



EUROPEAN
COURT
OF AUDITORS

Human Resources

Recruitment and career development

Call for expressions of interest

Temporary staff (AD 10)

Experts for Banking Union/ bank resolution audits (Single Supervisory Mechanism and Single Resolution Mechanism)

WHO WE ARE

The European Court of Auditors is the European Union (EU) institution established by the Treaty to audit EU finances. As the EU's external auditor, it helps to improve EU financial management and acts as an independent guardian of citizens' financial interests.

During its audits, the Court looks into the receipt and use of EU funds. It examines whether or not financial transactions have been correctly recorded and disclosed, implemented with due legality and regularity, and managed economically, efficiently and effectively. The Court publishes the results of its audits in clear, relevant and objective reports. It also writes opinions on matters pertaining to financial management.

The Court promotes greater accountability and transparency and assists the European Parliament and the Council in monitoring the implementation of the EU budget, particularly during the discharge procedure. The Court is committed to working efficiently at the cutting edge of progress in audit and public-sector administration.

On 1 January 2016, the Court will become a "task-based" organisation. Staff will be placed in a pool from which they will be selected for administrative assignment to the various Chambers on a priority basis.

The Court is based in Luxembourg.

The audit work of the Court's Financial and Economic Governance (FEG) team includes financial adjustment programmes (e.g. financial support programmes for Greece, Ireland, and Portugal), the European Deficit Procedure, the three European Supervisory Authorities (European Banking Authority (EBA), the European Insurance and Occupational Pensions Authority (EIOPA) and the European Securities and Markets Authority (ESMA)), the ECB (Single Supervisory Mechanism), as well as - from 2016 on - the Single Resolution Mechanism. These involve performance audits i.e. the evaluation of the efficiency of operations or the effectiveness of measures. It is therefore an intellectually challenging innovative task where the team has to propose the scope and extent of audit work in areas that have not been audited by the Court before.

The team is composed of 22 senior experts as well as dedicated juniors, from 11 different countries. The sub-team for which the Court is recruiting experts deals with the Banking Union, i.e. the ECB's Single Supervisory Mechanism (SSM) and the Single Resolution Mechanism (SRM).

Audits of the Single Resolution Mechanism will deal with all relevant procedures of a resolution, notably recovery and resolution planning, TLAC and MREL, resolution schemes and the application of resolution tools. The mandate of the ECA in this respect is further described in Article 92 of the SRM regulation.¹

WHAT WE ARE OFFERING

The Court offers two (2) temporary staff posts. Depending on the available budget and the needs arising in a resolution situation, the Court may offer further posts based on the reserve list established in the context of this procedure.

The basic monthly salary for grade AD 10 (step 1) is currently 8 129,38 euros. Under the conditions laid down in the Staff Regulations, certain allowances may be added to the basic salary, which is subject to EU tax and exempt from national tax.

EU institutions have their own pension and health systems for which contributions are deducted at source. Staff members' children can benefit from free enrolment at the European School.

The expert's tasks will include, amongst others, the following:

- Contribute to the design and performance of the audit work programme in the field of the European Banking Union and related topics
- Plan and perform audits for selected topics regarding the SRM and other topics in the field of banking union (e.g. EBA, ESMA, EIOPA, landscape reviews of financial markets regulations, etc.)
- Develop and perform procedures to determine whether sufficient regard was made to economy, efficiency and effectiveness when the Single Resolution Fund was used and whether the assessment of Fund aid was efficient and rigorous
- Design audit planning documents and checklists in your field of expertise, support audit tools for audits of the SRM, and prepare audit reports and other documents for publication
- Participate in knowledge creation and sharing and provide training to junior staff
- Represent the audit team in meetings with internal and external stakeholders and channel information between the ECA's senior management and the auditee

WHAT WE ARE LOOKING FOR

This selection procedure is open to candidates who, on the date of their application, will have:

1. Qualifications

- In accordance with Article 5 of the Staff Regulations:

* a level of education which corresponds to completed university studies, certified by a degree, when the normal period of university study is four years or more; or

* a level of education which corresponds to completed university studies, certified by a degree, and at least one year of professional experience when the normal period of university study is a minimum of three years; or

* where justified in the interests of the service, received equivalent vocational training.

Only qualifications issued by EU Member State authorities and qualifications recognised as equivalent by the relevant EU Member State authorities will be accepted. In duly justified cases professional exams (e.g. ACCA, national audit exams, CVA) may be considered as equivalent to a university degree of at least three years.

