

<b>Vacancy Notice for the SNEs</b>	Document number: : TE.HR.023-1
	Approval date:



**CALL TO ESTABLISH RESERVE LIST OF  
SECONDED NATIONAL EXPERTS (SNE)  
REFERENCE: CEPOL/2019/SNE/05  
AMENDMENT**

**JOB TITLE: CYBERCRIME TRAINING OFFICER  
(Seconded National Expert)**

**Introduction to CEPOL**

CEPOL was initially founded by Council Decision 200/820/JHA of 22 December 2000 as a body financed directly by the Member States of the European Union and functioned as a network, by bringing together the national training institutes in the Member States, whose tasks include the training of senior police officers.

CEPOL was later established as an agency of the European Union by Council Regulation No. 2005/681/JHA of 20 September, 2005 (OJ L 256/63 of 1 October, 2005). The decision was amended by the European Parliament and the Council on 15 May 2014 establishing that seat of CEPOL shall be Budapest, Hungary.

On 25 November 2015 Council and Parliament adopted Regulation (EU) 2015/2219 on the European Union Agency for Law Enforcement Training (CEPOL) which replaced and repealed Council Decision 2005/681/JHA.

CEPOL's main function is to support, develop, implement and coordinate training of law enforcement officials, while putting particular emphasis on the protection of human rights and fundamental freedoms in the context of law enforcement, in particular in the areas of prevention of and fight against serious crime affecting two or more Member States and terrorism, maintenance of public order, in particular international policing of major events, and planning and command of Union missions, which may also include training on law enforcement leadership and language skills (Article 3.1 of Regulation (EU) 2015/2219). The working language of the agency is English.

CEPOL is an equal opportunity employer and strongly encourages applications from all candidates who fulfil the eligibility and selection criteria without any distinction on the grounds of nationality, age, race, gender, political, philosophical or religious conviction or sexual orientation and regardless of disabilities, marital status or other family situation.

CEPOL is located in Budapest, Hungary  
The working language of CEPOL is English.

The purpose of this Call is to establish reserve list for future secondment in CEPOL, in particular in the Training Unit.

**Applications are invited for CYBERCRIME TRAINING OFFICER position(s) in CEPOL.**

**Please be aware that all nominations for this positions have to be forwarded to CEPOL via the CEPOL national contact points. Applications received directly by CEPOL cannot be taken into consideration.**

## 1. Job Summary

Cybercrime Training Officer will implement CEPOL residential and online training activities such as courses and seminars and deliver webinars and support online courses.

## 2. Key Accountabilities

- Plan, design, organise, implement, evaluate and report on training and learning activities in cybercrime,
- Provide operational advice for the further development of CEPOL cybercrime training portfolio;
- Liaise with CEPOL partners in order to develop training in the assigned thematic area of cybercrime;
- Support CEPOL contribution to the Policy Cycle mechanism;
- Represent CEPOL in meetings and events pertinent to the assigned thematic area;
- Organise expert meetings;
- Develop training curricula;
- Implement other tasks assigned by Line Manager.

## 3. Eligibility Criteria

To be considered eligible, candidates must satisfy all the eligibility criteria listed below, by the deadline for submitting applications:

- The candidates must be employed by a **National Police College, education and/or research institute** and other public administrations working in fields related to CEPOL activities;
- The candidates must have worked for their employer on a permanent or contract basis **for at least 12 months before their secondment** and shall remain in the service of that employer throughout the period of secondment. Recently retired (retirement date no more than 18 months before the foreseen starting date of employment) staff of the public bodies mentioned above can be considered;
- Before the application, the candidates should receive the formal approval/authorisation of their potential secondment from the National Authority in which they are employed.

### 3.1 Languages

The working language of the agency is English. The candidate must therefore have a thorough knowledge of English language at least B2 level<sup>1</sup>.

### 3.2. Miscellaneous

In addition, in order to be eligible the candidate must:

- Be a national of a Member State of the Union;
- Be entitled to his or her full rights as a citizen;
- Have fulfilled any obligations imposed by the applicable laws on military service;
- Meet the character requirements for the duties involved;

<sup>1</sup> <https://www.coe.int/en/web/common-european-framework-reference-languages/level-descriptions>

- Be physically fit to perform the duties linked to the post; and
- Have a thorough knowledge of one of the languages of the Union and a satisfactory knowledge of another language of the Union.

#### 4. Selection Criteria

##### 4.1 Essential Selection Criteria

The successful candidate shall have:

- Proven and sound knowledge of cybercrime;
- At least 2 years relevant work experience in cybercrime or cybersecurity;
- Ability to liaise effectively with partners at European or international level;
- Excellent communications skills in English both verbally and writing;
- Good problem solving skills.

##### 4.2 Advantageous Selection Criteria

The following criteria shall be considered advantageous in addition to the Essential Selection Criteria:

- Experience in training law enforcement officials;
- Experience in organising and moderating international events;

#### 5. Submission of Application

Applications shall be submitted electronically, via email. Candidates are requested to complete their Europass CV<sup>2</sup> in English.

