

**VACANCY NOTICE FOR A POST OF SECONDED NATIONAL EXPERT**

DG – Directorate – Unit	<b>JUST-D-3</b>
Post number in sysper:	257144
Contact person: Provisional starting date: Initial duration: Place of secondment:	<b>Karen Vandekerckhove</b> <a href="mailto:karen.vandekerckhove@ec.europa.eu">karen.vandekerckhove@ec.europa.eu</a> <b>+32-2-296.01.14</b> 4th quarter 2024 2 years <input checked="" type="checkbox"/> Brussels <input type="checkbox"/> Luxemburg <input type="checkbox"/> Other: <a href="#">Click or tap here to enter text.</a>
Type of secondment	<input checked="" type="radio"/> With allowances <input type="radio"/> Cost-free
This vacancy notice is open to: <input checked="" type="radio"/> EU Member States as well as <input type="checkbox"/> The following EFTA countries: <input type="checkbox"/> Iceland <input type="checkbox"/> Liechtenstein <input type="checkbox"/> Norway <input type="checkbox"/> Switzerland <input type="checkbox"/> The following third countries: .... <input type="checkbox"/> The following intergovernmental organisations: ... <input type="radio"/> EFTA-EEA In-Kind agreement (Iceland, Liechtenstein, Norway)	
Deadline for applications	<input type="radio"/> 2 months <input checked="" type="radio"/> 1 month

**Entity Presentation (We are)**

The unit is responsible for promoting equality between women and men in the European Union, a policy area with high priority in the von der Leyen Commission.

In the framework of the Gender Equality Strategy 2020-2025, we carry out a range of specific policy and legislative actions to promote equality between women and men and to fight sex-based discrimination. Thematically our primary focus is gender equality on the labour market, the promotion of reconciliation between work and family life (work-life

balance), equal economic independence, equality in pay, pensions and decision-making, and the eradication of violence against women. In addition, we contribute to ensuring that a gender perspective is mainstreamed in all other EU policies (together with the European Commission's Task Force for Equality).

Our specific tasks include:

- policy work, including monitoring thematic areas on gender equality and country monitoring under the European Semester, facilitating exchanges of good practices between Member States, awareness-raising and information campaigns. We also contribute to the policy debate at international level, notably at the level of the United Nations, Council of Europe, International Labour Organisation, OECD, G7 and G20. This involves working closely with a broad range of stakeholders, both within and outside the European Union, including the European Institute for Gender Equality and international organisations.
- legal work, including monitoring the effective implementation of EU law and managing infringement proceedings, preparing the European Commission's positions in proceedings before the European Court of Justice, preparing evaluations of existing legislative instruments and new legislative initiatives, negotiating legislative proposals with the Council and the European Parliament, monitoring, preparing and negotiating conventions or other instruments in various international fora;
- funding and monitoring gender equality projects under the Citizens, Equality, Rights and Values Programme.

We are a friendly, enthusiast, motivated and interdisciplinary dynamic team of about 23 policy officers, legal officers and assistants, cooperating in an open, communicative and collegial working environment.

### **Job Presentation (We propose)**

We currently have a vacant post for a national expert. An assignment in our team would allow you to contribute to important policy and legal initiatives in a priority area of the von der Leyen Commission. *Depending on your background and experience*, you would work on interesting policy and legal files, in particular, but not only:

- Contribute to the implementation of the Gender Equality Strategy 2020-2025, in particular by contributing to the development of legislative and policy solutions to promote gender equality and fight sex-based discrimination, including by combating gender-based violence, closing the gender pay, earnings and pension gaps, improving work-life balance of parents and carers, and increasing gender-balance in decision-making;
- Contribute to the evaluation of the Gender Equality Strategy 2020-2025 and to the preparations of the new Strategy post 2025;
- Contribute to the implementation of EU legislation in the area of gender equality in the Member States and candidate countries, in particular the recently adopted legislation on work-life balance, women on company boards, pay transparency, and violence against women;

- Prepare contributions to the European Commission's observations in pending cases before the Court of Justice of the European Union, handling of infringement proceedings and complaints;
- Contribute to the evaluation of existing legislation, impact assessments and the formulation of possible future legislative initiatives;
- Participate in the legislative decision-making of the Union with the Council and the Parliament concerning proposals in the area of gender equality;
- Contribute to the organisation of exchange of good practices, awareness raising and information campaigns;
- Contribute to the monitoring of EU-funded civil society projects to promote gender equality and combat gender-based violence;
- Contribute to the DG/unit's reflections on innovative policy solutions and actions, to foster gender equality and equality more generally, especially in areas where new challenges appear;
- Contribute to the promotion of gender equality in the European Semester and in the Recovery and Resilience Facility/NextGeneration EU; and
- Contribute to the organisation of regular meetings with internal and external stakeholder groups and represent the unit and the Commission.

