

The European Supervisory Authorities (ESAs¹) are establishing a talent pool for the position of

ICT Risk Expert (ICT audit or supervision / ICT risk management / Information Security)

REF.: ESA/DORA/ESMA/2024/VAC02/AD5

Type of contract	Temporary Agent (TA) ²
Grade	AD5
Place of employment	Paris (France) OR Frankfurt am Main (Germany)
Date of publication	9 April 2024
Deadline for application	13 May 2024 (23:59 hrs, Central European Time)
Estimated starting date	Starting from Q3 2024, recruitments will continue until end of 2025
Reserve list valid until	31 December 2025, with a possibility of extension

1 What is DORA?

The Digital Operational Resilience Act (i.e Regulation 2023/2554, or “DORA”) applicable from January 2025 establishes a comprehensive framework for fostering the digital operational resilience of all EU financial entities. It foresees that ICT third-party service providers who provide ICT services to financial entities and are identified as critical (critical third-party providers - CTPPs) will be subject to an oversight at the EU level to minimise the risks they expose the EU financial sector to. In practice, this oversight will be carried out by a lead overseer, which will be one of the three European Supervisory Authorities (ESAs), i.e. the European Banking Authority (EBA), the European Insurance and Occupational Pension Authority (EIOPA), or European Securities and Markets Authority (ESMA).

The Lead Overseer may request information from CTPPs, conduct off-site investigations and onsite inspections, impose penalties and issue recommendations to CTPPs. It will also cooperate with other EU institutions including ENISA (European Network and Information Security Agency) and with competent authorities within the EU. The latter will support the Lead

¹ ESAs: EBA, EIOPA, ESMA.

² According to the Article 2(f) of the [Conditions of Employment of Other Servants \(CEOS\) of the European Union](#).

Overseer in the conduct of oversight activities and follow-up on the recommendations of the Lead Overseer with the financial entities they supervise.

DORA requires a close cooperation between the three ESAs which will jointly carry out the CTPP oversight across the entire financial sector. Staff recruited for the DORA oversight activities will work as one team, and closely liaise with colleagues responsible for other activities at the three ESAs.

2 Why ESAs?

You will contribute directly to shaping and maintaining financial stability within the European Union, at the heart of the European System of Financial supervision.

Your work will have a significant impact on the regulatory framework for financial institutions and markets in the EU, ultimately safeguarding consumers and investors.

You will have the opportunity to expand your network across Europe and beyond working for the EBA, EIOPA and ESMA.

2.1 European Banking Authority (EBA)

EBA's mission is to contribute to the stability and effectiveness of the European financial system through simple, consistent, transparent, fair regulation and supervision that benefits all EU citizens.

EBA's five strategic objectives are: to finalise and implement an effective and proportionate Single Rulebook, to foster financial stability in an economy transitioning towards sustainability, to enable an integrated reporting system for enhanced assessment and disclosure, to implement the Digital Finances package with DORA oversight and MICAR supervision, and to focus on innovation for the benefit of consumers while ensuring a smooth transition of the anti-money laundering.

Further information on the EBA is available on the EBA website: www.eba.europa.eu

2.2 European Insurance and Occupational Pensions Authority (EIOPA)

EIOPA's mission is to contribute to a sound, effective and consistent level of regulation and supervision of insurance and occupational pensions sectors in Europe, and to promote transparency, simplicity and fairness in the market for consumer financial products or services across the internal market for the benefit of EU citizens.

EIOPA helps protect insurance policyholders, pension scheme members, customers and consumers and other beneficiaries. EIOPA furthermore plays a key role in supporting the stability of the financial system, transparency of financial markets and products, and contributes to strengthening coordination among financial supervisors at the international level.

Further information on EIOPA is available on EIOPA's website: www.eiopa.europa.eu

2.3 European Securities and Markets Authority (ESMA)

ESMA's mission is to enhance investors' protection and promote stable and orderly financial markets.

The Authority has published its [ESMA Strategy 2023-2028](#) identifying for the coming years three strategic priorities: fostering effective markets and financial stability; strengthening supervision of EU financial markets; enhancing protection of retail investors; and two thematic drivers: enabling sustainable finance; and facilitating technological innovation and effective use of data.

ESMA exercises direct supervision over a number of financial markets participants, established in the EU or offering financial services in the EU from third countries.

For further information, please refer to ESMA's website: www.esma.europa.eu

3 What is the job and offer?

3.1 Main purpose

We are looking for experts with experience or expertise in ICT audit, ICT supervision, ICT risk management or Information Security, to support the ESAs in their oversight's mandate under the DORA Regulation.

