

RECRUITMENT FOR THE EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK (EU-OSHA) - HUMAN RESOURCES MANAGER (AD 7)

The European Agency for Safety and Health at Work (EU-OSHA) is a decentralized Agency of the European Union, established in 1994 and based in Bilbao (Spain).

The aim of EU-OSHA is to promote safe, healthy and productive workplaces by providing the European institutions, the Member States and those involved in safety and health at work with technical, scientific and economic information. Further information on our activities can be found on our website: <http://osha.europa.eu>.

The Agency is organizing a selection procedure with a view to drawing up a reserve list and recruiting a long-term Temporary Agent for the following position:

EUOSHA/AD/20/01 – HUMAN RESOURCES (HR) MANAGER (AD 7)

Long-term contract (three-year renewable contract subject to a probationary period of 9 months)

1 JOB FRAMEWORK

Reporting to the Head of the Resource and Service Centre, the Human Resources Manager will lead a small team of highly committed individuals in the development and management of Human Resources, including the formulation of policies and the administration of staff contracts and related rights and obligations in line with the EU-OSHA's regulatory environment.

2 JOB PROFILE

Overall purpose

The Agency is looking for a candidate with a solid background in human resources management to lead a small team of HR officers. As a 'knowledge' organisation, it is essential that EU-OSHA is able to recruit highly qualified staff and offer them a supportive, learning environment that allows them to realise their potential and make a visible contribution to the Agency's mission. As a member of the Resource and Service Centre (RSC) and under the supervision of the Head of Unit, the jobholder will manage all aspects of human resources at the Agency and assist in developing, implementing and monitoring strategies, policies, rules and processes in the Human Resource Section in line with the Agency's mission and objectives as well as the Staff Regulations and Conditions of Employment of Other Servants of the European Union.

Main functions and duties

Reporting to the Head of the Resource and Service Centre, the Human Resources Manager will be responsible for:

- Supporting the Agency's management in staff planning and people management strategies by providing advice and data to ensure the effective use of human resources and alignment with organisational needs;
- Coordinating the preparation, implementation and monitoring of HR planning and budgeting, in accordance with rules of sound financial management;

- Ensuring an adequate framework and proper application of HR rules and regulations, as well as personnel policies and policy instruments in line with the Agency's mission and objectives and Staff Regulations applying to officials and other servants of the European Union¹;
- Managing, delivering and continuously improving HR services, including selection and recruitment procedures, learning and development, performance and career management, administration of individual entitlements, as well as salaries and allowances;
- Ensuring the continuous professional development of staff through competency management, learning and development interventions and coaching to foster timely availability of staff with the necessary skills and competencies;
- Ensuring the sound administration of staff management, such as job descriptions, objectives, leave and absence management, to ensure smooth running of the Agency;
- Managing clear and timely communication with the Agency's staff on HR matters;
- Liaising with the Staff Committee and ensuring their timely consultation on HR policies and contribute to effective social dialogue;
- Organising, supervising and monitoring the work of the HR team;
- Launching the necessary procurement procedures and monitoring the implementation of contracts on HR related matters;
- Monitoring the HR management system and set-up and implementation of any appropriate e-tools facilitating the work within HR;
- Supporting any other Human Resources related task, as appropriate;
- Promoting equality, diversity and respectful behaviour as part of the culture of the Agency.

3 ELIGIBILITY CRITERIA

To be considered eligible, applicants must satisfy all of the following requirements on the closing date for submission of applications.

General conditions

- Be a national of one of the Member States of the European Union, Iceland, Norway, or Liechtenstein (parties of the EEA Agreement);
- Be entitled to his/her full rights as a citizen²;
- Have fulfilled any obligations imposed by the applicable laws on military service;
- Meet the appropriate personal and professional requirements for the duties involved;
- Be physically fit to perform the duties³.

¹ The new Staff Regulations entered into force on 1st January 2014. The full text is available [here](#).

² Prior to appointment, successful candidates will be required to provide an official document showing that they do not have criminal record.

³ As a condition for the engagement, the successful candidate shall be medically examined in order for the Agency to prove that s/he fulfills the requirement of Article 12 of the Conditions of Employment of other Servants.

Education and professional experience

Candidates must have a level of education that corresponds to:

- University studies attested by a diploma;

In addition to the above-mentioned education, candidates must have a minimum of six years' professional experience relevant to the main duties concerned, as described above⁴.

Knowledge of languages

Candidates must possess a thorough knowledge of one of the official languages of the EU and a satisfactory knowledge⁵ of another language to the extent necessary for performance of his/her duties.

Evaluation of this competence may be carried out during the interview of the shortlisted candidates.

4 SELECTION CRITERIA

The following criteria will be used to assess candidates through their application form (including motivation letter), interview and written test.

