

Florence, 4 July 2019

**VACANCY NOTICE IAO/1/2019**  
**coupled with a notice for an**  
**OPEN COMPETITION ON THE BASIS OF QUALIFICATIONS AND TESTS**  
**aimed at setting up a reserve list in order to fill future vacant posts within the**  
**European University Institute**

<b>Positions title:</b>	<b>Internal Auditor</b>
<b>Unit:</b>	<b>Internal Audit Office</b>
<b>Type of contract:</b>	<b>Temporary Agent</b> (Type 2g of the Conditions of Employment of Other Servants)
<b>Grade:</b>	<b>AD 8</b>
<b>Place of employment:</b>	<b>Florence, Italy</b>
<b>Duration of contract:</b>	Four years, renewable for a fixed period of four years. On expiry of the renewed contract, the temporary agent may be appointed as a permanent employee by decision of the EUI's President in his capacity as Appointing Authority.
<b>Closing date for applications:</b>	<b>02/09/2019 at 24:00 Central European Time</b>

## 1. THE ORGANISATION

The [European University Institute \(EUI\)](#) is an academic institution set up in 1972 by the then Member States of the European Union, providing doctoral training in Law, Economics, History and Civilisation and Political and Social Sciences with special reference to Europe. In addition to the departments, the Institute includes the Robert Schuman Centre for Advanced Studies (RSCAS), which focuses on inter-disciplinary, comparative and policy research, the Max Weber Programme for Post-doctoral Studies, which prepares fellows for a career in academia, and the School of Transnational Governance, which sets out to study, debate and teach matters pertaining to governance beyond the State. The Institute also hosts the Historical Archives of the European Union. The EUI is not an EU Institution or body, but an inter-governmental organization, funded directly by the signatory states, partly by the European Commission and to some extent through external funding. The EUI provides a multinational work environment in an intellectually stimulating atmosphere.

The [Internal Audit Office](#) advises the Institute on dealing with risks, by issuing independent opinions on the quality of management and control systems, and by issuing recommendations to improve the conditions of the implementation of operations and to promote sound financial management.

## 2. DESCRIPTION OF RESPONSIBILITIES

The EUI is looking for an experienced individual to take on the responsibility for the management and supervision of all the activities of the Internal Audit Office. The Internal Auditor will be responsible, in particular, for evaluating the adequacy, effectiveness and efficiency of the EUI's internal control systems and procedures, and the performance of the services in implementing policies, programmes and actions by reference to the risks associated with them.

He/she will also provide consulting services that are advisory in nature and are generally performed upon a specific request of the management.

The Internal Auditor shall perform his/her function in compliance with the guidelines of the Institute of Internal Auditors (IIA) and with the EUI Internal Audit Office Charter, adopted on 6 November 2018, reporting directly to the President and the Secretary General.

**More specific duties include:**

<b>Policy/ Strategy Making</b>
<ul style="list-style-type: none"> <li>▪ Advising senior managers on how to improve organization’s governance, risk management and control processes;</li> <li>▪ Designing internal audit procedures and a risk-based internal audit plan;</li> <li>▪ Submitting the annual internal audit report to the President, indicating the number and type of internal audits carried out, the principal recommendations made, the actions taken on those recommendations, as well as any systemic problems in the fields of internal control, risk management and governance detected during the auditing engagements;</li> <li>▪ Presenting audit findings and recommendations to the line managers and reporting significant issues to the President and to the Secretary General.</li> </ul>

<b>Role in administrative processes</b>
<ul style="list-style-type: none"> <li>▪ Supervising the internal control and quality management systems;</li> <li>▪ Carrying out audits to assess the suitability and effectiveness of the internal controls and procedures and service performance;</li> <li>▪ Monitoring the timely implementation of the management actions recommended in the audit reports;</li> <li>▪ Coordinating the work of the Data Protection Committee.</li> </ul>

