



EUROJUST

European Union Agency for Criminal Justice Cooperation

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

VACANCY NOTICE

Reference: 20/EJ/14

ICT Officer AD5

Deadline for applications:	10/12/2020 17/12/2020
Place of employment:	The Hague, The Netherlands
Type and duration of contract:	Temporary Agent AD5 Up to five years, with possibility of renewal
Security clearance level:	EU SECRET
Monthly basic salary:	€ 4883.11

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 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 **ICT Officer**.

Reporting to the Head of Information Management Unit, the ICT Officer will provide third line support to ICT technical services at Eurojust to ensure the maintenance of all ICT products and related infrastructure. As necessary the ICT Officer will coordinate ICT teams and technical activities.



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Key accountabilities

- Act as Database, Domain and/or System Administrator in carrying out ICT Operations activities;
- Monitor proactively and continuously all layers of the deployed ICT network and server infrastructure, and maintain all layers of the deployed ICT network and infrastructure;
- Prepare, design, review, implement and operate infrastructure components of existing and new ICT solutions independently or under the scope of ICT Projects;
- Propose the design and management of the ICT architecture, systems and data centres;
- Implement ICT Security, Privacy Policies and Data Protection Rules requirements as aligned with the relevant stakeholders;
- Execute remediation actions on incidents assigned to ICT Operations;
- Develop and maintain sufficient knowledge about the interdependencies of all infrastructure components deployed in the production environment in order to be effective at identifying and diagnosing incidents;
- Develop procedures for recurring system administration activities and provide and update installation, technical support and maintenance documentation as required;
- Draft and define changes and improvements to existing or new policies or procedures;
- Prepare and contribute to the validation of project/change management deliverables for compliance with the specifications;
- Contribute to the communication and stakeholders involvement during the lifecycle of ICT products;
- Identify and manage risks, in collaboration with relevant stakeholders;
- Coordinate ICT teams (consisting of staff, on-site consultants and off-site consultants) and technical activities, as relevant;
- Contribute to the process of ordering ICT network or infrastructure equipment and consultancy required for ICT Operations work;
- Participate in stand-by duty rota and carry out the required maintenance on the deployed IT, network and server Infrastructures;
- Perform any other tasks related to the job.

Eligibility criteria

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

1. General requirements



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The applicant must:

- Be a national of one of the Member States of the European Union (Austria, 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);
- 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 duties¹;
- Be physically fit to perform his/her duties; and
- Have a thorough knowledge (C1) of one of the languages of the European Union² 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 of at least **3 years** attested by a diploma.

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

¹ Before appointment, successful applicants will be required to produce an official document showing that they do not have a criminal record.

² 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 professional experience of at least 3 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 professional experience working in a highly regulated sector with high standards regarding security, privacy and availability;
- Proven professional experience in the administration of physical and virtualised infrastructures including experience with Windows and Linux servers, firewalls, networking and storage principles;
- Proven experience in IT financial, procurement and contract management, preferably in the EU or international environment.

Advantageous

- Completed IT Governance (for example COBIT, CGEIT, etc.) and/or service management (for example, ITIL) certifications;
- Completed project management certifications (for example, PRINCE2, PMI, PM2, Agile, etc.) and relevant experience;;
- Work experience gained in a similar multicultural environment. Preference will be given to work experience abroad.

The Selection Board will score applications against the above criteria. The academic and professional qualifications, required experience and knowledge considered as requirements or advantageous must be described as precisely as possible in your application.

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”;
- Strong analytical and problem solving aptitudes;
- Strong sense of accountability, with a high level of accuracy and attention to detail;
- Adaptability and flexibility, with the ability to work under pressure;
- Customer service orientation;
- Willingness for continuous learning and development;
- Excellent communication and interpersonal skills;
- Good command of spoken and written English, the vehicular language of Eurojust.

Applicants invited to the interview must be able to provide copies of all the supporting documents concerning their educational qualifications and employment record.

Following the (online) 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.

To further enhance the diversity of its workforce, Eurojust particularly encourages applications from male candidates.

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.



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

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](#).