

**Call for Expression of Interest**  
**Local Security Officer**  
**(Temporary Agents, Grade AD 5)**  
**Ref. BEREC/2020/04**

<b>Type of contract</b>	Temporary Agent 2(f)
<b>Function group and grade</b>	AD 5
<b>Duration of contract</b>	3 years (with the possibility of extension)
<b>Maximum number of candidates to be placed on the Reserve List</b>	6
<b>Place of employment</b>	Riga, Latvia
<b>Partner Directorate General</b>	DG CONNECT - Directorate General for Communications Networks, Content and Technology
<b>Deadline for applications</b>	<b>01/02/2021 at 12:00 (midday), Riga time</b>

**Applications are invited for the establishment of a reserve list for the post of Local Security Officer (LSO) at the BEREC Office.**

### **1. The BEREC Office**

The Agency for Support for BEREC (BEREC Office) has been set up to provide administrative and professional support to BEREC, the Body of European Regulators for Electronic Communications. The BEREC Office is located in Riga, Latvia.

The BEREC Office is an Agency of the European Union (EU) managed by a Director under the supervision of a Management Board composed of the heads of the EU national regulatory authorities (NRAs) in charge of the monitoring of the telecom markets and a European Commission representative.

The BEREC Office is responsible, in particular, for collecting information from NRAs and exchanging and communicating information in relation to the role and tasks of BEREC, disseminating regulatory best practice among NRAs, assisting the Chair of the BEREC Board of Regulators in the preparation of his/her work, and setting up and providing support to expert working groups.

The Staff Regulations of Officials of European Communities, the Conditions of employment of other servants of the European Communities and the rules adopted jointly by the EU institutions for the purpose of applying these Staff Regulations and Conditions of employment apply to the staff of the Office.

For further information, please consult the BEREC website: [www.berec.europa.eu](http://www.berec.europa.eu).

## **2. The post**

The Local Security Officer (LSO) will actively contribute to ensuring security, protection of European Union Classified Information (EUCI), if and where applicable, and protection of sensitive non-classified information in compliance with the relevant legislation by managing the overall BEREC Office security including physical, document and personnel security.

### 2.1. The tasks and responsibilities will include the following non-exhaustive list:

- Acting as the principal contact point on all matters related to security internally and with external partners (local authorities, European Union (EU) Institutions and bodies of the EU, etc.);
- Supporting BEREC and the BEREC Office in the preparation and adoption of their own security rules equivalent to the European Commission's security rules for protecting EUCI and sensitive non-classified information, namely: Commission Decisions (EU, Euratom) 2015/443<sup>1</sup> and (EU, Euratom) 2015/444<sup>2</sup>;
- Preparing and regularly updating the security standards of the BEREC Office to ensure the development of a secure environment;
- Contributing to the establishment, maintenance and execution follow-up of the security procedures jointly with the parties hosting the BEREC Office as well as relevant security authorities (if and when applicable) regarding the use and access policies of any security related systems (e.g. access control systems, CCTV monitoring systems, badges, etc.);
- Developing and maintaining the BEREC Office business continuity strategies, plans and procedures, including contingency plans;
- Ensuring the implementation of the legal framework for handling of sensitive non-classified information by BEREC and the BEREC Office or of EUCI if and when needed;

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<sup>1</sup> [OJ L 72, 17.3.2015, p. 41](#)

<sup>2</sup> [OJ L 72, 17.3.2015, p. 53](#)

- Performing or coordinating the performance of security audits for the security systems under his/her responsibility;
- Managing the security related and guarding contracts at the BEREC Office;
- Managing security incidents (and relevant registers), related to breaches of security and/or compromise of EUCI and follow-up;
- Managing Personnel Security Clearance procedures for the BEREC Office staff (if needed);
- Being responsible for the security of the keys and combinations, ensuring the proper handling, storage and audit of (physical) security keys;
- Monitoring the implementation of any recommendations made by the European Commission Security Directorate inspectors following security audits/inspections at the BEREC Office;
- Liaising with relevant authorities and partners, in particular with:
  - o Local authorities of the host member state – the Republic of Latvia;
  - o National Security Authorities of EU Member States and EU Institutions;
  - o The BEREC Office Data Protection Officer (DPO) and the European Data Protection Supervisor (EDPS), if and when needed;
  - o The Local Informatics Security Officer and Registry Control Officer at the BEREC Office;
- Being responsible for security training/awareness briefings: ensuring the provision of regular briefings to staff and newcomers, updating the briefings according to the development of the security environments.