<b>Financial, procurement and budget management responsibility</b>
<ul style="list-style-type: none"> <li>▪ Preparing Certificates on Financial Statements (CFS) under European Union provisions;</li> <li>▪ Providing consulting services, including delivering advice on the application of the EU’s Public Procurement Regulation.</li> </ul>

<b>Representation/Communication</b>
<ul style="list-style-type: none"> <li>▪ Providing assistance to the EUI judicial bodies; appointed as Secretary of the Organ of First Instance and of the Appeals Board;</li> <li>▪ Maintaining contacts with the External Auditors throughout the year, assisting them during their visits to the Institute and coordinating the replies from the various services to the External Auditors’ questionnaire and reports.</li> </ul>

<b>Managing people / Role in HR processes</b>
<ul style="list-style-type: none"> <li>▪ Responsible and accountable for the supervision, the management and leadership, the assessment and the development of the Internal Audit Team.</li> </ul>

### 3. ELIGIBILITY CRITERIA

On the closing date for online applications, candidates must fulfil all the following general and specific conditions:

#### 3.1 General conditions

- Being a national of a Member State of the European Union;
- Enjoying full rights as a citizen attested by a recent extract from judicial records and/or certificate of good conduct proving no previous conviction for a criminal or administrative offence that could call into question his/her suitability for performing the duties of the post;
- Having fulfilled any obligations imposed by the laws on military service;
- Being physically fit to perform the duties.

#### 3.2 Specific conditions

##### 3.2.1 Education (Qualifications)

- A level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four (4) years or more; or
- a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one (1) year when the normal period of university education is at least three (3) years. This professional experience will be part of the diploma and will not be taken into account in the required numbers of professional experience under 3.2.2.

##### 3.2.2 Professional experience<sup>1</sup>

By the deadline for applications, and in addition to the qualifications required above, candidates must have at least **eight (8) years** of full-time professional experience gained after obtaining the diploma required under 3.2.1.

##### 3.2.3 Knowledge of Languages<sup>2</sup>

- Main language: have a thorough knowledge of one official language of the European Union; and
- Second language: a satisfactory knowledge of another official language of the European Union to the extent necessary for the performance of the duties.

### 4. SELECTION CRITERIA

Essential:

- University degree in a field relevant to this post;
- Certified Internal Auditor certificate or other similar certificate for professional recognition of internal auditors;
- Minimum of eight years of relevant professional experience;
- At least three years of experience in managing audit teams;
- Experience in the internal audit field;
- Excellent knowledge of English (CEFR level: C1 or above); excellent communication, presentation and drafting skills in English.

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<sup>1</sup> Professional experience will be counted from the date on which the applicant acquired the minimum qualification for access to this post. Only duly documented professional activity (i.e. remunerated employment or self-employment) is taken into account. Part-time work will be taken into account in proportion to the percentage of full-time hours worked. Periods of education or training and unremunerated traineeships are not taken into account. Completed and remunerated PhDs can be counted as professional experience up to a maximum of 3 years. Any given time period can be counted only once.

<sup>2</sup> Recruited candidates shall be required to demonstrate before their first promotion the ability to work in a third EU language.

## Advantageous

- Knowledge of the financial and legal framework of the European Commission;
- Knowledge of EU accrual-based accounting principles (ABAC) and of SAP;
- Work experience in a multicultural, university or research environment;
- Knowledge of additional languages of the European Union.

## General competencies assessed during the selection procedure (written test and/or interview):

- Integrity, service-oriented attitude and discretion in handling sensitive information;
- Team coordination skills;
- Ability to communicate effectively, both orally and in writing;
- Analytical and organisational skill;
- Risk management.

