



14 September 2022

## **STAFF VACANCIES**

Ref. 202216TAAD9

The European Insurance and Occupational Pensions Authority (EIOPA) is an independent European Union Authority established on 1 January 2011 by Regulation (EU) No. 1094/2010 of the European Parliament and of the Council of 24 November 2010.

EIOPA is at the heart of insurance and occupational pensions in the EU.

Our mission is to contribute to a sound, effective and consistent level of regulation and supervision of insurance and occupational pensions sectors in Europe, and to promote transparency, simplicity and fairness in the market for consumer financial products or services across the internal market for the benefit of EU citizens. Through our activities we help protect insurance policyholders, pension scheme members, customers and consumers and other beneficiaries. We furthermore play a key role in supporting the stability of the financial system, transparency of financial markets and products, and we contribute to strengthening coordination among financial supervisors at the international level.

EIOPA is part of the European System of Financial Supervision (ESFS) which includes the European Banking Authority (EBA), the European Securities and Markets Authority (ESMA) and the European Systemic Risk Board (ESRB).

Further information on EIOPA is available on EIOPA's website: <https://www.eiopa.europa.eu/>

As an European Union Authority, EIOPA is committed to fostering an inclusive and dynamic working environment, providing equal opportunities to all its employees and applicants. EIOPA is committed to ensuring gender equality and to preventing discrimination on any grounds. EIOPA actively welcomes applications from all qualified candidates from diverse backgrounds, across all abilities, without any distinction on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, marital status or family situation or sexual orientation.

For its offices in Frankfurt am Main, Germany, EIOPA is inviting applications for a position as

### **Principal Expert on Oversight**

## **Job description**

### Major purpose

EIOPA is launching a call for candidates with the intention to create a reserve list of Principal Experts. The successful candidate will work in the Oversight area to oversee the European insurance market from an EU perspective with the aim to enhance overall consumer protection by strengthening the common supervisory culture amongst the National Supervisory Authorities (NSAs).

As an experienced supervisor, the Principal Expert will take part in on-site visits to NSAs, coordinate cooperation platforms to facilitate cross border cooperation on specific undertakings between NSAs and ensure that the appropriate supervisory actions are being taken, represent EIOPA as a member in colleges of supervisors, and participate in cooperative projects to enhance the quality and effectiveness of national supervision with a high profile towards EIOPA senior management as well as its Board of Supervisors.

The Principal Expert will play an active role in: enhancing the overall quality, convergence and consistency of supervisory practices throughout the European Union through technical and professional authority; coordinating and participating in the development of common benchmarks for supervisory practices, leading reviews and following up the progress at the NSAs; working closely together with other teams across the organisation and with national experts from the NSAs.

### Main responsibilities

- Contribute as appropriate to EIOPA's work on strengthening supervisory convergence and developing a common European supervisory culture by:
  - Leading on-site visits to National Supervisory Authorities, and overseeing the preparation and feedback.
  - Coordinating cross-border platforms of cooperation together with the responsible national supervisors for those companies;
  - Preparing and actively participating in joint on-site inspections to individual undertakings as part of cooperation platform or college engagement;
  - Preparing and actively participating in meetings of colleges of supervisors;
  - Participating in projects to assess and enhance the quality and consistency of supervision across the European Union;
- Drafting/overseeing reports to EIOPA Senior Management and Board of Supervisors on main findings and recommendations;

- Developing and maintaining effective working relationships with internal and external stakeholders;
- Coaching and guiding other team members;
- Providing strategic advice to (senior) management;
- Any other tasks as required.

