

VACANCY NOTICE - TEMPORARY STAFF

Reference number: RCT-2025-00117

Officer - Business Manager in Operational System Development and Evolution Sector, Officer - Team Leader in Deployment Sector

Post (business title):	Officer - Business Manager in Operational System Development and Evolution Sector (1 post) Officer - Team Leader in Deployment Sector (1 post) <i>(a reserve list to be created for 2 post to be filled)</i>
Short job overview:	Officer - Business Manager in Operational System Development and Evolution Sector: performing as business manager and product owner for systems that enable the Frontex Standing Corps officers to perform their duties, supervising the work of analysts, architects and testers and ensuring business stakeholders' benefit. Officer - Team Leader in Deployment Sector: ensuring efficient operations, reliable data management and consistent procedures, driving policy improvements, process optimisation and strategic support while promoting accountability and service excellence.
Sector/Unit/Division:	Operational System Development and Evolution Sector in Operations Support Systems Unit · Deployment Sector in Operations Preparedness and Deployment Unit · in Operations Support Division
Function group / Grade / Post title:	Temporary staff 2(f), AD7, Administrator ¹
Grade bracket for internal mobility ² :	AD5 - AD7
Grade for inter-agency mobility ³ :	AD5 - AD7
Location:	Warsaw, Poland
Starting date:	Third quarter 2026 (desired)
Level of Security Clearance:	CONFIDENTIAL UE / EU CONFIDENTIAL
Closing date for applications	<u>(MIDDAY) 21 April 2026 at 12:00 h⁴, Warsaw local time</u>

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¹ Type of post: Administrator.

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

³ Ibid 2.

⁴ Date of publication: 23 March 2026.

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 balance⁵ 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 Regulation⁶. The agency was created on the foundations of the European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union (established under Council Regulation (EC) No 2007/2004), which has been coordinating operational activities at the EU external border since 2005.

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

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

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

⁵ Under-representation is specifically observed amongst the following nationalities: Austrian, Belgian, Czech, Danish, Dutch, Finnish, French, German, Icelandic, Irish, Italian, Liechtensteiner, Norwegian, Slovak, Swedish, Swiss.

⁶ Regulation (EU) 2019/1896 of 13 November 2019 on the European Border and Coast Guard (OJ L 295, 14.11.2019, p.1).

2. OPERATIONAL SYSTEM DEVELOPMENT AND EVOLUTION SECTOR (OSDE) AND DEPLOYMENT SECTOR (DEPLOY):

Operational System Development and Evolution Sector (OSDE): The Operational System Development and Evolution Sector (OSDE) is led by the Head of Sector who reports to the Head of Unit.

The main tasks and responsibilities of the Operational System Development and Evolution Sector (OSDE) are as follows:

- (a) Managing the business component of the Agency for the implementation of operational support systems to facilitate their utilisation in operational activities;
- (b) Driving transformation path towards operationalisation and maintenance of operational support systems, ensuring their alignment with current and future business needs, by organising routine end-user satisfaction audits and testing activities;
- (c) Managing, in coordination with the Project Management Office and the Digital Services Unit, external contractors' activities pertaining to the Unit and performing the related function of risk and contract management;
- (d) Exploiting synergies between operational support system to increase efficiency of operations and effectiveness of resources and costs efficiency, managing a business service desk for operations and user access management on a need-to-know basis;
- (e) Ensuring that ICT developed operational support systems meet the needs of operations.

Deployment Sector (DEPLOY):

The Deployment Sector (DEPLOY) is led by the Head of Sector who reports to the Head of Unit.

The primary mission of the Sector is supporting Operations Management Division and Return Division in the daily management of resources as well as planning implementation and management of scheduled and ad-hoc rotations, deployments and redeployments of the Standing Corps according to the respective Deployment and Rotation System/Policy.

