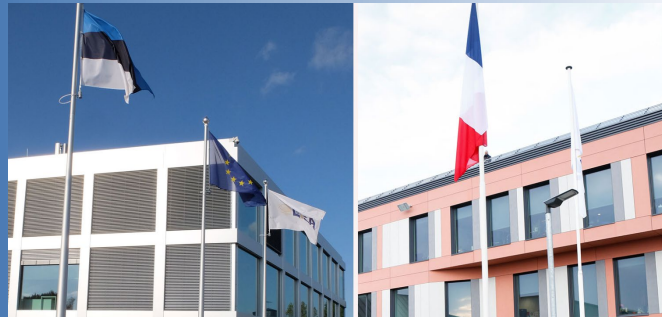


## VACANCY NOTICE

### Legal Officer (AD6)

Ref. eu-LISA/24/TA/AD6/3.1

**Sector and Department**

Legal Sector / Corporate Services Department

**Contract Duration**

Initial contract of 5 years subject to renewal

**Function Group/Grade**

AD6 (Temporary Staff)

**Place of Employment**

Tallinn (Estonia)

**Level of Security Clearance**<sup>1</sup>

CONFIDENTIEL UE/EU CONFIDENTIAL

**Deadline for Application**5 July 2024<sup>2</sup> 12:59 pm Tallinn time/  
11:59 am Strasbourg time

## About the Agency

We are eu-LISA, the European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice. We are proud to design, develop and operate large-scale information systems at the heart of Schengen, in the area of internal security, border management and judicial cooperation.

Our core mission is to keep Europe safe through technology, operating IT systems and providing services related to EU Justice and Home affairs policies. We aim to help the EU Citizens feel safe, protected, free, fairly treated and part of a united Europe.

Join us to become part of our organisational culture, an inclusive and diverse people centric environment. We believe in 'Together as one, we are making it happen'. We want our people to feel respected, valued and empowered. With a workforce consisting of more than 24 different nationalities, we embrace the international work environment and collaborate with colleagues from diverse backgrounds. It is our policy to provide equal employment opportunities for all applicants regardless of gender, race, disability, age, religion or belief, political views, sexual orientation, marital status or family situation, language, social origin, ethnicity or being part of a national minority.

We believe in creating a positive and enjoyable work environment for our people and we take pride in nurturing a work environment that values and recognises the contributions of our team members. As an organisation, we understand the importance of employee recognition in driving motivation and creating a fulfilling workplace.

Please visit our [website](#) and discover more about eu-LISA's core activities.

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<sup>1</sup> Decision nr 2019-273 of the Management Board on the Security Rules for Protecting EU Classified Information in eu-LISA: [https://eulisa.europa.eu/AboutUs/Documents/MB%20Decissions/2019-273\\_EUCI%20rules.pdf](https://eulisa.europa.eu/AboutUs/Documents/MB%20Decissions/2019-273_EUCI%20rules.pdf)

<sup>2</sup> Date of publication: 5 June 2024

## About the Department and the Sector

The Corporate Services Department (CSD) is mainly responsible for managing and coordinating eu-LISA's resource administration, including human resources, finance and procurement and legal services as well as general support and corporate IT services. The department is the bridge between eu-LISA's core functions and its support functions, ensuring the smooth operation of the Agency.

The Legal Sector is under the direct supervision of the Head of the Corporate Services Department and provides general counsel services and oversees all legal matters of eu-LISA, including, but not limited to issues related to human resources, public procurement, contract management, access to documents and corporate governance.

## About the job

eu-LISA aims to establish a reserve list from which to source the best talent. Unleash your potential and thrive in the role of the Legal Officer to provide legal advice and support in the areas of European Union law. You will be working under the supervision of the Head of the Legal Sector and reporting to the Head of the Corporate Services Department.

You will support the mandate of eu-LISA and ensure that the Agency achieves its objectives, enhances its reputation, and answers stakeholders' needs.

