



16 November 2018

STAFF VACANCIES
Ref. 1819TAAD7

The European Insurance and Occupational Pensions Authority (EIOPA) is an independent advisory body to the European Parliament, the Council of the European Union and the European Commission that was established on 1 January 2011.

EIOPA is at the heart of insurance and occupational pensions' supervision in the European Union. It is part of the European System of Financial Supervision (ESFS) which includes also the European Banking Authority (EBA), the European Securities and Markets Authority (ESMA) and the European Systemic Risk Board (ESRB).

EIOPA's core responsibilities are to support the stability of the financial system, transparency of markets and financial products as well as the protection of insurance policyholders, pension scheme members and their beneficiaries.

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

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

**Senior Expert on Insurance Policy
(Solvency II Capital Requirements)**

Job description

Major purpose

As part of EIOPA's Policy Department, and within the Insurance Policy Unit, the successful candidate will be, working on solvency II quantitative aspects with focus on the development and review of the current framework.

Main responsibilities

- Develop and deliver policy for quantitative aspects (pillar 1) of Solvency II directive;
- Review and as appropriate propose amendments to calibration and aggregation of risks for solvency capital requirements in the standard formula, as part of structured review processes;

- As part of above, review and as appropriate consider amendments of capital requirements for assets which back long term liabilities;
- Lead and participate in relevant project groups and expert networks;
- Draft amendments to technical standards and guidelines;
- Perform 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;¹
- Have fulfilled any obligations imposed by the applicable laws on military service;
- Be physically fit to perform the duties linked to the post.²

Essential Skills and knowledge

- Qualification:
 - a) a level of education which corresponds to completed university studies attested by a diploma, preferably Actuarial Studies, when the normal period of university education is four years or more; or
 - b) a level of education which corresponds to completed university studies attested by a diploma, preferably Actuarial Studies, and appropriate professional experience of at least one year, when the normal period of university education is at least three years;
- At least six years of proven full-time, relevant professional experience, acquired after the qualification required under a) or b) above;

¹ Prior to the appointment, the successful candidate will be asked to provide a police certificate confirming the absence of any criminal record.

² 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.

- Proven knowledge and experience of quantitative aspects of Solvency II;
- Proven experience and knowledge of calibration and aggregation of risks;
- Ability to provide clear policy recommendations on the basis of quantitative analysis;
- Working knowledge of Excel programming and other statistic tools;
- Excellent command of oral and written English;
- Excellent working knowledge of MS Office, in particular Word, Excel and PowerPoint.

Desirable Skills and Knowledge

- Proven work experience in a multicultural environment;
- Experience in insurance regulation and supervision;
- Proven knowledge of use of financial and other databases;
- Knowledge of a third EU language.

In addition to the above listed requirements, 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, 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 independently analyse complex data sets from diverse sources; able to identify critical connections and patterns in information/data; recognises causes and consequences of actions and events that are not readily apparent; makes sound judgements based on rigorous, independent thinking; able to communicate the analysis in a clear and understandable manner; utilises rigorous logic and methods to solve difficult problems;
- Judgement: being able to use effective approaches for choosing a course of action or developing appropriate solutions; anticipates and addresses the downstream impact of key decisions;
- Communication: being able to communicate purpose and direction with clarity and enthusiasm; confidently engages with

stakeholders and colleagues at all levels; identify and resolve communication blockages;

- Pursues projects with an energy and drive, delivering results within tight time frames; manages multiple assignments and tracks progress on numerous processes simultaneously;
- Works comfortably without close supervision yet knows when to involve others.

Place of employment

Frankfurt am Main, Germany

Function group and grade

AD 7

Monthly basic salary

Step 1: 6,026.07 EUR

Step 2: 6,279.29 EUR

plus specific allowances where applicable*.

Indicative start date

1 January 2019

Contract type and duration

Successful external 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

Possibility of reserve list with validity until up to 12 months.

***Summary of Conditions of Employment**

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

Grade / step ³	Monthly basic salary ⁴	Monthly net salary, excluding allowances	Monthly net salary, including specific allowances ⁵
AD 7 Step 1	€6,026.07	€4,525.51	€6,418.84
AD 7 Step 2	€6,279.29	€4,688.26	€6,636.41

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

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

⁴ The basic salary is to be weighted by the current correction coefficient for Germany (97,5 %).

⁵ 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 his/her agency in function group and grade included in the range "AD6 – AD8",

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, (AD7) 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 (AD7).

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, specifying in the subject the reference number above. Deadline for application is 23:59 CET on 6 January 2019.

The successful candidate will be required to make an annual declaration in respect of any interests which might be considered prejudicial to his/her independence. Before recruiting a member of staff, EIOPA's Executive Director will examine whether the successful candidate has any personal interest which may impair his/her 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](#)