

VACANCY NOTICE - TEMPORARY STAFF

Reference number: RCT-2023-00107

Analyst (3 posts)

Data Scientist (1 post)

Post (business title):	Analyst <i>(a reserve list to be created for 3 posts to be filled)</i> Data Scientist <i>(a reserve list to be created for 1 post to be filled)</i>
Sector/Unit/Division:	Regional Analysis Sector/Analysis Unit/EIBM Intelligence Division Analysis Unit/EIBM Intelligence Division Capacity and Readiness Unit/EIBM Intelligence Division Data and Geospatial Analytics Sector/Fusion Unit/EIBM Intelligence Division
Function group / Grade / Post title:	Temporary staff, AD7, Administrator ¹
Grade bracket for internal mobility ² :	AD5 - AD7
Grade for inter-agency mobility ² :	AD5 - AD7
Location:	Warsaw, Poland
Starting date:	January 2025 (desired)
Level of Security Clearance:	SECRET UE / EU SECRET
Closing date for applications	<u>(MIDDAY) 30 September 2024 at 12:00 h³, Warsaw local time</u>

1. BACKGROUND

The European Border and Coast Guard Agency (Frontex) has been established under the European Border and Coast Guard Regulation⁴. The agency was created on the foundations of the European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union (established under Council Regulation (EC) No 2007/2004), which has been coordinating operational activities at the EU external border since 2005.

Frontex is located in Warsaw, Poland, and is in the process of significantly increasing the size of its staff to meet its expanding tasks.

The new European Border and Coast Guard Regulation provides for the establishment of a European Border and Coast Guard Standing Corps, which will consist of up to 10,000 operational staff by 2027, and will be deployed along the external land, sea and air borders of the European Union and the Schengen Area.

With the establishment of the Standing Corps - the first European law enforcement uniformed corps - Frontex offers a unique, pioneering opportunity to form part of the EU's operational arm for European integrated border management. The establishment and operations of the Standing Corps gives rise to various novel legal challenges and risks. The selected candidate will have a chance to significantly contribute to the application

¹ Type of post: Administrator.

² For existing EU temporary staff 2(f) applicants for whom Article 55 of the Conditions of Employment of Other Servants of the European Union (CEOS) is applicable.

³ Date of publication: 30 August 2024.

⁴ Regulation (EU) 2019/1896 of 13 November 2019 on the European Border and Coast Guard (OJ L 295, 14.11.2019, p.1).

of the EU law in this area by developing creative legal solutions in cooperation with internal and external partners.

The Agency's key tasks include:

- Operational and technical assistance to the EU member states at their external borders by coordinating joint border control operations including deployment of vessels, aircraft and other equipment and border and coast guards from EU countries;
- Coordination of border surveillance and law enforcement activities being part of maritime security in cooperation with national authorities and EU agencies such as Europol, EMSA and EFCA;
- Situation monitoring of EU's external borders and risk analysis of all aspects of border and coast guard management, including assessment of the EU Member States' border control authorities' ability to face migratory pressure and different challenges at their external borders;
- Assisting Member States in returning nationals of non-EU countries who do not have the right to remain on the territory of the EU;
- Development of training programmes for European border and coast guards;
- Monitoring new technological developments in the field of border control and acting as an interface between research institutions, industry and national border and coast guard authorities;
- Cooperation with EU and international organisations in the area of border and coast guard management, security, and prevention of cross-border crime (including terrorism);
- Assist non-EU countries in the context of technical and operational cooperation on border management including return of non-EU nationals, in the framework of the EU external relations policy.

In all its activities, Frontex enforces actions which are respecting fundamental rights as an overarching component of the European Integrated Border Management.

For more information, please refer to our website: <http://www.frontex.europa.eu>.

2. EIBM INTELLIGENCE DIVISION (INTEL)

The EIBM Intelligence Division is one of the two strategic layers overseeing and providing direction to the achievement of core outcomes of the Agency.