Your tasks will include a wide range of responsibilities that extend beyond the following list:

- Ensuring the proper interpretation and implementation of all primary and secondary legislation, guidelines and internal rules applicable or pertaining to eu-LISA's activities and providing advice;
- Acting as legal counsel to staff members and management, providing legal advice on administrative issues, including Staff Regulations and CEOS, General Implementing Provisions of Staff Regulations and Financial Rules and Regulations;
- Drafting and reviewing documents such as internal Executive Director decisions and/or Management Board decisions (Corporate Governance) and agreements with other International Organisations or National Authorities;
- Providing legal advice on contractual and procurement-related matters (in particular revision of draft award decisions);
- Contributing to the drafting of defences in legal proceedings involving or relating to eu-LISA's mission and/or activities, handling of court cases and keeping abreast of recent developments in relevant areas of law, including jurisprudence of the General Court and the European Court of Justice;
- Monitoring and analysing developments of European Union case law impacting the operations of eu-LISA;
- Undertaking, as appropriate, consultation with external stakeholders, such as external lawyers and officers in European Union Institutions, Agencies and its Member States;
- Preparing replies to requests for access to documents and confirmatory applications, organise internal workshops on the subject of public access to documents;
- Acting as Operational Initiating Agent (OIA) for legal services contracts and for the preparation of procurement documents;
- Guaranteeing business continuity of the Legal Sector related activities, including deputising the Head of Sector and represent him/her in case of absence;
- Drafting and presenting legal opinions, briefs, reports and correspondence;
- Archiving all documents in an organised manner in line with internal instructions;
- Presenting and explaining legal positions at internal meetings;
- At times, interpreting Data Protection related legislation.

## Eligibility criteria

To be eligible for recruitment and selection, you need to meet the following formal criteria, which need to be fulfilled by the deadline for applications:

### General conditions

- You are national of one of the EU Member States or Norway, Iceland, Liechtenstein, or Switzerland<sup>3</sup> and you enjoy full rights as a citizen<sup>4</sup>;
- You produce the appropriate character requirements for the duties involved;
- You are physically fit to perform your duties<sup>5</sup>;
- You have fulfilled any obligations imposed on you by the laws concerning military service.

### Education

- You have a level of education which corresponds to **completed university studies** attested by a diploma when the normal period of university education is **three years** or more<sup>6</sup>.

### Professional experience

- You have at **least three years** of proven full-time professional experience relevant to the duties after the award of the qualification certifying the completion of studies required as a condition of eligibility as mentioned above.

### Language

- You have a thorough knowledge of one of the 24 EU official languages (at a [C1 level](#)) and a satisfactory knowledge of another EU official language (at a B2 level) for the performance of your duties.

## Selection criteria

The suitability of candidates will be assessed against the following criteria during different stages of the selection procedure:

### Professional experience and knowledge

- University degree in the field of law of at least three (3) years;

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<sup>3</sup> Appointment of a candidate from countries associated with the implementation, application and development of the Schengen acquis and with Dublin- and Eurodac-related measures is subject to the conclusion of the arrangements defined in article 42 of the eu-LISA regulation.

<sup>4</sup> Prior to an appointment, the successful candidate will be asked to provide a certificate of absence of any criminal record issued by the competent authority.

<sup>5</sup> Prior to an appointment, the successful candidate shall be medically examined by a selected medical service in order that the Agency may be satisfied that they fulfil the requirement of Article 82 (3)d of the Conditions of employment of other servants of the European Communities.

<sup>6</sup> Only qualifications awarded in an EU Member State or that are subject to an equivalence certificate issued by an authority in a said EU Member State shall be taken into consideration.

- Professional experience<sup>7</sup> of at least three (3) years in either in a legal role or a role associated to the tasks and responsibilities mentioned in the “About the job” section, preferably in a public administration function.
- Familiarity with European Union law, including its case law, relevant to the work of the Agency.

## Personal competencies

- Ability to analyse and break down a problem into logical components and to identify potential mitigating actions;
- Ability to plan and organise work in a structured manner, maintaining a clear overview of task completion as well as to set priorities with respect to own work and planning actions accordingly to ensure that deadlines are achieved;
- Ability to assign responsibilities and follow up on delegated tasks;
- Ability to adapt and work effectively in a variety of situations;
- Ability to absorb new information readily and put it into practice effectively;
- Ability to act upon eu-LISA’s [values](#) and guiding principles (We get the job done - We take ownership - We are all role models - We act together as one).