## **Jobholder Profile (We look for)**

### **Selection criteria**

#### Diploma

You should hold a university degree or have completed a professional training or professional experience of an equivalent level

in the field(s): law, political or social sciences. Other diploma's could be considered in the event of strong professional experience as outlined below.

#### Professional experience

You should have a relevant professional experience in policy and/or legal matters related to equality, non-discrimination, human rights, social and labour/employment affairs. This could include preparing, monitoring, enforcing, implementing or applying policy or legislation in one or more of these areas. Familiarity with academic and/or economic research or work related to statistics and/or case law of the national courts and European Court of Justice in these areas would be a plus; knowledge of the institutions/working bodies and decision-making at EU level would equally constitute a plus.

You should have excellent oral and written communication skills and be able to produce high quality output, often within short deadlines. You should also have excellent drafting, negotiation, and organisational skills and be able to propose creative solutions to problems. You should be able to work independently as well as in a cooperative and flexible manner and be ready to share skills, ideas and knowledge within the team.

The work involves frequent contacts with the European Institute for Gender Equality, national authorities, other Commission services and EU institutions, academics, social partners, civil society and other stakeholders.

#### Language(s) necessary for the performance of duties

You should have an excellent command of English (both orally and in writing) is a must, in addition to a good knowledge of another EU official language.

#### **Eligibility criteria**

The secondment will be governed by the **Commission Decision C(2008) 6866** of 12/11/2008 laying down rules on the secondment to the Commission of national experts and national experts in professional training (SNE Decision).

Under the terms of the SNE Decision, you need to comply with the following eligibility criteria at **the starting date** of the secondment:

- **Professional experience:** at least three years of professional experience in administrative, legal, scientific, technical, advisory or supervisory functions which are equivalent to those of function group AD.
- **Seniority:** having worked for at least one full year (12 months) with your current employer on a permanent or contract basis.
- **Employer:** must be a national, regional or local administration or an intergovernmental public organisation (IGO); exceptionally and following a specific derogation, the Commission may accept applications where your employer is a public sector body (e.g., an agency or regulatory institute), university or independent research institute.
- **Linguistic skills:** thorough knowledge of one of the EU languages and a satisfactory knowledge of another EU language to the extent necessary for the performance of the duties. If you come from a third country, you must produce evidence of a thorough knowledge of the EU language necessary for the performance of his duties.

#### **Conditions of secondment**

During the full duration of your secondment, you must remain employed and remunerated by your employer and covered by your (national) social security system.

You shall exercise your duties within the Commission under the conditions as set out by aforementioned SNE Decision and be subject to the rules on confidentiality, loyalty and absence of conflict of interest as defined therein.

In case the position is published with allowances, these can only be granted when you fulfil the conditions provided for in Article 17 of the SNE decision.

Staff posted in a European Union Delegation are required to have a security clearance (up to SECRET UE/EU SECRET level according to [Commission Decision \(EU, Euratom\) 2015/444 of 13 March 2015](#)). It is up to you to launch the vetting procedure before getting the secondment confirmation.

### **Submission of applications and selection procedure**

If you are interested, please follow the instructions given by your employer on how to apply.

The European Commission **only accepts applications which have been submitted through the Permanent Representation / Diplomatic Mission to the EU of your country, the EFTA Secretariat or through the channel(s) it has specifically agreed to**. Applications received directly from you or your employer will not be taken into consideration.

You should draft your CV in English, French or German using the **Europass CV format** ([Create your Europass CV | Europass](#)). It must mention your nationality.

Please do not add any other documents (such as copy of passport, copy of degrees or certificate of professional experience, etc.). If necessary, these will be requested at a later stage.

### **Processing of personal data**

The Commission will ensure that candidates' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council <sup>(1)</sup>. This applies in particular to the confidentiality and security of such data. Before applying, please read the attached privacy statement.

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<sup>(1)</sup> 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)