

The European Supervisory Authorities (ESAs¹) are establishing a talent pool for the position of

Heads of Unit DORA Joint Oversight

REF.: ESA/DORA/ESMA/2024/VAC12/AD9

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|---------------------------------|--|
| Type of contract | Temporary Agent (TA) ² |
| Grade | AD9 |
| Place of employment | Paris (France) OR Frankfurt am Main (Germany) |
| Date of publication | 20 December 2024 |
| Deadline for application | 30 January 2025 (23:59 hrs, Central European Time) |
| Estimated starting date | Starting from Q2 2025 |
| Reserve list valid until | 31 December 2026, with a possibility of extension |

1 What is DORA?

The Digital Operational Resilience Act (i.e Regulation 2023/2554, or “DORA”) applicable from January 2025 establishes a comprehensive framework for fostering the digital operational resilience of all EU financial entities. It foresees that ICT third-party service providers who provide ICT services to financial entities and are identified as critical (critical third-party providers - CTPPs) will be subject to an oversight at the EU level to minimise the risks they expose the EU financial sector to. In practice, this oversight will be carried out by a lead overseer, which will be one of the three European Supervisory Authorities (ESAs), i.e. the European Banking Authority (EBA), the European Insurance and Occupational Pension Authority (EIOPA), or the European Securities and Markets Authority (ESMA).

The Lead Overseer may request information from CTPPs, conduct off-site investigations and onsite inspections, impose penalties and issue recommendations to CTPPs. It will also cooperate with other EU institutions, including ENISA (European Network and Information Security Agency), and with competent authorities within the EU. The latter will support the Lead Overseer in the conduct of oversight activities and follow-up on the recommendations of the Lead Overseer with the financial entities they supervise.

¹ ESAs: EBA, EIOPA, ESMA.

² According to the Article 2(f) of the [Conditions of Employment of Other Servants \(CEOS\) of the European Union](#).

DORA requires a close cooperation between the three ESAs which will jointly carry out the CTFP oversight across the entire financial sector. Staff recruited for the DORA oversight activities will work as one team, and closely liaise with colleagues responsible for other activities at the three ESAs.

2 Why ESAs?

You will lead a multinational team of highly qualified ICT experts and contribute directly to shaping and maintaining financial stability within the European Union, at the heart of the European System of Financial Supervision.

Your work will have a significant impact on the compliance of financial institutions with DORA, ultimately safeguarding consumers and investors.

You will have the opportunity to expand your network across the Union and beyond working for the EBA, EIOPA and ESMA.

2.1 European Banking Authority (EBA)

EBA's mission is to contribute to the stability and effectiveness of the European financial system through simple, consistent, transparent, fair regulation and supervision that benefits all EU citizens.

EBA's five strategic objectives are: to finalise and implement an effective and proportionate Single Rulebook, to foster financial stability in an economy transitioning towards sustainability, to enable an integrated reporting system for enhanced assessment and disclosure, to implement the Digital Finances package with DORA oversight and MICAR supervision, and to focus on innovation for the benefit of consumers while ensuring a smooth transition of the anti-money laundering.

Further information on the EBA is available on the EBA website: www.eba.europa.eu

2.2 European Insurance and Occupational Pensions Authority (EIOPA)

EIOPA's mission is to protect the public interest by contributing to the short-, medium- and long-term stability and effectiveness and sustainability of the financial system for the Union's economy, citizens and businesses. The mission is pursued by promoting a sound regulatory framework and consistent supervisory practices in order to protect the rights of policyholders, pension scheme members and beneficiaries and contribute to public confidence in the EU's insurance and occupational pensions sectors.

The Authority has six key strategic priorities: Contribute to building up sustainable insurance and pensions, including by addressing protection gaps; Support the supervisory community and industry to mitigate the risks and seize the opportunities of the digital transformation; Promote sound, efficient and consistent prudential and conduct supervision throughout

Europe, particularly in view of increased cross-border business; Deliver high-quality policy work; Further enhance financial stability; Be a model authority setting global high standards of corporate governance, and fostering efficient cooperation within the EU and globally.

Further information on EIOPA is available on EIOPA's website: www.eiopa.europa.eu

2.3 European Securities and Markets Authority (ESMA)

ESMA's mission is to enhance investors' protection and promote stable and orderly financial markets.

