



EUROPEAN HEALTH AND DIGITAL EXECUTIVE  
AGENCY (HADEA)

## **European Health and Digital Executive Agency (HaDEA)**

### **Contract Agents Job Market**

#### **VACANCY NOTICE**

The European Health and Digital Executive Agency (HaDEA) is currently looking to recruit  
Contract Agents in Function group III

#### **Legal officer**

#### **Contract Agent, FGIII**

(Ref.: HaDEA-INTER/III/2024/9 LO)

Type of contract	Contract Agent <sup>1</sup>
Function group and grade	FGIII
Number of posts to be filled	1
Unit/Sector	C.2 Financial support and control / C.2.3- Legal
Place of employment	Brussels, Belgium
Deadline for application	<b>02/05/2024 (12:00/noon CET Brussels)</b>

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<sup>1</sup> According to Article 3a of the Conditions of Employment of Other Servants of the European Union (CEOS).

## 1. ABOUT US

The European Health and Digital Executive Agency (HaDEA) was established by Commission Implementing Decision (EU) 2021/173 of 12 February 2021. Located in Brussels, the Agency comprises 3 departments and 10 units. Our colleagues are international experts and specialists in matters related to health, food, digital, industry, space, communication and finance.

We currently manage the following programmes on behalf of the European Commission:

- EU4Health programme;
- Horizon Europe: Pillar II, Cluster 1: Health;
- Single Market Programme: Food safety: health for humans, animals and plants along the food chain and better training for safer food;
- Digital Europe Programme;
- Connecting Europe Facility: Digital;
- Horizon Europe: Pillar II, Cluster 4: Digital, Industry and Space.

The Agency reports to six Directorates-General of the European Commission – Health and Food Safety (SANTE), Research and Innovation (RTD), Communication Networks, Content and Technologies (CNECT), Defence Industry and Space (DEFIS), Internal Market, Industry, Entrepreneurship and SMEs (GROW) and Health Emergency Preparedness and Response (HERA) – which remain responsible for programming and evaluation.

For more information on HaDEA, please visit [https://hadea.ec.europa.eu/index\\_en](https://hadea.ec.europa.eu/index_en).

### **Why join us?**

Working in the Agency will put you at the heart of the European Commission's ambition to help rebuild a post-COVID-19 Europe, which will be greener, more digital, more resilient and better fit for the current and forthcoming challenges.

The Agency has a workplace culture of staff empowerment and engagement. A culture of listening to staff, working collaboratively with respect and trust on a common vision of purpose and success. Staff engagement as a top priority, opportunities to provide meaningful feedback and share ideas, teamwork, open communication and room for innovation are common markers of HaDEA's culture.

The staff of HaDEA is committed to the seven values defined through a participatory process: client orientation, excellence, fairness, integrity, transparency, trust and work-life balance. Some of them are common to the public service principles for EU civil servants our staff also stands for: commitment, integrity, objectivity, respect for others, transparency.

HaDEA is a workplace in which employees feel proud to belong. The Agency facilitates a working environment where staff are encouraged to keep their skills up to date and develop additional competencies. Several wellbeing initiatives in the areas of physical, mental and

organisational health are aimed at supporting staff to improve their resilience to cope with the demands of a world in constant change.

HaDEA has an on-boarding programme to support staff arrivals to the Agency. The People sector (HR), the respective teams, line managers and buddies (experienced colleagues assigned to support new staff) will help newcomers to easily integrate and settle in. We look forward to welcoming you to HaDEA.

## **2. JOB DESCRIPTION**

### **Overall purpose**

Under the direct supervision of the Head of Sector, the job holder is tasked with contributing to all legal matters concerning the mission and tasks of the Agency, offering support and insights as needed.

### **Functions and duties**

#### *LEGAL ANALYSIS, ADVICE and ASSISTANCE*

- Contribute to the development of legal documents and procedures.
- Contribute to the establishment of manuals, guidelines, and checklists for the implementation of rules, regulations, and procedures.
- Support the analysis and drafting of synthesis notes, documents, and briefings on legal matters.
- Follow up and / or support operational/horizontal units with cases brought before the Court of Justice.
- Analyse and assess Court of Justice jurisprudence relevant to the agency, offering insights as necessary.
- Evaluate the validity and conformity of procedures with standing rules and regulations. Provide guidance to management and / or operational/horizontal units concerning the preparation and implementation of legal documents.

