

ANNEX DORA LEGAL EXPERT 2024TAAD5

Working conditions

- Your contract will be for a duration of 3 years and can be extended for additional 3 years. Any further renewal shall be in principle for an indefinite duration.
- You will be recruited as Temporary agent 2(f) in grade administrator AD5 with basic salary starting from € 5,507.55 monthly, subject to an annual review of remuneration provided for in Article 64 and Article 65(1) of [the Staff Regulations](#). Salaries are subject to a Union tax deducted at source and are exempt from national taxation. In addition to the basic salary, you will be entitled to a correction coefficient applicable to France (currently 119.50%) or Germany (currently 103.40%).
- Depending on the individual family situation and the place of origin to you may be entitled to: expatriation allowance (16% of the basic salary), household allowance, dependent child allowance, education allowance, pre-school allowance, installation allowance, reimbursement of removal costs, initial temporary daily subsistence allowance, and other benefits.
- Annual leave entitlement of two days per calendar month plus additional days for age, grade, 2.5 days home leave if applicable, and in addition on average 17 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, and
- You will also benefit from work-life balance with teleworking flexibility, learning and development opportunities such as language trainings, as well as social integration and free access for children to the [European school in Paris](#) / [European school in Frankfurt facilities](#).

EBA – ESMA (Paris, France)

Successful external candidates will be recruited in the grade AD5 and classified in step 1 or 2.

Grade / step	Minimum requirements for classification in step	Monthly basic salary	Monthly net salary, after tax	Monthly net salary, after tax, with expatriation allowance	Monthly net salary, after tax, with expatriation, household and one dependent child allowance
AD 5 Step 1	3 years university degree	€ 6,581.52	€ 5,154.80	€ 6,207.85	€ 7,461.59

AD 5 Step 2	3 years university degree + 3 years' experience	€ 6,858.08	€ 5,349.38	€ 6,446.67	€ 7,715.44
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EIOPA (Frankfurt am Main, Germany)

Successful external candidates will be recruited in the grade AD5 and classified in step 1 or 2.

Grade / step	Minimum requirements for classification in step	Monthly basic salary	Monthly net salary, after tax	Monthly net salary, after tax, with expatriation allowance	Monthly net salary, after tax, with expatriation, household and one dependent child allowance
AD 5 Step 1	3 years university degree	€ 5,694.81	€ 4,460.30	€ 5,371.47	€ 6,456.31
AD 5 Step 2	3 years university degree + 3 years' experience	€ 5,934.10	€ 4,628.67	€ 5,578.13	€ 6,675.95

Information reserved for candidates employed as Temporary Agents under Article 2 (f) of the CEOS in other EU agencies

If the successful candidate is already a member of temporary staff 2(f) in another EU Agency, the implementing rules on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS, and in particular Article 12 (2) will apply, providing that, on the closing date of application and as well as on the day of taking up duty at the ESA, the successful candidate:

- is a member of temporary staff under Article 2(f) of the CEOS, and
- is employed within his/her agency in function group and grade included in the range "AD5 – AD6".

Equity, diversity and inclusion

The ESAs are equal opportunities employers, dedicated to recruit, develop and retain a diverse and talented workforce by upholding principles of equal opportunity and impartiality. To this end, the ESAs warmly welcome applications from all qualified candidates, regardless of age, gender identity or expression, sexual orientation or identity, disability, ethnic or social origin, religion or belief, and cultural background. All ESAs staff members are committed to fostering

an open and inclusive workplace culture. The ESAs encourage the applications of women for positions where they are currently under-represented.

If you require any special arrangements during the selection procedure related to a physical, mental, intellectual or sensory disability, please indicate it in your application, and HR will contact you for any adjustments or arrangements needed relating to your disability, so that your full and equal participation in the selection process can be ensured.

The ESAs, as EMAS registered organisations, are committed to continuously improving their environmental performance and reducing their carbon footprint.

Ethics obligations

ESAs staff members act as ambassadors, and actively promote, the highest ethical, integrity and good administration principles.

In accordance with Articles 11 and 11a of the Staff Regulations (SR) and Articles 11 and 81 of the Conditions of Employment of Other Servants of the European Union (CEOS) the successful candidate will be required to make a declaration of any conflict of interest before recruitment.

Selected candidates who are offered a position undergo a conflict-of-interest check before they can be effectively recruited by one of the ESAs. Similarly, before leaving, a conflict-of-interest check is performed on staff's prospective employment and former staff remains under an obligation to notify the Agency of new employment positions for two years after leaving.

Strict professional secrecy duties apply while working at the ESAs and after leaving.