## Language

- Strong drafting and communication skills in English, both orally and in writing, at least at the C1<sup>8</sup> level.

## Advantageous:

- Postgraduate degree in law;
- Knowledge of the EU institutional framework, in particular public procurement law and/or the Staff Regulations and CEOS and/or the legal operational framework of the Agency’s systems;
- Prior experience in International Organisation.

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<sup>7</sup> Only paid professional experiences will be taken into account.

<sup>8</sup> Cf. Language levels of the Common European Framework of reference: <http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>

## What we offer



### Competitive salary package composed of a basic salary and various allowances:

- eu-LISA offers a competitive salary package. To begin with, the salary is determined by the grade for which you have applied. In addition, your future salary is based on the total number of years of professional experience and adjusted to the cost of living in your place of employment.
- Depending on your individual and family situation, you may be eligible for various allowances such as expatriation, installation and household allowance, dependent child, or education allowance, ensuring your financial comfort. It is important to note that salaries are exempt from national taxation, as they are subject to a tax raised by the EU.



**Additional benefits:** Your health and safety are our priority. We offer a wide range of additional benefits such as health insurance, including sickness and accident insurance, hospitalisation, dental care, and preventive medicine coverage. If you desire, your family members can be covered as well. In addition, we provide a generous EU pension scheme (defined benefit plan) that becomes available after completing 10 years of service within EU Institutions/Agencies or upon reaching the pensionable age from the EU pension scheme, to which both the Agency and you make monthly contributions.



### Mental Health and Well-being Programme:

Our comprehensive programme prioritises a healthy work-life balance, including amongst other reimbursements for health and fitness activities.



### Training and Development Opportunities:

We invest in your professional development and personal growth. You will have access to a wide range of training programmes and learning resources.



### Flexible Work Arrangements:

While you will be required to relocate permanently to the place of employment or its surrounding areas, you can enjoy a healthy balance between teleworking from this place and office presence within our hybrid working arrangements. Additionally, you can telework from outside of your place of employment for up to 10 days per year.



### Generous Holiday Package:

You will receive at least 24 days of annual leave per calendar year, additional leave days may be granted for age and grade, and home leave to travel to your home country, if applicable. Some special leave can be granted for certain circumstances such as marriage, childbirth, and more. On top, you will benefit from an average of 18 eu-LISA holidays, including the Agency's end of the year closure.



### Education for children:

We offer access to an accredited European School in all our three sites, ensuring educational opportunities for your children.

## Application process and next steps

### Ready to join us in building a safer Europe? Apply now!

Before submitting your application, you should carefully check whether you meet all eligibility requirements.

Please complete your application form via the e-recruitment platform [here](#). eu-LISA does not accept applications submitted by any other means (e.g., e-mail or post), or any spontaneous applications. Your application should contain personal details, educational background, professional experience, language proficiency, motivation letter, and responses to pre-screening questions if applicable. Candidates are requested to support their application with adequate, concise examples of their work experience and qualification, especially if not directly addressed in the duties listed in the application under professional experience.

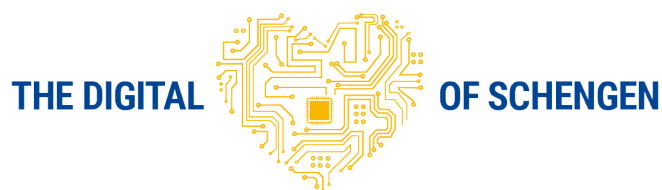
It is in your interest to ensure that your application is accurate, thorough, and truthful. Please be aware that the deadline for submitting your application is **5 July 2024 12:59 pm Tallinn time/11:59 am Strasbourg time**.

Please note that if at any stage of the selection procedure it is established that any of the requested information provided by a candidate is false, they will be disqualified.

If a candidate reaches the reserve list stage, they will be requested to supply documentary evidence in support of the statements that they made for this application.

If you encounter any difficulties during the application process or have any further questions, please do not hesitate to reach out to the Talent Acquisition Service. Feel free to send an email to [eu-lisa-RECRUITMENT@eu-lisa.europa.eu](mailto:eu-lisa-RECRUITMENT@eu-lisa.europa.eu).