The Authority has published its [ESMA Strategy 2023-2028](#) identifying for the coming years three strategic priorities: fostering effective markets and financial stability; strengthening supervision of EU financial markets; enhancing protection of retail investors; and two thematic drivers: enabling sustainable finance; and facilitating technological innovation and effective use of data.

ESMA exercises direct supervision over a number of financial market participants, established in the EU or offering financial services in the EU from third countries.

For further information, please refer to ESMA's website: www.esma.europa.eu

3 What is the job and offer?

3.1 Main purpose

We are organising a recruitment procedure for Head of Unit posts for the joint oversight of the CTPPs by the three ESAs.

We have organised the forthcoming CTPP oversight activity as a Joint Oversight Venture to pool our resources in the ESAs and work as one team, headed by a DORA Joint Oversight Director. The aim is to develop an efficient and cross-sectoral approach.

The Units are either directly embedded in the DORA Joint Oversight Directorate (in the ESA where the Joint Oversight Director is based) or in the ESA's Department/Directorate dealing with DORA (oversight or non-oversight) (in the other two ESAs), in order to have a local hierarchical line. In the latter case, they report functionally to the Joint Oversight Director.

The Heads of Unit will be responsible for organising the oversight activities for the CTPPs under their remit. Each Unit will regroup several Joint Examination Teams (JETs), taking into account the main types of ICT services and the oversight needs. The JETs are the teams of examiners facing each CTPP and assessing their risks. The JETs will comprise team members from the ESAs and Competent Authorities (CAs). Each JET will be led by a staff member of the ESA assigned with the role of "Lead Overseer" of the CTPP.

The ideal candidate will have a robust background in ICT and technology services, as well as an expertise or experience in ICT audit, ICT supervision, ICT risk management and Information Security.

3.2 Responsibilities

The Head of Unit will be responsible for:

Management areas:

- implementing ESA's strategy in the areas of competence of the Unit;
- coordinating the activities of the Unit, as well as coordinating the different JETs in the Unit;
- managing and coordinating the human resources of the Unit, so that people are well motivated, act professionally and deliver consistently high performance within sound ethical principles;
- promoting high professional standards in the preparation and conduct of oversight activities;
- developing effective cooperation to involve the supervisory competent authorities in the JETs;
- representing the Unit and ESAs at relevant internal and external meetings in order to support and promote the ESAs' decisions, proposals and values (with public and private stakeholders, notably the national competent authorities, EU and other relevant institutions);
- acting as the main channel for the exchange of information between senior and middle management and the staff members of the Unit;
- ensuring that ESAs internal policy, standards and procedures (including governance, security, control and risk management) are known and applied by all staff assigned to the Unit;
- ensuring strong collaboration between the different Units in charge of DORA oversight, and with other managers across the ESAs, especially in areas of common interest;
- carrying out any other tasks assigned by the DORA Joint Oversight Director and replacing him when needed.

Specific areas related to the job:

- proposing the definition and leading the execution of the CTPP oversight work programme for the JETs under the Unit's responsibility;
- coordinating the oversight work of the JETs placed under the management of the Unit (risk assessment, general investigations, on-site inspections). Ensure effective engagement with the CTPPs;
- following up on the oversight activities of the JETs placed under the management of the Unit (recommendations, follow-up of action plans, liaison with Competent Authorities, report on oversight activities);
- preparing the material for the Oversight governance bodies and, if need be reporting to them;
- contributing to the development and maintenance of CTPP oversight procedures and methodologies, as well as other cross-cutting activities;

- helping configure JETs in the most effective way to carry out relevant and efficient oversight of CTPPs;
- contributing to the trainings and knowledge sharing with JET members;
- identifying and proposing ways on developing the oversight framework for CTPPs, taking into account the findings and outcome of the oversight activities carried out by the JETs they are responsible for.

3.3 Place of employment – Life in the EU financial districts

As part of one of ESAs, you will play an active role in an organisation that makes a difference to the life of all EU citizens/consumers by contributing to financial stability across the EU and safeguarding the integrity, efficiency, and orderly functioning of the EU financial sector.

