



VACANCY NOTICE

Seconded National Expert – Capacity Building (ELA/SNE/2024/06)

Type of contract	SNE
Duration of contract	2 years (extendable ¹)
Area	Capacity Building
Place of secondment	Bratislava, Slovakia
Deadline for applications	08/03/2024, 12:00 (midday, CET)
Reserve list valid until	31 December 2024

The European Labour Authority

The European Labour Authority ('the Authority' or 'ELA') is a Union body in the area of cross-border labour mobility. Its aim is to facilitate access for individuals and employers to information on their rights and obligations; support cooperation between EU countries in the cross-border enforcement of relevant Union law, including by facilitating joint inspections; support Member States in tackling undeclared work and mediate and facilitate a solution in cases of cross-border disputes between national authorities.

The Authority should reach its full operational capacity by 2024. Further information on the Authority is available on its website: www.ela.europa.eu.

The position

The Authority is organising a call for expression of interest for a Seconded National Expert (SNE) position in the Cooperation Support Unit, aiming at establishing a reserve list of suitable SNEs for possible secondment.

The candidates applying for this call must be employed by a specific public administration/institution (see eligibility criteria below, section 2).

¹ See Article 4 (Period of secondment) of the SNE decision: The initial period of secondment may not be more than two years. It may be extended. For more information, see also Section 7 of this call "Conditions of secondment".

1. Profile

Reporting to the Head of the Cooperation Support Unit and the Head of Sector Capacity Building, the SNE will contribute to the development and implementation of the various capacity building activities of ELA, as provided under Article 11 of the ELA founding Regulation (EU) 2019/1149 establishing a European Labour Authority.

1.1 Tasks

The SNE's tasks will include, *inter alia*:

- Supporting Member States with capacity building of their national authorities, including enforcement authorities, aimed at promoting the consistent application and enforcement of EU labour mobility and social security coordination law;
- Contributing towards the continuous development of ELA's task on capacity building, the implementation of the activities in the annual work programme, and the Capacity Building Strategy, including delivery through online learning methods;
- Designing, organising and implementing capacity building activities across ELA's operational areas (preparation, participation and follow-up) and liaising with other operational units and stakeholders;
- Supporting capacity building activities as a moderator and/or speaker, having general knowledge on EU labour mobility law, and more specifically relating to posting of workers in the EU²;
- Drafting working documents, notes, briefings, reports, and external communication material in a clear and effective manner;
- Contributing to the drafting of scripts for online courses and other online content, as well as the supervision of these tasks performed by external experts;
- Assisting other staff members in the procurement of services, and to liaising and maintaining the relations with the relevant contractors;
- Contributing to the implementation of the ELA Single Programming Document and its annual Work Programme in the area of capacity building;
- Performing any other related task requested by the line management in the interest of the service.

² Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services.

Directive 2014/67/EU of the European Parliament and of the Council of 15 May 2014 on the enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the provision of services and amending Regulation (EU) No 1024/2012 on administrative cooperation through the Internal Market Information System ('the IMI Regulation').

Directive (EU) 2018/957 of the European Parliament and of the Council of 28 June 2018 amending Directive 96/71/EC concerning the posting of workers in the framework of the provision of services.

Directive (EU) 2020/1057 of the European Parliament and of the Council of 15 July 2020 laying down specific rules with respect to Directive 96/71/EC and Directive 2014/67/EU for posting drivers in the road transport sector and amending Directive 2006/22/EC as regards enforcement requirements and Regulation (EU) No 1024/2012.

Qualifications and experience required

2. Eligibility criteria

By the closing date of this vacancy notice candidates must fulfil the requirements below:

- be employed by a national, regional or local public administration or an Intergovernmental Organisation (IGO), or an independent university or research organisation that does not seek to make profit for redistribution or is in fact part of the public sector³;
- have worked for their employer on permanent or contract basis for at least 12 months before their secondment; and to remain in the service of that employer throughout the period of secondment;
- have at least three (3) years' work experience at an appropriate level;
- have thorough knowledge (C1) of one of the EU languages and a satisfactory knowledge (level B2) of another EU language of the Union⁴;
- Be a national of an EU Member State.

3. Selection criteria

Essential:

- Experience in tasks similar to the ones described in the “Tasks” section above;
- At least 3 years' relevant work experience designing and/or organising capacity building activities both physically, online or hybrid;
- Excellent drafting and oral skills in English (C1 level).

Advantageous:

- Experience in working with EU institutions and/or national administrations in the field of capacity building and EU labour mobility;
- Experience in designing, organising and delivering training;
- Experience with online learning tools and platforms.