**Join our diverse team, where you will have the opportunity to grow both professionally and personally while enjoying the journey.**



## Selection procedure

The selection procedure includes the following steps:

- A Selection Committee, designated by the Appointing Authority, is established for the selection procedure;
- Each application is checked to verify whether the candidate meets the eligibility criteria;
- All eligible applications are evaluated by the Selection Committee based on a combination of certain selection criteria defined in the Vacancy Notice;
- The quality of the information provided by the candidate in their application is of utmost importance. Candidates are requested to support their application with adequate, concise examples of their work experience (including traineeships, voluntary work etc), and qualification, especially if not directly addressed in the duties listed in the application under professional experience. Certain selection criteria may be assessed jointly and some criteria may be assessed in two or more stages of the selection procedure;
- Once the list of the most qualified candidates is determined, a preliminary assessment may take place (e.g., a pre-recorded video interview and/or a remote written test)<sup>9</sup> prior to the shortlisting phase;
- In the shortlisting phase<sup>10</sup> consisting of a shortlist interview which may be complemented by a written test, the Selection Committee scores the candidates in accordance with the selection criteria. Candidates may also be required to prepare a presentation on a topic to be presented during the shortlist phase, which would be evaluated as part of the shortlist interview;
- In order to be included in the reserve list, candidates must receive at least 60% of the maximum scores in the shortlist phase;
- After the shortlist phase, the Selection Committee establishes a non-ranked list of the most qualified candidates to be included in a reserve list and proposes it to the Appointing Authority;
- The Appointing Authority may choose from the reserve list a candidate for the post;
- The reserve list established for this selection procedure will be valid until 31 December 2027 with possibility of extension;
- Candidates included in the reserve list may be engaged for the same or similar post depending on eu-LISA's needs and budgetary situation;
- All shortlisted candidates will be informed whether or not they have been included in the reserve list. Candidates should note that inclusion in a reserve list does not guarantee engagement.

Please note that the Selection Committee's work and deliberations are strictly confidential. Any contact with its members is strictly prohibited.

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<sup>9</sup> The Selection Committee has the discretion to choose between remote and on-site interviews/tests as deemed appropriate. For remote interviews, the Selection Committee reserves the right to conduct the interview using an online video interviewing tool for synchronous and/or asynchronous (e.g., recorded) interviews.

<sup>10</sup> Same applies as per previous footnote.



*As English is eu-LISA's working language, the selection procedure will be fully conducted in English.*

## Engagement and conditions of employment

The selected candidate will be engaged by the Authority Authorised to Conclude Contracts of employment from the established reserve list. For reasons related to eu-LISA's operational requirements, once the candidate receives an engagement offer, they may be required to accept the offer within a short timeframe and be available to start the contract at short notice (1 - 3 months) from the date the Agency receives an opinion on the outcome of the pre-recruitment medical examination.

The successful candidate will be engaged as Temporary Staff, pursuant to Article 2(f) of the Conditions of Employment of Other Servants of the European Communities (CEOS). The Temporary Staff post will be placed in Function Group AD, Grade 6, in the first or second step, depending on the length of professional experience.

The remuneration of a staff member consists of a basic salary (currently EUR 6.231,42 for step 1, and EUR 6.493,29 for step 2<sup>11</sup>) weighed by the correction coefficient<sup>12</sup> (98,9% for Tallinn, Estonia) and paid in EUR<sup>13</sup>.

The initial duration of the contract is five (5) years, including a probationary period of nine months, with the possibility of contract renewal for another period not exceeding five (5) years. Following a successful renewal, the second renewal will be indefinite.

The reserve list shall be used for the recruitment and selection for the post in question and/or similar posts depending on the needs of the Agency. The candidates included in this reserve list may be offered an engagement under the conditions stipulated in Article 3a of the CEOS for Contract Staff, and/or may be offered an employment contract of a shorter duration than five (5) years in accordance with the business needs and subject to agreement with the candidate. In this case, the Agency will contact the candidate in the reserve list and ask their interest.

