FRONTEX

EUROPEAN BORDER AND COAST GUARD AGENCY

Recruitment Notice

European Border and Coast Guard Standing Corps

Officer - Member of the Team (FGIII)

(this position is not limited to law enforcement candidates)

(with operational deployments to external borders of the Schengen area and/or third countries)

Contract staff 3(a), FGIII (reserve list to be created), procedure no.: RCT-2026-00068[1]
Estimated starting date: November 2027
Place of employment: Warsaw, Poland
Number of vacancies: 150 posts[2]

Closing date for application: 14 December 2026 at 12:00 h[3] (midday), Warsaw local time

Frontex, the European Border and Coast Guard Agency, is organising the recruitment to fill vacant posts as members of the European Border and Coast Guard Standing Corps staff. Following a comprehensive training programme, and taking operational needs into consideration, selected candidates will be deployed on a rotational basis throughout their career to serve as European Border and Coast Guard Standing Corps Officers (Contract staff, FGIII).

Frontex strives to achieve gender and geographical[4] balance within the Standing Corps to the greatest extent possible.

> In line with Frontex's commitment to promoting diversity and inclusion in its working environment and recruitment/selection procedures, we strongly encourage female candidates to apply.
> Frontex aims to ensure full respect and equality between individuals and to avert any form of discrimination during recruitment/selection procedures. Therefore, to provide optimal conditions for female candidates, Frontex will organise separate sessions for the physical aptitude and swimming tests, as set out in ANNEX II.

1. Eligibility criteria

To be considered eligible for this recruitment/selection procedure, the following conditions apply:

a) **Minimum qualifications (Candidates must fulfil one of the following conditions)**

- Possess a level of post-secondary education attested by a diploma[5],

or

[1] *Required level of personal security clearance: CONFIDENTIEL UE/EU CONFIDENTIAL*

[2] *The number of vacant posts is indicative.*

[3] *Date of publication: 13 November 2026. The deadline may be extended if required.*

[4] *Under-representation is specifically observed among the following nationalities: Austrian, Belgian, Cypriot, Czech, Danish, Dutch, Finnish, French, German, Hungarian, Irish, Italian, Luxembourger, Maltese, Norwegian, Slovak, Slovenian, Swedish, and Swiss.*

[5] *Diploma recognized by any EU Member State to be at EQF level 5 (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.*

- Possess a level of secondary education[6] attested by a diploma giving access to post-secondary education, and appropriate professional experience of at least three years,

Only qualifications awarded in EU Member States or accompanied by equivalence certificates issued by the authorities in EU Member States will be taken into consideration.

Only required levels of education and duly documented professional experience will be taken into consideration.

ANY PERIOD OF STUDIES OR PROFESSIONAL EXPERIENCE WILL BE COUNTED ONCE. In order to be eligible, years of studies or professional experience to be taken into account must not overlap with other periods of studies or professional experience (e.g. if a candidate had a full-time job and worked as a freelance consultant in the evenings and weekends, the days spent on the latter will not be added to the period). In the case of part-time work, the professional experience will be calculated pro-rata in line with the workload stated by the candidate. 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 official documentation is provided. ***Any professional training or experience considered for the purpose of selection procedure must be obtained after secondary education****.*

b) **Meeting <u>all</u> of the following general eligibility requirements on the closing date for applications and before the engagement:**

- Be a citizen of a Member State of the European Union or a Schengen-associated Country (SAC)[7] and enjoy full rights as a citizen.
- Have fulfilled any obligations imposed by the laws of their country of citizenship concerning military service.
- Produce appropriate character references as to their suitability for the performance of their duties. Candidates are required to express their consent to perform tasks during a deployment that require the use of force, including the carrying and use of service weapons, ammunition, and equipment. Therefore, candidates must provide an official clean criminal record certificate issued by their relevant national authority, as foreseen in the national legislation. A clean criminal record certificate or equivalent document must not be older than six months.
- Be physically fit to perform the required duties.
- Produce evidence of a thorough knowledge of one of the languages of the European Union and satisfactory knowledge of another language of the European Union. As English is the working language of Frontex, candidates must prove very good linguistic skills in this language.

Failure to satisfy the abovementioned criteria will result in exclusion from the recruitment/selection procedure.

2. Application procedure

Instructions on how to apply are listed in ANNEX I.

If a candidate submits more than one application for this procedure, Frontex will only consider the first application and automatically disregard all others. **Candidates are required to keep a copy of their automatically generated submission code as proof of submission of their application. Frontex reserves the right to publish candidates' tests results on the website using submission codes as a reference for candidate self-identification.**

Applications submitted within the deadline will be assessed against the general eligibility requirements, as described in the Recruitment Notice, based on the candidate's declarations. Frontex will consider applications for further assessment based solely on the information provided in the submitted application form. Candidates who have not completed their application correctly will be excluded from the recruitment/selection procedure.

When filling in the application, it is advised not to use special characters/diacritics as this will render the part non-readable.

No additional documents or information provided by electronic or other means will be accepted. Only eligible

[6] *Diploma recognized by any EU Member State to be at EQF level 4 (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.*

[7] *Iceland, Liechtenstein, Norway, or Switzerland.*

applications will move forward to subsequent stages.

Declarations will be verified during the selection procedure. If submitted documents do not correspond to the candidate's declarations, the candidate will be excluded from the selection/recruitment procedure.

3. Stages of the selection process

The recruitment/selection procedure is conducted in English and consists of the following stages:

- Eligibility criteria check

Stage I (online)

- Knowledge test
- English language proficiency test(s)

Stage II

- Physical aptitude tests (in Warsaw)
- Swimming tests (in Warsaw)
- Psychometric tests (online or in Warsaw)

Stage III

- Additional psychological assessment (online interview).
- Competency-based interview (online or in Warsaw).

Stage IV

- Pre-recruitment medical examination (in person).
- Document verification (in person).

Following the finalisation of Stage III, successful candidates will be ranked in descending order based on their total score obtained in Stages I, II, and III of the recruitment/selection procedure. Weighting factors apply to Stage I and Stage II scores. Detailed information on components, methodology, and weights assigned to the different stages is provided in ANNEX II.