Essential

- Education and/or training in HR, administration, social sciences or other relevant subject giving a similar background demonstrating the ability to work in the scope of the main functions and duties;
- Experience in planning, designing and implementing HR strategies and developing related HR policies;
- Proven experience in managing an HR team;
- Ability to set priorities, to plan and organise tasks and to use resources effectively and efficiently while achieving results; analytical capacities, negotiating skills;
- Effective interpersonal and communication skills, demonstrate resilience and ability to liaise effectively with people at all levels both within the organisation and with external bodies;
- Impeccable respect for the discretionary and confidentiality requirements of the post;

Assets to be considered advantageous for selection

- Graduate or post-graduate studies in Human Resources, Public or Business Administration, or Law;

⁴ Professional experience will be counted from the date on which the applicant acquired the minimum qualification for access to this post. Only duly documented professional activity (i.e. remunerated employment or self-employment) is taken into account. Part-time work will be taken into account in proportion to the percentage of full-time hours worked. Periods of education or training and unremunerated traineeships are not taken into account. Fellowships, grants and PhDs can be counted as professional experience up to a maximum of 3 years. Any given time period can be counted only once (e.g. if the applicant had a full-time job and did freelance consultancy work in the evenings and weekends, the days spent on the latter will not be added to the period of the former).

⁵ Thorough knowledge is required at least at C1 level, and satisfactory knowledge is required at least at B2 level. The assessment is done in accordance with the Common European Framework of reference for Languages (CEFR) <http://europass.cedefop.europa.eu/sites/default/files/cefr-en.pdf>

- Proven knowledge and experience in dealing with EU Staff Regulations and procedures, policy instruments in public administrations, specifically in an EU institution or body;
- Experience, at a strategic and/or operational level, of the HR aspects of change management, governance and organisational development;
- Experience in financial management, control and supervision of budget execution of staff related expenditure;
- Experience in public procurement.

5 SELECTION PROCEDURE

5.1 Screening of eligibility and selection criteria

A Selection Committee is appointed for each selection procedure. Eligibility of candidates will be firstly assessed according to compliance with the eligibility criteria (see section 3 above).

The Selection Committee will then consider the eligible applicants on the basis of their applications provided and assess them against the selection criteria (see section 4 above) which will lead to inviting the most suitable candidates to the interview and written test.

5.2 Interview and written test

Interviews will be carried out in English. The knowledge of other relevant languages as stated by the candidate in his/her application may be evaluated. The interview and written test will measure the candidate's knowledge of matters relating to the activities of EU-OSHA, technical knowledge in the relevant field, knowledge about the European Union, suitability for performing the tasks to be accomplished and suitability for working in an international environment.

5.3 Establishment of the reserve list and possible job offer

At the end of the process, the Selection Committee will submit the list of the most suitable candidates (maximum 8 names) to the Appointing Authority (Authority Empowered to Conclude Contracts of Employment) who will decide on the establishment of the reserve list and on the final appointment.

Prior to being offered a position, candidates on the reserve list may be invited for an interview with the Executive Director.

The established reserve list does not guarantee recruitment and may be used for the recruitment of one post or similar posts depending on budget availability and on the needs of the Agency. The reserve list will be valid until 31/12/2021 and could be extended.

5.4 Communication with the Selection Committee

The work of the Selection Committee and its deliberations are confidential. Candidates shall not make direct or indirect contact with the Selection Committee or have anybody do so on their behalf. Any infringement of this rule will lead to the disqualification from the selection procedure.

All inquiries for information should be addressed via email only to recruitment@osha.europa.eu, quoting the reference of the competition (EUOSHA/AD/20/01).

5.5 Commitment to promote equal opportunities

EU-OSHA is an equal opportunity employer and strongly encourages applications from all candidates who fulfil the eligibility criteria and interested in the position. EU-OSHA ensures that its recruitment procedures do not discriminate on the grounds of gender, colour, racial, 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 recruitment@osha.europa.eu and indicate which arrangements or adjustments relating to your disability are necessary, so EU-OSHA can ensure your equal participation in the interviews and tests.

6 ENGAGEMENT AND CONDITIONS OF EMPLOYMENT

The decision on appointment will be taken by the Agency's Executive Director as the Authority Empowered to Conclude Contracts of Employment on the basis of the reserve list of most suitable candidates (maximum of eight candidates) proposed by the Selection Committee.

Before engaging a Temporary Agent, the Executive Director will examine whether the candidate has any personal interest such as to impair his/her independence or any other conflict of interest. The candidate will inform the Executive Director, using a specific form of any actual or potential conflict of interest⁶. If necessary, the Executive Director shall take any appropriate measures.

A contract offer will be made pursuant to Article 2(f) of the Conditions of Employment of Other Servants of the European Union (CEOS) for a long-term contract of 3 years which may be renewed not more than once for a fixed period of time. Any further renewal will be for an indefinite period. The job holder will be subject to a probationary period of 9 months.

6.1 Job environment

The post is based in Bilbao (Spain). The job holder shall work in a multicultural environment where ongoing dialogue between management and staff, including representatives of the staff, is regarded as vital.

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

6.2 Pay and welfare benefits

The remuneration of the staff members consists of a **basic salary** paid in Euro weighted down by the correction coefficient (for example in Spain it is currently **91.6%**).

