



EUROPEAN  
COURT  
OF AUDITORS

## Call for expressions of interest

### Auditors – Junior Professionals Programme

#### Temporary staff (AD 5)

*(This call for expressions of interest cancels and replaces the previous call for expressions of interest for auditors published on 4 September 2018.)*

#### WHO WE ARE

The European Court of Auditors (“the Court”), based in Luxembourg, is the European Union (EU) institution established by the Treaty as the external auditor of the EU’s finances. In this capacity, 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.

The Court is divided into audit Chambers. The Court has a "task-based" organisational structure, with staff placed in a pool from which they are selected for administrative assignment to the various Chambers on a priority basis.

#### WHAT WE ARE OFFERING

With a view to promoting youth employment and attracting talented recent graduates, the Court is launching a Junior Professionals Programme, offering limited-duration auditor contracts. Participants in this programme will have an advanced university degree in one of a broad range of disciplines and a keen interest in our activities. They will be given a unique professional development opportunity, valuable work experience, and an insight into the EU’s finances and policies and the role of the Court.

The Court will establish a reserve list of auditors who may be offered temporary posts depending on the available budget and operational needs. The auditors will be recruited under Article 2b of the Conditions of Employment of Other Servants of the EU (CEOS) for a four-year period, renewable once for a maximum period of another two years. The initial contract will be subject to a probationary period of nine months.

The newly recruited auditors will follow an integration programme which will consist of an induction period that includes appropriate training and immersion in audit teams.

The basic monthly salary for grade AD 5 (step 1) is currently 4 707.34 euros. Under the conditions laid down in the Staff Regulations, and depending on individual circumstances and household composition, 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 from staff salaries at source.

Staff members' children may enrol at the European School free of charge.

## **WHAT WE ARE LOOKING FOR**

### **1. Qualifications**

In accordance with Article 10 of the CEOS:

- (i) a level of education which corresponds to completed university studies of at least three years, as attested by a diploma, or
- (ii) where justified in the interest of the service, professional training of an equivalent level.

Candidates must also have either:

- completed a Master's degree or a doctorate **no more than five years prior to the deadline for applications for this call** in a field of interest to the Court, i.e. audit, economics, banking, accounting, statistics, data science, European law, and business administration, or in one of the Court's fields of activity listed in point 2; or
- obtained a recognised professional accounting qualification (e.g. ACCA) **no more than five years prior to the deadline for applications for this call**.

Only qualifications issued by EU Member State authorities or qualifications recognised as equivalent by such authorities will be accepted.

### **2. Knowledge and skills**

The following will be considered an asset:

- 1) Knowledge in the areas of auditing (financial and compliance audit, performance audit and/or digital audit), data mining and analytics, financial management, and evaluation and impact assessment of projects/programmes.
- 2) Knowledge of one or more of the following fields of Court activity:
  - agriculture, rural development, fisheries, environment, climate, consumer health, food;
  - management and audit of European structural and investment funds, transport, energy, public policy, regional and territorial development, social inclusion, tourism;
  - external actions, justice and security policy;
  - finance, banking;
  - financial instruments, public-sector governance, budgetary management and regulation, EU administration;
  - fraud detection;
  - forensic audit.
- 3) A good academic record.
- 4) Good communication and drafting skills, flexibility to work in a task-based organisation and in an international environment, ability to work independently and in teams, and willingness to travel.

### **3. Knowledge of languages**

Candidates must demonstrate a thorough knowledge of one EU language and a satisfactory knowledge of another. The required standard of comprehension and written/oral expression is at least level C1 for one of these languages and at least level B2 for the other.

Due to the nature of the duties to be carried out, a sound knowledge of English is required, of at least level B2.

Knowledge of other languages would be considered an asset.

To assess your foreign language skills, see:

<http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>

In addition, in accordance with Article 12(2) of the CEOS, candidates must, on the date of their application:

- be a national of one of the EU's Member States;
- enjoy their 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**

Applications will be examined by a Selection Committee, which will draw up a reserve list of candidates who meet the eligibility criteria.

Being included on the reserve list does not necessarily entitle candidates to employment.

Candidates on the reserve list will be interviewed on the basis of service needs. They may also be required to take further specific tests in order to assess their skills.

The reserve list will be valid until 31 December 2019, and may be extended.

## **APPLICATIONS**

Applications must be written in English and submitted **only via the online form** for the vacancy advertised.

Applications must be accompanied by the following documents:

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

**Any application failing to adhere strictly to these instructions will be rejected.**

## **RECRUITMENT POLICY**

In line with the Court's equal opportunities policy and with Article 1d of the Staff Regulations, the Court embraces diversity and promotes equal opportunities. The Court accepts applications without discrimination on any grounds and takes steps to ensure that recruitment is evenly balanced between men and women, pursuant to Article 23 of the Charter of Fundamental Rights of the European Union. The Court also implements measures to reconcile working life with family life.

**The deadline for applications is midday on 15 October 2018 (Luxembourg time)**

## **DATA PROTECTION**

The European Court of Auditors is committed to ensuring that candidates' personal data are processed as required by Appointing Authority Decision No 77-2006 implementing Regulation (EC) No 45/2001 of the European Parliament and of the Council on the protection of individuals with regard to the processing of personal data in the context of human resources policies.

For more information, see the specific privacy statement for employment vacancies, available at:

[https://www.eca.europa.eu/Lists/ECADocuments/Specific\\_Privacy\\_Statement\\_vacancies/Specific\\_Privacy\\_Statement\\_vacancies\\_EN.PDF](https://www.eca.europa.eu/Lists/ECADocuments/Specific_Privacy_Statement_vacancies/Specific_Privacy_Statement_vacancies_EN.PDF)

## REQUESTS FOR RECONSIDERATION — COMPLAINTS AND APPEALS — COMPLAINTS TO THE EUROPEAN OMBUDSMAN

If, at any stage in the selection procedure, you believe that a decision adversely affects you, the following options are available:

### I. Request for the Selection Committee to reconsider its decision

You may submit a reasoned written request for the Selection Committee to reconsider its decision. Such a request must be submitted to the following address no more than 10 days after you have been notified of the decision: [ECA-Recours@eca.europa.eu](mailto:ECA-Recours@eca.europa.eu).

### II. Complaints

Pursuant to Article 90(2) of the Staff Regulations, you may lodge a complaint against the Court's Decision to reject your application within three months of receiving notification thereof. Complaints should be addressed to:

The Secretary-General,  
European Court of Auditors,  
12, rue Alcide De Gasperi,  
L-1615 Luxembourg.

### III. Judicial appeal

Pursuant to Article 91 of the Staff Regulations, if your complaint is rejected and this decision affects you adversely, you may then file an appeal with the European Court of Justice. Such appeals must be filed by a lawyer within three months of notification of the decision to reject the complaint.

### IV. Complaints to the European Ombudsman

If you believe that the handling of your application has involved maladministration by the European Court of Auditors, you may submit a complaint to the European Ombudsman, having first contacted the Court with a view to settling the dispute. You must submit your complaint in writing within two years of discovering the relevant facts. An electronic complaints form is available on the European Ombudsman's website. Complaining to the European Ombudsman will not suspend the above-mentioned appeal deadlines.