Medical and psychological selection criteria are established in ED Decision 2024-108, available at the following link.

Candidates found not eligible upon verification at any stage of the selection procedure will be disqualified and the results obtained in earlier tests will be annulled.

4. Important recruitment and selection rules

a) The selection committee is established to assess the applications and evaluate the skills and competences of the candidates. A list is compiled of the most suitable candidates, ranked in descending order, based on the scores obtained by the candidates during the recruitment/selection procedure. On this basis, the selection committee makes recruitment recommendations to the Appointing Authority.

b) The selection committee shall ensure strict legal compliance, in accordance with the principles of transparency, equal opportunities, merit, and competency, in order to objectively guarantee equal treatment and non-discrimination. The selection committee ensures a standardised approach throughout the steps and stages of the recruitment/selection procedure.

c) To ensure that tests performed in person are conducted properly, all such tests are supervised by a committee member or authorised observers throughout their execution. In the case of in-person interviews, the interview panel may not be represented by fewer than three of its members for any given interview. At least one member of the interview panel will be designated as a representative of the Staff Committee.

d) To ensure the efficient processing of a large number of applications, the order of tests or assessments within the same stage or between the stages may be subject to change.

e) Successful candidates will be placed on a reserve list and offered the position following the order of scores obtained in the recruitment/selection procedure, until the number of existing vacant posts within the same recruitment/selection procedure is filled. The remaining suitable candidates will remain in the reserve list according to the scoring order, which may be used to fill the vacant posts. This reserve list will remain valid until 31 December of the year N + 1 following its establishment and may be used for future Standing Corps

recruitment/selection procedures having the same selection criteria and recruitment conditions. The placement on the reserve list does not guarantee an employment offer. For more details refer to Section 5.3.

f) Before the start of the tests, candidates will receive specific instructions to be followed. It is strictly prohibited to use any unauthorized system of support or (external) assistance during any of the tests. Should it be found that a candidate has not complied with these instructions or has used an unauthorised system, be it human, manually or electronically assisted, the candidate will be notified during or after the performance of the tests and will be excluded from the recruitment/selection procedure. The final decision is made by the selection committee on the basis of the report provided by the member of the selection committee present during the given test, or the reports provided by technical advisors, observers, or experts assisting the selection committee.

g) The pre-recruitment medical examination is performed by a medical service provider contracted by Frontex, in line with a set of medical requirements. The medical requirements for the selection of Standing Corps staff include conditions relevant for the purpose of weapons authorisation. However, weapons authorisation itself will be issued when all required conditions are met by the officers, including (but not limited to) successful completion of the Frontex Operational Training Programme.

h) Candidates are invited to each test once. Failing to attend any of the steps at the scheduled date and time will result in exclusion from the recruitment/selection procedure. Requests for rescheduling will not be granted.

i) To perform the Stage II tests (physical aptitude and swimming), candidates will be invited to Warsaw only once. For candidates applying for more than one recruitment/selection procedure, the results of the physical and swimming tests are considered valid for all ongoing Standing Corps recruitment/selection procedures until the beginning of the first Frontex Operational Training Programme 2027. The respective thresholds of the physical aptitude and swimming tests belonging to each Standing Corps recruitment/selection procedure will be applied.

j) During Stage IV, selected candidates are requested to present original documents in support of the information stated in their application form, such as original diplomas, certificates, and evidence of professional experience clearly indicating the start and end dates, scope of work, and workload. Failure to provide such evidence leads to disqualification from the recruitment/selection procedure.

k) Candidates are expected to report any issues related to their fitness (physical, medical, and psychological).

l) Candidates are expected to demonstrate a high level of professionalism and integrity. A zero-tolerance approach is applied to disrespectful behaviour towards Frontex staff, trainers, instructors, or other candidates during all steps of the recruitment/selection procedure. Any misconduct or misbehaviour will be reported directly to the Selection Committee and may result in disqualification from the recruitment procedure.

m) The use of narcotic drugs, psychotropic substances, stimulants and/or any other prohibited pharmacological substances, or any type of doping, which – according to international sports rules – may increase physical capacity or modify the results of physical fitness tests, is strictly prohibited. By participating in the recruitment/selection procedure candidates explicitly agree to comply with this rule. Failure to respect this rule leads to the exclusion of the candidate from the procedure.

n) The work and deliberations of the selection committee are strictly confidential. Candidates must not make any direct or indirect contact with committee members regarding the recruitment/selection procedure.

o) Only successful candidates will be invited to the next steps/stages of the recruitment/selection procedure. Regular updates about the status of the recruitment/selection procedure are available for all candidates on the careers section of the Frontex website.

p) Information about the performance or assessment of other candidates is not provided.

5. Selection criteria

All applications successfully submitted within the deadline are assessed against the eligibility and selection criteria defined in the Recruitment Notice. Certain selection criteria may be assessed/scored jointly, and some criteria may be assessed/scored in two or more stages of the recruitment/selection procedure. Top-performing candidates will advance to the subsequent Stages and will be invited for an interview with the interview panel.

5.1 Essential professional competences:

a) The ability to assess, interpret and apply instructions and procedures to a given situation, identify relevant facts and indicators of risk and vulnerability, and determine appropriate action within the time available, and recognise when to seek guidance or escalate.

b) The ability to work as a member of a structured team, contributing to its tasks, sharing information, supporting colleagues, complying with the reporting lines, showing loyalty, accountability and professionality within the chain of command.

c) The ability to remain effective under heavy workload, tight deadlines and stress, to sustain performance across shifts and rotations, to adapt to different operational, legal and cultural settings, and to learn from debriefing and feedback.

d) General knowledge of Frontex, of border and coast guard functions and return-related activities, and of the functioning of the EU institutions and bodies.

e) Knowledge of the Charter of Fundamental Rights of the European Union, together with legal basis and limits of the executive powers exercised by members of the Standing Corps;

f) Possession of a valid driving licence of at least Category B for manual transmission issued by the competent authority of an EU Member State/Schengen-associated Country, at the time of application;

g) Acceptance and readiness to perform tasks that require the use of force, including the carrying and use of service weapons, ammunition, and equipment.

h) The ICT knowledge and skills needed to act as a member of the Standing Corps.

