

**Notice to establish a reserve list for the position of**

**Policy Officer – Adequacy & Infrastructure**

**(Contract Staff, Function Group IV)**

**in the Electricity Department of the Agency for the Cooperation of Energy Regulators  
(ACER)**

**REF.: ACER/2018/05**

**Publication**

**External**

**Title Function**

**Policy Officer – Adequacy & Infrastructure**

**Partner Directorate-General**

**DG ENER**

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**1. WE ARE**

The Agency for the Cooperation of Energy Regulators (hereinafter referred to as “the Agency”) is a European Union (“EU”) body, legally established by Regulation (EC) No 713/2009<sup>1</sup> and operational since 2011. The Agency is central to the liberalisation of the EU's electricity and natural gas markets.

The purpose of the Agency is to assist National Regulatory Authorities (“NRAs”) in exercising, at Union level, the regulatory tasks that they perform in the Member States and, where necessary, to coordinate their action.

In this respect, the Agency:

- a) Complements and coordinates the work of NRAs;
- b) Participates in the development of European network rules;
- c) Takes, under certain conditions, binding individual decisions on terms and conditions for access and operational security for cross-border infrastructure, on cross-border cost allocation for Projects of Common Interest and on terms and conditions or methodologies for the implementation of network codes;
- d) Gives advice on electricity and natural gas related issues to the European institutions;

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<sup>1</sup> Regulation (EC) No 713/2009 of the European Parliament and of the Council of 13 July 2009 (OJ L 211, 14.8.2009, p. 1).

- e) Monitors the internal markets in electricity and natural gas and reports on its findings;
- f) Monitors trading in wholesale energy products to detect and deter market abuse and ensure the integrity and transparency of EU wholesale energy markets.

The main areas on which the Agency's activities focus are:

- Supporting European market integration: this is mainly done through the development of common network and market rules, as well as through the coordination of regional initiatives which are concrete efforts from market participants to work towards greater integration;
- Advising the EU Institutions on trans-European energy infrastructure issues: the Agency issues opinions on ten-year network development plans, to ensure that these are in line with priorities set at EU level, and on the draft lists of Projects of Common Interest;
- Energy market monitoring: the Agency has a general mission in terms of market monitoring at the EU level and has, since the end of 2011, a very specific responsibility when it comes to the oversight of wholesale energy trading.

With the upcoming "Clean Energy for all Europeans" package, additional tasks are to be assigned to the Agency.

The Agency currently employs more than 80 staff members and has an approved annual budget of €13.6 million in 2018. The Agency's internal structure comprises five Departments (Electricity, Gas, Market Surveillance and Conduct, Market Integrity and Transparency and Administration) and the Director's Office. Please find the Agency's organisational chart on the following link: [http://www.acer.europa.eu/en/The\\_agency/Organisation/Pages/ACER-departments.aspx](http://www.acer.europa.eu/en/The_agency/Organisation/Pages/ACER-departments.aspx)

## **2. WE PROPOSE**

The Agency is seeking to establish a reserve list for the position of Policy Officer – Adequacy & Infrastructure. The jobholder will be assigned to the Electricity Department of the Agency and will report to the Team Leader – Infrastructure, in the Electricity Department.

The tasks of the Policy Officer - Adequacy & Infrastructure will include the following:

- Contribute to the Agency's activities regarding the approval of a draft methodology for the European resource adequacy assessment, based on principles set by the European Network of Transmission System Operators for Electricity (ENTSO-E);
- Contribute to the Agency's activities regarding the approval of a draft methodology for calculating: the value of lost load; the "cost of new entry" for generation and demand response; the reliability standard expressed as "expected energy not served" and the "loss of load expectation";

- Assist in the Agency's activities related to infrastructure development, namely Projects of Common Interest as well as projects in the Ten Year Network Development Plan, in regional investment plans and in parts of national plans pertaining to investments with cross-border influence<sup>2</sup>;
- Contribute to the elaboration of the Agency's opinions and other documents related to electricity infrastructure, in particular referring to adequacy-related issues;
- Contribute to the preparation of the Annual Report on the activities of the Agency;
- Contribute to the preparation of the Annual Work Programme of the Agency.

The tasks involve regular liaising with other departments within the Agency, NRAs, the European Commission, ENTSO-E and other competent authorities at EU and national level, as well as communication with other external stakeholders.

The successful candidate may be required, at times, to assist in other areas of the work of the Agency according to needs and priorities, as planned and defined by the Head of the Department Electricity, or as determined by the Director.