¹ Regulation 806/2014 of 15 July 2014

2. Professional experience

Candidates must have professional experience of at least 10 years of which at least 3 years in one or more of the following fields:

- Valuation specialist (assets & liabilities, derivatives) from a bank or financial institution environment
- Bank controller or risk controller
- External or internal bank auditor (or auditor of a supreme audit institution or on-site inspector of a bank supervisor) with resolution or in-depth valuation experience
- Resolution/restructuring expert from a National Resolution Authority
- Resolution/restructuring expert from a National/Supra-national Supervisor with concrete restructuring experience in his portfolio
- Bank resolution expert as insolvency administrator/liquidator or in an advisory capacity (e. g. M & A) in this context
- Bank resolution expert working in a bank with direct involvement in the context of bank resolution/bank restructuring
- Employee of a Deposit Guarantee Scheme (or IPS) with involvement in bank restructuring or resolutions
- Banking resolution expert from an supra-national regulatory institution (e. g. EBA, ESMA) with a clear linkage to banking resolution
- Other relevant, concrete banking/financial institutions resolution or valuation experience duly explained (for instance case-handler in a national or international competition authority dealing with restructuring in the finance industry)

3. Additional experience and skills

In addition to the required experience above, the following can also be considered in the selection procedure:

- Experience in drafting resolution or recovery plans
- Academic experience linked to the tasks
- Experience in the implementation of CRR/CRD IV and the SRMR (e. g. drafting of resolution or recovery plans)
- Knowledge of relevant IFRS accounting
- Professional certification (e. g. CPA, ACCA, national auditor exams, CFA), in particular a CVA

4. Language knowledge

Candidates must demonstrate a thorough knowledge of one of the languages of the European Union and a satisfactory knowledge of another EU language.

Due to the nature of the duties to be carried out, a sound knowledge of English and French is required.

ELIGIBILITY

RECRUITMENT CONDITIONS

In accordance with Article 28 of the Staff Regulations, candidates must:

- be a national of an EU Member State;
- enjoy full rights as citizens;
- have fulfilled any obligations imposed on them by the recruitment laws concerning military service; and
- meet the character requirements for the duties involved.

SELECTION PROCEDURE

The files of the eligible candidates will be examined by a Selection Committee which will draw up a reserve list for those candidates who exceed the pass mark established by the selection committee. Candidates will be notified about their inclusion on the list at the end of the quarter after their application has been submitted (e. g. application submitted by 30 December 2015, notification 31 March 2016 at the latest).

Being included in the reserve list does in no way constitute a right to recruitment.

On the basis of the reserve list the Selection Committee will organise interviews and may, as it deems appropriate, organise any further specific tests in order to assess candidates' skills.

The validity of the reserve list will be fixed on 31 December 2016 and may be extended.

SUBMISSION OF APPLICATIONS

Applications must be written in English or French and emailed to the following address: vacancies@eca.europa.eu.

Please quote the reference of this procedure in the subject line. Applications must be accompanied by the following documents:

- a letter of motivation (max. one page);
- an up-to-date CV (max. five pages), which must be in the "Europass" format in order to be accepted (see: <http://europass.cedefop.europa.eu>);
- the attached formal declaration, duly completed, signed and dated.

This call for expressions of interest will remain open until further notice; however applicants are encouraged to apply at their earliest convenience with a view to filling posts quickly.

The Court is an equal opportunities employer with a policy of non-discrimination, and welcomes applications from all qualified men and women.

CONTACTS

Stéphane Le Port, phone : +352 4398 47322, e-mail: stephane.leport@eca.europa.eu

Nadia Djerouni, phone : +352 4398 45628, e-mail: nadia.djerouni@eca.europa.eu

DATA PROTECTION

In accordance with Article 7(3) of Regulation (EC) No 45/2001 of 18 December 2000 on the protection of individuals with regard to the processing of personal data by Community institutions and bodies and on the free movement of such data, the Court will process personal data only for the purposes for which they were transmitted.



FORMAL DECLARATION

THE CANDIDATE

Full name:

Contact e-mail:

Contact mobile telephone number:

I fulfil the following eligibility criteria (place a cross in the appropriate box):

	YES	NO
1. a university degree certifying at least four years of study, or a university degree certifying three years of study and at least one year of relevant professional experience, or equivalent vocational training;	<input type="checkbox"/>	<input type="checkbox"/>
2. at least 10 years' professional experience of which at least 3 years in one or more of the mentioned fields (professional experience, point 2)	<input type="checkbox"/>	<input type="checkbox"/>
3.1 thorough knowledge of one EU official language and satisfactory knowledge of at least one other;	<input type="checkbox"/>	<input type="checkbox"/>
3.2 sound knowledge of English and French;	<input type="checkbox"/>	<input type="checkbox"/>
4. I have submitted an application, in either English or French, which includes a letter of motivation (max. one page), an up-to-date CV (max. five pages) and this declaration;	<input type="checkbox"/>	<input type="checkbox"/>