5.2 Essential personal and other related competences/criteria:

a) Frontex expects suitable candidates for this entry-level position to be below the age of 47 years on the closing date for submission of applications - in line with the duty of care principle, to allow Frontex to fulfil its obligation in view of the nature of specific and physically demanding duties required from a Standing Corps member at basic level for the expected duration of a newcomer's career.

b) A strong motivation to serve as a member of the Standing Corps, based on a realistic understanding of the tasks and conditions of service of a Standing Corps officer. Acceptance of the conditions of service in the Standing Corps: completing the mandatory training on schedule, deployment on a rotating basis, shift work and stand-by duty, often in demanding conditions and away from one's place of residence;

c) A very good command of English language – communication skills at least at the level of B2 as defined in the Common European Framework of Reference for Languages.[8]

d) A sound ethical foundation, shown through honesty and integrity, upholding and advancing fundamental rights. Proven commitment to treating every person with dignity and non-discrimination, particularly vulnerable persons, those in distress or non-cooperative individuals;

e) The ability to work in a multinational and multicultural environment. The capacity to get one's message across clearly and respectfully, and to build good working relationships with colleagues, host countries authorities, partners and persons encountered from many different cultural backgrounds;

f) Physical and psychological fitness, resilience, and the ability to maintain such fitness in the undertaking and passing of specific physical, psychological, swimming, and medical tests and subsequent professional training. For the purpose of recruitment, details about the physical, psychological, swimming, and medical assessment are provided in ANNEX II.

g) Absence of any diagnosed or treated illnesses or psychological disorders which impair the ability for independent judgement and, in general, would prevent the safe performance the duties of a European Border and Coast Guard Standing Corps member (including the necessary and proportionate use of force and weapons).

5.3 The job offer is conditional on the candidate fulfilling the following requirements:

a) The Appointing Authority's final verification of the candidate's suitability and integrity. Inclusion on the reserve list does not guarantee an offer of employment, and the Appointing Authority reserves the right to assess a candidate's past professional conduct and service record prior to issuing a job offer.

b) Sign a compulsory declaration in relation to potential conflict of interest and being compliant with the ethics obligations of Frontex staff member, before engagement in Frontex.

[8] Common European Framework of Reference for Languages - self assessment grid.

c) If keeping relations with the former employer: produce a document confirming the placement on unpaid leave by the former employer covering the period of employment by Frontex as stated in the job offer.

d) Be in possession of and/or submit to Frontex documents required to obtain a personal security clearance at the level of CONFIDENTIEL UE/EU CONFIDENTIAL.

6. Rules, conditions, and expectations applicable to the entry-level training and to the Operational Training Programme (OTP)

As prospective European Border and Coast Guard Standing Corps staff, the officers/learners will undergo a comprehensive training programme designed to equip them with the necessary knowledge, skills and competences for their role.

The training consists of an extensive, full-time training programme covering border and coast guard matters. Attendance at each training module is compulsory. Unjustified absences or delays in class, or repeated justified absences, may render the learner ineligible to take the assessments for the respective training, in which case a 'fail' grade is recorded. Arrival and departure times and presence at the training premises shall be subject to checks and may be recorded. During the training, knowledge, skills, and competences are regularly assessed to verify that learners meet the expected learning outcomes of the programme. Mutual respect and ethical behaviour are fundamental obligations, permanently assessed by the training chain of command.

Training takes place in Agency Training Centre in Warsaw, Poland. Whenever required, some training activities take place outside the designated Training Centre such as an intensive training camp organised in a different location(s) and practical sessions organised in contracted support infrastructures. Learners should be prepared for the possibility of early morning or night activities, which aim to train them in simulated scenarios they may encounter in the field as part of their future work. Physical activities, use of force, and shooting training are integral parts of the programme.

A crucial further part of the training is a mandatory experiential learning at the EU borders providing the learners with hands-on experience of the role. This stage of the training Programme requires learners to travel to the assigned location(s) and follow the tasks including weekend and night shifts upon proper assignment to shift work duties. The experiential learning is organised in Frontex contingents in cooperation with the EU Member States/Schengen Associate Countries.

The training is fully organised and run by Frontex. The working language is English and all elements of the training programme, such as the training material, lectures, and tests will be in English.

During the training, learners are obliged to follow specific rules of professional behaviour and follow instructions within a training chain of command. The rules of professional behaviour are applied by the training chain of command for the entire period of training Programme implementation and require learners' compliance in line with the expected conduct.

To consider travel for business purposes as a mission, a perimeter of 50 km surrounding the Agency's seat is set. If parts of the training are held at a location more than 50 km from the seat of the Agency, participation in such training may be classified as travelling on a mission. In this case, full-board accommodation in shared rooms, with a minimum of two persons per bedroom, is provided.

Due to the intense nature of the training schedule and the requirements of the service, annual leave will be limited to the breaks in the training programme, to ensure that all learners complete the full programme and remain focused and fully engaged in their professional development. Additionally, specific duties connected to the training programme might limit or restrict the learners' ability to enter or leave the Training Centre and dedicated training premises at certain times.

7. Tasks after successful completion of the OTP

After successful completion of the compulsory training, the newly recruited European Border and Coast Guard Standing Corps Officers are deployed to become the frontline of the European Standing Corps at the borders of EU Member States and Schengen-associated countries and, where applicable, in third countries. They will be dealing upfront and hands-on with routine and challenging situations at the EU and Schengen external borders and any other location relevant for return-related activities.

Depending on the assigned operational profile, completed training and specific authorisations, some of the tasks may require the use of force, restraint systems and/or service weapons in accordance with the national law of the host country, and in the presence of border, coast guards or other law enforcement authorities of the host country. Such use must comply with the principles of necessity, proportionality, and precaution.

Recruited officers are expected to maintain the medical, physical and professional readiness required for training and deployment and to comply with applicable occupational health and safety measures. This may include medical examinations and recommended or required certified vaccinations, subject to the applicable rules and individual medical advice.

