



# External Vacancy Notice

**Reference: EUAA/2024/TA/001**

Publication: External  
Title of function: Head of Monitoring Unit  
Category and grade: Temporary Agent\* – AD 10

## 1. European Union Agency for Asylum

The European Union Agency for Asylum (hereinafter "EUAA"), established by Regulation (EU) 2021/2303<sup>1</sup>, is a centre of expertise by virtue of its independence, the scientific and technical quality of the assistance it provides and the information it collects and disseminates, the transparency of its operating procedures and methods, its diligence in performing the tasks assigned to it, and the information technology support needed to fulfil its mandate.

Specifically, the EUAA focuses on:

- Contributing to ensuring the efficient and uniform application of Union law on asylum in the Member States in a manner that fully respects fundamental rights.
- Facilitating and supporting the activities of the Member States in the implementation of the Common European Asylum System (CEAS), including by enabling convergence in the assessment of applications for international protection across the Union and by coordinating and strengthening practical cooperation and information exchange.
- Improving the functioning of the CEAS, including through a monitoring mechanism<sup>2</sup> and by providing operational and technical assistance to Member States, in particular where their asylum and reception systems are under disproportionate pressure.

The organisational chart of the Agency can be consulted on the EUAA's website at: <https://euaa.europa.eu/about-us/who-we-are>

The Agency's headquarters are located in Valletta Harbour (Malta) with additional offices in Belgium, Italy, Greece, Spain, and Cyprus.

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\* See Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union at <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01962R0031-20230101>

<sup>1</sup> Regulation (EU) 2021/2303 of the European Parliament and of the Council of 15 December 2021 on the European Union Agency for Asylum and repealing Regulation (EU) No 439/2020, (OJ L 468, 30.12.2021, p. 1).

<sup>2</sup> Applicable legal provisions enter into force on 31 December 2023.





## 2. Job description

The extended mandate of the EUAA foresees the new role for the agency to set up and implement a monitoring mechanism for the operational and technical application of the CEAS, with the main aim to prevent or identify possible shortcomings in the asylum and reception systems of Member States and to assess their capacity and preparedness to manage situations of disproportionate pressure so as to enhance the efficiency of those systems.

The Monitoring Unit is a new structure in the Agency, which will be responsible for the planning, programming and implementation of this new monitoring mandate. The Head of the Monitoring Unit reports to the Head of the Asylum Knowledge Centre. After a transitional period during the build-up phase, the Unit will be consisting of two Sectors.

The Monitoring Methodology and Programming Sector will be responsible for:

- Developing and updating methodology in consultation with contributing sectors/units;
- Offering continuous methodological support to the Monitoring Implementation Sector;
- Drafting and updating monitoring manual/templates;
- Developing and implementing monitoring database/information platform (as needed);
- Developing and updating monitoring programme;
- Cross-organisational liaison with all sectors/units contributing to monitoring teams, ensuring the necessary expertise is available for each monitoring team.

The Monitoring Implementation Sector will be responsible for:

- Implementation of average five monitoring exercises per year plus thematic monitoring as required, including:
  - Management and coordination of monitoring teams;
  - Outreach to the Member State in question;
  - Performing tailored desk research and outreach to different stakeholders in that Member State to fill information gaps;
  - Organisation of on-site missions;
  - Organisation of case sampling, as needed;
  - Analysis of data and information gathered against available standards and indicators;
  - Drafting of monitoring reports covering different thematic areas;
  - Drafting and consolidating monitoring findings (and recommendations as applicable);
  - Seeking and possibly implementing Member State comments to the findings (and recommendations).

The **main responsibilities** of the Head of Unit will be:

### A) Specific responsibilities



1. Advise the Head of Centre on and contribute to the strategic conceptualisation and further development of EUAA monitoring activities with the overall objective to enhance the efficiency of the asylum and reception systems of the Member States;
2. Manage relations with all relevant stakeholders, in particular the Member States being monitored;
3. Supervise the methodological and programming work underpinning the monitoring activities, ensuring a sound and predictable framework for all relevant actors involved;
4. Supervise the planning, implementation, and evaluation of monitoring exercises;
5. Supervise the drafting and presentation of reports with findings and draft recommendations, as well as any follow up to recommendations;
6. Ensure that the monitoring targets of the EUAA are met as set out in the EUAA Single Programming Document;
7. Establish excellent cooperation relations with other sectors, units and centres of the Agency contributing with knowledge and expertise to the monitoring exercises;
8. Moderate and participate in meetings representing the Agency as required.