#### *INTERNAL & EXTERNAL COMMUNICATION (general)*

- Contribute to the reporting and briefing for the management/units on developments and on the outcomes of discussions and negotiations about legal and/or procedural issues and warn management/units in advance of potential problems.
- Contribute to training courses & information sessions for the Agency on legal related issues.
- Extract and disseminate best practices.
- Facilitate the exchange of experiences.

#### *HORIZONTAL COORDINATION*

- Align legal perspectives with the guidance provided by the central services.

### 3. PROFESSIONAL QUALIFICATIONS AND OTHER REQUIREMENTS

#### A. Eligibility criteria<sup>2</sup>:

To be considered eligible, candidates must satisfy all the following eligibility criteria by the closing date for submitting applications:

1. Be in the same Function Group as the one of the published post<sup>3</sup>;
2. Have served at least three years as contract agent [3\(a\)](#) or [3\(b\)](#)<sup>4</sup>;
3. Have successfully passed an EPSO CAST selection for that same Function Group<sup>5</sup>

All Contract Agents 3(a) and 3(b), fulfilling eligibility criteria, currently employed can apply. However, priority will be given to CA 3(a). If there are no successful CA 3(a) applications, Contract Agents 3(b) applications will be considered.

Please note that only candidates engaged by the Executive Agencies, European Commission in its departments, administrative offices, representations and EU Delegations, EPSO, OP and OLAF<sup>6</sup> who comply with all the eligibility criteria will be considered for further steps of this selection procedure.<sup>7</sup>

#### B. Selection criteria

##### Essential

1. Candidates must have acquired at least 1 (one) year of professional experience in the field of legal advice performing the functions and duties described in point 2. (“Job description”) of the current Vacancy notice.
2. Very good oral and written command of English with spoken and written skills equivalent to level C1<sup>8</sup> or higher level for working purposes (very good, excellent, fluent, advanced, proficient, native, or similar).

##### Advantageous

- Educational background in law;

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<sup>2</sup> In accordance with Article 14 of the Commission Decision C(2017)6760 of 16.10.2017 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Article 3a and 3b thereof which is applicable to HaDEA by analogy pursuant to Decision of the Steering Committee of the Health and Digital Executive Agency SC01(2021)06 of 26 February 2021.

<sup>3</sup> FGIII

<sup>4</sup> Be employed as Contract Agent 3(a) or 3(b) for at least three years. The minimum duration must have been obtained whether as Contractual Agent 3(a) or 3(b). Cumulative duration as Contractual Agent 3(a) and 3(b) will not be considered.

<sup>5</sup> Please consult the EPSO CAST reserve lists acceptable for our Agency: [https://hadea.ec.europa.eu/working-hadea\\_en](https://hadea.ec.europa.eu/working-hadea_en). Please note that candidates who are on a valid EPSO CAST list published in 2010 (CAST2010) are eligible on the condition they have successfully passed the complementary tests (DB3), as an Annex to the selection procedure CAST2010. The candidates concerned are invited to consult the letter they received from EPSO for further information.

<sup>6</sup> [https://ec.europa.eu/info/departments\\_en](https://ec.europa.eu/info/departments_en) to note- candidates currently working for EEAS are not eligible.

<sup>7</sup> Article 1 of the Commission Decision C(2017)6760 of 16.10.2017 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Article 3a and 3b thereof which is applicable to HaDEA by analogy pursuant to Decision of the Steering Committee of the Health and Digital Executive Agency SC01(2021)06 of 26 February 2021.

<sup>8</sup> Please consult the [Common European Framework of Reference for Languages](#).

- Demonstrated and proven expertise in legal matters relevant to the Agency's mission and tasks, supported by practical experience;
- Demonstrated and proven familiarity with the implementation of the Financial Regulations;
- Demonstrated and proven experience in drafting complex documents such as legal opinions, concept notes, rules, decisions, pre-litigation / litigation files.

Interpersonal competencies:

- Sense of initiative, critical thinking, excellent problem-solving skills and analytical capabilities;
- Good organizational and planning skills, ability to work under pressure and with tight deadlines;
- Excellent communication skills, both orally and in writing;
- High sense of responsibility, discretion and confidentiality and capacity of working autonomously;
- Ability to build effective relationships at all levels, collaborate and work with others in a positive and constructive manner.

Candidates need to explicitly describe and substantiate in their application to what extent they meet the above-mentioned selection criteria (essential, advantageous). In particular, they need to explain in their applications (i) how their professional experience and knowledge relates to the job description outlined in this vacancy notice and (ii) how long and where the professional experience and knowledge were acquired during their career.