The main duties and responsibilities of the European Border and Coast Guard Standing Corps Member of the Team (FGIII) after the initial training period are to:

a) Perform basic-level border and migration management tasks, such as border checks, border surveillance including border patrols, screening, fingerprinting, and registration of migrants, gathering information, document, identity, and vehicle checks, preventing and combating cross-border crime;

b) Carry out screening activities in accordance with the Regulation (EU) 2024/1356[9] within Frontex mandate and the relevant national legislation of the host MS.

c) After completing the relevant specialised training, perform debriefing interviews which are carried out for obtaining information from persons who cross the EU external borders without authorisation.

d) After completing the relevant specialised training, perform return-related tasks at all stages of the third country nationals return process;

e) Operate the Agency's own/leased technical equipment;

f) Consult European Union databases related to border checks and surveillance, in full compliance with data-protection, confidentiality and information-security requirements;

g) Identify and provide support to vulnerable groups, and persons in need of international protection, while fully respecting fundamental rights, human dignity, the best interests of the child and the principle of non-refoulement and refer to the competent authorities, as appropriate;

h) Assist with logistics coordination and supply chain management in operational activities[10];

i) Cooperate with the Fundamental Rights Monitor(s) assigned to the respective Frontex Field Contingent in accordance with applicable procedures and chain of command and report without delay potential violations of fundamental rights, the Code of Conduct or applicable rules through the established channels;

j) Perform all tasks in accordance with the operational plan, lawful instructions, the Code of Conduct, fundamental-rights safeguards, data-protection, confidentiality, information-security, occupational-safety and Agency security requirements.

The above list is non-exhaustive. Officers may be assigned other duties compatible with their role, function group, completed training and authorisations, in accordance with the applicable legal framework and evolving operational needs.

8. Standing Corps officers' deployment and other work conditions

European Border and Coast Guard Standing Corps officers are deployed to operational areas or Frontex HQ on a rotational basis throughout their career. Deployment and/or redeployment to operational areas could result in being stationed at the external borders of the European Union or in third countries. The deployments may take several years. Deployments are determined by operational needs, not personal preferences. Officers hold no entitlement to specific deployment locations and duration, operational profile, group, section. Subject to the applicable rules, officers may be requested to deploy or redeploy at a short notice.

European Border and Coast Guard Standing Corps officers may be required to work in shifts during nights/weekends/public holidays, and often in challenging and harsh weather conditions. Subject to operational needs, they may also be requested to remain on stand-by and be called to perform operational tasks, should such a need occur at a short notice. Duties may be performed in remote locations and adverse weather, and may involve prolonged standing, patrol duties, wearing protective equipment and other physically demanding activities. The role entails enhanced responsibility for operational continuity, personnel accountability and timely incident escalation.

Furthermore, a core component of officers' professional preparedness, readiness, and integration into the Standing Corps involves making the Agency fully aware of their complete skillset.

Following recruitment and selection, and as part of the preparedness and readiness process as well as deployment

[9] *Regulation (EU) 2024/1356 of the European Parliament and of the Council of 14 May 2024 introducing the screening of third-country nationals at the external borders and amending Regulations (EC) No 767/2008, (EU) 2017/2226, (EU) 2018/1240 and (EU) 2019/817.*
[10] *Including performing headquarters' related tasks in the framework of the Horizontal Function deployment.*

planning, officers will be requested to provide detailed information on their language and specialised hard skills and other relevant competences with specific operational needs. This information is important for enhanced operational planning, integrated deployment solutions, and aligning unique competencies with specific operational needs.

Officers must comply with approved work patterns, operational instructions and reporting lines and must properly use and safeguard uniforms, identification documents, service weapons, protective equipment, vehicles, ICT devices and other Agency or host-authority assets entrusted to them.

Officers are responsible for maintaining valid personal and deployment documentation and for completing, within the required deadlines, the administrative, medical, security and training formalities necessary for deployment. This may include valid identity and travel documents, security clearances, medical-fitness certifications, driving licences or other authorisations, where applicable.

Candidates should therefore carefully assess their capacity to accept repeated geographic mobility, extended periods away from their usual place of residence, changes in work schedules and deployments based primarily on the Agency's operational needs.

9. Probationary period of the contract

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

Newcomers' progress and suitability to perform their duties will be assessed through specific tests, in view of the objectives covered by the specific and mandatory European Border and Coast Guard Standing Corps' training programme (as described in point 6 above). Various modules of the programme will be assessed by exams. Acquired knowledge, skills, responsibility, autonomy, and attitude are assessed against the requirements of the European Border and Coast Guard Standing Corps training programme. Fundamental Rights competences are horizontally integrated in all chapters throughout the entire programme.

During the training, there are various aptitude tests which assess candidates' ability to perform duties with executive powers. A probation report is prepared one month before the expiry of the probationary period at the latest, detailing the overall ability of the newcomer to perform the duties pertaining to the post and their efficiency and conduct in the service, focusing on the successful completion of the training programme.

Failure to successfully complete the entry-level training, including the European Border and Coast Guard Standing Corps training programme, may result in the contract termination and dismissal.

10. Contract of employment

The selected top-ranked candidates are offered a contract of employment by the Appointing Authority of Frontex. To be engaged, the successful candidates should be available for work on the starting date indicated in the job offer.

The successful external candidates will be engaged as contract staff pursuant to Article 3a of the **Conditions of Employment of Other Servants (**CEOS). The post in question is placed in the following function group: FGIII[11].

For additional information please refer to ANNEX III.

11. Communication

Any questions regarding the content of this Recruitment Notice or the recruitment/selection procedure should be sent to FGIIIStandingCorps@frontex.europa.eu. In all correspondence, candidates must state their name and e-mail address as given in their application form.

12. Frontex and Fundamental Rights

Frontex considers respect for the protection of Fundamental Rights to be an unconditional and essential component of effective integrated border management. Frontex strictly adheres to the Charter of Fundamental Rights of the European Union, the European Convention for the Protection of Human Rights and Fundamental Freedoms, as well as relevant international law. For more information about Fundamental Rights in Frontex visit the link here.

Frontex and its staff are committed to the values of Professionalism, Respect, Cooperation, Accountability, and Care.

13. Personal Data Protection

[11] *For current EU contract staff 3(a) the classification in grade and step should be established in line with Article 5(3) of Management Board No 39/2021 of 8 July 2021 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed under the terms of Article 3a thereof.*

Frontex ensures that candidates' 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 candidates. This is due to the confidentiality and security of such data. The legal basis for the recruitment/selection procedures of temporary staff is defined in the CEOS12, in the Management Board Decision No 39/202113 and in the Decision of the Executive Director No R-ED-2024-10614.

Personal data is processed for the purpose of conducting recruitment/selection procedures.

The recruitment/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 candidates 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 staff of the Legal and Procurement Unit, of the Inspection and Control Office, or to external parties directly involved in the selection process. For the purposes of safeguarding the financial interests of the Union, the 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).

In principle, there will be no automated decision-making or profiling based on the candidates' data. Any automated decision-making will be subject to human review with a meaningful impact. No data will be transferred to a third country or an international organisation. Processing begins on the date of receipt of the application. The data storage policy is as follows:

a) For applications received from non-selected candidates: the data are filed and stored in archives for 2 years. After this time the data are destroyed.

b) For candidates placed on a reserve list but not recruited: the data are kept for the period of validity of the reserve list +1 year. After this time the data are deleted.

c) For recruited candidates: the data are kept for a period of 10 years after the termination of employment or as of the last pension payment. After this time the data are destroyed.

Candidates have the right to request access to, rectification or restrictions on the processing of their personal data, or, where applicable, the right to object to such processing or the right to data portability. In case of identification data, candidates can rectify such data at any time during the procedure. Withdrawal of the consent to such data processing operations will result in the exclusion of the candidate from the recruitment/selection procedure.

Should a candidate have any query concerning the processing of their personal data and has substantiated request, they shall address them to the Human Resources Unit at jobs@frontex.europa.eu or Frontex Data Protection Officer at dataprotectionoffice@frontex.europa.eu.

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

14. Review and Complaint Procedure

a) Each applicant has the right to request feedback on their assessment as established by the selection committee.

b) If appropriate, they may ask for a formal review/reassessment of the original assessment.

c) Additionally, the candidate may exercise their right to lodge a complaint under Article 90(2) of the Staff Regulations within three months from the contested decision.

Details of these procedures are provided here.

[12] *In particular the provisions governing conditions of engagement in Title II, Chapter 3.*

[13] *Management Board Decision No 39/2021 of 8 July 2021 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed under the terms of Article 3a thereof.*

[14] *Decision of the Executive Director No R-ED-2024-106 of 23 October 2024 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.*

Application Procedure

The Frontex application form is available for download (as a dynamic PDF form) on the Frontex website under the 'Apply' link provided within each recruitment/selection procedure publication. This digital application form is uniquely created for each recruitment/selection procedure (and must not be reused for other applications/procedures).

The Frontex application form must:

- Be opened in a PDF reader in an MS Windows equipped computer – the recommended 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, candidates must not try to manipulate and/or alter the form. Attempted manipulations will cause the digital signature to disappear, and the application form will become invalid for subsequent processing, resulting in automatic rejection of the form on 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, as the space for your input is limited by the size of the text boxes.
- Be saved and named as follows: SURNAME_RCT-2026-00068.
- **Be submitted to Frontex – after saving - by uploading it to this URL link:** https://microsite.frontex.europa.eu/en/recruitments/RCT-2026-00068
- If technical challenges with the online portal are encountered or the system becomes unavailable, please send an email to FGIIIStandingCorps@frontex.europa.eu without delay including proof of the reported technical issue (full-screen screenshot) and your completed application.

Should a candidate submit more than one application for this procedure, Frontex will only assess the first application and automatically disregard all subsequent submissions.

If at any stage of the recruitment/selection procedure it is established that any of the requested information provided by a candidate is false or misleading, the candidate will be disqualified.

Candidates considered for engagement will be requested to supply documentary evidence in support of the statements made in the application. They should not, however, attach any supporting or supplementary documentation to their application until requests to do so by Frontex.

Applications that are incomplete, uploaded past the deadline, sent by e-mail or submitted on inappropriate or altered/manipulated forms will be automatically rejected by the system and not be processed further.

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

Keep a copy of your automatically generated submission code as proof that you have submitted/uploaded your application to Frontex.

Candidates are strongly advised not to wait until the final day to submit their applications.

Frontex assumes no responsibility for any last-minute malfunction due to system overload or for other technical issues candidates may encounter at the very last moment before the deadline.

Frontex will consider applications for further assessment based solely on the information explicitly provided in the application form. Additional documentation or information sent by electronic mail or other means will not be considered.

Due to the high volume of recruitment/selection procedures handled by Frontex, the time between the closing date for the submission of applications and the testing/interview phases may be substantial.

Components, Methodology and Weight of Tests

All applications are verified against the published eligibility criteria throughout the selection/recruitment procedure. Applications which do not meet these criteria will be excluded from the recruitment/selection procedure regardless of the outcome of the tests.

The weight of each set of tests is distributed as follows:

- Knowledge test and Psychometric tests: 60 %;
- Physical Aptitude tests and Swimming tests: 40 %.

While processing the applications, Frontex may assess/score certain selection criteria jointly, and some criteria may be assessed/scored in two or more steps of the recruitment/selection procedure.

a) All Stage I and II tests may be conducted **online**[15] or **in-person in Warsaw**, depending on the **type** of the test. The order of tests may vary depending on logistical requirements, test-specific conditions, or administrative decisions.
b) Candidates' identity may be verified before starting the tests, and test execution may be monitored.
c) Before the start of the tests in each stage, candidates will receive specific instructions.
d) Online tests require a computer or smart device (tablet) connected to the Internet with a functional keyboard, trackpad/mouse, front-facing camera, headphones, and a microphone.
e) **It is strongly recommended for the candidates to use a private computer for the online tests/assessments.** Technical limitations on non-private systems could prevent successful test completion, and Frontex and test providers cannot guarantee resolution of such issues. **It is the candidate's responsibility to ensure in advance they have full access to all necessary software and tools.** Using a personal device helps minimise disruptions and ensures compliance with testing requirements. It is the responsibility of each candidate to ensure that the test is taken under suitable conditions — alone, in a private and quiet room, free from interruptions, distractions, unauthorized individuals, materials, or assistive devices. Candidates must ensure they are not assisted or disturbed at any time during the test sessions.
f) If it is determined that a test was completed with any form of external support, the results will be invalidated, and the candidate will be disqualified from further steps of the recruitment/selection procedure.
g) Failure to take part in a test within the allotted time will result in disqualification from further assessments. Tests cannot be rescheduled.