## B) General responsibilities

1. Lead and manage teams of staff members and experts;
2. Plan activities, monitor the execution of the allocated budget and manage allocated funds in accordance with the principles of good governance;
3. Coordinate and collaborate with other units within the centre and in other centres in EUAA to ensure synergies where possible and jointly achieve EUAA's goals;
4. Liaise with EU Institutions, Agencies, Bodies, International Organisations, Member States' authorities and Civil Society Organisations under the direction of the Head of Centre;
5. Perform any other tasks as required, upon request of the Head of Centre.

## 3. Requirements

### A) Eligibility Criteria

Candidates will be considered eligible for selection based on the fulfilment of the following formal criteria, by the deadline for applications:



1. Have a level of education which corresponds to completed university studies of at least 4 years attested by a diploma and, after having obtained the university diploma, at least 12 years of appropriate professional experience, or  
  
have a level of education which corresponds to completed university studies of at least 3 years attested by a diploma and, after having obtained the university diploma, at least 13 years of appropriate professional experience<sup>3</sup>;
2. Be nationals of one of the Member States of the European Union;
3. Be entitled to full rights as an EU citizen;
4. Have fulfilled any obligations imposed on them by the laws on military service;
5. Possess a thorough knowledge (level C1 in all dimensions as per the Common European Framework of Reference for Languages or CEFRL) of one of the official EU languages and a satisfactory knowledge (level B2 in all dimensions as per the CEFRL) of another one of these languages to the extent necessary for the performance of the duties pertaining to the post<sup>4</sup>;
6. Meet the character requirements for the duties involved<sup>5</sup>;
7. Be physically fit to perform the duties linked to the post<sup>6</sup>.

## B) Selection Criteria

If the eligibility criteria set out in section A) *Eligibility criteria* are met, the candidates' applications will be evaluated on the following selection criteria. These criteria have been subdivided into two categories: **Essential** and **Advantageous** Selection Criteria.

Please note that all Essential criteria are mandatory, meaning that no application will be assessed further if a candidate obtains a zero score in any of the Essential Criteria. The most suitable candidates with the highest overall scores will be invited to an interview.

### Essential

1. Proven professional experience in a position related to the aforementioned duties in the field of asylum, and/or migration, and/or human/fundamental rights;

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<sup>3</sup> Only diplomas issued by EU Member State authorities and diplomas recognized as equivalent by the relevant EU Member State bodies are accepted. If the main studies took place outside the European Union, the candidate's qualification must have been recognized by a body delegated officially for the purpose by one of the European Union Member States (such as a national Ministry of Education) and a document attesting so must be submitted if you have been invited for an interview. This will enable the selection board to assess accurately the level of the qualifications.

<sup>4</sup> See <https://epso.europa.eu/en/selection-procedure/general-and-specific-eligibility-requirements>

<sup>5</sup> Before the appointment, the successful candidate shall be asked to provide proof of a non-existent criminal record.

<sup>6</sup> Before the appointment, the successful candidate shall be medically examined by one of the institutions' medical officers which will enable EUAA to ensure that he/she fulfils the requirement stated in Article 28(e) of the Staff Regulations of the Officials of the European Union.



2. At least two years of proven professional experience in managing allocated human and budgetary resources;
3. Expert knowledge on the Common European Asylum System and related instruments, tools, and standards, as well as proven professional experience in their practical implementation in EU Member States;
4. Proven knowledge of and insights in relevant monitoring mechanisms applicable in the field of asylum, and/or migration, and/or human/fundamental rights;
5. Proven professional expertise in successfully managing complex and sensitive stakeholder relations.

### **Advantageous**

1. Proven professional experience in implementing project and programme management;
2. Proven professional experience in coordinating cross-sectoral, multi-disciplinary teams and pooling resources and technical expertise;
3. Proven professional experience of institutional decision-making processes in the field of migration and asylum;
4. Proven experience in working at European, intergovernmental, or international level.