## 2.2. Other relevant duties as required:

- Being potentially designated as local Fire safety officer and/or contributor to the fire immediate response teams;
- Representing the BEREC Office by participating in security related working groups, boards and panels;
- Contributing to the BEREC Office risk management activities;
- Supporting the other personnel in preparing and implementing the BEREC Office Information Security Management System, in cooperation with the Local Informatics Security Officer (LISO);
- Supporting the Agency in the field of industrial security, by preparing security annexes to such BEREC Office contracts;
- Keeping himself/herself informed of the technological developments in the field of security;
- Performing other relevant duties as required.

### 2.3. Other requirements related to the job:

The LSO shall be available for regular on-call duties outside normal working hours (availability by phone with readiness to return to the site within a predefined period of time based on the operational requirements). The duties associated with such 'on-call' duty shall be of a similar nature to those of the main duties of the post, but will also include a wider set of activities aimed at ensuring the security and technical availability of the site.

In performing his/her duties the job holder shall have direct access to the Director of the Agency, while informing his/her direct hierarchy. (S)he shall hold a valid personnel security authorisation to access EU CI, at least up to the level of SECRET UE/EU SECRET, or be able and willing to apply for a security clearance immediately after the contract award.

The above tasks and responsibilities will be conducted in the English language.

The jobholder will work under the supervision of his/her line manager at the BEREC Office located in Riga, Latvia and may be assigned other duties appropriate to the grade in the interest of the service.

### **3. Eligibility criteria**

Candidates will be eligible for this selection procedure if they fulfil the following formal criteria at the time of the application deadline:

- 3.1. Be a national of a Member State of the European Union (EU) and enjoy his or her full rights as a citizen;
- 3.2. Have fulfilled any obligations imposed by applicable laws concerning military service;
- 3.3. Be physically fit to perform the duties linked to the post<sup>3</sup>;
- 3.4. Produce the appropriate character references as to suitability for the performance of the duties<sup>4</sup>;
- 3.5. Languages: Have a thorough knowledge of one of the official EU languages and a satisfactory knowledge of a second EU language to the extent necessary for the performance of his/her duties;
- 3.6. Qualifications: Have a level of education which corresponds to completed university studies of at least 3 years attested by a diploma<sup>5</sup>;

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<sup>3</sup> Before being hired, a temporary agent shall be medically examined by one of the institution's medical officers to verify if (s)he fulfils the requirements of the Conditions of employment of other servants of the EU.

<sup>4</sup> Prior to appointment, successful candidates will be asked to provide a certificate issued by a competent authority attesting the absence of a criminal record.

<sup>5</sup> Only diplomas and certificates that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the Member States will be taken into consideration. In the latter case, the AACCC reserves the right to request proof of such equivalence.

#### 4. Selection criteria

If the eligibility criteria set out in the section “Eligibility criteria” are met, the candidates’ application forms, CVs and motivation letters will be evaluated on the basis of the selection criteria below. The most suitable candidates will be invited to an interview and written test.

When filling in the application form, candidates are expected to include elements that demonstrate that their profile matches the requirements below.

##### 4.1. Essential:

4.1.1. Knowledge and/or experience relevant to the tasks and responsibilities described in the section “The Post”, in particular:

- a. In the area of security, incl. physical, document and personnel security;
- b. In the area of development and/or implementation of security policies and procedures in line with international standards, European Union (EU) or EU Member States rules (any of the listed will serve as a qualifier);
- c. In the area of business continuity strategies, plans and procedures, including contingency plans.

4.1.2. Excellent command of written and spoken English.<sup>6</sup>

##### 4.2. Advantageous:

- a. Professional education, training and/or certifications in the field of security;
- b. Knowledge of the European Commission’s security rules for protecting European Union classified information (EUCI) and sensitive non-classified information, namely: Commission Decisions (EU, Euratom) 2015/443<sup>7</sup> and (EU, Euratom) 2015/444<sup>8</sup> or other equivalent (e.g. developed and implemented by other EU institutions or bodies of the EU);
- c. Experience and/or knowledge of in the area of IT security.

##### 4.3. Evaluation during interviewing and written test process

Candidates invited to the interview and written test will be evaluated based on their professional and personal competencies, as well as their knowledge of English as a working language and their motivation and commitment to work for the BEREC Office in Latvia.

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<sup>6</sup> Level C1 or above of the Common European Framework of Reference for Languages (CEFR). As established in the BEREC Office Management Committee Decision MC/2016/02, the working language of the BEREC Office is English.