Additional information regarding my application:

5.1 Which of the following profiles characterize your professional experience? (Multiple answers possible; please indicate years and months for each category)	Length of experience	Reference period in cv
<input type="checkbox"/> 1: Valuation specialist (assets & liabilities, derivatives)	_____	_____
<input type="checkbox"/> 2: Bank controller	_____	_____
<input type="checkbox"/> 3: External or internal bank auditor (or auditor of a supreme audit institution or on-site inspector of a bank supervisor) with resolution experience	_____	_____
<input type="checkbox"/> 4: Resolution/restructuring expert from a National Resolution Authority	_____	_____
<input type="checkbox"/> 5: Resolution/restructuring expert from a National/Supra-national Supervisor	_____	_____
<input type="checkbox"/> 6: Bank resolution expert as insolvency administrator/liquidator or in an advisory capacity (e.g. M & A) in this context	_____	_____
<input type="checkbox"/> 7: Bank resolution expert working in a bank with direct involvement in the context of bank resolution/bank restructuring	_____	_____
<input type="checkbox"/> 8: Employee of a Deposit Guarantee Scheme (or IPS) with involvement in bank restructuring or resolutions	_____	_____
<input type="checkbox"/> 9: Banking resolution expert from an supra-national regulatory institution (e. g. EBA, ESMA) with a clear linkage to banking	_____	_____
<input type="checkbox"/> 10: Other relevant experience in banking resolution duly explained (for instance case handler in a national or international competition authority dealing with restructuring in the finance industry)	_____	_____

5.2 If you ticked box 10, please specify:

12, rue Alcide De Gasperi - L - 1615 Luxembourg

T: (+352) 4398 - 1

E: vacancies@eca.europa.eu

	YES	NO
6.1. Have you passed any professional exams?	<input type="checkbox"/>	<input type="checkbox"/>
6.2 If yes, indicate which professional exams (e. g. auditor exams, CVA, CFA) have you passed?		
7.1 Does your academic experience (apart from the professional exams listed in question 6), link to one of the profiles listed in question number 5? Academic experience includes teaching activities and publications.	<input type="checkbox"/>	<input type="checkbox"/>
7.2 If yes, please describe, listing the degree, publications and teaching activity and explaining the linkage to the profiles above.		
8.1 Do you have experience in the implementation of CRR/CRD IV and the SRMR or experience from the implementation of similar national law?	<input type="checkbox"/>	<input type="checkbox"/>
8.2 If yes, please describe the nature and duration of the experience.		
9.1 Do you have experience in performing financial analysis or risk assessment of financial institutions? Please also explain your IFRS knowledge in this context.	<input type="checkbox"/>	<input type="checkbox"/>
9.2 If yes, please describe your experience		
10.1 Do you have experience in assets/liability evaluation, including your experience with financial instruments?	<input type="checkbox"/>	<input type="checkbox"/>
10.2 If yes, please describe your experience indicating the type and size of assets/liabilities/derivatives assessed.		
11.1 Do you have experience in drafting recovery or resolutions plans of banks or assessing them?	<input type="checkbox"/>	<input type="checkbox"/>
11.2 If yes, please describe your experience.		
12 What other resolution or banking experience can you provide not covered by the questions above? Please describe.		
13 With which national legal frameworks are you familiar? Please list.		
14.1 What are the key problems in the valuation of assets in a bank in a resolution situation and what would be your role, given your specific job experience to audit the soundness of the valuation process? (Maximum 250 words)		

14.2 What are key agency conflicts in a resolution situation with the involvement of external fund aid, what procedures would you perform to address such issues and what would be your role in the team? (Maximum 250 words)

I hereby declare that the information provided in this application (letter of motivation, CV and formal declaration) is accurate and complete.

I also declare that:

- i) I am a national of an EU Member State;
- ii) I am entitled to my full rights as a citizen;
- iii) I have fulfilled any obligations imposed on me by the recruitment laws concerning military service;
- iv) I meet the character requirements for the duties involved.

I undertake to provide copies of the following documents:

- proof of citizenship (identity card, passport, etc.);
- certificates for any qualifications required;
- where applicable, a certificate or contract of employment and my last payslip.

I declare the above documents to be genuine and complete.

I am aware that my application will be rejected if I fail to submit the required documents (letter of motivation, CV and this formal declaration, all in English or French).

Date:

Signature: