letters shall indicate the initial period of secondment, the place of origin and the place of secondment, the area of assignment where the national expert will be seconded, the duties and responsibilities in line with the call for expression of interest, and the subsistence allowances and expenses regime. A copy of the rules applicable to SNEs on secondment to the EPPO shall be attached to the exchange of letters.

The SNE's employer shall thus undertake to continue to pay the SNE's salary, to maintain their administrative status throughout the period of secondment and to inform the EPPO of any change in this regard. The SNE's employer shall also continue to be responsible for all social rights, particularly social security and pension. The SNE's employer will assume responsibility for expenses incurred abroad.

SNEs shall assist the Permanent Chambers and the European Prosecutors. They may not perform middle or senior management duties nor deputise for their immediate superior. Unless a special mandate has been granted by the supervisor of the SNE, the SNE may not undertake commitments on behalf of the EPPO.

The SNE shall carry out the duties and conduct tasks solely within the interests of the EPPO. They shall neither seek nor take instructions from any government, authority, organisation nor person outside the EPPO. They shall carry out the duties assigned objectively, impartially and in keeping with their duties of loyalty to the EU.

The initial period of the secondment may not be less than three (3) months or more than three (3) years and may be renewed successively up to a maximum total period of secondment of six (6) years. Any extension of the period of secondment shall be the subject of a new exchange of letters between the EPPO and the competent authorities of

the Member State concerned.

Unless otherwise provided in the exchange of letters between the EPPO and the competent authorities of the Member State concerned, the SNE shall be entitled, throughout the period of the secondment, to a daily subsistence allowance and a monthly subsistence allowance, applicable to the place of secondment. The SNE shall inform the Human Resources Unit of the EPPO of any allowances similar to the subsistence allowances paid by the EPPO received by the SNE and paid from other sources.

Unless otherwise provided in the exchange of letters, the SNE whose place of origin is more than 150 km from the place of the secondment, shall be entitled to reimbursement of the cost of the travel between these two places both at the beginning and end of their secondment for themselves and for their spouse and dependent children, provided that they live with the SNE during the time of secondment.

2. Application procedure and closing date for applications

For applications to be valid, candidates are required to submit:

- the completed EPPO Application Form, which can be found on the EPPO website (<https://www.eppo.europa.eu/how-to-apply>);
- proof of the National Administration Authorisation – Form 1A (Employer authorisation for SNE applicant), provided on the EPPO website (<https://www.eppo.europa.eu/how-to-apply>);
- a copy of security clearance (if available).

Candidates are requested to complete their application in **English**, which is the main working language of the EPPO.

Where the EPPO considers that the nature of the tasks entrusted to the SNE necessitate particular security precautions, security clearance shall be obtained in accordance with the relevant rules of the EPPO.

Applications must be sent **by the competent authorities of the Member States or Permanent Representations** in accordance with Article 2(1) of the EPPO Regulation **only** to the following e-mail address before the deadline: EPPO-SNE@eppo.europa.eu.

Applications sent via other channels will not be considered.

The closing date for submission of applications is **01 February 2026; 23:59 CET**.

The subject of the e-mail should include the title of the Call for Expression of Interest, the Reference number (EPPO-2025-SNE-003-002), and the candidate's surname.

Incomplete applications and applications received by the EPPO after the deadline will be disqualified and treated as non-eligible.

Applicants are strongly advised not to wait until the last day to submit their applications, since heavy internet traffic or internet connection issues could lead to difficulties in submission. The EPPO cannot be held responsible for any delay due to such difficulties.

Once the applications have been registered, the senders will receive an acknowledgement message by e-mail confirming the receipt of the application.

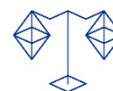
Please note that if at any stage of the selection procedure it is established that any of the requested information provided by an applicant is false, the applicant in question will be disqualified.

In case of any queries about the application and selection processes, please contact:
EPPO-SNE@eppo.europa.eu.

3. Selection procedure

The selection procedure includes the following steps:

- A three-member Selection Board is appointed by the European Chief Prosecutor of the EPPO, to directly manage the selection process.
- After registration, each application is reviewed to verify whether the applicant meets the eligibility criteria.
- All candidates who fulfil the eligibility criteria are invited to participate in an interview.
- Interviews, whether conducted remotely or in person, are conducted in English. Certain interview questions may be posed in the language specified by the applicant on their application form as the first EU language.
- During the interview, the Selection Board assesses the applicants' profiles and qualitatively evaluates whether they do not meet/meet/exceed the selection criteria.
- Following the interviews, the Selection Board compiles a non-ranked list of suitable candidates to be included in a reserve list (talent pool) for the position and proposes it to the European Chief Prosecutor.
- The European Chief Prosecutor, after consulting the Administrative Director, selects a candidate from the reserve list to offer the secondment. The agreement for the secondment is finalised by an exchange of letters between the European Chief Prosecutor and the competent authorities of the Member State.
- An applicant from the reserve list may also be considered for secondment to a similar position, contingent on the needs of the EPPO and budgetary situation, as long as the reserve list remains valid.



- The reserve list established for this selection procedure shall be valid until **31/12/2027**; its validity period may be extended.
- Candidates invited for an interview will be informed whether they have been placed on the reserve list. Applicants should note that inclusion on a reserve list does not guarantee secondment to the EPPO.

The work and deliberations of the Selection Board are strictly confidential and any contact with its members is strictly forbidden.

Under no circumstances are candidates allowed to contact the Selection Board, directly or indirectly, regarding this selection or promoting their candidature through any methods outside the stipulated application and selection process terms. The Appointing Authority reserves the right to disqualify any candidate who disregards this instruction.

The SNE will be required to disclose any potential conflicts arising from their family circumstances – particularly the professional activities of close family members – or any significant financial interests of their own or those of close family members that may conflict with their proposed duties during the secondment.

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 have the best possible match between the profile of the candidate and the requirements of the job.

4. 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.

5. Data Protection

Personal data for this purpose are processed and stored by the EPPO in accordance with [Regulation 2018/1725 on the processing of personal data by Union bodies](#). For details on the processing, your rights and how to exercise these, please see [the dedicated data protection notice](#), as also displayed on the same page on which to download the application form for this vacancy.

For questions or assistance in or related to this processing or the exercise of your rights, the controller is the EPPO, and for this process coordinated by the Head of Human Resources, who can be contacted by email to EPPO-RECRUITMENT@eppo.europa.eu. You may also contact the Data Protection Officer of the EPPO directly at EPPO-DPO@eppo.europa.eu and/or the European Data Protection Supervisor at edps@edps.europa.eu.

6. 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 following address:

European Public Prosecutor's Office (EPPO)
For the attention of the European Chief Prosecutor, Ms Laura Codruța KÖVESI
EPPO-2025-SNE-003-002, Expert investigator of financial crimes
11, Avenue John F. Kennedy
1855 Luxembourg
Luxembourg

Or

Via email to EPPO-SNE@eppo.europa.eu.

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.