## **5. APPLICATION PROCEDURE & SCREENING PROCESS**

**Applications must be submitted electronically using the IAO/1/2019 online application form available at <https://www.eui.eu/About/JobOpportunities/Open-competitions-for-administrative-posts> at the latest by 02/09/2019 at 24.00.**

Only complete applications submitted online will be accepted and considered. Applications received by e-mail, fax or post will not be considered. In order to avoid any technical constraints, we advise you to submit your application well ahead of the deadline.

The Selection Board will screen the documents of applicants with reference to the above-mentioned eligibility criteria as well as to the essential and advantageous selection criteria and will on the basis of these findings establish a shortlist.

Only shortlisted candidates will be invited for the interview and tests.

Candidates will be disqualified if they:

- do not complete the registration by the deadline;
- do not send a complete application;
- do not meet all the eligibility criteria on the closing date for online applications;
- do not provide all the required supporting documents at any stage of the procedure where these are requested.

**If at any stage of the procedure, it is found that any of the information given in the application is false or not evidenced by the appropriate supporting documents, the candidate will be disqualified from the competition.**

Contact: [applyjob@eui.eu](mailto:applyjob@eui.eu)

Candidates who are not shortlisted will be duly notified by the Human Resources Service, once the decision on the appointed candidate has been taken by the Appointing Authority.

## **6. SELECTION PROCESS**

The Selection Board will assess and score each eligible application according to the essential and desirable selection criteria laid down in this vacancy notice. It is envisaged that the 7 highest-scoring candidates will be invited for an interview and tests. All candidates having a score equal to the 7th highest scoring candidate will be included in the shortlist.

### **6.1 Assessment method**

Shortlisted candidates will be subject to

- an interview assessing the candidate's skills and knowledge relevant to the post;
- other assessments, including a written test;
- an English language test.

Further information about the testing process will be provided in the invitation letter.

## 6.2 Interview

The interview will be conducted mainly in English (knowledge of other EU languages may also be tested). Mother tongue English speakers will be expected to demonstrate their knowledge of a second EU language.

### Assessment on the basis of qualifications and marking of tests:

- Marking: 0 to 20 for the assessment on the basis of qualifications;
- Marking: 0 to 20 for the written test;
- Marking: 0 to 10 for the language skills;
- Marking: 0 to 50 for the interview by the Selection Board.

## 6.3 Reserve list

The names of the candidates included in the reserve list will be published on the EUI Web site:

<https://www.eui.eu/About/JobOpportunities/Open-competitions-for-administrative-posts>

A successful candidate may explicitly request that his/her name not be published. Any such request must reach the EUI before the candidate is notified of the outcome of his/her application, and in any case no later than seven calendar days after the date of the tests and interview.

Candidates on the reserve list are not guaranteed recruitment.

The validity of the reserve list is twelve months from the date of publication on the EUI website. The EUI reserves the right to extend the validity of the reserve list one or several times and will communicate any such extension by publishing it on the website.

**Candidates are reminded that the work of the Selection Board is confidential. It is thus forbidden to make any contact with the members of the Board, either directly or indirectly, at any stage of the selection procedure. Any infringement of this rule will lead to disqualification from the selection procedure.**

**Candidates should not encourage third parties either to contact the Selection Board on their behalf. Any infringement of this rule may lead to disqualification of the candidate.**

## 7. CONDITIONS OF EMPLOYMENT

### Type of contract:

The successful candidate will be appointed by the Appointing Authority as a temporary agent at grade AD8, pursuant to Title II of the Conditions of Employment of Other Servants for an initial period of four years, renewable for a fixed period of four years. On expiry of the renewed contract, the temporary agent may be appointed as a permanent employee by decision of the EUI's President in his capacity as Appointing Authority.

The successful candidate will be asked to serve a probationary period of nine months.

The place of employment is Florence, where the EUI is located.

### Remuneration:

The net monthly salary after taxes is approx. Euro 5,082. In addition to the salary, staff members may be entitled to various allowances, in particular a household allowance, expatriation allowance (16% of basic salary and household allowance), dependent child allowance and education allowance. The EUI has its own social security and pension scheme. Under certain circumstances, in particular where the selected candidate is obliged to change his/her place of residence in order to take up employment, the EUI may also reimburse various expenses incurred on recruitment, notably removal expenses.