The main tasks and responsibilities of the Deployment Sector (DEPLOY) are as follows:

- (a) Managing the deployments, rotations and re-deployments planning and implementation in accordance with the Deployment and Rotation System in coordination with operational entities, including scheduled and ad-hoc measures followed by preparation of necessary documentations;
- (b) Preparing and issuing deployment decisions for the Standing Corps officers in cooperation with operational entities and administrative decisions related to work patterns of the Standing Corps officers as well as process the necessary documentation for entitlements in cooperation with Human Resources Unit;
- (c) Managing registration in the respective systems, integration in the operational cycle and initiate the termination of secondments of the Standing Corps Category 2 officers;
- (d) Planning, executing, reviewing and monitoring the budget for the Standing Corps Category 1 and 2 deployments;
- (e) Assisting and supporting coordination and management of logistical support for Standing Corps' deployments, ensuring efficient and effective execution of missions;
- (f) Verifying and processing mission orders, authorised travels and statements of expenses, initiating mission payments, advances, regularisations and mission recoveries for Standing Corps Category 1 and Category 2 and preparing of operational policies and standard operating procedures related to deployments and missions;
- (g) Handling time management of Standing Corps Officers Category 1 and 2, providing practical expertise to all Operational modalities' actors, including training and development of processes related to the respective tasks, in cooperation with Human Resources Unit;
- (h) Supporting approval process of special leaves for Standing Corps Officers Category 1 and handling in coordination with National Frontex Points of Contact (NFPoCs) special leave requests of Standing Corps Category 2;
- (i) Coordinating the process of Deployment Assessment Reports of Standing Corps Category 1 and Category 2 officers managing Annual Assessments of Standing Corps Category 2 officers;
- (j) Scheduling and coordinating the participation of Standing Corps Category 1 officers in compulsory medical check-ups;
- (k) Handling incidents and emergencies (assisting other entities as required).

3. DUTIES AND RESPONSIBILITIES LINKED TO THE POST

- **Officer - Business Manager** - in Operational System Development and Evolution Sector in Operations Support Systems Unit:

Reporting to the Head of Operational System Development and Evolution Sector the job holder will be responsible for:

- Performing the role of Product Owner for systems that enable the Frontex Standing Corps officers to perform their duties.
- Performing the role of Business Manager (in accordance with PM2) for IT-enabled projects to support the functions of the Frontex Standing Corps. This entails, among other responsibilities, chairing and organising the respective Business Implementation Groups and documenting as well as prioritizing business needs.
- Supervising the work of business analysts, solution architects and business testers.
- Maintaining close cooperation and a good understanding of the business stakeholders of the sector, notably the staff involved in operations and in particular the Frontex Standing Corps.

- **Officer - Team Leader in Deployment Sector in Operations Preparedness and Deployment Unit:**

Reporting to the Head of Deployment Sector the job holder will be responsible for:

- Performing the role of Team Leader, coordinating and supervising all administrative and operational workflows within one of the Deployment Sector Teams, ensuring high-quality outputs, continuity of service and coherent application of procedures across the portfolio of responsibilities.
- Supervising task allocation, performance monitoring and workload distribution within the Team, ensuring operational effectiveness, appropriate prioritisation and staff development, while promoting a collaborative and service-oriented working culture.
- Contributing to the continuous development of the Sector's work by proposing new concepts, models and integrated operational solutions related to the deployment, mission and time management of Standing Corps Category 1 and Category 2 officers, whilst supporting strategic planning, prioritisation and decision-making processes within the Sector.
- Drafting, maintaining and updating SOPs, internal instructions, policy notes and workflow documentation, in close cooperation with relevant internal stakeholders, ensuring alignment with governance, transparency and internal control requirements, as well as harmonisation of operational and administrative policies
- Promoting a culture of accountability, integrity, compliance and service orientation within the Deploy Sector
- Coordinating closely with Operations Support Division (OSD) entities and other Agency stakeholders, ensuring consistency and quality in Standing Corps management processes and supporting cross-sector cooperation.
- Supporting the Head of Sector by preparing concept notes, briefings, analytical documents and proposals related to innovation, decentralisation and process optimisation initiatives.