<sup>7</sup> [OJ L 72, 17.3.2015, p. 41](#)

<sup>8</sup> [OJ L 72, 17.3.2015, p. 53](#)

## 5. Stages in the selection procedure

The BEREC Office sets up a Selection Committee. This Committee will make a comparative assessment of all eligible applications, and identify a number of candidates whose profiles best match the selection criteria listed above. These candidates will be invited for a written test and an interview with the Selection Committee.

The selection procedure will be organised in accordance with the following steps:

### 5.1. Admission to the selection procedure

After the deadline for applications, the complete applications submitted (application forms, CVs and motivation letters) will be checked against the eligibility criteria. Only eligible applications will be then assessed against the selection criteria (essential and advantageous).

### 5.2. Assessment of eligible applications

The Selection Committee will analyse the motivation letters, together with the application forms and the CVs of eligible applicants with reference to the elements indicated in the selection criteria section (essential and advantageous). In addition, the Selection Committee will assess the motivation and the overall suitability of each eligible application on the basis of the requirements of the post.

### 5.3. Interview and written test

Upon completion of the assessment of eligible applications, the most suitable candidates will be invited for a written test and an interview. The maximum total number of candidates invited to attend the interview and written test will be 10.<sup>9</sup> The interview and written test will take place remotely.

Candidates are kindly invited to indicate in their application any special arrangements that may be required, if invited to attend the written test and interview.

The interview will aim to assess the suitability of the candidates to perform their duties, their professional knowledge, their skills and competencies relevant to the post and their motivation. The interview shall cover an analysis of the language abilities and the personal and professional competences of each applicant. The interview will be held in English. Candidates with English as their mother tongue will be tested in another official EU language to check that the eligibility criteria is met (i.e. satisfactory knowledge of a second official EU language).

The written test will be in English. It will be related to the tasks and responsibilities related to the post, and be designed to test candidates' ability to communicate in written English, and their job-related knowledge and competences.

The content of the questions asked during the interviews will be set in accordance with the level and profile of the position advertised.

The Selection Committee will propose a maximum of 6<sup>10</sup> candidates with the highest scores

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<sup>9</sup> Where a number of candidates tie for the last available place in the list of candidates to be invited for interviews, they will all be invited.

<sup>10</sup> Where a number of candidates tie for the last available place on the reserve list, they will all be proposed.

achieved in the interview and written test for placement on the reserve list.

#### 5.4. Establishment of a reserve list

On the basis of the outcome of the interviews and written tests, the authority authorised to conclude contracts of employment may draw up a reserve list of maximum 6<sup>11</sup> candidates.

The reserve list will be valid until 31 December 2021. Its validity may be extended by the authority authorised to conclude contracts of employment. Inclusion on a reserve list does not imply any entitlement to employment in the BEREC Office. Moreover, recruitment will be subject to budget availability.

### **6. Possible job offer(s), verification of documents and scrutiny**

If a post in the relevant function group and job field related to the current call for expression of interest becomes vacant, a job may be offered to a suitable candidate<sup>12</sup>.

The information provided in the applications of the successful candidates will be checked against the supporting documents to confirm its accuracy and eligibility.

If, at any stage in the procedure, it is discovered that the information given in an application has been knowingly falsified, the candidate will be disqualified from the selection process.

Candidates will also be disqualified if they:

- do not meet all eligibility criteria;
- do not provide all the required supporting documents, including to substantiate the facts and statements in their applications.

The procedure for obtaining a personnel security clearance, if needed, shall be initiated on request of the BEREC Office only, and not by the individual candidate.

### **7. Conditions of employment**

The Local Security Officer will be appointed by the authority authorised to conclude contracts of employment as a temporary agent at grade AD 5 pursuant to Article 2f of the Conditions of employment of other servants of the European Communities for a period of three years. The authority authorised to conclude contracts of employment may renew the contract according to the modalities indicated in the relevant general implementing rules valid at the BEREC Office.

The period of engagement will not in any case exceed the lifetime of the BEREC Office.

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<sup>11</sup> Where a number of candidates tie for the last available place on the reserve list, the AACC may decide to include all of them in the reserve list.

<sup>12</sup> The CVs and motivation letters of the candidates on the reserve list will be assessed towards the requirements of the vacant post. A second interview with the AACC and/or one or more delegated staff member(s) may be organised.