³ SNEs are staff employed by the public administration in a a) Member State of the EU; b) country with which the Council has decided to open accession negotiations and which has concluded a specific agreement on staff secondments for participation in the Authority's work; c) public IGO. Please read the decision n.19/2021 of the Management Board laying down rules on the secondment to ELA.

⁴ As in line with the [Common European Framework of reference for Languages \(CEFR\)](#). The SNE must produce evidence to qualify for secondment.

Moreover, the following competencies will be assessed during the selection process:

- Excellent team working spirit and ability to contribute to a positive working environment;
- Excellent communications skills and ability to communicate clearly and effectively with internal and external stakeholders;
- Service-oriented attitude;
- Excellent planning and organisational skills;
- Ability to be proactive and flexible;
- Creativity and innovativeness.

The selection process

4. How to apply

You must apply through the EU CV Online system⁵⁶ via [this link](https://ec.europa.eu/dgs/personnel_administration/open_applications/CV_Cand/index.cfm?fuseaction=premierAcces&langue=EN):

https://ec.europa.eu/dgs/personnel_administration/open_applications/CV_Cand/index.cfm?fuseaction=premierAcces&langue=EN

Before applying, you should carefully check whether you meet all the eligibility criteria.

Applications must include a motivation letter and a CV, both submitted in English to be considered.

Applications not submitted in English will be excluded from the selection procedure.

To be able to apply via EU CV Online, you must first create an account or sign in to an existing account. If not done already, you must first fill in the electronic CV. Once the CV is completed, you may choose and apply to the call for expressions of interest of your choice. You are advised to fill out ALL relevant fields of the application.

Only complete applications registered via EU CV Online before the deadline will be considered. Please note that the selection committee can only take into account the information provided by the candidate via EU CV Online. No information via email will be taken into consideration.

It is your responsibility to complete your online registration in time. We strongly advise you not to wait until the last few days before applying, since heavy internet traffic or a problem with the

⁵ EU CV Online is the tool used by the European Commission for recruitment of staff on temporary basis.

⁶ If you have a disability that prevents you from registering online, you may submit your application (CV and letter of motivation) on paper by registered mail, postmarked no later than the closing date for registration. All subsequent communication between the Commission and you will be by post. In this case, you must enclose with your application a certificate attesting your disability, issued by a recognised body. You should also set out on a separate sheet of paper any special arrangements you think are needed to make it easier for you to take part in the selection.

internet connection could lead to your online registration being interrupted before you complete it, thereby obliging you to repeat the whole process.

On completion of the online registration, you will receive on screen a registration number, which you must note. This will be your reference number in all matters concerning your application. If you do not receive a number, it means that your application has not been registered.

After a correct submission of an application, you will receive an automated acknowledgement of receipt of your application to the email account indicated in your application. It is your responsibility to verify that you provided the correct e-mail address.

All technical questions concerning EU CV Online must be sent through the contact page of EU CV Online.

Once the deadline has passed, you will no longer be able to apply.

No supporting documents are required at this stage – these will be required in a later stage.

Deadline for applications: 8th March 2024, at 12:00 (midday, Bratislava time)

If you require more information, please send an e-mail to: recruitment@ela.europa.eu.

5. Steps of the selection procedure

5.1 Admission to the selection procedure

After the deadline for online registration, the selection committee will check the submitted applications against the **eligibility criteria** described in Section 2.

The selection committee will analyse if the application was submitted in English. Applications not submitted in English will be excluded from the selection procedure.

Applications satisfying all these conditions will then be initially assessed against the **selection criteria** under Section 3.

5.2 Initial assessment of the eligible applications

The selection committee will assess each eligible application with reference to the selection criteria (“Essential” and “Advantageous”) described in Section 3.

Upon completion of the assessment, the Selection Committee will establish a shortlist of candidates to be invited to the assessment phase.

The remaining candidates will be notified by email that their application will no longer be taken into consideration to this selection procedure.

5.3 The assessment phase

Following the initial assessment of the applications, shortlisted candidates will be invited to the assessment phase, which will be held online. The assessment phase will be conducted in English.

The assessment phase involves an interview with the selection committee and may involve one or more test(s) related to the field of the vacancy. This phase will enable the selection committee to carry out an assessment of the pre-selected candidates according to the selection criteria described in Section 3.

Details of the date and time of the interview will be communicated to the shortlisted candidates in due time.

5.4 Verification of documents and scrutiny

If, at any stage in the procedure, it is established that the information in an application has been knowingly falsified or incorrect, the candidate will be disqualified from the selection process.

Candidates will also be disqualified if they:

- do not meet all the eligibility criteria;
- do not provide all the required supporting documents.