You'll have the opportunity to change perspectives, to expand your network, to benefit from an enriched experience in a multinational and multicultural environment, to develop your career, as well as new competencies.

Successful candidates employed by the EBA or ESMA will be based in Paris (France); the one employed by EIOPA will be based in Frankfurt am Main (Germany).

For more information regarding working conditions, please consult the **Annex** (part 5 of this vacancy notice).

3.3.1 Paris (France)

You will live in Paris. The French capital is one of the most inspiring cities in Europe. A walkable and well-connected city with close proximity to other countries in Europe, Paris offers a vivid cultural and culinary experience with its abundance of museums, architectural richness, sparkling monuments such as the Eiffel Tower, top designer shops and beautiful parks. The EBA and ESMA offer free access for children to the [European school facilities](#).

3.3.2 Frankfurt am Main (Germany)

You will live in Frankfurt am Main, a cosmopolitan city at the centre of Europe. The open and hospitable atmosphere in Frankfurt stems from its centuries-old role as a trading centre. The city is home to many businesses and to academic and research institutions.

As major transport hub, the airport has flights to almost everywhere in the world. Major European cities such as Amsterdam, Berlin, Brussels and Paris are less than four hours away by train. Frankfurt offers a variety of cultural and sporting activities. The city has many high-profile art galleries and museum exhibitions. Festivals and other events are held along the banks of the river Main throughout the year. EIOPA offers free access to the [European school in Frankfurt](#).

4 What are the selection requirements?

Applications will be assessed based on the Eligibility and Selection criteria specified in this vacancy notice.

4.1 Eligibility criteria

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

4.1.1 General

- be a national of a Member State of the European Union³ or the EEA (Iceland, Liechtenstein, Norway);
- enjoy full rights as a citizen⁴;
- have fulfilled any obligations imposed by the applicable laws concerning military service;
- have a thorough knowledge⁵ of English (C1) - as this is the ESA's working language - and a satisfactory knowledge (B2) of another language⁶ of the European Union,
- have the appropriate character references as to your suitability for the performance of your duties; and
- be physically fit to perform the duties linked to the post⁸.

4.1.2 Qualifications

- have at least a level of education which corresponds to completed university studies of **four years** attested by a **diploma**⁹, and after having obtained the diploma, **twelve years** of proven **professional experience**¹⁰ (both must be acquired in a field corresponding to the nature of the duties covered by the job description);

OR

have at least a level of education which corresponds to completed university studies of **three years** attested by a **diploma**⁹, and after obtained the diploma, **thirteen years** of

³ Member States of the EU: Member States of the EU: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

⁴ Prior to the appointment, the successful candidate will be asked to provide an official document/ certificate confirming the absence of any criminal record.

⁵ The assessment is done in accordance with the [Common European Framework of Reference for Languages \(CEFR\)](#).

⁶ The official languages of the EU: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, German, Greek, Hungarian, Irish, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, and Swedish.

⁷ Native English speakers will be tested to prove their second language skills.

⁸ Before the appointment, the successful candidate shall be examined by one of the European Union medical centres in order to confirm that the candidate fulfils the requirements of Article 12(2) (d) of the CEOS (physical fitness to perform the duties).

⁹ Only qualifications that have been awarded in EU Member States or that are subject to equivalence certificates issued by the authorities of an EU Member State shall be taken into consideration.

¹⁰ For more information on calculating the professional experience, please consult the "Candidates Guidelines" document published on ESMA's website <https://www.esma.europa.eu/about-esma/careers>

proven **professional experience**¹⁰ (both must be acquired in a field corresponding to the nature of the duties covered by the job description);

4.2 Selection criteria

In addition to the Eligibility criteria above, the following Selection criteria will be assessed throughout the different phases of the selection procedure. Candidates are required to clearly indicate in their application **how they acquired the knowledge and experience allowing them to meet the Selection criteria** mentioned below and to give specific examples.