1. Eligibility criteria check

Applications submitted within the deadline will be assessed with regards to general eligibility requirements as described in point 1 of the Vacancy Notice based on declarations made by candidates.

2. Stage I

2.1 Knowledge test

a) All candidates who are deemed eligible based on their self-declaration in the application form will be invited to participate in the Knowledge test.
b) The Knowledge test may be proctored via a secure online platform and requires candidates to have a functioning webcam and microphone enabled throughout the assessment to ensure test integrity and compliance with assessment guidelines.
c) This test assesses candidates' overall level of understanding of a range of essential competences under time pressure. It consists of multiple-choice questions or statements with at least three alternative

[15] *Certain elements of on-line tests may be subject to AI-based processing. The result of those tests may still be changed after a human review.*

responses, of which only one is correct.

d) An incorrect answer will deduct half the value of one correct response. Unanswered questions score zero points. Random responses to questions are discouraged.
e) The time to submit the test is limited.
f) The test covers the following topics:
   - EU legislation related to Frontex and border and/or coast guard functions and/or return-related activities,
   - Functioning of the EU institutions and bodies, including operational cooperation between European and international organizations,
   - Fundamental Rights and their implementation in law enforcement,
   - Professionalism, integrity, responsibility, and adherence to high ethical values,
   - ICT knowledge.
g) The test will be graded on a scale from 0 to 10 points. Only candidates achieving a minimum total score of 3 points will proceed to the next step. The list of candidates who scored at least 3 points will follow the order of their score. All other candidates will be excluded from the recruitment/selection procedure.

2.2 English language proficiency test

a) All eligible candidates (based on their eligibility self-declaration as per the submitted application form) who submit an application will receive an invitation to participate in the English test. However, when the scores of the Knowledge test are finalised before the invitations to the English test are sent, only candidates who passed the Knowledge test will be invited to this step.
b) The entire English test session is recorded using the candidate's camera and microphone.
c) The test is conducted with the support of an external contractor.
d) Candidates who do not meet the B2 level defined by Common European Framework of Reference for Languages (CEFR)[16], will be excluded from the procedure.

Following the finalisation of Stage I, candidates are ranked in descending order based on their Knowledge test scores. Candidates that fail any component of the English language proficiency test and/or do not reach the minimum scores required in the Knowledge test will be then excluded from the next steps of the recruitment/selection procedure.

The English language proficiency test is conducted in Stage I, but the scoring may be finalised until the end of Stage II. Candidates who do not meet the required level will be eliminated from the recruitment/selection procedure and their result from other tests will be annulled.

At any moment, the selection committee may decide to exclude candidates from the procedure following the determination of cheating in any form, including examination misconduct, plagiarism or impersonation identified before, during or after the performance of tests.

Up to one thousand two hundred (1200) top-scoring candidates proceed to Stage II of the recruitment/selection procedure, as described below. The selection committee may decide to invite a higher number of candidates to participate in Stage II.

If two or more candidates score the same number of points, the order of candidates is determined by the number of correct answers on the Knowledge test.

If this priority rule fails to resolve the tie, a higher number of candidates will proceed to Stage II.

The final list and order of candidates proceeding to the next stage is confirmed by the selection committee. The selection committee reserves the right to invite additional candidates in the event of disqualification due to suspicious activity identified during the Knowledge test and English language proficiency test. Any red flags (e.g., indicators of misconduct) associated with the candidates will be evaluated and reviewed prior to the final decision taken by the selection committee.

[16] *Common European Framework of Reference for Languages - self assessment grid.*

3. Stage II

3.1 Physical aptitude and Swimming tests

a) To be allowed to take part in the physical aptitude test, candidates must provide the selection committee with a medical certificate issued no earlier than 10 days prior to the tests by an authorised medical specialist of one of the Member States stating that the candidate meets the physical conditions necessary for the performance of the tests detailed in this Annex. The document may be provided in any of the official languages of the European Union. Failure to provide such a document may result in the exclusion of the candidate from the recruitment/selection procedure.

b) Each exercise of the Physical aptitude test is scored from 0 to 5 points, as set out in the tables below. The final score of this test is the result of the sum of the scores obtained in each exercise. Candidates who score below the minimum of 6 points overall or score 0 points in any individual exercise will be excluded from the recruitment/selection procedure.

c) Each exercise of the Swimming test is scored from 0 to 2.5 points, as per the table below. The final score of this test is the result of the sum of the scores obtained in each exercise. Candidates who score 0 points in any individual swimming exercise will be excluded from the recruitment/selection procedure. Swimming goggles are allowed.

d) The outcome of the Swimming and Physical aptitude tests will be determined by the assigned examiners, who evaluate performance based on their expertise and the set criteria.

e) The exercises (push-ups, agility test, beep test, swimming, and freediving) and respective thresholds are listed in the tables below.

f) Entry to the premises where the tests take place is restricted to candidates only. The presence of non-authorized third persons is not allowed during the tests, and no audio-visual recording is permitted as it may affect the security, the right to personal privacy and the personal image of the persons involved.