3.2 Responsibilities

- Perform risk assessments to determine areas of oversight focus for the critical third-party providers (CTPPs);
- Contribute to the preparation of the plan of oversight activities over CTPPs;
- Contribute to the preparation and monitoring of recommendations on the activities carried out by the CTPP;
- Perform desk-based reviews of policy, procedures, contractual arrangements, financial and other relevant information of critical third-party providers;
- Conduct on-site inspections or other reviews/assessments of critical third-party providers (CTPPs) to verify compliance with ICT security standards and requirements;
- Perform other oversight activities in the area of his/her expertise, as appropriate.

3.3 Place of employment – Life in the EU financial districts

As part of one of ESAs, you will play an active role in an organisation that makes a difference to the life of all EU citizens/consumers by contributing to financial stability across the EU and safeguarding the integrity, efficiency, and orderly functioning of the EU banking sector.

You'll have the opportunity to change perspectives, to expand your network, to benefit from an enriched experience in a multinational and multicultural environment, to develop your career, as well as new competencies.

Successful candidates employed by the EBA or ESMA will be based in Paris (France); the ones employed by EIOPA will be based in Frankfurt am Main, Germany.

For more information regarding working conditions, please consult the **Annex** (part 5 of this vacancy notice).

3.3.1 Paris (France)

You will live in Paris. The French capital is one of the most inspiring cities in Europe. A walkable and well-connected city with close proximity to other countries in Europe, Paris offers a vivid cultural and culinary experience with its abundance of museums, architectural richness, sparkling monuments such as the Eiffel Tower, top designer shops and beautiful parks. The EBA and ESMA offer free access for children to the [European school facilities](#).

3.3.2 Frankfurt am Main (Germany)

You will live in Frankfurt am Main, a cosmopolitan city at the centre of Europe. The open and hospitable atmosphere in Frankfurt stems from its centuries-old role as a trading centre. The city is home to many businesses and to academic and research institutions.

As major transport hub, the airport has flights to almost everywhere in the world. Major European cities such as Amsterdam, Berlin, Brussels and Paris are less than four hours away by train. Frankfurt offers a variety of cultural and sporting activities. The city has many high-profile art galleries and museum exhibitions. Festivals and other events are held along the banks of the river Main throughout the year. EIOPA offers free access to the [European school in Frankfurt](#).

4 What are the selection requirements?

Applications will be assessed based on the Eligibility and Selection criteria specified in this vacancy notice.

4.1 Eligibility criteria

To be considered eligible, candidates must satisfy all the eligibility criteria listed below by the deadline for submitting applications:

4.1.1 General

- be a national of a Member State of the European Union³ or the EEA (Iceland, Liechtenstein, Norway);

³ Member States of the EU: Member States of the EU: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

- enjoy full rights as a citizen⁴;
- have fulfilled any obligations imposed by the applicable laws concerning military service;
- have a thorough knowledge⁵ of English (C1) - as this is the ESA's working language - and a satisfactory knowledge (B2) of another language⁶ of the European Union,
- have the appropriate character references as to your suitability for the performance of your duties; and
- be physically fit to perform the duties linked to the post⁸.

4.1.2 Qualifications

- Candidates must have a level of education which corresponds to completed university studies of at least **three years** attested by a diploma⁹.

4.2 Selection criteria

In addition to the Eligibility criteria above, the following Selection criteria will be assessed throughout the different phases of the selection procedure. Candidates are required to clearly indicate in their application **how they acquired the knowledge and experience allowing them to meet the Selection criteria** mentioned below and to give specific examples.

4.2.1 Essential criteria

- a) Knowledge (as evidenced by education or experience) in **one or several area(s)**, ideally within the financial services industry:
 - ICT audit or supervision, OR
 - ICT risk management, OR
 - Information security / cybersecurity risk management.
- b) Qualification¹⁰: a level of education, which corresponds to completed university studies of at least **three years** attested by a diploma, in ICT or related fields (such as computer science, computer engineering, engineering, information security, software

⁴ Prior to the appointment, the successful candidate will be asked to provide an official document/ certificate confirming the absence of any criminal record.

⁵ The assessment is done in accordance with the [Common European Framework of Reference for Languages \(CEFR\)](#).

⁶ The official languages of the EU: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, German, Greek, Hungarian, Irish, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, and Swedish.

⁷ Native English speakers will be tested to prove their second language skills.

⁸ Before the appointment, the successful candidate shall be examined by one of the European Union medical centres in order to confirm that the candidate fulfils the requirements of Article 12(2) (d) of the CEOS (physical fitness to perform the duties).

⁹ Only qualifications awarded by EU Member State authorities or European Economic Area (EEA) authorities or qualifications recognised as equivalent by the relevant authorities will be taken into consideration. If the main studies took place outside the European Union, the candidate's qualification must have been recognised by a body delegated officially for the purpose by one of the European Union Members States (such as a national Ministry of Education) or a NARIC recognition is required: <https://www.enic-naric.net/> and a document attesting so must be uploaded with the application by the closing date. If you have a diploma recognised in an EU Member State, you don't need NARIC recognition for your lower-level diploma(s). Example: If you have a bachelor's degree from a university outside the EU, and a master's degree from an EU university, you don't need NARIC recognition for the bachelor's degree. Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

¹⁰ As required under the part 4.1.2.

engineering, audit, control, compliance, business administration), preferably acquired in a Member State of the European Union;

- c) Excellent command of oral and written English (at least C1), as evidenced in the application.

