



EUROJUST

European Union Agency for Criminal Justice Cooperation

P.O. Box 16183 – 2500 BD The Hague • The Netherlands

VACANCY NOTICE

Reference: 20/EJ/05

Team Leader – ICT Projects Team AD 7

Deadline for applications:	02/07/2020
Place of employment:	The Hague, The Netherlands
Type and duration of contract:	Temporary Agent AD7 Up to five years, with possibility of renewal
Security clearance level:	EU SECRET
Monthly basic salary:	€ 6.251,08

About Eurojust

Eurojust is the European Union Agency for Criminal Justice Cooperation. Through its unique expertise, Eurojust supports, strengthens and improves the coordination of investigations and prosecutions among the competent judicial authorities of EU Member States in the fight against serious and organised cross-border crime.

Eurojust is facing an exciting time of considerable change, including the adoption of a new EU Regulation governing Eurojust and a rising caseload including increasingly complex cases.

Eurojust seeks to recruit dynamic, flexible, highly qualified staff to support its mission.

More information on the mission and mandate of Eurojust is available on its website: www.eurojust.europa.eu

The position

Eurojust is launching a selection procedure to establish a reserve list for the profile of **Team Leader – ICT Projects Team** in the Information Management Unit.

Reporting to the Head of Unit, the Team Leader will lead all activities and projects under Organisational ICT Projects. The Team Leader will also coordinate and distribute incoming requests to ICT Services taking into account prioritisations from governance boards and resource availability.



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Key accountabilities

- Lead the Organisational ICT Projects Team, consisting of Project Officers, Business Analysts, Testers and Developers;
- Oversee, coordinate and prioritise ICT projects and ensure that they are delivered in accordance with defined project management, security and data protection workflows;
- Act as a single point of contact for technical activity requests to ICT Services and distribute these, taking into account prioritisation by the governance bodies and resource availability;
- Draft project related and technical proposals, reports, strategic documents and any other documentation required by Organisational ICT Projects or ICT Services;
- Keep an overview of all product backlogs for all development projects under the responsibility of the Information Management Unit and approve release plans;
- Identify and manage risks, in collaboration with stakeholders;
- Oversee the management of the Organisational ICT Project budget and contracts in accordance with EU financial rules;
- Coordinate and liaise with external suppliers in the execution of the above mentioned tasks;
- Perform any other job-related tasks.

Eligibility criteria

The selection procedure is open to applicants who satisfy the following eligibility criteria on the closing date for application:

1. General requirements

The applicant must:

- Be a national of one of the Member States of the European Union¹;
- Enjoy full rights as a citizen;
- Have fulfilled any obligations imposed by the laws concerning military service;
- Produce the appropriate character references as to his/her suitability for the performance of his/her duties²;
- Be physically fit to perform his/her duties; and

¹Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden

² Before appointment, successful applicants will be required to produce an official document showing that they do not have a criminal record.



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- Have a thorough knowledge (C1) of one of the languages of the European Union³ and a satisfactory knowledge (B2) of another language of the European Union to the extent necessary for the performance of his/her duties.

2. Minimum qualifications and professional experience

A level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more and, after having obtained the diploma, at least **6 years** of appropriate professional experience

OR

A level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is at least three years and, after having obtained the diploma, at least **7 years** of appropriate professional experience

Only qualifications that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the authorities in the EU Member States will be taken into consideration.

If your diploma was issued outside the EU, you must provide a certificate of equivalency from an EU Member State to recruitment@eurojust.europa.eu by the closing date for applications.

If you do not provide this certificate by the closing date, Eurojust will not be able to assess your eligibility. More information is available [here](#).

Selection process

1. Shortlisting

The Selection Board will assess all eligible applications on the basis of the following criteria:

Required experience and knowledge

- Proven professional experience of at least **6 years** in comparable tasks to those listed under “Key accountabilities”. In particular, the Selection Board will assess the range of duties covered, the type and level of work done and its relevance to the vacancy;
- Proven experience leading teams consisting of staff, on-site consultants and off-site consultants;
- Proven experience interfacing with technical delivery teams;

³ The 24 official languages of the European Union are: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, German, Greek, Hungarian, Italian, Irish, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish and Swedish.



