



**EUROPEAN
DATA PROTECTION
SUPERVISOR**

**VACANCY
NOTICE**

The EDPS is looking for a
HR ASSISTANT

Vacancy notice n°	06-2024-EDPS-CA-HRBA-HR_Assistant
Type of post/type of contract	CA (1 year renewable)
Grade/function group	FGIII
Publication under	Article 3b of the CEOS
Place of employment	Brussels (Belgium)
Deadline for applications	07/02/2024 (Brussels time GMT+1) at 12:00 midday

WHO ARE WE?

The EDPS - a young and dynamic institution

The European Data Protection Supervisor (EDPS), a young EU institution established in 2004, in Brussels, Belgium, is the independent data protection authority of the EU institutions and the advisor of the EU legislator on data protection matters. We strive to be an impartial centre of excellence in order to embed a strong data protection culture in the EU institutions and the legislation emanating from them. We also closely follow technological developments and try to anticipate their impact on the privacy of individuals. Our organisation employs about 120 staff members, most of whom are EU officials, but we also welcome Contract Agents and Seconded National Experts, working full-time or part-time.

The EDPS - a great place to work

We value a strong culture of respect, flat hierarchical structures and an open door policy to foster innovative ideas and a strong collaboration between colleagues. To ensure our staff's well-being and motivation, we believe that it is essential to create a healthy organisational climate and to strike a good work-life balance. To achieve this, we offer various flexible working arrangements, as well as learning and development opportunities, such as job-shadowing and training programmes.

WHO ARE WE LOOKING FOR?

Someone who

- fits in an informal and friendly yet professional working environment;
- appreciates working collaboratively with other colleagues on a variety of different projects;
- brings their creativity and initiative to the table;
- enjoys engaging constructively with stakeholders, based on our core values: integrity, impartiality, transparency and pragmatism.

ABOUT THE POSITION

Our job vacancy is in the HR Sector, which is part of the **Human Resources, Budget and Administration Unit (HRBA)**. The unit is in charge of a number of horizontal processes aimed to ensure the financial, human and administrative resources and tools for the smooth functioning of the European Data Protection Supervisor. The unit also provides financial, human resources, and administrative support to the Secretariat of the European Data Protection Board (EDPB), which is administratively attached to the EDPS.

As HR Assistant, you will work under the guidance of the Head of Sector HR and your main responsibilities will include:

- Management of HR Information Systems

- Coordinate the preparatory works for the future HR platform in close cooperation with the other EUIs;
- Generate HR reports and prepare the bi-annual Staff Satisfaction Survey; analyse the results;
- Manage HR data in Sysper2.

- Selection, Recruitment and Career Management

- In cooperation with the HR team, ensure the career management, including selections and recruitments for permanent and non-permanent staff.

- Performance Management

- Manage the logistics of the yearly appraisal exercise; liaise with the relevant services of the EC to implement updates in the procedure.

- Other HR duties

- Assist in drafting HR procedures and updates of existing HR procedures;
- Assist with the time management of EDPS and EDPB staff;
- Verify the monthly payroll simulations in EDPS/EDPB and take corrective actions where necessary;
- Act as contact point for HR related matters.

You may also be required to carry out additional tasks when necessary and in the interest of the service.

OUR ELIGIBILITY AND SELECTION CRITERIA

Eligibility criteria

For your application to be considered, you must meet the following criteria by the deadline for submitting applications¹:

Qualifications²:

- A level of post-secondary education attested by a diploma *or* a level of secondary education attested by a diploma giving access to post-secondary education, and appropriate professional experience of at least three years;
- Candidates for this Contract Agent position must have passed the EPSO Permanent CAST by the end of the recruitment process and are therefore encouraged to create a corresponding EPSO profile already with their application.

Selection criteria

For this job vacancy, we are looking for someone with the following essential skills and experience:

Essential

- Takes on new challenges, thinks ahead, demonstrates initiative (Intrapreneurship);
- Critical thinking, creative problem-solving;
- Open and strong cooperative mind;
- Service oriented and human centric;
- Excellent communication and inter-personal skills;
- At least 3 years of professional experience in human resources;
- Enthusiastic and proactive learner, in particular in HR matters;
- HR data reporting and analysis;
- Proficiency in MS Office (especially Outlook, Word and Excel);
- Very good level of written and spoken English, which is the main working language of the EDPS and the EDPB.

Advantageous

- Experience in selection and recruitment procedures;
- Knowledge of SYSPER modules;
- Experience with other software used by the European institutions;
- Knowledge of other EU official language(s);
- HR experience in the EU institutions;
- Experience with inter-institutional cooperation.

¹ In case you will be offered the job, you must also provide evidence of EU nationality; have completed any compulsory military service; provide appropriate character references (have no criminal record); pass the EU institutions' medical examination; be fluent in one of the EU languages and be able to work in a second EU language.

² Only qualifications awarded by EU Member State authorities or qualifications recognised, as equivalent by the relevant authorities will be taken into consideration. Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition.

HOW TO APPLY?

Interested in this position? Please send to EDPS-selections@edps.europa.eu by **07/02/2024 at 12:00 midday (Brussels time)**:

- CV (preferably in Europass format) and cover letter detailing why you are suitable for this role;
- the completed application form;

Only duly completed applications submitted electronically within the deadline will be taken into consideration.

Candidates are strongly advised not to wait until the last day to submit their applications, since heavy internet traffic or internet connection issues could lead to difficulties in submission. The EDPS cannot be held responsible for any delay due to such difficulties.

OUR SELECTION PROCEDURE

All eligible applications will be scrutinised by a selection panel. Candidates whose applications best match the selection criteria will be invited for an interview during which the selection panel will assess each candidate's performance. In addition, a second interview or written tests may be carried out. At the EDPS we aim for all selection panels to have a gender-balanced composition.

To ensure the Selection Panel's independence, it is strictly forbidden for candidates to contact any of its members on any matter related to the selection procedure. All inquiries or correspondence must be exclusively conducted via the functional mailbox edps-selections@edps.europa.eu. Candidates may be disqualified at any stage of the selection procedure if they contact or attempt to contact a member of the Selection Board of the competition unless explicitly authorised.

OTHER IMPORTANT INFORMATION

Equal opportunities

The EDPS is committed to promoting diversity, inclusion, and giving everyone equal opportunities to succeed.

As such, the EDPS welcomes all applications without discrimination on grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of national minority, property, disability, age, gender identity or sexual orientation.

If you require any special arrangements (due to a disability) to take part in this selection procedure, please indicate this on your application.

Data protection

A data protection notice detailing how the EDPS processes candidates' personal data in the context of recruitment can be found [here](#).

Join us in shaping a safer digital future!

Brussels, 19/01/2024