## **REQUIREMENTS**

### Eligibility Criteria

- Thorough knowledge of one of the languages of the Communities and a satisfactory knowledge of another language of the Communities;
- Be a national of a Member State of the European Union, Norway, Iceland or Liechtenstein;
- Be entitled to his or her full rights as a citizen;<sup>1</sup>
- Have fulfilled any obligations imposed by the applicable laws on military service;
- Be physically fit to perform the duties linked to the post.<sup>2</sup>

### Essential Skills and Knowledge

- Qualification:
  - a) a level of education which corresponds to completed university studies, preferably in Economics, Actuarial Science, Legal or any other relevant field attested by a diploma, when the normal period of university education is four years or more; or
  - b) a level of education which corresponds to completed university studies, preferably in Economics, Actuarial Science, Legal or any other relevant field attested by a diploma and appropriate professional experience of at least one year, when the normal period of university education is at least three years.
- Have at least twelve years of proven full-time professional experience in a field relevant for this position acquired after the qualification required under a) or b) above.
- Specialised knowledge of Solvency II;

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<sup>1</sup> Prior to the appointment, the successful candidate will be asked to provide a Police certificate confirming the absence of any criminal record.

<sup>2</sup> Before being engaged, a candidate shall be medically examined by one of the institution's medical officers in order that the institution may be satisfied that he fulfils the requirements of Article 12 (2)(d) of the Conditions of Employment of Other Servants of the European Communities.

- Experience with identifying and evaluating risks and options to provide strategic advice to decision-making bodies;
- Very good command of oral and written English;
- Working knowledge of MS Office, in particular Word, Excel and PowerPoint.

#### Desirable Skills and Knowledge

- Extensive supervisory experience in the insurance sector either from a (national) competent authority or an industry background;
- Experience in on-site inspections;
- Very good knowledge of the European regulatory framework for insurers and a good understanding of the range of national frameworks;
- Specialised knowledge of one or more areas of insurance, for example valuation, capital, accounting, risk management, governance, IT systems, reporting and disclosures, group supervision and colleges and good understanding of interactions between all these areas;
- Proven work experience in a multicultural environment;
- Knowledge of a third EU language.

For the above position, the following behavioural competencies have to be fulfilled:

- Flexibility in terms of openness to taking over other tasks within EIOPA in view of the dynamic and evolving institutional environment;
- Excellent team player sharing relevant information and supporting team members without taking over responsibility for their work, able to work in different teams with different levels of stakeholders in a multicultural environment;
- Being able to have and express a critical view towards own performance and open to learn from experience;
- Strong analytical capacity: being able to develop conceptual frameworks that guide analysis; sought out by others for advice and solutions on how best to interpret and use information;
- Curiosity and creativity: being able to seek out, pursue and explore situations of uncertainty/ambiguity; suspend judgement in order to resolve uncertainties/ambiguities/conflicts without being invested in a particular outcome; able to put signals/information into context with broad experience; positively influence and direct outcomes;
- Influencing: able to discern nuances and apply insights to distinguish issues, motives, interests and positions in

negotiation; build confidence with existing and new partners to facilitate the achievement of strategic goals;

- Communication: being able to communicate with integrity, clarity and conviction; maintain composure in face of tough negotiations or challenges; surface tensions and resolve ambiguities;
- Judgement: being able to navigate and balance a range of political, national and international pressures to shape Europe's regulatory environment through effective decision making and standard setting; identify and evaluate risks and options to develop EIOPA's strategies;

**Place of employment**

Frankfurt am Main, Germany

**Function group and grade**

AD 9

**Monthly basic salary**

Step 1: 8,408.50 EUR

Step 2: 8,761.84 EUR

Plus specific allowances where applicable\*.

**Indicative Start date**

1 January 2023

**Contract type and duration**

Successful candidates may be offered an employment contract for three years as a Temporary Agent. The contract may be renewed for a second fixed-term period, and upon its second renewal converted into a contract of indefinite duration.

**Reserve list**

Reserve list with validity until 31 December 2023 with possibility of extension.