## 8. Application procedure

For their applications to be valid, candidates must submit:

1. A covering letter outlining their reasons for applying;
2. A curriculum vitae (CV), preferably drafted using the Europass CV format<sup>13</sup>;
3. The application form in the annex.

**Applicants are explicitly requested to highlight and give a brief account of their experience and expertise relevant to the job and the start and end dates of employment contracts. Applicants are invited to indicate, apart from the duration of studies, the legal length of the diplomas that they hold.**

**Applications will not be assessed if the dossier is incomplete or submitted after the deadline.**

Supporting documents (e.g. certified copies of degrees/diplomas, references, proof of experience, etc.) should not be sent at this point but must be submitted at a later stage of the procedure, when requested.

Applications, preferably in English, should be sent only by e-mail to: [recruitment@berec.europa.eu](mailto:recruitment@berec.europa.eu).

The reference (BEREC/2020/04 Local Security Officer) must always be indicated in the subject line of e-mails.

Candidates are asked to report any potential change of address in writing without delay to the address above.

### Closing date for applications

Applications must be sent by email. The deadline is **01/02/2021 at 12:00 (midday) Riga time** (11:00 a.m. Central European Time). The Agency strongly advises candidates not to wait until the last few days before the deadline to apply. It is the sole responsibility of each applicant to submit his/her completed application by the deadline for submission. Any information or documentation provided after the deadline will not be taken into account.

### Approximate timetable

The selection process may take several months; information will be released at the end of each stage.

## 9. Independence and declaration of interests

The Local Security Officer may be required to make a declaration of commitment to act independently in the public interest and to make a declaration in relation to any interests that

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<sup>13</sup> The Europass CV can be downloaded from the website <http://europass.cedefop.europa.eu> .



may be considered prejudicial to his/her independence. Candidates must confirm their willingness to do so in their application.

## **10. Other important information**

Candidates are reminded that the work of the Selection Committee of the BEREC Office is confidential. It is forbidden for applicants to make direct or indirect contact with members of the Committee or for anybody else to do so on their behalf. Any infringement of this rule will lead to disqualification from the selection procedure.

## **11. Equal opportunities**

The BEREC Office applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations.

## **12. Protection of personal data**

The BEREC Office will ensure that candidates' personal data are processed as required by 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<sup>14</sup>.

## **13. Requests for information and appeal procedures**

Applicants who would like further information, or consider that they have grounds for a complaint concerning a particular decision, may, at any point in the selection procedure, email a request for further information to [recruitment@bereg.europa.eu](mailto:recruitment@bereg.europa.eu).

A candidate who feels that a mistake has been made regarding eligibility may ask to have his/her application reconsidered by sending a request for review within 20 calendar days of the date of the email notifying the candidate of the outcome, quoting the reference of the selection procedure, to the Chairperson of the Selection Committee at the following address:

BEREC Office  
Human Resources  
Z. A. Meierovica Bulv. 14  
Riga, LV-1050  
LATVIA

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<sup>14</sup> 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, Text with EEA relevance, OJ L 295, 21.11.2018, p. 39–98

The Selection Committee will reconsider the application and notify the candidate of its decision within 45 calendar days of receipt of the letter.

If a candidate considers that he/she has been adversely affected by a particular decision, he/she can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Communities and Conditions of employment of other servants of the European Communities, at the above address.

The complaint must be lodged within three months. The time limit for initiating this type of procedure starts from the time the candidate is notified of the act that adversely affects him/her.

Candidates can submit a judicial appeal under Article 270 of the Treaty on the Functioning of the EU and Article 91 of the Staff Regulations of Officials of the European Communities to:

Court of Justice of the European Union

L - 2925 Luxembourg

Details of how to submit an appeal can be found on the website:

<http://curia.europa.eu/>

It is also possible to complain to the European Ombudsman pursuant to Article 228 of the Treaty on the Functioning of the EU and in accordance with the conditions laid down in the Decision of the European Parliament of 9 March 1994 on the Staff Regulations and the general conditions governing the performance of the Ombudsman's duties, published in the Official Journal of the European Union L 113 of 4 May 1994:

European Ombudsman

1 Avenue du Président Robert Schuman

CS 30403

67001 Strasbourg Cedex

France

<http://www.ombudsman.europa.eu>

Please note that complaints made to the Ombudsman have no suspensive effect on the period laid down in Articles 90(2) and 91 of the Staff Regulations for lodging, respectively, a complaint or an appeal with the Court of Justice of the EU under Article 270 of the Treaty on the Functioning of the EU.