#### **4. SELECTION PROCEDURE**

##### **A. Eligibility check**

First, HaDEA People Sector, on behalf of the Selection Committee will check the submitted applications against the eligibility criteria (point 3.A). Only eligible applications will be assessed further.

##### **B. Assessment of eligible applications**

The Selection Committee will analyse the applications (including motivation letters and CVs) of eligible candidates with reference to:

- The selection criteria ("Professional qualifications and other requirements" - point 3.B, under points "Essential" and "Advantageous"),
- The overall assessment of the quality and suitability of the application based on the requirements of the post.

Submitted applications that do not meet one or more of the essential selection criteria (see point 3.B "Selection criteria"/ "Essential") or applications which do not include both motivation letter and CV will not be evaluated further.

Upon completion of the assessment, the Selection Committee will establish a shortlist of pre-selected candidates matching best the needs of the Agency for the functions and duties mentioned in this Vacancy notice, who will be invited to the next phase of the selection procedure.

## C. Interview

Shortlisted candidates will be invited for an interview (duration: +/- 30 minutes, main language of the interview: English).

The interview will assess skills and competences related to the job description and selection criteria under point 3.B of this Vacancy notice. Candidates scoring less than 60% of the total score of the interview will not be considered further.

## 5. SELECTION COMMITTEE

A Selection Committee will be appointed for this selection procedure and will be composed of at least four members, including a member designated by the Staff Committee to represent staff.

The names of the members of the Selection Committee will be communicated to candidates upon notification of the outcome of the assessment of eligible applications (see point 4. “Selection Procedure”, “Assessment of eligible applications”).

However, under no circumstances should **candidates approach the Selection Committee members**, either directly or indirectly, **concerning this selection procedure**. Candidates doing so will be immediately disqualified from the selection process.

## 6. APPLICATION PROCEDURE

To apply for this position, and for the application to be valid, candidates must submit:

- A detailed curriculum vitae, in Europass format<sup>9</sup>;
- A letter of motivation, including his/her views on the proposed position (1 page maximum).

There is no obligation to submit applications in English, however documents sent in English will greatly facilitate the work of the Selection Committee.

Applications must only be sent by e-mail to the functional mailbox [HADEA-TALENT-SELECTION@ec.europa.eu](mailto:HADEA-TALENT-SELECTION@ec.europa.eu) **no later than 02/05/2024, 12:00/noon CET** Brussels time, with the selection procedure reference number quoted in the subject line of the email.

The Agency strongly advises not to wait until the last few days before the deadline for applying, since heavy internet traffic or connection difficulties could lead to problems. **Under no circumstance will late applications be accepted.**

It is the sole responsibility of each applicant to complete the application and to submit it before the deadline for submission. Any information or documentation provided after the deadline will not be taken into account.

A candidate will be disqualified if:

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<sup>9</sup> Available on: [Create your Europass CV | Europass](#)

- the candidate does not submit the complete application by the deadline.
- at any stage in the procedure it is established that information the candidate provided is incorrect or false, or that the candidate made declarations unsupported by the appropriate documents.
- the candidate failed to inform the HaDEA People Sector of the Agency of a possible conflict of interest with a Selection Committee member;
- the candidate attempted to contact, or contacted, a member of the Selection Committee either directly or indirectly concerning this recruitment procedure.
- the candidate failed to attend the interview.

Candidates are also required to inform the HaDEA People Sector (HADEA-TALENT-SELECTION@ec.europa.eu) in case there are any relatives (of the candidate) working currently or applying at HaDEA.

Candidates are invited to indicate in their communication with the HaDEA People Sector any special arrangements that may be required if invited to attend an interview.

## 7. EQUAL OPPORTUNITIES

The European Union institutions apply a policy of equal opportunities and accept applications without discrimination on the ground of 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.

## 8. APPOINTMENT AND CONDITIONS OF EMPLOYMENT

The successful candidate will be recruited as contract staff in function group III under the terms of Article 3a of the CEOS and the Commission Decision C(2017)6760 of 16.10.2017 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Article 3a and 3b thereof which is applicable to HaDEA by analogy pursuant to Decision of the Steering Committee of the Health and Digital Executive Agency SC01(2021)06 of 26 February 2021.

At the request of HaDEA, the selected candidates will have to evidence with supporting documents the information contained in their application.