Prior to contract signature, the successful candidate(s) will be required to provide original versions of documents proving the eligibility criteria. Candidates will be requested to submit originals or certified copies of their diploma(s) and evidence of their professional experience, clearly indicating the starting and finishing dates, the function(s) and the exact nature of the duties carried out.

5.5 Reserve list

The selection committee will place the most suitable eligible candidates on a draft reserve list. This draft will be submitted to the Executive Director of ELA for approval. The adopted reserve list will be valid until 31 December 2024. The validity of the reserve list may be extended by decision of the Executive Director of ELA.

Prior to being offered a post, candidates on a reserve list may be required to undergo further evaluation by ELA (e.g. including a further interview with the Executive Director).

Following the establishment of the reserve list, the Executive Director may send a letter of secondment to any of the candidates. The secondment must be confirmed by an agreement between ELA and the candidate's employer.

Candidates should note that the inclusion on the reserve list does not imply any entitlement to secondment in ELA.

Other important information

6. General information

6.1 Equal opportunities

The Authority is an equal opportunity employer and strongly encourages applications from all candidates who fulfil the eligibility criteria and interested in the position. ELA ensures that its recruitment procedures do not discriminate on the grounds of gender, colour, race, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, nationality, age, sexual orientation or gender identity.

In case of a disability, please feel free to inform Human Resources at [ELA RECRUITMENT <recruitment@ela.europa.eu>](mailto:ELA_RECRUITMENT@recruitment@ela.europa.eu) and indicate which arrangements or adjustments relating to your disability are necessary, so ELA can ensure your equal participation in the interviews and tests.

6.2 Selection committee

A selection committee is appointed for each selection procedure. The selection committee is composed of at least 3 members, including a member designated by the Staff Committee.

Please note that the selection committee's internal proceedings are strictly confidential and that any contact with its members is strictly forbidden. Under no circumstances should candidates approach the selection committee, either directly or indirectly, concerning the selection procedure. Any infringement of this rule will lead to the disqualification from the selection procedure.

6.3 Approximate timetable

The selection process may take some months to be completed. The foreseen timeframe for the selection procedure will be updated on [ELA's website](#).

Once the pre-assessment phase is completed, shortlisted candidates will be invited to the assessment phase. The remaining candidates will be notified, by email, that their application will no longer be taken into consideration.

6.4 Conditions of secondment

Please refer to the [Decision N. 19/2021 of 10 November 2021 of the Management Board laying down rules on the secondment to the European Labour Authority of national experts](#), including national liaison officers and national experts in professional training, available on ELA's website.

SNEs are staff employed by the public administration in a:

- a) Member State of the EU;
- b) country with which the Council has decided to open accession negotiations and which has concluded a specific agreement on staff secondments for participation in the Authority's work;

c) public IGO, who are seconded to the Authority so that it can use their expertise in a particular field related to the tasks of the Authority.

The initial period of secondment for SNEs may not be less than two years or more than four years. The secondment may be renewed once or more, up to a total period not exceeding six years.

The SNEs' employer shall thus undertake to continue to pay their salary, to maintain their administrative status (permanent official or contract staff member) throughout the period of secondment and to inform the Authority of any change in the SNE's situation in this regard. The SNEs' employer shall also continue to be responsible for all their social rights, particularly their social security insurability and pension rights.

Throughout the period of secondment at ELA, SNEs shall be entitled to daily allowance and monthly allowance, based on the distance between the place of origin/of recruitment and the place of secondment (Bratislava) equal to the amount established by the European Commission each year.

The subsistence allowances shall be subject to the correction coefficient of the place of secondment (currently 84,8% for Bratislava, Slovakia), pursuant to Article 64 of the Staff Regulations. In addition to the allowances, SNEs may be entitled to reimbursement of the education fees, depending on their particular situation, to selected educational institutions.

6.5 Job environment

The place of secondment is Bratislava, Slovakia. Residence within reasonable distance of ELA's office is required in accordance with the Staff Regulations (Article 20).

The seconded national expert will work in a multicultural, respectful and appreciative environment, which offers the possibility to shape the work of the authority, where collaboration and open and constructive dialogue is encouraged, while building effective work relations.

Working time is based on a 40-hour working week. ELA offers flexible working arrangements such as teleworking, part-time work, and flexible working hours.

6.6 Protection of personal data

Personal data shall be processed exclusively for the purpose of this selection procedure. The purpose of processing the data submitted by candidates is to evaluate applications in view of possible secondment at ELA.

As the body responsible for organising the competition, the Authority ensures that applicants' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, offices and agencies and on the free movement of such data (Official Journal of the European Union, L 295/39 of 21 November 2018). This applies in particular to the confidentiality and security of such data. In this regards, please see [ELA Privacy Statement on selection procedures](#).