The criteria to be assessed through the recruitment/selection procedure are strength, agility, and endurance:

No.	Motoric	Exercise	Unit of measurement	Range		Points assigned
				Male	Female	
1	STRENGTH	Push-ups	number of repetitions within 90 sec.	≥50	≥22	5
				40-49	18-21	4
				35-39	15-17	3
				30-34	12-14	2
				25-29	9-11	1
				<25	<9	0
2	AGILITY	Agility Test with Object Transfer[17]	time (in sec.)	≤17.70”	≤19.50”	5
				17.71”-18.50’’	19.51”-20.50’’	4
				18.51”-19.30’’	20.51”-21.50”	3
				19.31”-20.30’’	21.51”-22.50”	2
				20.31”-21.00’’	22.51”-23.50’’	1
				>21.00”	>23.50”	0
3	ENDURANCE	Multistage 20-m Shuttle Run Test (Beep Test)[18]	level/number of sections	≥10.5	≥9.1	5
				9.1-10.4	7.8-9.0	4
				8.1-9.0	6.9-7.7	3
				7.1-8.0	6.1-6.8	2
				6.1-7.0	5.1-6.0	1
				<6.1	<5.1	0

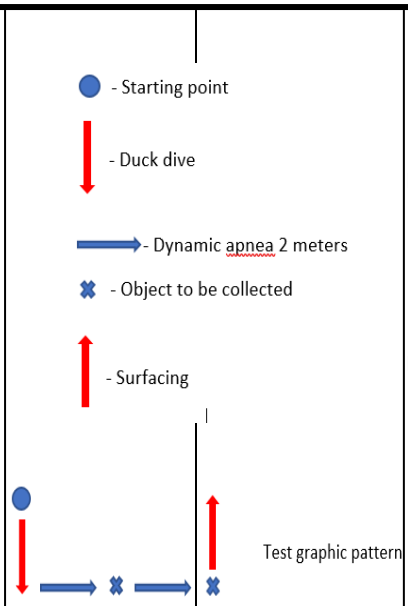
Once a candidate reaches the maximum score in the physical aptitude test, they will be informed, and the exercise will be stopped.

The criteria to be assessed through the recruitment/selection procedure are swimming and diving:

No.	Motoric	Exercise	Unit of measurement	Time		Points assigned
				Male	Female	
1	SWIMMING ABILITY	Swim 50 metres (25 metres crawl style followed by 25 metres breaststroke style – nonstop)	I) The candidate must execute the 50 m in a ventral technique, 25 metres crawl style followed by 25 metres breaststroke style, with breathing control, after jumping from the edge of the pool or starting inside the pool and without stopping. II) Only one attempt is allowed.	X ≤ 54.99”	X ≤ 1’19.99”	2.5
				55’’ ≤X≤ 1’19.99”	1’20” ≤X≤ 1’28.99”	2
				1’20” ≤X≤ 1’29.99”	1’29’’ ≤X≤ 1’39.99”	1.5
				1’30” ≤X≤ 1’39.99”	1’40’’ ≤X≤ 1’51.99”	1
				1’40” ≤X≤ 1’44.99”	1’52” ≤X≤ 1’59.99”	0.5
				≥ 1’45”	≥ 2’00”	0

[17] The Agility Test with Object Transfer is an exercise based on Illinois Agility Test with the addition of an object transfer component. Specified instructions will be provided in subsequent steps.

[18] Beep Test version Léger and Lambert (1982) - the test involves running back and forth between two points 20 metres apart. Each run must be synchronised with a pre-recorded audio track which plays beeps (hence the name ‘beep test’) at regular intervals.

2	SWIMMING /DIVING ABILITY	Freediving - dynamic apnea - diving and object collection (picking up 2 objects from the bottom of the swimming pool)	I) Starting in flotation, the candidate must dive to the bottom then swim underwater until the first object which is 2 meters of distance from the starting point, retrieve the object and continue in dynamic apnea until the next object, retrieve it and bring both of them to the surface, placing them on the edge of the pool. <u>The objects:</u> shackles should weigh approximately 0.2 kg, will be positioned lying on the bottom of the swimming pool at depths between 1.4 meters and 2.5 meters. II) The candidate needs to dive directly to the swimming pool bottom and only after that start moving towards the object. Two attempts are allowed.		2.5 if passed on the first attempt 1.5 if passed on the second attempt 0 if failed

3.2 Psychometric tests

a) The Psychometric tests are conducted with the support of an external contractor.
b) The Psychometric tests may be proctored via a secure online platform and require candidates to have a functioning webcam and microphone enabled throughout the assessment to ensure test integrity and compliance with assessment guidelines.
c) The tests consist of multiple-choice questions with a statement and at least three alternative responses, of which only one is correct. Candidates have a limited amount of time to submit their answers. These tests are designed to measure candidates' decision-making and judgement in work-like situations. They focus on verbal and abstract reasoning.
d) 0 to 10 points are awarded to each candidate per test. The final score is the average of the two individual scores. Candidates who do not reach the minimum score of 3 points on each test will not proceed to the next stage/test and will be excluded from the selection process.

3.3 Results after completing Stage I and II

Following the finalisation of Stage II, candidates will be ranked in descending order of weighted scores, based on the sum of points obtained in the Knowledge test (Stage I), Psychometric test (Stage II), Physical aptitude test (Stage II), and Swimming test (Stage II). Candidates who fail the English test and/or do not reach the minimum scores required in the previous tests will be excluded from the next steps of the recruitment/selection procedure and their results in other tests will be annulled.

The score is calculated based on the sum of points obtained in two stages, and applying a weight as below:

<u>Score = (Knowledge test score + Psychometric test score) x 60 % + (Physical aptitude tests + Swimming tests) x 40 %</u>

Up to seven hundred (700) highest-scoring candidates proceed to Stage III. If two or more candidates score the same number of points, a higher number of candidates will proceed to Stage III. The selection committee may decide to invite a higher number of candidates to participate in Stage III.

The final list and order of candidates proceeding to the next stage is confirmed by the selection committee. The selection committee reserves the right to invite additional candidates in the event of disqualification due to suspicious activity identified during the Psychometric tests. Any indicator of misconduct associated with the performance of candidates during Stage II will be evaluated and reviewed prior to the final decision taken by the selection committee.

4. Stage III

4.1 Psychological assessment

The successful candidates will be invited to a psychological evaluation with the support of an external provider. Candidates who fail the psychological assessment will be excluded from the recruitment/selection procedure. The psychological assessment will include:

- A personality questionnaire
- A situational judgement test
- A psychological interview.

4.2 Interview with the interview panel

In order to verify the candidates' suitability for the role, a competency-based interview will be carried out on the basis of pre-established selection criteria.

The interview will address the selection criteria and be aimed at determining and confirming the suitability of the candidates for the development of border and coast guard duties. The interview will be evaluated with scores, pre-established by the selection committee, and based on questions that may be addressed to the candidate for each of the criteria to be assessed.