For successful candidates in Function Group III under the terms of Article 3b, a reassessment of their grade will be done at recruitment and **might impact their current grading (that might turn into an upgrade, a downgrade or keeping their current grade)**. In order to manage realistic expectations in this sense, it is strongly recommended to refer to Article 5 of the above-mentioned Commission Decision for classification in the function group at entry into service.

For further information on working conditions of contract staff, see the Agency's website or the website of the European Personnel Selection Office ([EPSO](#)).

## **9. REQUEST FOR REVIEW**

The candidate can request a review of any decision taken by the Selection Committee that established the results and/or determines whether a candidate can proceed to the next phase of the selection procedure or is excluded.

Requests for review can only be based on:

- a material irregularity in the selection procedure process; and/or
- non-compliance, by the Selection Committee, with the Staff regulations, the Vacancy notice and/or case law.

This request must be made within 10 working days of the date of the e-mail notifying the candidate of the outcome of the selection procedure<sup>10</sup>. The request should quote the reference number of the selection procedure concerned, the name of the candidate and the phrase "request for review" in the subject of the e-mail. The request should be addressed to the Chairperson of the Selection Committee and sent to the following address: HADEA-TALENT-SELECTION@ec.europa.eu. The candidate should clearly indicate the decision that the candidate wishes to contest and on which grounds.

During the review, the Selection Committee can only take into consideration information contained on the candidate's application (including CV and motivation letter) at the deadline for submission. Any additional information or documentation provided after that deadline will not be considered. The Selection Committee will acknowledge receipt of the request submitted, assess the request and notify the candidate of its decision within 15 working days of receipt of the request.

It should be noted that candidates are not allowed to challenge the validity of the Selection Committee's assessment of the quality of their performance during an interview and/or written test, or of the relevance of their qualifications and professional experience. This assessment is a value judgement made by the Selection Committee and their disagreement with the Selection Committee's evaluation of their performance during an interview and/or written test, or the relevance of your qualifications and professional experience, does not prove that an error was made. Requests for review submitted on this basis will not lead to a positive outcome.

## **10. APPEAL PROCEDURE**

Pursuant to Article 90(2) of the Staff Regulations of Officials of the European Communities ("Staff Regulations"), any candidate may submit to the to the AECE (i.e., the Director of the Agency) a complaint against a decision, or lack thereof, that adversely affects them, if they believe that the rules governing the selection procedure have been infringed.

### **1. Administrative complaints**

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<sup>10</sup> Should the candidate ask further information to the Selection Committee on the candidate's results, in view of assessing the pertinence of, or substantiate, the request for review, the delay will be suspended between the date of the request for information until the date the Selection Committee provides feedback to the candidate.



Administrative complaints must be lodged within three months from the date on which the candidate is notified of the act adversely affecting them. The complaint should quote the reference number of the selection procedure concerned, the name of the candidate and the phrase “Administrative Complaint” or “Article 90” in the subject of the email. Any such complaint should be addressed to the AECE of HaDEA and sent to the following email address: [HADEA-TALENT-SELECTION@ec.europa.eu](mailto:HADEA-TALENT-SELECTION@ec.europa.eu).

The AECE cannot overturn a value judgement made by the Selection Committee. The AECE shall notify the person concerned of its reasoned decision within four months from the date on which the complaint was lodged.

## 2. Judicial appeal

Candidates may submit a judicial appeal of the act adversely affecting them pursuant to Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations. For details on how to submit a judicial appeal and how to determine the deadlines, please consult the website of the General Court at [CURIA - Home - Court of Justice of the European Union \(europa.eu\)](https://curia.europa.eu) .

## 3. European Ombudsman

Candidates can lodge a complaint to the European Ombudsman within two years of the date when they become aware of the facts on which the complaint is based. Before submitting such complaint, the candidate must first make the appropriate administrative approaches to the institutions and bodies concerned (see above). Making a complaint to the Ombudsman does not extend the deadlines for lodging administrative complaints or judicial appeal.

Please consult the website of the European Ombudsman at [Home | European Ombudsman \(europa.eu\)](https://ombudsman.europa.eu) for further information on the submission of complaints to the Ombudsman.

## 11. DATA PROTECTION

The purpose of processing the data submitted by candidates is to evaluate applications in view of possible recruitment at the Agency. The personal information requested by the Agency from candidates will be processed in accordance 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. In this regard, please see the [Data Protection Notice](#).