4. ELIGIBILITY CRITERIA

In order to be declared eligible, the applicant must:

4.1. General/common criteria⁷

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 duties⁸.

⁷ Mandatory criteria for the engagement of temporary staff as laid down in Article 12(2) of the CEOS.

⁸ 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.

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)

1. Possess a level of education which corresponds to **completed university studies** attested by a diploma when the normal period of university education is **four years⁹ 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 years¹⁰**.

Required professional experience

2. Possess (by the closing date for applications) at least **6 years** of proven full-time professional experience after the diploma was awarded and (at the same time) after the condition(s) described in the criterion above are fulfilled¹¹.

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.

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 CEOS¹² 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 moving¹³.
3. Have successfully completed the probationary period as provided for in Article 14 of the CEOS in the relevant function group¹⁴.

⁹ Diploma recognized by any EU Member State to be at EQF levels 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.

¹⁰ 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.

¹¹ 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.

¹² 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.

¹³ 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.

¹⁴ 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.

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 tests and interviews.

Professional qualifications, competencies and experience required:

1. At least 4 years of relevant experience in dealing with duties related to the tasks assigned.
2. At least 3 years of experience in agile projects or in processes and activities related to the development, implementation, monitoring and updating of administrative workflows, including compliance with applicable rules and regulations.
3. Proven experience in coordinating teams and projects.
4. Analytical, organisational and problem-solving experience, requirements elicitation and business analysis.
5. Excellent drafting skills, proven experience in drafting reports, briefing notes/memos, concept papers.

Besides, the following attributes would be considered advantageous:

6. Possess proven knowledge of border management, law enforcement, military or other security-related domains.
7. Proven experience in business intelligence and data science and data driven processes, in particular solutions like PowerBI.
8. Knowledge of the EU data protection legal framework, including principles governing personal data processing, and the ability to handle sensitive information in accordance with legal and institutional requirements.

Personal qualities and competences:

9. Excellent communication and interpersonal skills, with the ability to work effectively in a multicultural and multidisciplinary environment.
10. High standards of integrity, discretion and professionalism, with the ability to handle confidential matters.
11. Good command of English, written and oral (as the required working language) and ability to effectively communicate, summarise complex issues and negotiate.

6. EQUAL OPPORTUNITIES, DIVERSITY & INCLUSION

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

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

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 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.
- Up to 40 applicants who are best matching the evaluated selection criteria and who have achieved minimum 60% during CV screening will be invited for a competency test. At least one part of the qualifying

written test will be assessed based on anonymised answers. Applicants who will achieve at least 50% in the competency test will be invited to an interview with the Selection Committee.

- 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.
- The most suitable applicant(s) for the post(s) who have achieved minimum 60 % of the combined score in the competency test and interview will be proposed for a reserve list. An additional interview with the Appointing Authority and/or another relevant manager may be arranged before the Appointing Authority takes the final decision.
- A reserve list may also be used to fill similar 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 absolutely forbidden.

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

8. APPOINTMENT AND CONDITIONS OF EMPLOYMENT

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

In order to be engaged, the appointed applicant shall:

- Be available for the job at short notice (not later than 4 months after the job offer is made);
- Produce the appropriate character references as to his/her suitability for the performance of duties (a criminal record certificate or equivalent certificate, not older than six months) and a declaration in relation to interests that might be considered prejudicial to his/her independence;
- Be physically fit to perform the duties¹⁵.

The successful external applicant will be engaged as temporary staff pursuant to Article 2(f) of the Conditions of Employment of Other Servants of the European Communities (CEOS). The temporary post in question is placed in the following function group and grade: **AD7**¹⁶.

A contract of employment will be offered for a period of five years¹⁷, 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.

¹⁵ Before the engagement, the successful applicant shall be medically examined by a medical centre designated by Frontex.

¹⁶ Specific conditions about grading are defined on the title page of the Vacancy Notice. For existing EU temporary staff 2(f) the classification in grade and step should be established in line with Article 55 of the CEOS.