### **3. WE LOOK FOR**

#### **A) Eligibility criteria**

Candidates will be considered eligible for the selection phase on the basis of the following formal criteria, which have to be fulfilled by the deadline for applications:

1. To have a level of education which corresponds to completed university studies of at least three (3) years, attested by a diploma, and appropriate professional experience of at least one (1) year<sup>3</sup>;  
*(Only study titles that have been awarded in the EU Member States or that are subject to the equivalence certificates issued by the authorities in the said Member States shall be taken into consideration.)*
2. To have a thorough knowledge of one of the official languages of the European Union<sup>4</sup> and a satisfactory knowledge of a second of these languages (level B2 of CERF<sup>5</sup>) to the extent necessary to perform his/her duties;

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<sup>2</sup> Articles 8 and 12 of Regulation (EC) No 714/2009 of the European Parliament and of the Council of 13 July 2009 on conditions for access to the network for cross-border exchanges in electricity and repealing Regulation (EC) No 1228/2003 (OJ L 211, 14.8.2009, p. 15). Articles 8 and 12 of Regulation (EC) No 715/2009 of the European Parliament and of the Council of 13 July 2009 on conditions for access to the natural gas transmission networks and repealing Regulation (EC) No 1775/2005 (OJ L 211, 14.8.2009, p. 36).

<sup>3</sup> Professional experience is considered only from the time the candidate obtained the diploma required for being eligible. At a later stage, the candidate will be asked to provide supporting documents confirming the length and the level of his/her professional experience.

<sup>4</sup> The languages of the EU are Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovene, Spanish, and Swedish.

<sup>5</sup> Language levels of the Common European Framework of Reference: <http://europass.cedefop.europa.eu/resources/european-language-levels-cefr>

3. To be a national of a Member State of the European Union;
4. To be entitled to his/her full rights as a citizen;
5. To have fulfilled any obligations imposed by the applicable laws concerning military service;
6. To be physically fit to perform the duties linked to the post<sup>6</sup>.

## **B) Selection criteria**

The following criteria will be assessed when selecting the candidates for the interviews:

### Technical knowledge:

1. University degree in a field relevant to this post, i.e. electrical engineering, economics, physics, mathematics or equivalent;
2. By the deadline for applications, having acquired two (2) years of relevant professional experience after having met the criteria mentioned in point 3 A) 1 above;
3. Knowledge of and experience in regulation and policies of the electricity sector at national or at European level;
4. Good knowledge and understanding of the operational principles of the interconnected electricity network;
5. Good knowledge of project management principles, methods and practices, paired with good organisational skills;
6. In-depth ability to use IT office programs (spread sheets, word processing, presentations, electronic communication), to treat data and to analyse documents;

### Communication and other personal skills:

1. Very good written and oral command (level C2<sup>7</sup>) of the English language;
2. Proven ability to work in a team and under pressure, combined with capacity to work on several projects simultaneously;
3. Working experience in an international environment, dealing with a very diverse range of stakeholders.

Communication and other personal skills will be assessed at the stage of the oral interview and the written examination.

Candidates are invited to explain briefly, in their motivation letter, in which positions they acquired their knowledge and professional experience in the specified areas.

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<sup>6</sup> Before the appointment, a successful candidate shall be medically examined by one of the institutions' medical officers in order for the Agency to be satisfied that he/she fulfils the requirement of article 28(e) of the Staff Regulations of the Officials of the European Union.

<sup>7</sup> Language levels of the Common European Framework of Reference: <http://europass.cedefop.europa.eu/resources/european-language-levels-cefr>

#### **4. SELECTION AND APPOINTMENT**

A Selection Committee will evaluate the applications and select the candidates meeting the eligibility criteria and best matching the selection criteria.

The Selection Committee will endeavor to invite a minimum of six candidates and a maximum of eight candidates to an interview and written test. However, such numbers may be increased in case of a larger number of high-scoring candidates participating in the selection procedure, or reduced in case of a limited number of eligible candidates and/or a limited number of high-scoring candidates participating in the selection procedure.

The interview and test will focus on the following aspects:

- Specific competences and knowledge with reference to the selection criteria of the present call for expression of interest;
- General aptitudes to the extent necessary for the performance of the duties in accordance with article 12.2.e of the Conditions of Employment of Other Servants (CEOS);

A reserve list of the most suitable candidates will be drawn up by the Agency.

In line with Director Decision 2017/16, candidates achieving the qualifying mark in the written test and oral interview of a minimum of 70% will be placed on the reserve list. The reserve list will be valid until 31/12/2019. Its validity may be extended by decision of the Director.

All candidates will be informed about the outcome of the procedure.

Recruitment will be subject to budgetary availability and assignment of posts by the Budgetary Authority.

#### **5. EQUAL OPPORTUNITIES**

The Agency applies an equal opportunities policy and accepts and treats applications without distinction on grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

#### **6. CONDITIONS OF EMPLOYMENT**

The successful candidate will be appointed by the Director as a Contract Staff in Function Group IV, pursuant to Article 3a of the CEOS for a period of 2 years, which may be renewed.

Pay and welfare benefits: the pay of staff members consists of a basic salary, allowances and other benefits. Depending on the individual family situation and the place of origin, the successful jobholder may be entitled to expatriation allowance (16% of the basic salary), household allowance, dependent child allowance, education allowance, pre-school allowance, reimbursement of removal costs, daily subsistence allowance, installation allowance and other benefits. Salaries are exempted from national tax; a Union tax is paid at source.