4.2.2 Advantageous criteria

- d) Knowledge and/or experience in:
- Information Security Management Systems (ISMS) standards, or
 - ICT audit methodologies, or
 - ICT risk management methodologies, or
 - DORA or other EU and international frameworks and standards on information security / cybersecurity, ICT risk or ICT audit, or
 - Cloud security.
- e) Knowledge and/or experience in ICT security operations and in security technologies and tools;
- f) Professional certifications / qualifications in the fields of the vacancy notice;
- g) Motivation for the advertised position.

4.2.3 Behavioural competences

- h) Very good organisation and prioritisation skills and ability to handle large volume of work in an efficient and timely manner;
- i) Very good analytical skills and ability to provide well-structured advice;
- j) Critical thinking, problem solving skills and strong aptitude for teamwork;
- k) Strong interpersonal/communications skills and ability to interact smoothly and efficiently with multiple internal and external stakeholders.

5 Annex

5.1 Working conditions

- Your contract will be for a duration of 3 years and can be extended for additional 3 years. Any further renewal shall be in principle for an indefinite duration.
- You will be recruited as Temporary agent 2(f) in grade administrator AD5 with basic salary starting from € 5,507.55 monthly, subject to an annual review of remuneration provided for in Article 64 and Article 65(1) of [the Staff Regulations](#). Salaries are subject to a Union tax deducted at source and are exempt from national taxation. In addition to the basic salary, you will be entitled to a correction coefficient applicable to France (currently 119.50%) or Germany (currently 103.40%).
- Depending on the individual family situation and the place of origin to you may be entitled to: expatriation allowance (16% of the basic salary), household allowance, dependent child allowance, education allowance, pre-school allowance, installation

allowance, reimbursement of removal costs, initial temporary daily subsistence allowance, and other benefits.

- Annual leave entitlement of two days per calendar month plus additional days for age, grade, 2.5 days home leave if applicable, and in addition on average 17 holidays per year;
- EU Pension Scheme (after 10 years of service);
- EU Joint Sickness and Insurance Scheme (JSIS), accident and occupational disease coverage, unemployment and invalidity allowance and insurance, and
- You will also benefit from work-life balance with teleworking flexibility, learning and development opportunities such as language trainings, as well as social integration and free access for children to the [European school in Paris](#) / [European school in Frankfurt facilities](#).

5.1.1 EBA – ESMA (Paris, France)

Successful external candidates will be recruited in the grade AD5 and classified in step 1 or 2.

Grade / step	Minimum requirements for classification in step	Monthly basic salary	Monthly net salary, after tax	Monthly net salary, after tax, with expatriation allowance	Monthly net salary, after tax, with expatriation, household and one dependent child allowance
AD 5 Step 1	3 years university degree	€ 6,581.52	€ 5,154.80	€ 6,207.85	€ 7,461.59
AD 5 Step 2	3 years university degree + 3 years' experience	€ 6,858.08	€ 5,349.38	€ 6,446.67	€ 7,715.44

5.1.2 EIOPA (Frankfurt am Main, Germany)

Successful external candidates will be recruited in the grade AD5 and classified in step 1 or 2.

Grade / step	Minimum requirements for classification in step	Monthly basic salary	Monthly net salary, after tax	Monthly net salary, after tax, with expatriation allowance	Monthly net salary, after tax, with expatriation, household and one dependent child allowance
AD 5 Step 1	3 years university degree	€ 5,694.81	€ 4,460.30	€ 5,371.47	€ 6,456.31
AD 5 Step 2	3 years university degree + 3 years' experience	€ 5,934.10	€ 4,628.67	€ 5,578.13	€ 6,675.95

6 What is the selection procedure?

The three ESAs are running the recruitment procedure jointly, with one representative from each ESA on the Selection Board, and ESMA is the leading agency for this call.

A **Selection Board**¹¹ will be established to assess the application documents (curriculum vitae, motivation letter, and eligibility criteria grid) of applicants with reference to the eligibility and

¹¹ Article 30 and Article 3 of Annex III of the Staff Regulations.

selection criteria and to establish the final reserve list of suitable candidates (to be recruited across the ESAs).

Please consult [here](#) the Selection Board's composition.

Please note that the Selection Board's work and deliberations are strictly confidential and that any contact with its members is strictly forbidden. Any contact made by the candidates or third parties with the members of the Selection Board in relation to the selection constitutes grounds for disqualification from the selection procedure.