Please also note that, under Article 2(4) of the general conditions governing the performance of the Ombudsman's duties, any complaint lodged with the Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned. Therefore, before contacting the Ombudsman, candidates must have submitted a complaint/appeal to the BEREC Office and received a negative reply from the BEREC Office.

APPLICATION FORM FOR THE ESTABLISHMENT OF A RESERVE LIST FOR  
LOCAL SECURITY OFFICER AT THE BEREK OFFICE

**BEREC/2020/04**

1. **Surname**<sup>15</sup>:

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2. **Forename:** Title: (e.g. Mr, Ms, Dr)

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3. **Date of birth:** dd/mm/yyyy

4. **Gender:** Male Female

5. **Address for correspondence**<sup>16</sup>:

Street, No, etc.:	
Postal code:	Town:
Country:	
Office Telephone N°:	Mobile N°:
E-mail address: Professional:	
E-mail address: Personal:	

6. **Nationality** (please circle or mark):

BE	BG	CY	CZ	DK	DE	EL	ES	ET	FR	HU	HR	IE	IT
LT	LU	LV	MT	NL	AT	PL	PT	RO	FI	SE	SK	SV	

<sup>15</sup> IMPORTANT: your application will be registered under this name. Please use it in all correspondence. Any other name (e.g. maiden name) appearing on diplomas or certificates accompanying this application should be indicated below:

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<sup>16</sup> Please inform [recruitment@berec.europa.eu](mailto:recruitment@berec.europa.eu) of any change of address.

**7. First university degree, with title, date of conferral and indication on the legal duration:**

**8. Other studies:**

**9. Knowledge of languages:**

Place the following numbers (1, 2 or 3) in the appropriate box or boxes:

1 - mother tongue or thorough knowledge;

2 - very good knowledge;

3 - satisfactory knowledge.

BG	CS	DA	DE	EL	EN	ES	ET	FI	FR	GA	HR
HU	IT	LT	LV	MT	NL	PL	PT	RO	SV	SK	SL

Other language(s):

**10. Current employer (indicate if you are self-employed or unemployed):**

Name	
Address	
Position	

**Information to be used for the evaluation of the selection criteria**

**A. Essential**

**11. Summarise your knowledge and /or experience in the area of security, including physical, document and personnel security (300 words max.):**

**12. Elaborate on your knowledge and/or experience in the area of development and/or implementation of security policies and procedures in line with international standards, European Union or EU Member States rules (300 words max.):**

**13. Present your knowledge and/or experience in the area of business continuity strategies, plans and procedures, including contingency plans (300 words max):**

**B. Advantageous:**

**14. Provide information about any professional education, training and/or certifications in the field of security, if applicable:**

15. If applicable, please provide short information on your knowledge of the European Commission security rules for protecting European Union classified information (EUCI) and sensitive non-classified information, namely: Commission Decisions (EU, Euratom) 2015/443<sup>17</sup> and (EU, Euratom) 2015/444<sup>18</sup> or other equivalent (e.g. developed and implemented by other EU institutions or bodies of the EU (200 words max.):

16. If you have experience and/or knowledge of in the area of Information Technology (IT) security, please describe briefly the level of your knowledge or your experience (100 words max.)

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<sup>17</sup> [OJ L 72, 17.3.2015, p. 41](#)

<sup>18</sup> [OJ L 72, 17.3.2015, p. 53](#)

**Additional information concerning the application**

**17. Give details of anything else you consider relevant to your application:**

**18. Do you hold a security authorisation to access EUCI, at least up to the level of SECRET UE/EU SECRET:**

yes       no

**19. If you have a recognised disability which necessitates any special arrangements in the context of this selection procedure, please indicate below:**

**20. Declaration:**

1. I declare on my word of honour that the information provided above is true and complete and I am aware that any incorrect statement may invalidate my application at any point in the selection process.
2. I further declare on my word of honour that:
  - (i) I am a national of one of the Member States of the European Union and enjoy my full rights as a citizen;



- (ii) I have fulfilled any obligations imposed on me by laws concerning military service.
- 3. I undertake to produce on request documents to support my application and accept that failure to do so may invalidate my application.
- 4. I confirm that I am willing to make complete declarations of any direct or indirect interests that might be considered prejudicial to my independence.

**Date and name:**

**Signature:**

Along with this application form, candidates must submit:

- A covering letter describing the reasons and their motivation for the application
- A CV preferably drafted using the Europass CV format which can be found at: <http://www.europass.cedefop.europa.eu>