All selected candidates will need to have, or be in a position to obtain, a valid Personnel Security Clearance Certificate (CONFIDENTIEL UE/EU CONFIDENTIAL level) depending on the specific job profile.

A Personnel Security Clearance Certificate (PSCC) is defined as a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSCC, which shows the level of EU Classified Information (EUCI) to which that individual may be granted access (CONFIDENTIEL UE/EU CONFIDENTIAL), the date of validity of the relevant PSC and the date of expiry of the certificate itself.

Candidates who hold a valid security clearance must provide a copy of their security clearance and specify the issuing authority, level and date of expiry. In case the validity of their security clearance expires within six months, the renewal procedure will be initiated expeditiously.

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<sup>11</sup> Working conditions of temporary staff in [CEOS](#)

<sup>12</sup> The correction coefficient is subject to a regular update.

<sup>13</sup> For the purposes of determining professional experience, the Appointing Authority shall allow 24 months' additional seniority of step in grade for professional experience equal to or more than the 3 years of professional experience after the degree giving access to the grade.



Kindly note that the necessary procedure for obtaining a PSCC can be initiated by request of the employer only, and not by the individual candidate.

Failure to obtain the required security clearance certificate from the candidate's National Security Authority, either during or after the expiration of the probationary period, will give eu-LISA the right to terminate any applicable employment contract.

## Independence and declaration of interest

The selected candidate for the post will be required to sign a declaration of commitment to act in eu-LISA's best interest and in relation to interests that might be considered prejudicial to their independence.

## Protection of personal data

eu-LISA ensures that candidates' personal data is processed in accordance with Regulation (EU) No 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<sup>14</sup>.

The legal basis for the selection procedure of Temporary Staff [TA 2(f)] are defined in the Conditions of Employment of Other Servants of the European Communities<sup>15</sup>.

The purpose of processing personal data is to enable selection procedures.

The selection procedure is conducted under the responsibility of eu-LISA's Human Resources Unit ('HRU'). The controller, in practice, for personal data protection purposes is the Head of the Human Resources Unit.

The information provided by the candidates will be accessible for a limited number of authorised HRU personnel, to the Selection Committee, and, if necessary, to the Executive Director, Security and/or the Legal personnel of eu-LISA.

Almost all fields in the Application Form are mandatory; the answers provided by the candidates in the fields marked as optional will not be taken into account to assess their merits.

Processing begins on the date of receipt of the application. eu-LISA's data storage policy is as follows:

- for applications received but not selected: the paper dossiers are filed and stored in archives for two (2) years after which time they are destroyed;
- for candidates included in a reserve list but not recruited: data is kept for the period of validity of the reserve list + one (1) year after which time it is destroyed;

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<sup>14</sup> Regulation (EU) No 2018/1725 of the European Parliament and of the Council of 23 October 2018, OJ L 295, 21.11.2018, p. 39.

<sup>15</sup> CEOS, in particular the provisions governing conditions of engagement in Title II.

- for recruited candidates: data is kept for a period of ten (10) years as of the termination of employment or as of the last pension payment after which time it is destroyed.

All candidates may exercise their right of access to and rectification or erasure of their personal data or restriction of processing.

In the case of identification data, candidates can rectify the data at any time during the procedure. In the case of data related to the admissibility criteria, the right of rectification cannot be exercised after the closing date of applications.

Any substantiated query concerning the processing of the candidate's personal data should be addressed to the eu-LISA's HRU ([eulisa-RECRUITMENT@eulisa.europa.eu](mailto:eulisa-RECRUITMENT@eulisa.europa.eu)).

Candidates may have recourse at any time to eu-LISA's Data Protection Officer ([dpo@eulisa.europa.eu](mailto:dpo@eulisa.europa.eu)) and/or the European Data Protection Supervisor ([edps@edps.europa.eu](mailto:edps@edps.europa.eu)).

## Appeal procedure

If a candidate considers that they have been adversely affected by a particular decision, they can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Union and Conditions of employment of other servants of the European Union, to the following address:

eu-LISA  
(European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice)  
Vesilennuki 5  
10415 Tallinn, Estonia

The complaint must be lodged within three (3) months. The time limit for initiating this type of procedure starts from the time the candidate is notified of the act adversely affecting them.