4.2.1 Essential criteria

- a) At least 2 years of experience¹¹ as a manager (please detail number of direct and indirect reports);
- b) An effective expertise on ICT related specialities (services, security, continuity, projects, risks) gained from studies or working experience (please detail diplomas, certifications, work contributions);
- c) At least 2 years of experience in the assessment of the financial entities' ICT risks notably with on-field practice (consulting, risk assessment, audit);
- d) Proven experience in participating in international/EU projects or working groups, especially in relation to ICT services, ICT projects or ICT risks; and

4.2.2 Advantageous criteria

- e) Proven experience in the participation in preparatory and/or implementation work of the DORA and its related Technical Standards;
- f) Significant experience in the assessment of the resilience of ICT services provided by major ICT service providers;
- g) Excellent command in one or several of the following subject matters/ domains of expertise: cloud computing, telecommunication solutions, data centres and hosting services, information security, software development and services, data management;
- h) Advanced knowledge or experience on approaches to implement and assess the cybersecurity of an ICT environment;
- i) Advanced knowledge or experience on approaches to implement and assess business and ICT continuity;
- j) Advanced knowledge or experience on approaches to implement and assess an ICT risk management framework, including on outsourcing risks;

¹¹ Experience must be acquired after the required diploma from part 4.1.2.

- k) Advanced knowledge or experience on approaches to assess governance and non-technical risks (legal and compliance, financial, business model, reputation); and
- l) Motivation for the advertised position (pls also indicate your preference, if any, to the desired place of employment: Paris or Frankfurt).

4.2.3 Behavioural competences

- m) Strong analytical skills and ability to develop a strategic vision for the Unit and its contribution to the broader organisation's objectives (leadership skills);
- n) Ability to lead, motivate and develop the potential of teams with multinational and multidisciplinary backgrounds (management skills);
- o) Ability to build productive and cooperative working relationships with multiple internal and external stakeholders (interpersonal skills);
- p) Ability to communicate clearly and present complex subjects simply, both orally and in writing, including to the members of the team (communication skills), and
- q) Ability to work under pressure and deliver high quality work under very tight timelines;
- r) Strong adherence to the EUIBA (EU Institutions, Bodies and Agencies) values such as integrity trust and creativity.

5 Annex

5.1 Working conditions

- You shall indicate in your motivation letter your preference, if any, for the place of employment (Paris or Frankfurt am Main).
- Your contract will be for a duration of 3 years and can be extended for additional 3 years. Any further renewal shall be in principle for an indefinite duration.
- You will be recruited as Temporary agent 2(f) in grade administrator AD9 with basic salary starting from € 9,677.54 monthly, subject to an annual review of remuneration provided for in Article 64 and Article 65(1) of [the Staff Regulations](#). Salaries are subject to a Union tax deducted at source and are exempt from national taxation. In addition to the basic salary, you will be entitled to a correction coefficient applicable to France (currently 114.2%) or Germany (currently 102.2%).
- Managers are entitled to receive a managerial allowance (4.2% of the basic salary) subject to completing successfully the 9-month managerial trial period.
- Depending on the individual family situation and the place of origin to you may be entitled to: expatriation allowance (16% of the basic salary), household allowance, dependent child allowance, education allowance, pre-school allowance, installation allowance, reimbursement of removal costs, initial temporary daily subsistence allowance, and other benefits.

- Annual leave entitlement of two days per calendar month plus additional days for age, grade, 2.5 days home leave if applicable, and in addition on average 17 holidays per year;
- EU Pension Scheme (after 10 years of service);
- EU Joint Sickness and Insurance Scheme (JSIS), accident and occupational disease coverage, unemployment and invalidity allowance and insurance, and
- You will also benefit from work-life balance with teleworking flexibility, learning and development opportunities such as language trainings, as well as social integration and free access for children to the [European school in Paris](#) / [European school in Frankfurt facilities](#).

5.1.1 EBA – ESMA (Paris, France)

Successful external candidates will be recruited in the grade AD9 and classified in step 1 or 2.

| Grade / step | Minimum requirements for classification in step | Monthly salary ¹² basic | Monthly salary ¹² , net after tax | Monthly salary ¹² , net after tax, with expatriation allowance | Monthly salary ¹² , net after tax, with expatriation, household and one dependent child allowance |
|--------------|---|------------------------------------|--|---|--|
| AD 9 Step 1 | 4 years university degree + 12 years experience | € 10,084.21 | € 8,293.22 | € 10,135.80 | € 11,699.27 |
| AD 9 Step 2 | 4 years university degree + 15 years experience | € 10,507.97 | € 8,576.37 | € 10,496.39 | € 12,088.42 |