¹⁷ Specific rules will apply in case of internal or inter-agency mobility.

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)	4 846 EUR 20 535 PLN	5 022 EUR 21 281 PLN
2. Other possible monthly entitlements/allowances, depending on the personal situation of the candidate (expressed as gross amount weighted by 82.30% correction coefficient applicable for Poland):		
a) Household allowance	328 EUR 1 391 PLN	334 EUR 1 414 PLN
b) Expatriation allowance	1037 - 1 298 EUR 4 395 - 5 500 PLN	1 081 - 1 342 EUR 4 580 - 5 688 PLN
c) Dependent child allowances for each child	434 EUR 1 838 PLN	434 EUR 1 838 PLN
d) Preschool allowance	106 EUR 449 PLN	106 EUR 449 PLN
e) Education allowance for each child up to	589 EUR 2 495 PLN	589 EUR 2 495 PLN

The remuneration is expressed in EUR, after the compulsory deductions set out in the Staff Regulations or in any implementing regulations is weighted by the correction coefficient for Poland (currently 82.30). 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, in principle, annually before the end of each year, with retroactive effect from 1 July, in accordance with Annex XI of the Staff Regulations.

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

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

An accredited European School¹⁸ 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 policies¹⁹; therefore, it is strongly advisable that parents interested get promptly in contact directly with the school to receive thorough information²⁰.

Moreover, under the Headquarters Agreement signed between the Agency and Polish authorities²¹ in 2017, the Polish authorities may provide benefits to Frontex expatriate staff²², 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.

¹⁸ More details on the European Schools system available here: [About the Accredited European Schools \(eursc.eu\)](http://About the Accredited European Schools (eursc.eu)).

¹⁹ E.g. the school may require the pupil concerned to set language competency exams, etc.

²⁰ You may find contact details by accessing: International European School*Warsaw

²¹ Headquarters Agreement between the Republic of Poland and the European Border and Coast Guard Agency (Frontex) (Polish Official Journal of 2017, item 1939).

²² Polish citizens and permanent residence holders are excluded.

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

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

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

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

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

9. PROTECTION OF PERSONAL DATA

Frontex ensures that applicants' personal data are processed in accordance with Article 5(1)(a) of Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data.

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

The legal basis for the selection procedures of temporary staff is defined in the CEOS²³.

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

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

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

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

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

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

- For applications received from not-selected applicants: the data are filed and stored in archives for **5 years** and after this time the data are destroyed;

²³ In particular the provisions governing conditions of engagement in Title II, Chapter 3.

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

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

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

10. REVIEW AND COMPLAINT PROCEDURE

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

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

11. APPLICATION PROCEDURE

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

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

The Frontex Application Form must:

- Be opened in a PDF reader in a MS Windows equipped computer - the recommended version of the PDF reader is Adobe Acrobat Reader DC (version 2021.001.20155. You may download a free version [here](https://get.adobe.com/uk/reader/)).
- **Not** be manipulated or altered. The form is digitally signed and protected against any manipulation or changes. Therefore, applicants shall not try to manipulate and/or alter it - in such a case the digital signature will disappear, and the application form will become invalid for subsequent processing resulting in an automatic rejection of such submission.
- Be completed in English. Fields, where you may enter your input, are highlighted in light blue colour. Fields marked with an asterisk (*) indicate a required input. You should be concise, the space for your input is limited by the size of the text boxes.
- Be saved and named as follows: 'SURNAME_RCT-2025-00117'.
- **Be submitted to Frontex - after saving - by uploading it to this URL link:**
<https://microsite.frontex.europa.eu/en/recruitments/RCT-2025-00117>
- In case you have technical issues with filling/saving/uploading your electronic application form, you may write to us (in advance of the closing date for submission of applications) at

jobs@frontex.europa.eu clearly indicating in the subject of the email the reference number of the post/position and the post (business) title.

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

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

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

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

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

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

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

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

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

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