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- Proven experience managing the delivery of medium to large scale ICT projects with complex technical components;
- Proven experience managing development projects using agile project management;
- Proven experience drafting technical specifications for projects, contracts and purchase orders;
- Proven experience in IT financial, procurement and contract management, preferably in the EU or international environment;

Advantageous

- Project management certifications (e.g. PMBOK, Prince 2, PMI, SCRUM);
- Working knowledge of DevOps principles, automation tools and continuous integration workflows;
- Work experience gained in a similar multicultural environment. Preference will be given to work experience abroad.

2. Interview and written test

Following this assessment, the highest ranking candidates will be invited for an interview and written test, during which the following competencies will be evaluated:

- Knowledge and understanding in your areas of experience that are most relevant to the tasks listed under “Key accountabilities”;
- Ability to lead and motivate a multidisciplinary team;
- Ability to make timely decisions and set priorities;
- Ability to align strategies with organisational objectives;
- Adaptability and flexibility, with the ability to work under pressure;
- Ability to work cooperatively in multi-disciplinary teams with a high customer service orientation;
- Excellent communication and interpersonal skills;
- Solid planning and organisational skills with an ability to multi-task;
- Strong focus on delivering results and goal orientation;
- Good command of spoken and written English, the vehicular language of Eurojust.

On the day of the interview, applicants must bring copies of all the supporting documents concerning their educational qualifications and employment record.

Following the interview and written test, the Selection Board will make a proposal to the Administrative Director on the establishment of a reserve list of suitable candidates, which will be valid until **31 December 2022**. Inclusion in the reserve list does not guarantee recruitment.



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Submission of applications

You must submit your application through [eRecruitment](#). Eurojust does not accept applications submitted by any other means.

All sections of the application must be completed in English. In order to be considered, applications must be received by 23:59:59 CET on the closing date. We advise you to submit your application well ahead of the deadline, in order to avoid potential problems due to heavy traffic on the website.

Please consult the [Applicant Guidelines](#) for instructions on completing your application. You will receive an automatic email acknowledging receipt of your application. Please note that all correspondence will take place by email, so please ensure that the email address associated with your applicant account is correct and that you check your email regularly.

Eurojust applies a policy of equal opportunity and non-discrimination in accordance with Article 1(d) of the Staff Regulations. Employment at Eurojust is open to nationals of EU Member States. There is no nationality quota system, but Eurojust strives to recruit a broad range of nationalities in order to keep a well-balanced geographical distribution among its staff members.

Information about selection procedures at Eurojust and application guidelines can be found here: <http://www.eurojust.europa.eu/careers/Pages/recruitment-process.aspx>

Request for review

If an applicant is found ineligible, or is not invited for an interview, he/she may submit a request for reconsideration, quoting the reference number of the vacancy. More details on the request for review procedure can be found [here](#).

Applicants are reminded that the work of the Selection Board is confidential. It is forbidden for applicants to make direct or indirect contact with the members of the Selection Board, or for anyone to do so on their behalf.

Contractual conditions

The Administrative Director will appoint the successful applicant as a member of the temporary staff pursuant to Article 2(f) of the *Conditions of employment of other servants of the European Union*, for a period of **up to five years**. The contract may be renewed.

Temporary staff are required to serve a probationary period of **nine** months.



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For further information on contractual and working conditions, please refer to the [EU Staff Regulations of Officials of the European Union and CEOS](#).

The required level of security clearance for this post is EU Secret.

Protection of personal data

Eurojust will ensure that applicants' personal data are processed as defined in Regulation (EU) 2018/1725 of 23 October 2018 and the data protection rules of Eurojust. More information on how Eurojust processes your personal information or how to exercise your rights as a data subject, please consult our [Data Protection Notice](#).