



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

#### Project Officer

#### Contract Agent, FGIII

(Ref.: HaDEA-INTER/III/2024/4 Project Officer)

Type of contract	Contract Agent <sup>1</sup>
Function group and grade	FGIII
Number of posts to be filled	12
Units	<a href="#"><u>A.1, A.2, B.1, B.2, B.3, B.4</u></a>
Place of employment	Brussels, Belgium
Deadline for application	<b>27/03/2024 (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 Unit/Deputy Head of Unit/Head of Sector/Team leader, the job holder is responsible for managing, monitoring, implementing and evaluating all aspects of the entire project management life cycle (from the calls for proposals or calls for tenders to the evaluation session, grant agreement preparation or award decision, operational and financial follow up of grant agreements and specific contracts and wider dissemination of project results).

This includes checking if the set of projects has been carried out in compliance with the grant agreement or specific awarded in the procurement, and the vademecum on public procurement or e-grant vademecum endorsing the payment or cost statement as "certified correct", while respecting time to pay.

### **Functions and duties**

#### **PROGRAMME / PROCESS / PROJECT MANAGEMENT**

- Assist in the evaluation and selection of call for proposals or call for tenders, in the timely preparation of grant agreements, in the preparation of letters to successful and unsuccessful applicants or tenderers, in the drafting of award decisions and in the proper financial and technical implementation;
- Ensure the follow-up project implementation, monitor the performance of project coordinators, beneficiaries and contractors; monitor contractual obligations (via quality controls, risk analysis, review of deliverables and reports, periodic/final reviews/checks, analysis of the use of resources, audits, reporting, etc.);
- Facilitate the delivery of exploitable results as well as the valorisation of project outcomes;
- Participate in the preparation and follow-up of the unit's/HaDEA's work programmes, annual reports and calls for proposals and/or tender and provide statistics and reports to the unit;
- Contribute to the call evaluation, e.g. by chairing panel meetings, monitoring consensus meetings, following remote evaluations, contributing to expert briefings;
- Provide input to the response to be provided by the unit to any relevant internal / external consultation or enquiries (ISCs, Monitoring groups, IAS, F2P reports, BASIS requests, etc.).

## BUDGET and FINANCE

- Assist in the monitoring of project expenditure as reported in cost statements and provide reasonable assurance that claimed costs correspond to the work accomplished in the projects under the job holder's responsibility;
- Give visa as operational initiating agent (OIA) and provide the "certified correct";
- Follow up payments and ensure that they are due in time, including certifying invoices/requests for payments ('*conforme aux faits*' or '*certified correct*');
- Assist in the monitoring of payments execution and follow up on budget consumption;
- Assist in financial reporting procedures and provide information for audit and control by HaDEA/Commission services or the European Court of Auditors.

## EVALUATION and QUALITY MANAGEMENT

- Contribute to the analysis and assessment of results and impact of the programme and its projects, provide feedback, make suggestions for modifications;
- Provide assistance in quality statistical analysis of call and project data as a contribution to the monitoring, quality auditing and evaluation of the programme.

For grants, in particular:

- Support the call coordinator or topic coordinator in identifying and communicating with external experts to determine availability, assign proposals, and check for conflicts of interest;
- Support drafting documents and PowerPoint presentations to brief evaluators;
- Support communication with beneficiaries and other stakeholders, e.g. National Contact Points and Member States;
- Provide assistance in analysis, monitoring, quality auditing and programme evaluation.

For procurement, in particular:

- Support the project advisors in the organisation of the Opening and Evaluation Committees and Evaluation Boards;
- Perform call openings via procurement related platforms;
- Support the Project Advisors with the preparation for ACPC; draft relevant documents and launch the eSignatories for the Award of the tenders and the signature of the contracts;
- Support in identifying and communicating with external experts to determine availability, check for conflicts of interest, support in briefing the evaluators.

Ensure compliance with all reference documents or Internal Control Standards related to the job.

## COMMUNICATION and PUBLICATION

- Extract and disseminate best practices and present the programme and its projects; facilitate exchange of experiences and participate in the design, writing, production and editing of documents/reports incl. statistics;
- Participate in the coordination of activities with external organisations in order to ensure the success of the projects and the implementation of the programme;
- Participate in relevant working groups, committees and inter-service groups at HaDEA and Commission level (e.g. National Contact/Focal Points);
- Ensure compatibility and promote synergy with associated services and other related projects in the Commission. Share knowledge and best practice on the domain;
- Support the dissemination of the results of the project/s via presentations, articles, tweets in social media, presentations at conferences, conference papers, workshops, seminars, publications and other events (e.g. presentations at information days, etc.).
- Contribute to internal communication initiatives;
- Maintain contacts with contractors, partners and stakeholders in the involved projects and knowledge sharing activities;
- Liaise with the Communication unit to ensure visibility of the calls for tenders or call for proposals.

### 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

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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.

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 project management, performing the functions and duties described in point 2 ("Job description") of the 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

- Demonstrated professional experience in project management (grants and/or procurements) in one or more of the following fields managed by the Agency: Health, Food, Health Research, Digital, Industry and Space (at national and/or EU level);
- Demonstrated professional experience in expenditure supervision, financial and contractual management of EU funded projects;
- Demonstrated professional experience in communication, publication and dissemination of information related to EU funded projects.

### Interpersonal competencies:

- Motivation, aptitude for teamwork and capacity to work autonomously;
- Ability to work under pressure and manage responsibilities within tight deadlines;
- Self-responsibility and accountability;
- Good communication and negotiating skills to work efficiently within the Agency, with partner DGs as well as with external stakeholders;
- Good problem-solving skills.

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**

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<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](#).

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 27/03/2024, 12:00/noon CET** Brussels time.

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:

- 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

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



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-

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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.

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**

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 \(europa.eu\)](http://CURIA - Home - Court of Justice of the European Union (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 \(europa.eu\)](#) 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](#).