*Further information about remuneration and benefits can be found in Annex I.*

## 8. EQUAL OPPORTUNITIES

The European University Institute is an equal opportunity employer in accordance with Article 1d of its Staff Regulations. It accepts applications without discrimination on any grounds 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 or sexual orientation.

## 9. DATA PROTECTION

The purpose of processing of the data submitted by candidates is to manage their application in view of a possible pre-selection and recruitment by the EUI. The information candidates provide in their application form is collected for the purpose of the selection procedure.

The EUI will ensure that candidates' personal data are processed as required by its Data Protection Policy (President's Decision No. 10/2019 of 18 February 2019 regarding Data Protection at the EUI). This applies in particular to the confidentiality and security of such data.

## 10. COMPLAINTS AND APPEALS

If at any stage of the selection procedure, the candidate considers that his/her interests have been prejudiced by a particular decision, he/she can take the following action:

- **Request for review**

In assessing candidates' merits, the selection board observes the principle of equal treatment as well as the provisions governing the Competition procedure and the Board's proceedings.

If a candidate nevertheless believes that one of these principles has not been applied in his/her case, he/she has the right, within **ten calendar days** from when the e-mail informing him/her of the decision is sent, to send a letter by e-mail stating his/her case to the e-mail address: [applyjob@eui.eu](mailto:applyjob@eui.eu).

- **Appeal procedures**

If, at any stage of the competition, the candidate considers that the Human Resources Service or the Selection Board have acted unfairly or have failed to comply with:

- the rules governing the competition procedure, or
- the provisions of the competition notice,

and that his or her interests have been prejudiced as a result, the candidate can take the following actions:

1. Submit a **formal complaint** to the Principal under Article 1(2) of the Common Provisions for the Teaching and Administrative Staff
2. Submit a **judicial appeal** before the Organ of First Instance

Please note that appeals concerning an error of assessment relating to the general eligibility criteria are not matters for which the competition's selection board is responsible and shall only be admissible before the Organ of First Instance if an administrative complaint has previously been lodged under article 1, paragraph 2 of the EUI Staff Regulations.

More information on the complaint procedure and on further means of appeal under the EUI's judicial review framework available at:

<https://www.eui.eu/ServicesAndAdmin/PersonnelService/RulesRegulations/Complaints-and-appeals>

## Annex I

### **Remuneration and benefits**

The following table provides examples of monthly salaries taking into account some possible scenarios:

<b>Type of contract</b>	<b>Temporary agent – AD 8, step 1</b>
Basic salary (net)	Euro 5.082 (after taxes and social security contributions)
Basic salary plus expatriation allowance (net)	Euro 6.153 (after taxes and social security contributions)
Basic salary plus expatriation and 1 dependent child allowance (net)	Euro 7.161 (after taxes and social security contributions)

Salaries and allowances are exempt from national taxation in Italy and in the EUI Contracting States, but are subject to a tax (deducted at source) for the benefit of the Institute.

#### **Summary of Conditions of Employment and Benefits**

- Annual leave entitlement of 2 days per calendar month plus additional days for distance from place of origin and an average of 17 days of EUI holidays per year;
- Flexible working hours;
- Training and development programme;
- EUI Pension Scheme ;
- EU Joint Sickness Insurance Scheme for staff member and dependent family;
- Accident and occupational disease insurance coverage;
- Expatriation or foreign residence allowance of 16% or 4%, depending on circumstances;
- Household allowance;
- Dependent child allowance;
- Pre-school allowance (for children aged less than 6);
- School allowance (for children up to the age of 26 in educational or vocational training);
- Installation allowance and reimbursement of removal costs, if applicable;
- Other benefits.