The mission of the EIBM Intelligence Division is:

- (a) to act as system owner of the intelligence function, by building more effective synergies between risk analysis, vulnerability assessment, the management of Eurosur Fusion Services as well as the information and intelligence coming from Member States, Frontex operations, EU institutions, agencies and other EU bodies as well as other sources available to the Agency in line with the Regulation;
- (b) to develop and manage a coherent EIBM intelligence function across the agency, including promoting common standards, processes and protocols for creating and managing EIBM intelligence products;
- (c) to deliver in full against the tasks listed in the Regulation the provision of insight and foresight on EIBM across the four-tier access control model, with a view to contribute to policy driven and operational processes;
- (d) (d) to create and maintain, based on the near-to- real time field information and impact levels attributed to incidents as well as other sources, a pre-warning mechanism, in order to support intelligence-driven measures;
- (e) (e) to contribute to reasserting the value proposition of Frontex, closely supporting and providing high-quality value-adding services to Member States, partners and the EU institutions;
- (f) to produce knowledge and understanding to enable the effective and efficient functioning of the European Border and Coast Guard Agency (EBCGA);
- (g) to contribute and/or lead EIBM Intelligence capacity building activities including specialised training;
- (h) to support and promote intelligence-driven operational activities, strategic decision-making, and intelligence networks;
- (i) to contribute to the development and implementation of a fully interoperable and efficient European Integrated Border Management and Quality Control Mechanism;
- (j) to implement the tasks under its remit, as foreseen in the Technical and Operational Strategy for European Integrated Border Management;

- (k) to implement the tasks in relation to the elaboration of risk descriptions for the ETIAS screening rules, on behalf of and under the supervision of the ETIAS Central Unit Division, and in line with the ETIAS business and legal requirements.

3. ANALYSIS UNIT (ANALYSIS)

The main responsibilities and tasks of the Analysis Unit are as follows:

- (a) providing risk analysis products focused on the external borders and the third country dimension, ensuring the uniform application of the Common Integrated Risk Analysis Model (CIRAM), and supporting tactical level assessments by the Operations Directorate.
- (b) providing insights and foresights covering all aspects relevant to EIBM, in particular border control, prevention of cross-border crime including facilitation of unauthorised border-crossing, trafficking in human beings, terrorism and threats of a hybrid nature, as well as the situation in third countries.
- (c) elaborating travel flow centric analysis, with a view to, inter alia, delivering to the ETIAS Central Unit the analytical conclusions (risk descriptions) for a thorough risk assessment of Third Country Nationals - VISA Exempt (TCN-VE) applicants - and ensuring compliance with all regulatory requirements regarding risk analysis for the ETIAS risk screening framework.

4. CAPACITY AND READINESS UNIT (CRU)

CRU is responsible for monitoring and assessing the capacities and readiness of the Member States to face current and upcoming challenges at their external borders. CRU serves as the point of contact for the Schengen Evaluation Mechanism matters within Frontex. It is furthermore tasked to provide analysis on secondary movements and return. CRU thus looks comprehensively at the situation at the European external borders and within those borders. The unit's currently 28 staff members have the following key tasks:

- a) Delivering vulnerability assessment reports.
- b) Delivering operational vulnerability assessment knowledge products.
- c) Maintaining and developing the Vulnerability Assessment Platform (VAP).
- d) Designing recommendations on measures for the decision of the ED.
- e) Monitoring the implementation of the recommended measures by Member States.
- f) Delivery of strategic vulnerability assessment knowledge products.
- g) Regularly improving the effectiveness of vulnerability assessment activities by further developing the Common Vulnerability Assessment Methodology, also by designing standards and benchmarks for the benefit of other quality control mechanisms.
- h) Conducting analysis in the domain of secondary movements and return.
- i) Maintaining close synergies with the Schengen Evaluation Mechanism (SEM).

Future analytic tasks might be added to the portfolio. All staff members are expected to proactively and closely work together within the division and across the organisation. Trusted, close contacts with colleagues from border control authorities across Europe are essential.

5. FUSION UNIT (FUSION)

The main tasks and responsibilities of the Fusion Unit are as follows:

- (a) fusing information and intelligence with a view to establishing, managing and coordinating the links between INTEL and the intelligence-driven EIBM policy and planning cycles, by negotiating and agreeing the respective intelligence requirements, assuring the synergies with the processes run by ANALYSIS and CRU;
- (b) managing EUROSUR fusion services, Data and Geospatial (GIS) Analytics, and leading the processing, consolidation, and dissemination of key intelligence products, ensuring coherence across products and services, and mitigating risks of information and intelligence gaps;

- (c) providing up-to-date, reliable and innovative information services, operational products as well as knowledge and technology driven capabilities based on a wide range of data, including geospatial and earth observation data, maritime and air border surveillance data and data from Frontex operational activities.

6. DUTIES AND RESPONSIBILITIES LINKED TO THE POST

Reporting to the Head of Analysis Unit, and the Capacity and Readiness Unit the three Analysts will be responsible for:

- Performing comprehensive analysis focusing on border and migration management, according to the best practices in the field;
- Designing and drafting of analytical products to address border and migration management in general, and irregular migration, cross-border crime and border security in particular;
- Overseeing Network meetings and activities, including the planning and implementation of meetings and workshops, and facilitating network cooperation related to joint analytical activities;
- Supporting different operational planning activities within the Agency, as required by Regulation (EU) 2019/1896;
- Supervising the work of other analysts; reviewing analytical products, providing advice and guidance;
- Collecting, processing, and analysing information related to border management and migration management according to the existing data policies and best practices in the field;
- Preparing comprehensive reports, letters, briefing notes, speeches and presentations, etc. on various topics, and responding to enquiries with accurate information and detailed analysis;
- Fostering effective cooperation with both external and internal partners and stakeholders, and promoting the best practices and knowledge-sharing;
- Representing the Agency in relevant internal and external meetings and For a, within the remit set by the line managers;
- Presenting analytical findings and insights on a variety of topics, ensuring clarity and impact;
- Performing any other tasks within the area of responsibility of the as directed by the line management.
- Delivering presentations on the respective business areas to a wide range of audiences;

For the Analyst in Capacity and Readiness Unit the following extra tasks will apply:

- Monitoring, analysing information and reporting on the assigned Member State(s) technical equipment, systems, capabilities, resources, infrastructure, adequately skilled and trained staff necessary for border control as well as contingency plans on border management according to the best practices in the field;
- Supporting and developing data collection activities in the framework of Vulnerability Assessment (VA) processes;
- Implementing assessment, evaluation and follow-up tasks as country analyst for the assigned Member State(s), including the furthering of cordial, close relationships to colleagues in MS border control authorities.

Reporting to the Head of Sector Data and Geospatial Analytics, the Data Scientist will be responsible for:

- Supporting and contributing to information and intelligence production through data-driven techniques - overseeing and building models and machine-learning algorithms, discovering insights, and identifying opportunities by using statistical, data science and visualization techniques;
- Collaborating closely with business units by analyzing business needs and use cases and being proactive in proposing solutions to business challenges for supporting the decision-making process;
- Working in virtual and temporary teams as well as in projects;
- Producing, updating, and maintaining documentation related to the data science activities;
- Communicating and collaborating with both IT and business, attending relevant meetings, and supporting a sound information exchange and data infrastructure;

- Defining and maintaining a methodological framework for data science activities in the EIBM Intelligence Division ensuring a high standard of quality, accuracy and governance of data models and analytical results;
- Ensuring human oversight of AI models in line with relevant legislation and ethical standards.

7. QUALIFICATIONS AND EXPERIENCE REQUIRED

7.1. Eligibility criteria (for external applicants⁵)

To be eligible, an applicant shall:

- Possess a level of education which corresponds to **completed university studies** attested by a diploma when the normal period of university education is **four years or more** (of full-time education);

or

Possess a level of education which corresponds to completed university studies attested by a diploma **followed by at least one year full-time professional experience**, when the normal period of university education is **at least three years** (of full-time education);

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

Only the required education will be taken into account.

- Possess (by the closing date for applications) at least **6 years** of proven full-time professional experience after the diploma was awarded and (at the same time) after the condition(s) described in criterion a) above are fulfilled;

Professional experience will be taken into account after the award of the minimum qualification certifying the completion of the level of studies required above in the criterion a). Only duly documented professional activity is taken into account.

ANY GIVEN PERIOD OF STUDIES OR PROFESSIONAL EXPERIENCE MAY BE COUNTED ONLY ONCE. In order to be calculated as eligible, years of studies or professional experience to be taken into account shall not overlap with other periods of studies or professional experience, e.g. if the applicant had a full-time job and did freelance consultancy work in the evenings and weekends, the days spent on the latter will not be added to the period). In case of part-time work the professional experience will be calculated pro-rata in line with the workload stated by the applicant. Compulsory military service or equivalent civilian service accomplished after achieving the minimum qualification stated in the first two bullet points shall be taken into consideration as professional experience if the official documentation is provided.

- Produce evidence of thorough knowledge of one of the languages of the European Union and of satisfactory knowledge of another language of the European Union to the extent necessary for the performance of the duties (Common European Framework of Reference for Languages: B2 level);
- Be a citizen of one of the Member States of the European Union or the Schengen Associated Countries and enjoy full rights as its citizen;
- Have fulfilled any obligations imposed on him/her by the laws of the country of citizenship concerning military service.

7.2. Selection criteria

Suitability of applicants will be assessed against the following criteria in different steps of the selection procedure. Certain criteria will be assessed/scored only for shortlisted applicants during interviews (and/or tests):

⁵ For existing EU temporary staff 2(f) applicants (for whom Article 55 the Conditions of Employment of Other Servants of the European Union (CEOS) is applicable) the eligibility criteria are defined in Article 12(2) of the CEOS.

7.2.1. Professional competences - common for Analyst and Data Scientist

1. At least five years' experience linked to the duties and responsibilities of the post* (possession of a PhD will be counted as part of the relevant experience).
 - * specifically in academic or public policy research and/or analysis in the areas related to the mandate of Frontex and particularly international security, migration and border management or generating insights through data science techniques.
2. Experience in delivering high-quality analytical reports and/or presentations with clear language and appropriate data visualisations.
3. Good understanding of data models and experience in the use and exploitation of complex databases/data sources.
4. Competence in using MS Office applications (Word, Excel, PPT and Outlook) and specific data exploitation/visualisation software/application/tools in support of analysis.

Professional competences - extra for Data Scientist

5. A degree in Computer Science, Data Science, Mathematics, Statistics, Physics, or similar quantitative discipline like Economics or Social Science.
6. Practical experience in using a wide range of statistical, machine and deep learning techniques as well as algorithms and programming languages for building, training, evaluating and visualising statistics/data science models.

Besides, the following attributes would be considered advantageous - for Analyst

7. Leadership/management experience at team leader level.
8. Training in the area of tasks related to the posts:
 - analytical standards and techniques, preferably attested by a certificate or
 - SAS Data Science Certification or other similar certificates.
9. Knowledge of qualitative and quantitative/statistical analysis techniques and methods.
10. Understanding of the EU Integrated Border Management framework.
11. Proven experience to work effectively in national/international law enforcement environment.

Besides, the following attributes would be considered advantageous - for Data Scientist

12. Leadership/management experience at team leader level.
13. Training in the area of tasks related to the posts:
 - analytical standards and techniques, preferably attested by a certificate or
14. SAS Data Science Certification or other similar certificates.
15. Knowledge of qualitative and quantitative/statistical analysis techniques and methods.
16. Proven track record of using data to generate insights and drive business results by providing links to online research papers, Kaggle or similar competitions related to migration or population modelling.

7.2.2. Personal qualities and competences - common for Analyst and Data Scientist

17. Excellent time management, organization and coordination skills with ability to work to manage work autonomously, under tight deadlines and pressure in a dynamic and challenging work environment.
18. Strong sense of initiative, responsibility and commitment and customer service and support-oriented work ethic.
19. Excellent presentation, interpersonal and communication skills in English (ability to communicate clearly and precisely to different audiences both orally and in writing).
20. Excellent teamwork and collaboration skills with the ability to build relationships in a diverse environment and to liaise effectively with internal and external stakeholders, across hierarchical and professional lines.
21. Strong critical thinking, logical reasoning and judgment skills, accuracy, intellectual curiosity and integrity as well as problem-solving skills.

8. EQUAL OPPORTUNITIES, DIVERSITY & INCLUSION

Frontex applies an equal opportunities policy and accepts applications without distinction on grounds of age, race, political, philosophical or religious conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

Frontex encourages and invites to apply professionals of different backgrounds and origins who want to play an active role in a dynamic team in a multicultural organisation that is contributing to increased European safety.

9. SELECTION PROCEDURE

The selection procedure includes the following steps:

- After registration, each application is checked in order to verify whether it meets the eligibility criteria;
- All the eligible applications are evaluated by an appointed Selection Committee based on a combination of certain selection criteria defined in the vacancy notice (some criteria will be assessed/scored only for shortlisted applicants during interviews and/or tests). Certain selection criteria may be assessed/scored jointly, and some criteria may be assessed/scored in two or more steps of the selection procedure;
- Best-qualified applicants who obtain the highest number of points within the application evaluation and who are matching best the evaluated selection criteria will be shortlisted and invited for a competency test and an interview; the names of the members of the Selection Committee will be disclosed to the applicants invited for the test and interview. Only shortlisted candidates will be contacted;
- The test and interview will be conducted in English;
- During the interviews and tests, the Selection Committee will examine the profiles of shortlisted applicants and assess their relevance for the post in question. Certain general competencies will not be tested for internal applicants interested in an internal mobility and for applicants from other EU Agencies interested in an inter-agency mobility. At least one part of the qualifying written test will be assessed based on anonymized answers;
- As a result of the interview and test, the Selection Committee will recommend the most suitable applicant(s) for the post in question to the Appointing Authority of Frontex. An additional interview with the Appointing Authority and/or another relevant manager may be arranged before the Appointing Authority takes the final decision.
- Suitable applicants will be proposed for a reserve list, which may also be used to fill similar vacant posts depending on the needs of Frontex. Applicants should note that the placement on the reserve list does not guarantee an employment offer.
- Each interviewed applicant will be notified in writing on outcome of his/her application.

Each interviewed applicant will be notified in writing on outcome of his/her application. **We expect all applicants to adhere to the principles of Professionalism, Respect, Cooperation, Accountability and Care when communicating with us.**

The work and deliberations of the Selection Committee are strictly confidential and any contact of an applicant with its members is absolutely forbidden.

Applicants may be requested to present, at any stage of the selection, documents which will support the information contained in their application form such as originals of their diploma(s), evidence of professional experience clearly indicating the starting, finishing dates and scope of work and workload. Failure to provide such evidence may lead to disqualification of the respective part of the application.

10. APPOINTMENT AND CONDITIONS OF EMPLOYMENT

The most successful applicant will be selected and appointed by the Appointing Authority of Frontex.

In order to be engaged, the appointed applicant shall:

- Be available for the job at short notice (not later than 4 months after the job offer is made);
- Produce the appropriate character references as to his/her suitability for the performance of duties (a criminal record certificate or equivalent certificate, not older than six months) and a declaration in relation to interests that might be considered prejudicial to his/her independence;

- Be physically fit to perform the duties⁶.

The successful external applicant will be engaged as temporary staff pursuant to Article 2(f) of the Conditions of Employment of Other Servants of the European Communities (CEOS). The temporary post in question is placed in the following function group and grade: **AD77**.

A contract of employment will be offered for a period of five years, with a probationary period of nine months. The contract may be renewed.

The staff member's remuneration consists of a basic salary and allowances. The staff member may be entitled to various allowances, in particular to an expatriation (16 % of basic gross salary) or to a foreign residence allowance (4 % of basic gross salary) - depending on particular situation, and to family allowances (depending on personal situation) such as household allowance, dependent child allowance, pre-school allowance, education allowance.

The final net calculation (amount payable) is as follows:

Function group, grade and step	AD7 Step 1	AD7 Step 2
1. Basic net/payable salary (<i>after all deductions, contributions and taxes are applied</i>)	4 458 EUR 19 836 PLN	4 618 EUR 20 548 PLN
2. Other possible monthly entitlements/allowances , depending on the personal situation of the candidate (<i>expressed as gross amount weighted by 80.7 correction coefficient applicable for Poland</i>):		
a) Household allowance	297 EUR 1 320 PLN	302 EUR 1 342 PLN
b) Expatriation allowance	938 - 1 173 EUR 4 172 - 5 220 PLN	977 - 1 214 EUR 4 347 - 5 399 PLN
c) Dependent child allowances for each child	392 EUR 1 745 PLN	392 EUR 1 745 PLN
d) Preschool allowance	96 EUR 426 PLN	96 EUR 426 PLN
e) Education allowance for each child up to	532 EUR 2 368 PLN	532 EUR 2 368 PLN

The remuneration is expressed in EUR, after the compulsory deductions set out in the Staff Regulations or in any implementing regulations is weighted by the correction coefficient for Poland (currently 80.7). It can be paid either in EUR or in PLN according to a fixed exchange rate (currently 4.449 PLN/EUR).

The remuneration of the staff members, the correction coefficient and the exchange rate are updated, in principle, annually before the end of each year, with retroactive effect from 1 July, in accordance with Annex XI of the Staff Regulations.

Staff pays an EU tax at source and deductions are also made for medical insurance, pension and unemployment insurance. Salaries are exempt from national taxes. The rate of the solidarity levy is 6 %.

An [accredited European School](#)⁸ operates in Warsaw since September 2021 to allow dependent children of all Frontex statutory staff (including Polish nationals) to attend a (tuition-free) European-type multilingual education. The school is opening gradually, and the complete education cycle (from Nursery to Secondary level finishing with the European Baccalaureate exam) is available as of September 2024. Frontex staff children enjoy priority admission to this school, however it may happen that the required class/level is full at the moment of admission and the school cannot enrol the child. In such a case, education allowance may be granted up to a double ceiling (i.e. 515 EUR per child per month) to cover the tuition costs at another fee-paying school in Warsaw.

Moreover, the headquarters agreement with the Polish authorities is effective as of 1 November 2017. Under this agreement the Polish authorities may provide the following main benefits to Frontex expatriate staff⁹:

- reimbursement of VAT on purchases of main household effects to assist a newcomer to settle in Warsaw;
- reimbursement of VAT on a purchase of a private car (this entitlement is renewable after 36 months).

⁶ Before the engagement, the successful applicant shall be medically examined by the EU medical service to fulfil the requirement of Article 13 of Conditions of Employment of Other Servants of the European Communities (OJ L 56, 4.3.1968, p. 10), as lastly amended.

⁷ Specific conditions about grading are defined on the title page of the Vacancy Notice. For existing EU temporary staff 2(f) the classification in grade and step should be established in line with Article 55 of the CEOS.

⁸ More details on the European Schools system available here: [About the Accredited European Schools](#) (eursc.eu).

⁹ Staff of non-Polish nationality and non-permanent residents.

Staff is entitled to annual leave of two working days per each complete calendar month of service and to additional days of leave depending on the grade and age. Moreover, two and a half leave days are granted every year to the staff members entitled to the expatriation or foreign residence allowance for the purpose of visiting their home country. In addition, there are on average 18 public holidays days per year. Special leave is granted for certain circumstances such as marriage, birth or adoption of a child, etc.

Frontex being a knowledge-based organization acknowledges the importance of training provided to its staff. Frontex provides general and technical nature training as well as professional development opportunities that are discussed annually during the staff performance appraisal.

Throughout the period of service staff is a member of the EU pension scheme. The pension is granted after completing a minimum of 10 years' service and after reaching the pensionable age of 66 years. Pension rights acquired in one or more national schemes before starting to work at Frontex may be transferred into the EU pension system.

Staff is covered 24/7 and worldwide by the Joint Sickness Insurance Scheme (JSIS). Staff is insured against sickness, the risk of occupational disease and accident as well as entitled under certain conditions to a monthly unemployment allowance, the right to receive payment of invalidity allowance and travel insurance.

For further information on working conditions please refer to the Staff Regulations and the CEOS.

Frontex requires selected candidates to undergo a vetting procedure executed by the National Security Authority of the candidates' state of citizenship in order to obtain a personnel security clearance. The level of the latter depends on the specific post/position. For this post, the **required level of clearance is specified on the title page of the Vacancy Notice**. Candidates who currently hold a valid personnel security clearance at the above-mentioned level (or higher) may not need to obtain a new one, pending confirmation from their respective National Security Authority. The National Security Authority of the candidate shall provide Frontex, with an opinion or a personnel security clearance in accordance with relevant national legislation. In case selected candidates do not currently hold a valid security clearance at the above-mentioned level, Frontex will request such from the National Security Authority of the candidates' state of citizenship. In case of a failure to obtain the required personnel security clearance or if the National Security Agency issues a negative opinion at the above-mentioned level after the signature of the contract of employment Frontex has the right to terminate the contract of employment.

11. PROTECTION OF PERSONAL DATA

Frontex ensures that applicants' personal data are processed in accordance with Article 5(1)(a) of 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.

Please note that Frontex will not return applications to applicants. This is due, in particular, to the confidentiality and security of such data.

The legal basis for the selection procedures of temporary staff is defined in the CEOS¹⁰.

The purpose of processing personal data is to enable to properly carry out selection procedures.

The selection procedure is conducted under the responsibility of the Human Resources Unit, within the Human Resources and Corporate Services Division of Frontex. The controller for personal data protection purposes is Frontex, the responsible Unit being the Human Resources Unit.

The information provided by applicants will be accessible to strictly limited number of staff in Human Resources, to the Selection Committee members and to Frontex management. If necessary, it will be provided to the staff of Legal Services and Procurement Unit, Inspection and Control Office, external parties directly involved in the selection process or to respective experts in ICT (in case of technical issues with the application). For the purposes of safeguarding the financial interests of the Union, your personal data may be processed by the Frontex Internal Audit Capability, the Internal Audit Service of the European Commission, the European Court of Auditors, the Financial Irregularities Panel and/or the European Anti-Fraud Office (OLAF).

There will be no automated decision making or profiling upon applicants' data.

No data is transferred to a third country or international organisation.

¹⁰ In particular the provisions governing conditions of engagement in Title II, Chapter 3.

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

- For applications received from not-selected applicants: the data are filed and stored in archives for **2 years and** after this time the data are destroyed;
- For applicants placed on a reserve list but not recruited: the data are kept for the period of validity of **the reserve list + 1 year and** after this time the data are destroyed;
- For recruited applicants: the data are kept for a period of **10 years** after the termination of employment or as of the last pension payment **and** after this time the data are destroyed.

Applicants have the right to request access to and rectification or restriction of processing concerning the data subject or, where applicable, the right to object to processing or the right to data portability. In case of identification data, applicants can rectify those data at any time during the procedure. In the case of data related to the eligibility or selection criteria, the right of rectification can only be exercised by submitting/uploading a new application and it cannot be exercised after the closing date for submission of applications. Withdrawal of a consent to such data processing operations would result in exclusion of the candidate from the recruitment and from the selection procedure.

Should an applicant have any query concerning the processing of his/her personal data and has substantiated request, he/she shall address them to the HR Unit at jobs@frontex.europa.eu or Frontex Data Protection Officer at dataprotectionoffice@frontex.europa.eu.

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

12. REVIEW AND COMPLAINT PROCEDURE

- Each candidate may request feedback on assessment of his or her application as established by the Selection Committee.
- If deemed appropriate, he/she may ask for a formal review/reassessment of the original assessment.
- After Frontex takes a formal decision on candidate's application, he/she may lodge a complaint.

Details of these procedures are provided [here](#).

13. APPLICATION PROCEDURE

Note: It is required to upload the digital application form saved in its original electronic dynamic PDF format (not scanned). Do not use any e-mail communication to submit your application (for exceptional circumstances see point 6 below) - such an application will be automatically disregarded and will not be recorded and further processed.

Frontex Application Form is to be downloaded (as a dynamic PDF form) from Frontex website under the link provided next to the Reference Number of the post/position. This digital application form is specifically created only for this selection procedure (and shall not be reused for another procedure).

The Frontex Application Form must:

- Be opened in a PDF reader in a MS Windows equipped computer - the recommended version of the PDF reader is Adobe Acrobat Reader DC (*version 2021.001.20155*. You may download a free version [here](https://get.adobe.com/uk/reader/)).
- **Not be manipulated or altered.** The form is digitally signed and protected against any manipulation or changes. Therefore, applicants shall not try to manipulate and/or alter it - in such a case the digital signature will disappear, and the application form will become invalid for subsequent processing resulting in an automatic rejection of such submission.
- Be completed in English. Fields, where you may enter your input, are highlighted in light blue colour. Fields marked with an asterisk (*) indicate a required input. You should be concise, the space for your input is limited by the size of the text boxes.
- Be saved and named as follows: 'SURNAME_RCT-2023-00107'.

- **Be submitted to Frontex - after saving - by uploading it to this URL link:**

<https://microsite.frontex.europa.eu/en/recruitments/RCT-2023-00107>

- In case you have technical issues with filling/saving/uploading your electronic application form, you may write to us (in advance of the closing date for submission of applications) at jobs@frontex.europa.eu clearly indicating in the subject of the email the reference number of the post/position and the post (business) title.

In case you submit more than one application for this procedure, Frontex will only assess the latest one and will automatically disregard all your previous applications.

If at any stage of the selection procedure it is established that any of the requested information provided by an applicant is false or misleading, the applicant in question will be disqualified.

Applicants shortlisted for an interview will be requested to supply documentary evidence in support of the statements made in the application. Do not, however, attach any supporting or supplementary documentation with your application until you have been asked to do so by Frontex.

Incomplete applications, applications uploaded after the deadline, sent by e-mail or applications using inappropriate or altered/manipulated application forms will be automatically disregarded by the system and will **not** be processed further.

Due to the large volume of applications, Frontex regrets that only applicants invited for the test and interview will be notified about the outcomes. The status of the selection procedure is to be found on Frontex website.

Due to high volume of selection procedures handled by Frontex, the period between the closing date for the submission of applications and the final shortlisting of applicants for an interview may take more than two months.

The closing date (and time) for the submission of applications is provided on the title page of the Vacancy Notice.

Please keep a copy of the automatically generated submission code that proves that you have submitted/uploaded your application to Frontex.

Applicants are strongly recommended not to wait until the last day to submit their applications.

Frontex cannot be held responsible for any last-minute malfunction due to an overload of the system or for other technical issues applicants may eventually encounter in the very last moment before the deadline.