The results of the candidates' tests carried out during this recruitment/selection procedure will be made available to the selection committee, as well as the application form.

For assessing the candidate, the following selection criteria will be considered:

1. A strong motivation to serve as a member of the Standing Corps, based on a realistic understanding of the tasks and conditions of service of a Standing Corps officer. Acceptance of the conditions of service in the Standing Corps: completing the mandatory training on schedule, deployment on a rotating basis, shift work and stand-by duty, often in demanding conditions and away from one's place of residence.
2. The ability to assess, interpret and apply instructions and procedures to a given situation, identify relevant facts and indicators of risk and vulnerability, and determine appropriate action within the time available, and recognise when to seek guidance or escalate.
3. The ability to work as a member of a structured team, contributing to its tasks, sharing information, supporting colleagues, complying with the reporting lines, showing loyalty, accountability and professionality within the chain of command.
4. The ability to remain effective under heavy workload, tight deadlines and stress, to sustain performance across shifts and rotations, to adapt to different operational, legal and cultural settings, and to learn from debriefing and feedback.
5. The ability to work in a multinational and multicultural environment. The capacity to get one's message across clearly and respectfully, and to build good working relationships with colleagues, host countries authorities, partners and persons encountered from many different cultural backgrounds.

For the assessment of the interview, each candidate may be awarded up to 5 points. Only candidates achieving a minimum score of 0.5 point in each criterion will pass the interview. All other candidates will be excluded from the recruitment/selection procedure.

Following the interview, the selection committee will consider the top-scoring candidates for placement on the reserve list and possible engagement. In the interest of the service, the committee will also take into account gender and geographical balance among Standing Corps staff.

5. Stage IV

5.1 Pre-recruitment medical examination

Selected candidates will be invited for a pre-recruitment medical examination which is performed by a medical service provider contracted by Frontex in line with a set of medical requirements. The medical and psychological criteria for the selection of Standing Corps staff include conditions relevant for the purpose of weapons authorisation. However, the weapon authorisation as such will be issued when all required conditions are met, including (but not limited to) successful completion of the Frontex Operational Training Programme.

5.2 Document verification

Selected candidates will be required to submit complete original documentation for the verification of the declared eligibility and professional criteria as submitted in their application form. Should the submitted documents do not correspond to a candidate's declarations, the candidate shall will be excluded from the selection/recruitment procedure.

The submitted and verified documents will also be used for the proper grading of the candidates within the respective function group.

What We Offer

Frontex is based in Warsaw, Poland. We offer a contract of employment for a period of five years with a probationary period of nine months. The contract may be renewed once for a period of five years.

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 their particular situation, and to family allowances (depending on personal situation) such as household allowance, dependent child allowance, pre-school allowance, and education allowance.

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

Function group, grade and step	FGIII, grade 8	FGIII, grade 9	FGIII, grade 10
1. **Basic net/payable salary** *(after all deductions, contributions and taxes are applied)*	**2 425 EUR** **10 277 PLN**	**2 743 EUR** **11 625 PLN**	**3 089.87 EUR** **13 094 PLN**
Other **possible monthly entitlements/allowances**, depending on the personal situation of the candidate *(expressed as gross amount weighted by 82.3 correction coefficient applicable for Poland)*:			
a. Household allowance	256 EUR 1 084 PLN	263 EUR 1 116 PLN	272 EUR 1 152 PLN
b. Expatriation allowance	588 – 707 EUR 2 493 – 2 995 PLN	588 – 768 EUR 2 493 – 3 255 PLN	588 – 838 EUR 2 493 – 3 549 PLN
c. Dependent child allowances for each child	434 EUR 1 838 PLN		
d. Preschool allowance	106 EUR 449 PLN		
e. Education allowance for each child up to	589 EUR 2 495 PLN		

The gross amount for shift allowance is 1,216.27 EUR per month. The gross amount for standby duty allowance is calculated by multiplying 1.2014 by the number of points collected per month (where 2 points are collected per hour during weekdays and 4 points are collected per hour during weekends/public holidays). The aforementioned allowances are paid to staff who perform shift work or standby duty, and their amounts are weighted by 82.3 correction coefficient applicable for Poland.

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 and is weighted by the correction coefficient for Poland (currently 82.3). It can be paid either in EUR or in PLN according to a fixed exchange rate (currently 4,2378 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 %.

An accredited European School[19] 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). Whereas Frontex staff children enjoy priority admission to the school, the availability may be limited in certain levels. 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 policies[20]; therefore, it is strongly advisable that parents interested get promptly in contact directly with the school to receive

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

[20] *E.g. the school may require the pupils concerned to set language competency exams, etc.*

thorough information[21]. Additionally, children of Frontex staff, whose mother tongue or dominant language is French or German may be eligible for coverage of their schooling costs by Frontex at Lycee Francais de Varsovie or Willy Brandt Schule Warschau, respectively, in line with the relevant decision of the Executive Director[22].

Moreover, under the Headquarters Agreement signed between the Agency and Polish authorities[23] in 2017, the Polish authorities may provide benefits to Frontex expatriate staff[24], 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 in settling in Warsaw.
b) Reimbursement of VAT and excise tax (if applicable) on the 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 their 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. Parental leave and special leave for certain circumstances such as marriage, birth, or adoption of a child, are granted.

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

Throughout the period of service, staff members are part 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 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, and is also 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 Recruitment 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 will provide Frontex with an opinion or a personnel security clearance in accordance with relevant national legislation. Should selected candidates not currently hold a valid security clearance at the above-mentioned level, Frontex will request clearance from the National Security Authority of the candidates' state of citizenship. Should a candidate fail to obtain the required personnel security clearance or should the National Security Authority issue 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.

[21] *You may find contact details by accessing: International European School*Warsaw*
[22] *Decision of the Executive Director No R-ED-2026-36 on agreements with international schools in Warsaw*
[23] *Headquarters Agreement between the Republic of Poland and the European Border and Coast Guard Agency (Frontex) (Polish Official Journal of 2017, item 1939).*
[24] *Staff Members who are Polish citizens or permanent residents in the host Member State are excluded.*