Nominations must be sent to: [CEPOL-2019-SNE-05@CEPOL.EUROPA.EU](mailto:CEPOL-2019-SNE-05@CEPOL.EUROPA.EU)  
by no later than **27 January 2020, 23:55hrs, Budapest time.**

The subject of the e-mail should include the reference of this vacancy (**CEPOL/2019/SNE/05**) and the candidate's surname.

Applicants are advised to provide concrete examples of experience on the selection criteria, both essential and advantageous, listed in the vacancy notice. This information can be provided within the CV.

Supporting documents (i.e., copies of ID card, copies of passport, educational certificates, evidence of previous employment, etc.) shall not be provided with the CV at this stage.

#### 6. Selection procedure

The selection will be carried out on the basis of the CVs received. The CVs will be assessed by the Selection Committee against the criteria detailed in this vacancy notice. Where deemed

<sup>2</sup> <https://europass.cedefop.europa.eu/en/documents/curriculum-vitae>

necessary by the Selection Committee, a candidate may be contacted by telephone or videoconference to clarify details from the CV.

Skype interviews with candidates may be organised, if deemed necessary.

## 7. Reserve List and Engagement

The work of the Selection Committee, appointed by the Executive Director, will end with drafting report of the Selection procedure including names of candidates to be placed on the Reserve list, those suitable to occupy positions in Training Unit.<sup>3</sup> This list will be proposed to and approved by the Appointing Authority of CEPOL.

The adopted Reserve List would be used to fill in posts for Seconded National Experts within CEPOL, for CEPOL business needs when and if required.

The Reserve List will be valid until **31 December 2021** and may be extended by decision of the Appointing Authority of CEPOL.

## 9. Appointment and Conditions of Employment

The contract for engagement as Seconded National Expert would be concluded for a minimum period of 6 months or maximum period of 24 months, depending on the need of the agency and interest of the service and upon authorisation of the Executive Director<sup>4</sup>.

The SNE will receive an SNE allowance. The amount of the allowance is depending on the distance between the normal place of employment and the CEPOL office in Budapest.

The allowances are may be subject to weighting factor applicable for Budapest (in case the applicable regulation will be amended). For 2020, weighting factor is 75.3%

The SNE is obliged to remain in the service of their employer throughout the period of secondment. Leaving the service of their employer is a ground to terminate the secondment early.

## 10. Data protection

CEPOL ensures that applicants' personal data are processed pursuant to 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.

The legal basis for the selection procedures of SNEs is defined in Decision of the Management Board of the European Union Agency for Law enforcement Training 11/2016/MB on Laying down Rules on the Secondment to CEPOL of National Experts, having regard to the Commission Decision of 12 November 2008, C(2008) 6866 final, laying down rules on the secondment to the Commission of national experts and national experts in professional training.

The purpose of processing is to enable collection and processing of personal data for the evaluation, selection and recruitment of Seconded National Experts.

Such personal data processing is conducted under the responsibility of the HR function of the Corporate Services Department; the Data Controller is the Head of Corporate Services Department.

<sup>3</sup> As of 2020, name of the Training Unit will change into Training and Research Unit as per the 23-2019-MB on SPD 2020-2022

<sup>4</sup> <https://www.cepol.europa.eu/sites/default/files/11-2016-MB.pdf>

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The information provided by the applicants will be accessible to a strictly limited number of recipients:

- HR function (HR Officer, HR Assistant)
- Members of the Selection Committee (evaluation)
- Head of Unit (reserve list)
- Appointing Authority (concluding contracts of employment)
- Internal Audit Service of the European Commission (upon justified request)
- European Court of Auditors (upon justified request)

Candidates are free to give their data on a voluntary basis, although failure to reply will exclude them automatically from recruitment. However, applicants failing to fill the fields noted as optional will not be disadvantaged nor discriminated with regards to the selection procedure.

Processing begins on the date of receipt of the application. Data retention policy is as follows:

- a) Recruited candidates  
Personal data are kept for a period throughout the term in CEPOL plus 2 years after the budgetary discharge. After that, only data essential for providing certificate is kept for a maximum period of 50 years. The necessary data comprises the following: first name, last name, length of contract, relevant department and monthly grant received.
- b) Non-recruited candidates in the reserve list  
Personal data are kept for the period of validity of the reserve list + 1 year after which time they are destroyed.
- c) Non-recruited candidates  
Personal data is stored for maximum period of 6 months.

All applicants may exercise their right of access to and right to rectify personal data. In the case of identification data, applicants can rectify those data at any time during the procedure. In the case of data related to the admissibility criteria, the right of rectification cannot be exercised after the closing date of applications' submission. Data Subjects have the right to object to the processing of the data.

Should the applicant have any query concerning the processing of his/her personal data and has substantiated request, he/she shall address them to the HR function at [FM.Human-Resources@cepol.europa.eu](mailto:FM.Human-Resources@cepol.europa.eu) and CEPOL Data Protection Officer at [dpo@cepol.europa.eu](mailto:dpo@cepol.europa.eu).

Applicants may have recourse at any time to the European Data Protection Supervisor ([edps@edps.europa.eu](mailto:edps@edps.europa.eu)).