5.1.2 EIOPA (Frankfurt am Main, Germany)

Successful external candidates will be recruited in the grade AD9 and classified in step 1 or 2.

| Grade / step | Minimum requirements for classification in step | Monthly salary ¹² basic | Monthly salary ¹² , net after tax | Monthly salary ¹² , net after tax, with expatriation allowance | Monthly salary ¹² , net after tax, with expatriation, household and one dependent child allowance |
|--------------|---|------------------------------------|--|---|--|
| AD 9 Step 1 | 4 years university degree + 12 years experience | € 10,084.21 | € 7,421.77 | € 9,070.74 | € 10,469.93 |
| AD 9 Step 2 | 4 years university degree + 15 years experience | € 10,507.97 | € 7,675.18 | € 9,393.45 | € 10,818.19 |

¹² Incl. a managerial allowance (4.2% of the basic salary) subject to completing successfully the 9-month managerial trial period.

6 What is the selection procedure?

The three ESAs are running the recruitment procedure jointly, with one representative from each ESA on the Selection Board, and ESMA is the leading agency for this call.

A **Selection Board**¹³ will be established to assess the application documents (curriculum vitae, motivation letter, and eligibility criteria grid) of applicants with reference to the eligibility and selection criteria and to establish the final reserve list of suitable candidates (to be recruited across the ESAs).

Please consult [here](#) the Selection Board's composition.

Please note that the Selection Board's work and deliberations are strictly confidential and that any contact with its members is strictly forbidden. Any contact made by the candidates or third parties with the members of the Selection Board in relation to the selection constitutes grounds for disqualification from the selection procedure.

Candidates who do not meet all the eligibility criteria will be excluded from the selection procedure.

Eligible candidates will then be scored on the essential technical competencies criteria. Those who meet all the essential technical competencies criteria will be scored against the advantageous technical competencies criteria. Those candidates who do not meet all the essential technical competencies criteria will not be assessed further.

Within the comparative assessment of applications, the **30 best candidates** (who obtain the highest scores) will be invited first for a written test (first part of the selection procedure). Written tests will be organised remotely by the EBA¹⁴.

Consequently, the candidates, who reach a minimum score of 60% for the written tests, will then be invited for interviews with the Selection Board (2nd part of the selection procedure). Interviews will be held remotely.

The candidates invited for written tests and interviews will be assessed against all selection criteria.

The candidates who receive at least 60% of the maximum points in both the written tests and interviews will be included in the reserve list of suitable candidates. Successful candidates who are placed on the reserve list will be informed accordingly.

All candidates on the reserve list will be invited for **an one-day assessment centre** and will be **interviewed by the Executive Director(s) and one member of the Selection Board**.

The successful candidate will be selected from the established reserve list which may also be used for the recruitment of a similar position depending on the needs of the ESAs.

¹³ Article 30 and Article 3 of Annex III of the Staff Regulations.

¹⁴ For more information, see here the [EBA recruitment record](#).

When a vacancy/post becomes available, candidates on the reserve list may be contacted for additional informal calls. It should be noted that inclusion on the reserve list does not imply entitlement to employment in the Agencies.

6.1 Information reserved for candidates employed as Temporary Agents under Article 2 (f) of the CEOS

6.1.1 Temporary staff employed at any other EU Agency (inter-agency mobility)

If the successful candidate is already a member of temporary staff 2(f), the implementing rules on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS¹⁵, and in particular Article 9 and Article 12 (2) will apply, providing that, on the closing date of application and as well as on the day of taking up duty at the ESA, the successful candidate:

- is a member of temporary staff under Article 2(f) of the CEOS, and
- is employed within his/her agency in function group and grade included in the range “AD9 – AD12”; and
- possesses the qualifications specified in the vacancy notice; and
- possesses the middle management competencies as referred to in the selection criteria.