Candidates who do not meet all the eligibility criteria will be excluded from the selection procedure.

Eligible candidates will then be scored on the essential technical competencies criteria. Those who meet all the essential technical competencies criteria will be scored against the advantageous technical competencies criteria. Those candidates who do not meet all the essential technical competencies criteria will not be assessed further.

Within the comparative assessment of applications, the **50 best candidates** (who obtain the highest scores) will be invited first for a written test (first part of the selection procedure). Written tests may be held remotely.

Consequently, the candidates, who reach a minimum score of 60% for the written tests, will then be invited for interviews with the Selection Board (2nd part of the selection procedure). Interviews will be held remotely.

The candidates invited for written tests and interviews will be assessed against all selection criteria.

The candidates who receive at least 60% of the maximum points in both the written tests and interviews will be included in the reserve list of suitable candidates. Successful candidates who are placed on the reserve list will be informed accordingly. The successful candidate will be selected from the established reserve list which may also be used for the recruitment of a similar position depending on the needs of the ESAs.

When a vacancy/post becomes available, candidates on the reserve list may be contacted for additional informal calls. It should be noted that inclusion on the reserve list does not imply entitlement to employment in the Agencies.

6.1.1 Information reserved for candidates employed as Temporary Agents under Article 2 (f) of the CEOS in other EU agencies

If the successful candidate is already a member of temporary staff 2(f) in another EU Agency, the implementing rules on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS, and in particular Article 12 (2) will apply, providing that, on the closing date of application and as well as on the day of taking up duty at the ESA, the successful candidate:

- is a member of temporary staff under Article 2(f) of the CEOS, and

- is employed within his/her agency in function group and grade included in the range “AD5 – AD6”.

7 How to apply?

Candidates, while applying for this call, shall indicate in their motivation letter **their preference**, if any, to the desired place of employment (Paris or Frankfurt).

You must submit your application through [e-Recruitment](#). ESMA does not accept applications submitted by any other means. All sections of the application must be completed in English.

To be considered, applications must be received by 23:59:59 CET on the closing date. We advise you to submit your application well ahead of the deadline, to avoid potential problems due to increased activity on the recruitment platform.

Please consult the [Candidates Guidelines](#) for instructions on how the best complete your application.

Following the submission of the application candidates will receive an automatic email acknowledging receipt of the application. Please note that all correspondence will take place by email, so candidates should ensure that the email address associated with applicant's account is correct and that it is checked regularly. Applicants will be assessed on the basis of the eligibility and selection criteria specified in the vacancy notice and these must be met by the deadline for submitting applications.

8 Equity, diversity and inclusion

The ESAs are equal opportunities employers, dedicated to recruit, develop and retain a diverse and talented workforce by upholding principles of equal opportunity and impartiality. To this end, the ESAs warmly welcomes applications from all qualified candidates, regardless of age, gender identity or expression, sexual orientation or identity, disability, ethnic or social origin, religion or belief, and cultural background. All ESAs staff members are committed to fostering an open and inclusive workplace culture. The ESAs encourage the applications of women for positions where they are currently under-represented.

If you require any special arrangements during the selection procedure related to a physical, mental, intellectual or sensory disability, please indicate it in your application, and HR will contact you for any adjustments or arrangements needed relating to your disability, so that your full and equal participation in the selection process can be ensured.

The ESAs, as EMAS registered organisation, are committed to continuously improving its environmental performance and reducing its carbon footprint.

9 Data protection

Candidates' personal data shall be processed in accordance with Regulation (EU) 2018/1725¹². Pursuant to Article 28 of Regulation (EU) 2018/1725, the ESAs qualify as joint controllers for some aspects of this recruitment procedure.

For more information on how personal data will be processed, candidates are invited to consult [the joint privacy statement](#).

10 Ethics obligations

ESAs staff members act as ambassador, and actively promote, the highest ethical, integrity and good administration principles.

In accordance with Articles 11 and 11a of the Staff Regulations (SR) and Articles 11 and 81 of the Conditions of Employment of Other Servants of the European Union (CEOS) the successful candidate will be required to make a declaration of any conflict of interest before recruitment. More information about the ethics requirements can be found on the [ESMA website](#).

Selected candidates who are offered a position undergo a conflict-of-interest check before they can be effectively recruited by one of ESAs. Similarly, before leaving, a conflict-of-interest check is performed on staff's prospective employment and former staff remains under an obligation to notify the Agency of new employment positions for two years after leaving.

Strict professional secrecy duties apply while working at ESAs and after leaving.

11 Appeal procedure

If, at any stage of the selection procedure, you consider that your interests have been prejudiced by a particular decision, you can take the actions detailed in point 5.7 of the [Candidates Guidelines](#).

¹² 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, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC, OJ L 295, 21.11.2018, p. 39–98.