**\*Summary of Conditions of Employment**

1. Successful external candidates will be classified either in step 1 or 2.

Grade / step <sup>3</sup>	Monthly basic salary <sup>4</sup>	Monthly net salary, excluding allowances	Monthly net salary, including specific allowances <sup>5</sup>
AD 9 Step 1	8,408.50	6,218.32	8,742.67
AD 9 Step 2	8,761.84	6,431.44	9,034.25

2. Salaries are subject to a Union tax deducted at source and are exempt from national taxation.

3. 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, installation allowance, reimbursement of removal costs, initial temporary daily subsistence allowance, and other benefits.

4. Annual leave entitlement of two days per calendar month plus additional days for grade, distance from the place of origin and in addition on average 15 EIOPA holidays per year;

5. EU Pension Scheme (after 10 years of service);

6. EU Joint Sickness and Insurance Scheme (JSIS), accident and occupational disease insurance coverage, unemployment and invalidity allowance and travel insurance;

7. General and relevant technical training plus professional development opportunities;

**Information reserved for applicants employed under Article 2(f) of the CEOS, in EU Agencies other than EIOPA:**

According to EIOPA Management Board decision EIOPA-MB-15-072 adopting 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), if a successful applicant from this external procedure, on the closing day for applications, as well as on the day of taking up duty at EIOPA:

- is a member of temporary staff under Article 2(f) of the CEOS, and

<sup>3</sup> [Implementing rules concerning classification in step on appointment or engagement of temporary agents](#)

<sup>4</sup> The basic salary is weighted by the current correction coefficient for Germany (currently 101.9%)

<sup>5</sup> An estimation of net salary, including the deduction for tax and social security and adding the allowances (this estimation has been calculated with expatriation allowance of 16%, household allowance and one dependent child allowance). Allowances depend in any case on the personal situation of the candidate.

- is employed within their agency in function group and grade included in the range "AD8 – AD10",

EIOPA shall offer the applicant, in writing, the opportunity either:

- a) to be assigned to the post by means of internal mobility, as per Article 10 of EIOPA-MB-15-072. In this case the contract at EIOPA will be in continuity with the contract of the previous agency (namely with regard to grade, step, seniority in step, and duration).

OR

- b) in case the eligibility, qualification and professional experience requirements for the grade indicated in this external vacancy notice, (AD9) are met, to be assigned to the post on the basis of a new contract (first fixed-term) of three years duration, subject to the probationary period of 9 months, at the grade indicated in the external vacancy notice (AD9).

### **Application process**

The recruitment process will include a panel interview and a written test. In addition, there may be a pre-screening exercise, a presentation to be delivered by the candidate and a bilateral interview.

Applications should be submitted in **English language** including:

(1) **Curriculum Vitae** clearly indicating (among all):

**-Qualifications** (please list exact dates of your academic qualifications gained)

**-Responsibilities, experience and skills** gained in previous positions (please list exact dates of your work experience gained)

**-Nationality/Citizenship**

**-Language skills**

and

(2) **Motivation Letter** of no more than one page, explaining why you are interested in the post and what would be your added value you would bring to EIOPA if selected.

Applicants will be assessed on the basis of the eligibility and selection criteria specified in the vacancy notice and these must be met by the closing date of the vacancy notice.

**Applications should be submitted to [recruitment@eiopa.europa.eu](mailto:recruitment@eiopa.europa.eu), specifying in the subject the reference number above. Deadline for application is 23:59 CET on 10 October 2022.**

The successful candidate will be required to make an annual declaration in respect of any interests which might be considered prejudicial to their independence. Before recruiting a member of staff, EIOPA's Executive Director will examine whether the successful

candidate has any personal interest which may impair their independence or any other conflict of interest. To that end, the successful candidate, using a specific form, shall inform the Executive Director via the Ethics Officer of any actual or potential conflict of interest.

For more information on the selection process of temporary agents and on the contractual and working conditions, please, refer to:

- [Candidates Manual](#)
- [Implementing rules concerning the use and engagement of temporary agents](#)
- [Staff Regulations and Conditions of Employment of Other Servants of the European Communities](#)