6.1.2 Temporary staff employed at the same agency as the hiring agency (ESMA/EIOPA/EBA)

If the successful candidate is already a member of temporary staff 2(f) at the hiring agency (ESMA/EIOPA/EBA), the implementing rules on middle management staff¹⁶ and Article 8(2) will apply, providing that, on the closing date of applications, the successful candidate:

- is a member of temporary staff under Article 2(f) of the CEOS; and
 - is in grade – AD9 - AD12;
- OR
- is in grade AD8 and has a seniority of at least two years in that grade (where the vacancy is to be filled simultaneously for reclassification); and
- possesses the qualifications specified in the vacancy notice; and
 - possesses the middle management competencies as referred to in the selection criteria.

¹⁵ [ESMA-2015-MB-56 - Decision on the IR on the engagement and use of TA2f.pdf \(europa.eu\)](#)

¹⁶ [esma64-87-193 decision on ir on middle management staff.pdf](#)

The successful internal candidate will be assigned to the post with a transfer decision. The contractual conditions will remain unchanged (grade, step, seniority in step, duration), except for candidates in grade AD8 who shall be appointed in grade AD9.

7 How to apply?

Candidates, while applying for this call, shall indicate in their motivation letter **their preference**, if any, to the desired place of employment (Paris or Frankfurt).

You must submit your application through [e-Recruitment](#). ESMA does not accept applications submitted by any other means. All sections of the application must be completed in English.

To be considered, applications must be received by 23:59:59 CET on the closing date. We advise you to submit your application well ahead of the deadline, to avoid potential problems due to increased activity on the recruitment platform.

Please consult the [Candidates Guidelines](#) for instructions on how the best complete your application.

Following the submission of the application candidates will receive an automatic email acknowledging receipt of the application. Please note that all correspondence will take place by email, so candidates should ensure that the email address associated with applicant's account is correct and that it is checked regularly. Applicants will be assessed on the basis of the eligibility and selection criteria specified in the vacancy notice and these must be met by the deadline for submitting applications.

8 Equity, diversity and inclusion

The ESAs are equal opportunities employers, dedicated to recruit, develop and retain a diverse and talented workforce by upholding principles of equal opportunity and impartiality. To this end, the ESAs warmly welcomes applications from all qualified candidates, regardless of age, gender identity or expression, sexual orientation or identity, disability, ethnic or social origin, religion or belief, and cultural background. All ESAs staff members are committed to fostering an open and inclusive workplace culture. The ESAs encourage the applications of women for positions where they are currently under-represented.

If you require any special arrangements during the selection procedure related to a physical, mental, intellectual or sensory disability, please indicate it in your application, and HR will contact you for any adjustments or arrangements needed relating to your disability, so that your full and equal participation in the selection process can be ensured.

The ESAs, as EMAS registered organisation, are committed to continuously improving its environmental performance and reducing its carbon footprint.

9 Data protection

Candidates' personal data shall be processed in accordance with Regulation (EU) 2018/1725¹⁷. Pursuant to Article 28 of Regulation (EU) 2018/1725, the ESAs qualify as joint controllers for some aspects of this recruitment procedure.

For more information on how personal data will be processed, candidates are invited to consult [the joint privacy statement](#).

10 Ethics obligations

ESAs staff members act as ambassador, and actively promote, the highest ethical, integrity and good administration principles.

In accordance with Articles 11 and 11a of the Staff Regulations (SR) and Articles 11 and 81 of the Conditions of Employment of Other Servants of the European Union (CEOS) the successful candidate will be required to make a declaration of conflict of interests before they can be effectively recruited by one of the ESAs to check if s/he has any personal interest which may impair his/her independence or any other conflict of interest in relation to the position offered. Similarly, before leaving and during two years thereafter, the staff member is required to seek clearance from the relevant ESA before engaging in another activity. Should a conflict of interest with the legitimate interests arise prior recruitment or during two years after leaving, balanced and proportionate measures taking into account all relevant circumstances (e.g. seniority, length of service, nature of prospective employment, etc) might be taken.

Strict professional secrecy and confidentiality requirements apply while working at ESAs and after leaving.

More information about the ethics requirements can be found on the [ESMA website](#).

Strict professional secrecy duties apply while working at ESAs and after leaving.

11 Appeal procedure

If, at any stage of the selection procedure, you consider that your interests have been prejudiced by a particular decision, you can take the actions detailed in point 5.7 of the [Candidates Guidelines](#).

¹⁷ 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, OJ L 295, 21.11.2018, p. 39–98.