### **C) Evaluation during interviewing process**

Candidates invited to the interviewing process (interview and written test) will be assessed based on the essential and advantageous criteria described in this Section, and the following additional criteria relevant to the post:

1. Thorough written and spoken communication skills in English, the working language of EUAA;
2. Ability to react quickly and sustain stress in an emergency context;
3. Competent user of electronic office equipment and applications (word processing, spreadsheets, presentations, electronic communication, internet, etc.);
4. Ability to work under pressure and meet deadlines on multiple tasks;
5. Ability to translate complex realities into digestible messages and adapt communication style to different target audiences;
6. Excellent planning and organisational skills and the ability to prioritise work and deliver under pressure;



7. Excellent analytical skills;
8. Good communication skills and well-developed interpersonal skills;
9. Knowledge of and technical expertise of the EU asylum acquis;
10. Ability to work as part of a team of managers;
11. Ability to lead a multidisciplinary team in a multicultural and multilingual environment;
12. Knowledge of the mission and organisation of EUAA.

## 4. Recruitment process

The Regulation which provides the legal basis for the EUAA was adopted on 15 December 2021 (Official Journal of the European Union L 468 of 30.12.2021).

### A) Identifying eligible candidates

After the deadline for submission of applications, the Selection Committee will verify the submitted applications against the eligibility criteria described in Section 3A (“Eligibility Criteria”). Applications satisfying these conditions will then be assessed against the “Selection Criteria” under Section 3B.

### B) Further analysis of applications

Following this initial assessment, the Selection Committee will compare the applications of eligible candidates with reference to:

- The Selection Criteria (“Essential” and “Advantageous”);
- The overall quality of the application and the candidates’ suitability for the post when compared to the established job profile.

**Please note that the Essential Selection Criteria are mandatory and no application will be further assessed if one of these criteria is not satisfied.**

The Selection Committee will then establish a shortlist of the most suitable candidates to be invited for a written test, an interview and/or other tests based on the order of merit. These assessments will be held in English and, where applicable, other languages. Due to the large volume of applications received, only shortlisted candidates invited to the interview and written test will be notified thereof.

### C) Assessment phase

The assessment phase is composed of the following components:



- Technical competency written test and/or any other assessment deemed necessary for the post;
- Interview with the Selection Committee;
- Assessment centre;
- Interview with the Executive Director.

The assessment phase will be devised to evaluate the following components:

- General aptitude and language abilities to the extent necessary for the performance of their duties in accordance with Article 12(2)(e) of the Conditions of Employment of other Servants of the European Union (CEOS);
- Specific competences with reference to the applicants' profiles in line with the selection criteria included in the Vacancy Notice;
- Hands-on management skills will be analysed in an Assessment Centre, which will include group and individual exercises and activities as well as in-depth interviews. These will be provided by an external provider.

**Please note that only candidates who are successful in the interview and written test will have the possibility of being placed on the reserve list.** These candidates will then be asked to attend an assessment centre and an additional interview with the Executive Director.

This selection procedure may be organised online. In such case, further information will be provided by the Agency to candidates invited for an interview regarding the practical modalities for the assessment.

## D) Verification of supporting documents

Only candidates who receive an offer letter will be required to present **originals or certified copies** of the documents listed below to confirm the accuracy and eligibility of the application against their supporting documents:

- A document proving their citizenship (e.g., passport);
- Any academic qualification mentioned in the application;
- Any professional experience mentioned in the application.

## E) Establishing a reserve list

A reserve list will be established based on the outcome of the assessment phase and will remain valid until the end of the current year from the date of its establishment.

The reserve list may be extended at the discretion of the Executive Director.

Candidates shall note that inclusion on the reserve list does not guarantee recruitment. Recruitment will be based on availability of posts and budget.



Prior to taking up duties, the successful candidate will be asked to undergo a compulsory medical examination by one of the institutions' medical officers which will enable the EUAA to ensure that he/she fulfils the requirement stated in Article 28(e) of the Staff Regulations of the Officials of the European Union.