Function Group / Grade	Minimum requirements for classification in step (required level of university studies + minimum number of years of experience after university graduation)	Monthly basic salary (gross)	Estimation of monthly net salary, including specific allowances <sup>8</sup>
FGIV Grade 13	University degree of at least 3 years in a field relevant for this position + up to 7 years of experience in some or all of the fields covered by the job description	3,404.15 €	3,388.16 €
FGIV Grade 14	University degree of at least 3 years in a field relevant for this position + more than 7 years of experience in some or all of the fields covered by the job description	3,851.61 €	3,737.65 €
FGIV Grade 16	University degree of at least 3 years in a field relevant for this position + more than 20 years of experience in some or all of the fields covered by the job description	4,930.71 €	4,557.68 €

Additional benefits:

- Annual leave entitlement of 2 days per calendar month plus additional days for age, grade, 2.5 days' home leave, if applicable, and in addition up to 19 Agency's 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.

## 7. DATA PROTECTION

The purpose of processing the data that candidates submit is to manage their application(s) in view of possible (pre)selection and recruitment at the Agency. Personal data is processed by and accessible to authorised Agency's personnel. In some cases, an external expert, equally bound by the same data protection principles, may assist the Agency in the selection of candidates.

The Agency adheres to and is regulated by Regulation (EC) N°45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the European Union institutions and bodies. The Agency is supervised by EDPS (<http://www.edps.europa.eu>). For any further enquiries, candidates may contact the Data Protection Officer at [DPO@acer.europa.eu](mailto:DPO@acer.europa.eu). Candidates are invited to consult the privacy statement, which explains how the Agency processes personal data in relation to recruitment and selections, available on the Agency website.

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<sup>8</sup> An estimation of net salary, including the deduction for tax, correction coefficient (currently at 81.5% for Slovenia and 100% for Belgium) and social security, adding the allowances (this estimation has been calculated with expatriation allowance, household allowance and with one dependent child allowance). Please note that allowances depend in any case on the personal situation of the candidate.

## 8. APPLICATION PROCEDURE

For applications to be valid, candidates must submit (in PDF or Word format):

- A complete and detailed curriculum vitae in English, in [European CV format](#) (Europass)<sup>9</sup> - **other formats will not be considered;**
- A letter of motivation (1 page maximum) in English, explaining in which positions they acquired their knowledge and professional experience in the specified areas identified in Section 2 of this selection notice;
- A completed eligibility form.

**Applications that are not completed are considered as non-valid.**

Applications should be sent by email to [SELECTIONS-ACER-2018-05@acer.europa.eu](mailto:SELECTIONS-ACER-2018-05@acer.europa.eu) quoting the reference number of this call for expression of interest.

Supporting documents (e.g. certified copies of degrees/diplomas, references, proof of experience etc.) should not be sent at this stage but must be submitted at a later stage of the procedure if requested.

In order to facilitate the selection process, all communications to candidates concerning this selection will be in English.

Under no circumstances should candidates approach the Selection Committee, directly or indirectly, concerning this recruitment. The Authority Authorised to Conclude a Contract reserves the right to disqualify any candidate who disregards this instruction.

**Applications must be sent by e-mail by 21 October 2018 (23:59 Ljubljana time).**

If at any stage in the procedure it is established that any of the information a candidate provided is incorrect, the candidate in question will be disqualified.

For more information on the selection procedure, please consult the guide for candidates on the Agency's website:

[http://www.acer.europa.eu/The\\_agency/Working\\_at\\_ACER/Pages/FAQs-on-working-at-ACER.aspx](http://www.acer.europa.eu/The_agency/Working_at_ACER/Pages/FAQs-on-working-at-ACER.aspx).

## 9. APPEALS

Pursuant to Article 90(2) of the Staff Regulations of Officials and the Conditions of Employment of Other Servants, a candidate may submit a complaint against an act affecting him/her adversely. The complaint must be lodged within three months from the date of notification to the following address:

Human Resources Management  
Agency for the Cooperation of Energy Regulators (ACER)  
Trg Republike 3  
1000 Ljubljana – Slovenia

Should the complaint be rejected, pursuant to Article 270 of the Treaty on the Functioning of

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<sup>9</sup> The Europass template is available at the following link: <https://europass.cedefop.europa.eu/>

the European Union and Article 91 of the Staff Regulations of Officials and the Conditions of Employment of Other Servants, a candidate may request judicial review of the act. The appeal must be lodged within three months from the date of notification to the following address:

Registry  
The General Court  
Rue du Fort Niedergrünwald  
L-2925 Luxembourg  
Luxembourg

Any citizen of the European Union or any natural or legal person residing in a Member State may make a complaint for maladministration pursuant to Article 228(1) of the Treaty on the Functioning of the European Union. The complaint must be lodged within two years of becoming aware of the facts on which the complaint is based to the following address:

The European Ombudsman  
1, Avenue du President Robert Schuman - BP 403  
F-67001 Strasbourg Cedex  
France

Please note that complaints to the European Ombudsman do not have the effect of suspending the period mentioned in Articles 90 and 91 of the Staff Regulations of Officials and Conditions of Employment of Other Servants for lodging complaints or submitting an appeal pursuant to Article 270 of the Treaty on the Functioning of the European Union. Please note also that under Article 2(4) of the [General conditions governing the performance of the Ombudsman's duties](#), any complaint lodged with the European Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned.