

VACANCY NOTICE - TEMPORARY STAFF 2(f)

Reference number: RCT-2024-00025

Operations Officers in the Operations Management Division

Post (business title):	Operations Officer in Contingent Management Unit, Contingent Management Sector East (2 posts), Operations Officer in Frontex Operations Centre, Service Management Sector (2 posts), <i>(a reserve list¹ to be created for 4 posts to be filled)</i>
Sector/Unit/Division:	Contingent Management Sector East in Contingent Management Unit Service Management Sector in Frontex Operations Centre- in Operations Management Division
Function group / Grade / Post title:	Temporary staff, AD7, Operations Officer ²
Grade bracket for internal mobility ³ :	AD5-AD7
Grade for inter-agency mobility ⁴ :	AD5-AD7
Location:	Warsaw, Poland
Starting date:	Second quarter 2026 (desired)
Level of Security Clearance:	CONFIDENTIEL UE/EU CONFIDENTIAL
Closing date for applications	<u>(MIDDAY) 13 January 2026 at 12:00 h⁵, Warsaw local time</u>

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¹ The established reserve list from this procedure can only be used for the same or similar post for which the same justification in the interest of service (i.e. deviating from the eligibility requirement of university degree for the external applicants) applies.

² Type of post: Administrator.

³ 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.

⁴ Ibid 3

⁵ Date of publication: 10 December 2025.

While Frontex selects its new staff based on their merits and without distinction as to race, political, philosophical or religious beliefs, sex or sexual orientation and without reference to their marital status or family situation, Frontex is a very inclusive workplace that strives to improve the gender and geographical balance⁶ among its staff to the widest possible extent, as well striving to foster diversity, amongst others, in terms of race, ethnic or social origin, genetic features, language, disability, age, etc. Therefore, female candidates as well as candidates with any diverse background that are fulfilling the selection criteria are strongly encouraged to apply. Frontex is looking for talented women and men to establish a reserve list of experienced professionals with high level of personal integrity, responsibility, confidentiality, adhering to EU values, the principles of equal opportunities and equal treatment as well as fundamental rights.

1. BACKGROUND

The European Border and Coast Guard Agency (Frontex) has been established under the European Border and Coast Guard Regulation⁷. 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 2,500 to meet its expanding tasks.

The 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 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.

⁶ Under-representation is specifically observed amongst the following nationalities: Austrian, Belgian, Cypriot, Czech, Danish, Dutch, Finnish, French, German, Hungarian, Irish, Italian, Luxembourg, Maltese, Norwegian, Slovak, Slovenian, Swedish, Swiss.

⁷ Regulation (EU) 2019/1896 of 13 November 2019 on the European Border and Coast Guard (OJ L 295, 14.11.2019, p. 1).

In all its activities, Frontex enforces actions which are respecting fundamental rights as an overarching component of the European Integrated Border Management. Frontex and its staff are committed to the values of Professionalism, Respect, Cooperation, Accountability and Care.

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

2. THE OPERATIONS MANAGEMENT DIVISION

OPERATIONS MANAGEMENT DIVISION

Mission

The mission of the Operations Management Division (OMD) is to oversee and manage Frontex operations, monitor and assess the near-real-time situation at EU's external borders and in designated pre-frontier areas. It ensures the development of Frontex Chain of Command (FC2), guarantees the Agency's preparedness and activates the crisis management mechanism when circumstances indicate that extraordinary operational response, including rapid border intervention, should be put in place.

Organization

The Division is led by the Director of Operations Management Division who reports to the Deputy Executive Director for Operations.

The Operations Management Division (OMD) is composed of the following entities:

- a. Contingent Management Unit (CMU);
- b. Frontex Operations Centre (OPC);
- c. Situational Assessment and Crisis Management Unit (SCU).

Main tasks

- a) Ensuring correct implementation of Operational Plans at Member States' external borders and on the territory of Third Countries in compliance with the applicable legal framework and the principles of fundamental rights, while seeking to improve border management efficiency and excellence at the EU's external borders and beyond;
- b) Monitoring the security situation and developments in operational areas to activate crisis response mechanisms when necessary.
- c) In performing its tasks and responding to the need for effective oversight, ensuring daily operational supervision of Frontex contingents, including outstanding situations, and providing standardisation and guidelines for their work;
- d) Managing the Frontex Operations Centre (OPC), offering an integrated coordination platform for the implementation of all operational activities performed by Frontex;
- e) Providing and ensuring an up to date 24/7 situation monitoring and early warning mechanism by issuing ad-hoc reports, early alerts on developments affecting EU integrated border management;
- f) Contributing to Agency's crisis management-related plans and procedures that outline actions to be taken in operational crisis situations, as well as conducting regular awareness sessions and exercises to ensure staff preparedness and familiarity with crisis response protocols;
- g) Executing the Serious Incident Reporting (SIR) and Use of Force (UFR) reporting procedures;
- h) Performing any other tasks not listed above that are necessary to achieve the goals and implement the mission of the Directorate/Division with due considerations to the dynamics of the organisation, its reorganisation process and final outcomes, as well as instructions expressed by the Executive Management of the Agency.

Operations Management Division is tasked with the following horizontal responsibilities

- a) Joint definition of intelligence-driven operational priorities in close cooperation with other Frontex entities;
- b) Operating an Agency-wide EUROSUR service desk function and the management of Joint Service Management Desk, together with the EIBM Intelligence Division. The service, jointly staffed by Operations Directorate and INTEL, is established within the Frontex Operations Centre (OPC);
- c) Contributing to the recommendations for the Operational Planning Division for preparing Operational Plans and outlining other future activities.
- d) Offering a 24/7 centralized infrastructure to other entities, for the coordination of operational activities.

Contingent Management Unit (CMU)

Contingent Management Unit (CMU) is led by the Head of Unit who reports directly to the Director of the Division.

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

- a) Ensuring the implementation of the Operational Plans by the Frontex Contingents, host and participating countries of Joint Operations;
- b) Tasking Frontex Contingents and Joint Operations where the Frontex Chain of Command is not implemented;
- c) Supporting, monitoring and controlling of the development of the Frontex Contingent including, roll-out and structure;
- d) Optimisation and standardisation of working practices and solutions used by Frontex Contingents, including measures for knowledge sharing and the establishment of best practices;
- e) Providing standardisation and guidelines for the work of the Frontex Contingent Commanders (FCC);
- f) Acting as a Single Point of Contact for operational matters at the Frontex Headquarters for all Contingent Commanders;
- g) Monitoring the implementation of Frontex intelligence activities, in particular collection of field intelligence, in cooperation with INTEL.
- h) The Frontex Contingents are to be clustered geographically into two regional groups, namely West and East. They are complemented by a Sector responsible for standardisation of the daily activities of the Frontex Contingents including guidelines for the Frontex Contingent Commanders, Section and Group Leaders.

The Unit is composed of following sectors:

- a. Contingent Standardisation Sector (CST),
- b. Contingent Management Sector West (CMW) and
- c. Contingent Management Sector East (CME)

The Contingent Management Sector East (CME) is responsible for:

- 1. Daily supervision of Frontex Contingents, including outstanding non-operational situations, to ensure correct implementation of Operational Plans.
- 2. Tasking Frontex Contingents and coordinating intra-contingent activities including centralised reporting.
- 3. Assessing possible re-deployments across the Frontex Contingents and providing recommendations.
- 4. Identifying needs and making proposals for the coverage of Heavy Technical Equipment, including reallocating equipment and personnel between Frontex Contingents.
- 5. Leading the roll-out of the FC2 and supporting the Chain of Coordination⁸ (CC) where FC2 is not rolled out.

Frontex Operations Centre

Frontex Operations Centre (OPC) is led by the Head of Unit who reports directly to the Director of the Division. The Unit is responsible for 24/7 monitoring of Frontex operations, of the EU external borders and the pre-frontier areas of the European Union. Due to the critical role of the Frontex Operations Centre in managing wide range of urgent and time-sensitive tasks, a Deputy Head of Unit is appointed to provide constant leadership for decision-making, event escalation, and operational effectiveness.

Frontex Operations Centre is composed of the following entities:

- a. Monitoring and Surveillance Hub Sector (HUB);
- b. Service Management Sector (SMS).

The main tasks and responsibilities of the Service Management Sector are as follows:

- a) Developing procedures and information flow for effective 24/7 operational monitoring and watch-keeping functions regarding Joint Operations and other operational activities;
- b) Managing stakeholders' relations to enhance cooperation and operational information exchange with the National Coordination Centres (NCC) and other relevant partners;
- c) Ensuring operational governance to effectively operate Frontex Aerial Surveillance within Joint Operations and in pre-frontier areas;
- d) Coordinating joint services to provide 24/7 operational functions and overview of ongoing activities;
- e) Developing functions, procedures and reporting architecture to support Agency's 24/7 monitoring and watch-keeping needs, as well as duty of care mechanisms;
- f) Defining the development requirements for Frontex Operations Centre capabilities;
- g) Developing and implementing operational procedures and instructions related to 24/7 operational implementation of Eurosur Fusion Services in the context of operational activities and pre-frontier area.

3. DUTIES AND RESPONSIBILITIES LINKED TO POSTS

Specific duties and responsibilities linked to the relevant posts:

The Operations Officer handles complex requests and situations related to the implementation of Frontex activities across land, maritime and air domain, as well as those related to planning and implementation of EUROSUR Fusion Services (EFS). The officer applies thorough knowledge of operational activities at external borders, law enforcement, or military operations, to perform the required tasks. This includes collecting necessary information, assessing it, drawing conclusions, and either proposing solutions to the manager or taking immediate actions to address identified issues. The Operations Officer cooperates with Member States' Authorities in a clear and tactful way, organizes high level meetings and provides essential information as needed.

The position requires a certain, proven managerial experience in the border management or broadly in law enforcement/military/coast guard, including the relevant expertise and / or specific leading roles in:

a. Operational domain:

- Participating in and/or coordinating activities within Frontex Joint Operations or enforcement/military/coast guard operations at national level and/or within NATO/EU led operations in Member States and/or third countries.
- Developing recommendations, contributions and briefings on operational matters (implementation of operational plans).
- Establishing and maintaining contacts with international stakeholders, including Member States, and/or Third Countries and/or international law enforcement/military/coast guard agencies (structures).
- Delivering operational updates and advice and incident notifications during emergency or hi-level incidents or events.

b. HQ working environment:

- Developing and overseeing development of Standard Operating Procedures (SOP).
- Drafting reports, briefing notes, letters, and correspondence.
- Coordinating activities between various national and/or international entities.
- Possessing experience and knowledge of shift work.
- Supporting financial planning, implementation, and monitoring of the relevant budget.
- Participating in operational planning and implementing new projects.

- c. Specific for Contingent Management Unit (CMU) working environment (2 posts):
- Analysing and providing recommendations for improving management related to planning, implementation, monitoring, and effective use of human and technical resources.
 - Contributing to the implementation of the programming documents, monitoring and coordinating the implementation of the Team/Sector portfolio and conclusions of audit reports or recommendations.
 - Maintaining awareness of best practices and emerging trends in operational activities.
 - Developing, overseeing, and implementing, in close cooperation with Frontex contingents and other entities qualitative planning, SOPs, reporting procedures and supporting tools and systems.
 - Participating in the development of Standard Operating Procedures, algorithms and contribute to their development under the supervision of respective Team Leader or Head of Sector.
- d. Specific 24/7 working environment for the post in Frontex Operations Centre (OPC) (2 posts):
- Planning and coordinating 24/7 activities.
 - Experience in working in 24/7 operations centre, a coordination centre at national or international level such as National/International Coordination Centre, Maritime Rescue Coordination Centre, or similar.
 - Knowledge and understanding of search and rescue and/or SOS information process and procedure.
 - Managing data exchange platforms such as EUROSUR, EFS, IMINT

4. ELIGIBILITY CRITERIA

In order to be declared eligible, the applicant must:

4.1. General/common criteria⁸

1. 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.
2. Have fulfilled any obligations imposed on him/her by the laws of the country of citizenship concerning military service.
3. Produce the appropriate character references as to his/her suitability for the performance of his/her duties⁹.
4. Be physically fit to perform his/her duties.
5. 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).

4.2. External applicants

Minimum qualifications (university diploma)

Possess a level of education which corresponds to **completed university studies** attested by a diploma when the normal period of university education is **four years¹⁰ or more**

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 years¹¹**.

⁸ Mandatory criteria for the engagement of temporary staff as laid down in Article 12(2) of the CEOS.

⁹ Prior to engagement the selected applicant will be required to provide appropriate character references as to his/her suitability for the performance of duties (such as a criminal record certificate or equivalent certificate, not older than six months) as well as a compulsory declaration before engagement in Frontex and a declaration in relation to interests that might be considered prejudicial to his/her independence.

¹⁰ Diploma [recognized by any EU Member State](#) to be at EQF level 6 or higher; 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 will be taken into consideration.

¹¹ Diploma [recognized by any EU Member State](#) to be at EQF level 6; 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 will be taken into consideration.

or

Possess professional training¹² (delivered by e.g. Police Academy, Border Guard School, Fire Service Academy, Air Force/Naval/Coast Guard/Army/Defence Academy) primarily in areas of law enforcement, coast guard functions, military operations and civil protection and demonstrate the full accomplishment and completion of at least one of the following specialized trainings:

Decision making process at tactical and/or operational level, Open-Source Intelligence (OSINT), Satellite Imagery Intelligence (IMINT), search and rescue mission coordinator, aircraft coordinator, crisis management, security police theory of action, border management, criminal law studies, cross-border crime, smuggling of goods in the context of Integrated Border Management, trafficking of human beings, airport security, project management.

Additionally, the candidates should demonstrate **minimum level of relevant professional experience** as indicated below:

Duration of professional training in a relevant area:	Additional professional experience after completion of the training:
More than 6 months and up to 1 year	4 years
More than 1 year and up to 2 years	3 years
More than 2 years and up to 3 years	2 years
More than 3 years	1 year

The above equivalence table means that if you have not completed university studies you may be eligible if you have professional, specialized trainings, and the additional professional experience as indicated accordingly. 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.

Required professional experience:

Possess (by the closing date for applications) at least **6 years** of proven full-time professional experience acquired after the diploma was awarded and/or (at the same time) after the condition(s) described in the criterion above are fulfilled¹³.

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 before or after achieving the minimum qualification shall be taken into consideration as professional experience subject to provided evidence.

4.3 Internal applicants

On the closing date for applications and on the day of filling the post, be a member of temporary staff engaged under Article 2(f) of CEOS at Frontex in grade AD5 - AD7.

¹² Secondary education (EQF level 3) must be obtained before the professional training.

¹³ Professional experience will be taken into account after the award of the minimum qualification certifying the completion of the level of studies or professional training required. Only duly documented professional activity is taken into account.

4.4 Inter-agency applicants

1. On the closing date for applications and on the day of filling the vacant post, be engaged as temporary staff under Article 2(f) of CEOS¹⁴ within their agency in a grade and function group corresponding to the published grade bracket.
2. Have at least two years' service within their agency before moving¹⁵.
3. Have successfully completed the probationary period as provided for in Article 14 of the CEOS in the relevant function group¹⁶.

5. 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):

Professional qualifications, competences and experience:

1. Proven professional training (delivered by e.g. Police Academy, Border Guard School, Fire Service Academy, Air Force/Naval/Coast Guard/Army/Defence Academy) primarily in areas of law enforcement (acquired in judiciary/border police training and equivalent), and/or coast guard (Search and Rescue training or similar) and/or in a military operational environment and possessing at least one specialised training and/or course in the following fields: Decision Making Process at tactical and/or operational level, Open Source Intelligence (OSINT), Satellite Imagery Intelligence (IMINT), search and rescue mission coordinator, crisis management, security police theory of action, border management, law studies, cross-border crime, smuggling of goods and trafficking of human beings in the context of Integrated Border Management, airport security, intelligence/strategic/operational analysis.
2. Experience of information management including drafting of reports, briefing notes/memos and concept papers, information sharing, data protection according to international law;
3. At least 6 years of relevant experience in dealing with duties related to the tasks assigned, out of which at least 3 years of work experience in coordinating or leading activities in a relevant field, preferably in border guard, coast guard, military or law enforcement organisation;
4. At least 1 year professional experience in developing methodologies and operational processes aimed at standardizing planning, conducting, monitoring and evaluation of operational or law enforcement activities, including developing guidelines, recommendations and smart practices by using EU common standards and/or law enforcement cooperation;
5. Experience in delivering operational updates and advice and incident notifications during high-intensity or visibility incidents or events.
6. Experience in coordinating activities within Frontex Joint Operations or law enforcement/military/coast guard operations at national level and/or within NATO/EU led operations in Member States and/or third countries
7. Experience in working in headquarters of national authorities dealing with border management, security or military at least regional level or headquarters of international organization, EU agencies and bodies.

Besides, the following attributes would be considered advantageous:

8. **Advantageous criterion common for both profiles:** General knowledge on budgetary procedures and experience in financial management related to operational activities;
9. **Criterion specific for the post(s) in Frontex Operations Centre:** experience in working in 24/7 Operations Centre or similar structures at national or international level;
10. **Criterion specific for the post(s) in Frontex Operations Centre:** experience and knowledge about EUROSUR, EUROSUR Fusion Services (EFS), Satellite Imagery Intelligence (IMINT) or similar.

¹⁴ Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials (the "Staff Regulations") and the Conditions of Employment of Other Servants (the "CEOS") of the European Economic Community and the European Atomic Energy Community (OJ P 45, 14.6.1962, p. 1385), as last amended.

¹⁵ Any decision derogating from that principle shall be taken jointly by the two agencies concerned, having regard to the interest of the service of both agencies.

¹⁶ Where, in exceptional circumstances, Frontex would engage a member of temporary staff engaged under Article 2(f) of CEOS who does not meet that condition, such member shall serve a full probationary period in Frontex, and the new contract will not be considered as a renewal of contract but an ex-novo contract.

Personal qualities and competences:

Personal criteria common for both profiles:

11. Excellent organizational skills related to organisation of team's work, including the ability to cope with stress in relation to demanding and multiple tasks, heavy workload, time pressure and tight deadlines;
12. Strong sense of initiative and responsibility as well as commitment to customer service;
13. Excellent networking, interpersonal, presentation and communication skills in English (at minimum B2 level) and ability to communicate clearly and precisely with different audiences both orally and in writing.

6. EQUAL OPPORTUNITIES, DIVERSITY & INCLUSION

Frontex applies an equal opportunities policy and, subject to the limitations imposed by law, accepts applications without distinction on grounds of age, race, colour, ethnic or social origin, genetic features, language, political, philosophical, religious or any other 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.

7. 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 pre-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 selection criteria may be assessed/scored jointly, and some criteria may be assessed/scored in two or more steps of the selection procedure. At least one part of the qualifying written test will be assessed based on anonymised 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 similar¹⁷ vacant posts depending on the needs of Frontex. This reserve list will be valid for at least 1 year (the validity period may be extended). 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. **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 strictly 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

¹⁷ The established reserve list from this procedure can only be used for the same or similar post for which the same justification in the interest of service (i.e. deviating from the eligibility requirement of university degree for the external applicants) applies.

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 applicant.

8. APPOINTMENT AND CONDITIONS OF EMPLOYMENT

The most successful applicant will be selected and appointed¹⁸ 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 documents which support the information contained in his/her application;
- Produce appropriate character references (such as a criminal record certificate or equivalent certificate, not older than six months) and specific declarations prior to his/her engagement to finally assess his/her up-to-date suitability (or limitations) for the performance of duties;
- Be physically fit to perform his/her duties¹⁹.

The appointed external applicant will be engaged as temporary staff pursuant to Article 2(f) of the CEOS in function group and grade **AD7**²⁰. 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 (after all deductions, contributions and taxes are applied)	4 550 EUR 19 651 PLN	4 714 EUR 20 359 PLN
2. Other possible monthly entitlements/allowances, depending on the personal situation of the candidate (expressed as gross amount weighted by 78,80% correction coefficient applicable for Poland):		
Household allowance	305 EUR 1 318 PLN	310 EUR 1 339 PLN
Expatriation allowance	964 - 1 206 EUR 4 164 - 5 211 PLN	1 005 - 1 248 EUR 4 339 - 5 389 PLN
Dependent child allowances for each child	403 EUR 1 742 PLN	403 EUR 1 742 PLN
Preschool allowance	99 EUR 425 PLN	99 EUR 425 PLN
Education allowance for each child up to	547 EUR 2 363 PLN	547 EUR 2 363 PLN

The remuneration is expressed in EUR, after the compulsory deductions set out in the Staff Regulations of Officials (the "Staff Regulations") or in any implementing regulations is weighted by the correction coefficient for Poland (currently 78.80%). It can be paid either in EUR or in PLN according to a fixed exchange rate (currently 4.3190 PLN/EUR).

The remuneration of the staff members, the correction coefficient and the exchange rate are updated 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 %.

¹⁸ Engagement of an inter-agency applicant in a grade higher than AD9 is conditional upon the availability of respective grades in Frontex' Establishment Plan at the moment of appointment.

¹⁹ Before the engagement, the successful applicant shall be medically examined by the EU medical service to fulfil the requirement of Article 13 of CEOS.

²⁰ For existing EU temporary staff 2(f) the classification in grade and step should be established in line with Article 55 of the CEOS.

An [accredited European School](#)²¹ operates in Warsaw to allow dependent children of all Frontex statutory staff (including Polish nationals) to attend a (tuition-free) European-type multilingual education. The school offers the complete education cycle (from Nursery to Secondary level finishing with the European Baccalaureate exam). 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 single ceiling provided that an enrolment took place at another fee-paying school. The admission process is exclusively being handled by the school and it's subject to school's internal policies²²; therefore, it is strongly advisable that parents interested get promptly in contact directly with the school to receive thorough information²³.

Moreover, under the Headquarters Agreement signed between the Agency and Polish authorities²⁴ in 2017, the Polish authorities may provide benefits to Frontex expatriate staff²⁵ which are available after starting the employment at Frontex, and after certain eligibility criteria are met:

- (a) reimbursement of VAT on purchases of household goods and furniture to assist a newcomer to settle in Warsaw;
- (b) reimbursement of VAT and excise tax (if applicable) on a purchase of a motor-vehicle.

Staff is entitled to an 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 per year. Special leave is granted for certain circumstances such as marriage, birth or adoption of a child.

Being a knowledge-based organization, Frontex 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. 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 applicants to undergo a vetting procedure executed by the National Security Authority of the applicants' 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**. Applicants 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 applicant shall provide Frontex, with an opinion or a personnel security clearance in accordance with relevant national legislation. In case selected applicants do not currently hold a valid security clearance at the above-mentioned level, Frontex will request such from the National Security Authority of the applicants' 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.

9. PROTECTION OF PERSONAL DATA

Frontex ensures that applicants' personal data are 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.

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

²¹ More details on the European Schools system available here: [About the Accredited European Schools](#) (eursc.eu).

²² E.g. the school may require the pupil concerned to set language competency exams, etc.

²³ You may find contact details by accessing: [International European School*Warsaw](#)

²⁴ Headquarters Agreement between the Republic of Poland and the European Border and Coast Guard Agency (Frontex) (Polish Official Journal of 2017, item 1939).

²⁵ Polish citizens and permanent residence holders are excluded.

The legal basis for the selection procedures of temporary staff is defined in the CEOS²⁶, in the Management Board Decision No 14/2019²⁷ and in the Decision of the Executive Director No R-ED-2024-106²⁸.

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 a strictly limited number of staff within the Human Resources Unit and IT experts, to the members of the Selection Committee and to Frontex management. If necessary, it will be provided to the staff of the Legal Services and Procurement Unit, of the Inspection and Control Office, external parties directly involved in the selection process. 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 based on the applicants' data.

No data will be transferred to a third country or an international organisation.

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

- For applications received from non-selected applicants: the data are filed and stored in archives for **5 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** 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 and after this time the data are destroyed.

Applicants have the right to request access to and rectification or restriction of processing of their personal data or, where applicable, the right to object to that 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 the consent to such data processing operations will result in the exclusion of the applicant 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 Human Resources 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).

10. REVIEW AND COMPLAINT PROCEDURE

- Each applicant 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 decision on applicant's application, he/she may lodge a complaint.

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

11. APPLICATION PROCEDURE

Frontex Application Form is to be downloaded (as a dynamic PDF form) from Frontex website under the

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.

link provided next to the Reference Number of the post/position. This digital application form is

²⁶ In particular the provisions governing conditions of engagement in Title II, Chapter 3.

²⁷ Management Board Decision No 14/2019 of 18 July 2019 laying down general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the Conditions of Employment of Other Servants of the European Union.

²⁸ Decision of the Executive Director No R-ED-2024-106 on recruitment and selection of temporary staff under Article 2(f) and contract staff under Article 3a of the Conditions of Employment of Other Servants of the European Union.

specifically created only for this selection procedure (and shall not be reused for another procedure).

The Frontex Application Form must:

1. 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/>).
2. **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.
3. 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.
4. Be saved and named as follows: 'SURNAME_RCT-2024-00025'.
5. Be submitted to Frontex - after saving - by uploading it to this URL link:
<https://microsite.frontex.europa.eu/en/recruitments/RCT-2024-00025>
6. 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.

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.

Do not 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 without prior consent of Frontex HR 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.