## 5. Equal opportunities

The EUAA applies an equal opportunities policy and accepts applications without discriminating on the basis of gender, 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(s) will be appointed by the Executive Director, upon recommendation of the Selection Committee, following the selection procedure, and will be recruited as a Temporary Agent according to Article 2(f) of the CEOS for a period of 5 years, which may be renewed. The Temporary Agent will undergo an initial probation period of nine months.

The Temporary Agent post in question will be placed in group AD 10. The basic salary of a **Temporary Agent, AD 10 (step 1)** is EUR **10,211.93** which is weighted by the local correction coefficient (for Malta currently 93.2%). In addition to the basic salary, the EUAA offers various allowances and benefits depending on personal circumstances, such as:

- Family allowances;
- Expatriation or foreign residence allowance;
- Entry into service-related allowances (travel expenses, daily subsistence allowances, removal expenses, installation allowances);
- Annual travel allowances;
- Social benefits;
- Benefits stemming from agreements with national Governments;
- Benefits stemming from service level agreements with pre-schools and schools;
- Wide range of leave entitlements;
- Benefits to support work-life balance.

The salaries of staff members are subject to a European Union tax deducted at source. Staff members are exempt from national tax on salary and are members of the European Union social security and pension scheme.

For further information on conditions of employment please refer to EUAA website section [Work for EUAA](#) and to [Conditions of Employment of Other Servants of the European Union \(CEOS\)](#).

The place of employment is **Valletta Harbour (Malta)**.





## 7. Application procedure

All of the EUAA's vacancies can be found on our [Vacancies](#) page and online [e-Recruitment](#) tool. For applications to be valid, candidates shall use the EUAA's online e-Recruitment tool to create a candidate account, activate it and complete all sections of the application form, as detailed in the [User Manual](#) found on the landing page. Candidates are requested to complete their application in English.

Incomplete applications will be disqualified and treated as non-eligible. Please note that the selection process may take several months. In order to facilitate the selection process, all correspondence to candidates concerning this vacancy will be in English.

Candidates should not approach, directly or indirectly, the Selection Committee under any circumstances in relation to this recruitment process. The Executive Director reserves the right to disqualify any candidate who disregards this instruction.

### Closing date:

The closing date for the submission of applications is **9 February 2024 at 12:00pm** (noon - Malta time). The Agency will disregard any application received after this date and time.

Applicants are strongly advised **not to wait until the date of the deadline** to submit their applications. The EUAA is not held responsible for any delays in submission of applications due to technical difficulties or any other factors that may arise.

**If a candidate is found to have provided false information at any stage in the selection procedure, the Agency is within its capacity to disqualify the candidate in question.**

## 8. Data protection

The purpose of processing of the data submitted by the candidate is to manage the application(s) of the candidate in view of a possible selection and recruitment at the EUAA.

The Agency does not make public the names of successful candidates on reserve lists. However, it is possible that, for the purposes of recruitment and related planning purposes, members of the Agency's management may have access to reserve lists and, in specific cases, to the application form of a candidate (without supporting documents, which are kept confidential by the Human Resources Unit). Application files of non-recruited candidates are kept for two years from the expiry date of the reserve list after which time they are destroyed.

The personal information requested will be processed in line with [Regulation \(EU\) 2018/1725](#) of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC.



## 9. Appeal procedures

Pursuant to Article 90(2) of the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union, a candidate may submit a complaint against an act affecting him/her adversely. The complaint must be submitted within 3 months from the date of notification to the following address:

**The Executive Director  
European Union Agency for Asylum  
Winemakers Wharf,  
Grand Harbour Valletta, MRS 1917  
Malta**

Should the complaint be rejected, pursuant to Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union, a candidate may request judicial review of the act. The appeal must be lodged within 3 months from the date of notification to the following address:

**Court of Justice of the European Union  
Rue du Fort Niedergrünewald  
L-2925 Luxembourg  
Luxembourg**

If you believe that there was maladministration, you may lodge a complaint to the European Ombudsman within two years of the date when you became aware of the facts on which the complaint is based (see <http://www.ombudsman.europa.eu>), or write to:

**European Ombudsman  
1, Avenue du Président 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 the Conditions of Employment of Other Servants of the European Union for lodging complaints or submitting an appeal pursuant to Article 270 of the Treaty on the Functioning of the European Union.