In addition, staff **may be** entitled to various **allowances** depending on the particular situation of individuals, in particular foreign residence allowance (4% of the basic gross salary) or expatriation allowance (16% of the basic gross salary) and family allowances (such as household allowance, dependent child allowance, pre-school allowance and education allowance).

The salary of the jobholder is subject to a Community tax deducted at source and is **exempt from national tax**. The salary package includes the contributions to the EU social security and pension schemes. Candidates are invited to familiarize themselves with the employment conditions as stated in

⁶ In compliance with Article 11 of the Staff Regulations of officials and Conditions of Employment of Other Servants of the European Union.

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Under certain circumstances, in particular where the jobholder is obliged to change his/her place of residence in order to take up employment, the Agency may also reimburse some expenses incurred on recruitment, notably removal expenses.

The final gross calculation before correction coefficient is applied (91,6 % posted in ES) is as follows⁷:

Grade AD 7	Step 1	Step 2
Basic gross salary (full time and without any allowances)	€ 6.251,08	€ 6.513,76
Household allowances (*)	€ 316,46	€ 321,72
Dependent child allowances per child	€ 418,31	€ 418,31
Education allowance (Preschool allowance (**))	€ 102,18	€ 102,18
Education allowance (***)	Up to € 567,64	Up to € 567,64
Foreign residence (4%) or expatriation (16%) allowances	Foreign residence: € 279,43 Expatriation: € 1117,74	Foreign residence: € 290,15 Expatriation: € 1160,61
(*) if entitled, depending on the family situation (i.e. marital/partnership status, dependent child, etc.) (**) for each dependent child who is less than five years old or is not yet in regular full-time attendance at a primary school (***) for each dependent child who is at least five years old and in regular full-time attendance at a primary or secondary school that charges fees (registration and attendance fees) or at an establishment of higher education		

7 APPLICATION PROCESS

There are two stages of the application process:

Stage 1 - Online registration

At the first stage candidates must submit the official application form to be downloaded [[here](#)].

Candidates are requested to complete their application in the main working language of the Agency, which is English. All parts of the application form must be completed in full. Candidates should assess and check before submitting their application form whether they fulfill all the conditions for admission laid down in the vacancy notice, particularly in terms of qualifications and relevant professional experience.

Applications must be sent to recruitment@osha.europa.eu by no later than **Tuesday, 15th September 2020 at 13h00**, Central European Time (CET).

⁷ Amounts are indicated for information purposes and may have varied by the time the selected candidate takes up his/her duties following the annual revision of the remuneration.

The subject of the e-mail should include the reference of this vacancy (EUOSHA/AD/20/01) and the candidate's surname.

Once the application has been submitted, candidates will receive an automatic reply. It is their responsibility to keep the automatic reply as proof of application submission.

Should they not receive an automatic reply message, please contact: recruitment@osha.europa.eu

For applications to be valid, applicants shall:

- use and duly complete the official application form provided by the Agency;
- send their application by the above-mentioned deadline;
- follow the instructions for online application detailed above.

The Agency regrets that, due to the large volume of applications it receives, only candidates invited to interview will be contacted.

Stage 2 - Submission of a full application (only for candidates invited to the interview)

Candidates invited to the interview must provide on the day of the interview **original supporting documents** (proof of nationality, diplomas, academic qualifications, employment certificates, professional references etc.) needed to prove that they satisfy all conditions for admission.

All documentary evidence of professional experience must indicate start and end dates for previous positions and the start date and continuity for the current position held.

8 DATA PROTECTION

Personal data shall be processed solely for the purpose of the selection procedure.

The purpose of processing of the data you submit is to manage each application in view of a possible pre-selection and engagement at the Agency.

The lawfulness of the processing is based on [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.

9 APPEAL PROCEDURE

If a candidate considers that s/he has been adversely affected by a particular decision, s/he can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Union at the following address:

The Executive Director
European Agency for Safety and Health at Work
c/ Santiago de Compostela 12
48003 Bilbao
Spain

The complaint must be lodged within 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 him/her.

If the complaint is rejected the candidate may bring a case under Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union before:

The European Union Civil Service Tribunal
Rue du Fort Niedergrünewald
L-2925 Luxembourg

Appeal to the Ombudsman

It is also possible to complain to the European Ombudsman pursuant to Article 228(1) of the Treaty on the Functioning of the European Union and in accordance with the conditions laid down in the Decision of the European Parliament of 9 March 1994 on the regulations and the general conditions governing the performance of the Ombudsman's duties, published in the Official Journal of the European Union L 113 of 4 May 1994:

European Ombudsman
1 Avenue du Président Robert Schuman – CS 30403
F- 67001 Strasbourg Cedex

Please note that complaints made to the Ombudsman have no suspensive effect on the period laid down in Articles 90(2) and 91 of the Staff Regulations for lodging, respectively, a complaint or an appeal with the European Union Civil Service Tribunal under Article 236 of the EC Treaty.

Any complaint to the ombudsman must be made within two years of receiving the Agency's final position on the matter (<https://www.ombudsman.europa.eu>).