

Gender Expert - Gender Budgeting / Gender Mainstreaming

Temporary Agent (AD 7) – 5 year renewable contract

The European Institute for Gender Equality (EIGE)[1] is publishing a call for applications with a view to establishing a reserve list for Temporary Agents for the post of Gender Expert – Gender Budgeting/Gender Mainstreaming.

The registration of applications will begin on 16th May 2011 and will close on 20th July 2011 at 23:00 Eastern European Time. **The deadline for applications has been extended further until 7th August 2011 at 23:00 Eastern European Time**

1.The role of the Institute

Based in Vilnius, Lithuania, EIGE is a regulatory agency of the European Union (EU) entrusted with specific objectives related to the contribution and strengthening of gender equality promotion.

To achieve its goals, the Institute shall collect and analyse objective, comparable and reliable information at Community level and develop appropriate methodological tools for the integration of gender equality into all Community policies. EIGE shall equally foster the exchange of good practices and dialogue between stakeholders and raise EU citizen awareness of this policy area by providing technical assistance to the Community institutions, in particular the Commission, as well as the authorities of the Member States.

In the course of its work to promote and strengthen gender equality EIGE will also strive to eliminate gender discrimination.

2.Job profile and duties

As a crucial part of all policy making and reporting, gender mainstreaming tools and methods - including gender budgeting - are key elements in the process for the development and implementation of gender equality strategies. Reporting to the Head of Operations, the jobholder shall support the implementation and dissemination of effective gender mainstreaming practices to support the implementation of EU policies and programmes. The jobholder shall also strengthen the capacity of the Institute to analyse the effects of economic development on women/men.

The agent will be responsible for the following tasks and activities:

contribute towards the Institute's strategy for the collection, analysis and dissemination of timely information on tools and methods for gender mainstreaming and gender equality, legislation, fact sheets, publications and research relating to economy and budgeting;

contribute to the collection, processing and dissemination of effective gender mainstreaming practices to support the implementation of EU policies and programmes;

contribute to the development of the Institute's Resource and Documentation Centre specifically through gender mainstreaming tools and methods;

develop high quality reports and analysis papers;

plan, implement and monitor activities within selected priority areas in order to facilitate an effective evaluation of the Institute's work on tools and methods for gender mainstreaming, in particular gender budgeting;

coordinate and network with other agents and institutions working on gender budgeting issues in Europe and globally, and provide expert support to stakeholders on related matters;

on the basis of collected information, initiate and support the production of publications in cooperation with the Institute's research and communications teams, other experts as well as external contractors;

draft technical specifications for procurement in connection thematically relevant studies;

represent the Institute at meetings with organisations and experts involved in gender budgeting and mainstreaming and economic development.

3. Qualifications and experience required

3.1 Formal requirements

To be considered eligible for selection, an applicant must, by the closing date of this call:

have a university degree^[2] which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or have a level of education which corresponds to completed university studies attested by a diploma and

appropriate professional experience of at least one year when the normal period of university education is at least three years;
have a good command, both spoken and written, of at least two official EU languages;
be a national of a member state of the EU;
enjoy full rights as a citizen;
have fulfilled any obligations imposed by the national laws concerning military service, and
be physically fit to perform duties [3].

3.2 Selection criteria

Essential:

At least six years professional experience gained after the award of the relevant qualification and at a suitable level corresponding to performance of the duties as defined in Section 2.

Proven work experience in the following areas:

- equal opportunities in the sector of economy and labour market;
- gender mainstreaming tools and methods in particular gender budgeting;
- socio-economic analysis including a gender analysis of budgets;
- Gender Impact Assessments.

A good command of spoken English which is a predominant working language at the Institute.

Notable presentation skills and the capacity to communicate technical or specialised information to a non-specialist audience.

High level ability in researching and drafting concise papers and reports in English.

An aptitude for problem solving and achieving significant results.

The capacity to motivate, together with the ability to establish and maintain effective communication with colleagues.

Strong administrative skills including the ability to manage priorities, work under pressure and meet tight deadlines.

Advantageous:

Knowledge of EU policies related to gender equality.

Previous exposure to international and/or multicultural /multilingual environment.

Work experience in an EU institution/agency.

A doctoral degree in a social science.

4. Selection procedure and application

The selection procedure includes the following steps:

Only duly completed applications submitted electronically within the deadline will be taken into consideration.

Each duly completed application will be examined with a view to establishing that the candidate meets all eligibility criteria.

Eligible applications will be evaluated by the appointed Selection Committee based on selection criteria defined in this vacancy notice. Depending on the number of applications received, the Selection Committee may apply stricter requirements within the selection criteria noted above.

The best-admissible candidates will be short-listed for interview.

Due to large volume of applications, only candidates selected for the interviews will be contacted.

Interviews will be held in English.

During the interview session, the Selection Committee will examine the candidates' profiles and assess their relevancy for the post in question. On the day of the interview, candidates may also be required to undergo a competency assessment exercise.

On the day of interview candidates will be requested to present , originals and copies of documents detailing citizenship, studies and professional experience, in particular:

- a copy of identity card, passport or other official document specifying citizenship;
- a copy of diploma certifying a required level of academic qualifications;
- documentary evidence of professional experience, clearly indicating starting and finishing dates.

Copies of these documents will be retained by the Institute.

If at any stage of the procedure, it were established that information in the application has been knowingly falsified, the candidate shall be disqualified from the selection process.

Successful candidates will be included in a reserve list which will be valid for 12 months. The validity of this list may be extended. The candidates will be informed by letter whether or not they have been placed on the reserve list. However inclusion of candidates on the reserve list

does not guarantee recruitment.

The Director of the Institute will appoint the selected jobholder from the reserve list, taking into account the establishment of a gender balanced, geographically diverse organisation.

The internal proceedings of the Selection Committee are strictly confidential and any contact with its members is strictly forbidden. Soliciting on behalf of a candidate can lead to immediate disqualification.

For applications to be valid, candidates must complete an EIGE application form. It is to be forwarded electronically to eige.hr@eige.europa.eu. The subject title should include the vacancy reference number.

Application form (.doc, 217KB)

Applicants are requested not to attach any supporting documents at this stage (e.g. copies of ID cards, diplomas, evidence of previous professional experience, etc). Only candidates invited to an interview will be asked to present copies of these documents for verification. Applications will not be returned to candidates but will be kept on the file by the Institute in line with its data protection guidelines.

Please note that the time period between the closing date for the submission of applications and the end of the process to short list candidates for the interview may take several weeks.

Due to the large volume of applications, the Institute regrets that only candidates selected for the interviews will be contacted.

5.Appointment and conditions of employment

The chosen candidate will be expected to take up the post in January 2012. The place of employment shall be Vilnius, Lithuania. For reasons related to the Institute's operational requirements, the chosen candidate will be required to be available at short notice. The new recruit will be offered a temporary agent's contract under Article 2 (a) of the Conditions of employment of other servants of the European Communities and will be engaged at grade AD 7 subject to a six month probation period. It is planned that the chosen candidate will assume duties in January 2012. The initial contract will be for five years and may be renewed.

The pay of the Community temporary agents consists of the basic remuneration as well as various allowances^[4] depending on personal situation of the jobholder. For information, the current gross basic salary of AD 7 (first step) before deductions and the correction coefficient weighting of 72.5% for Lithuania, is €5,568.11. The salary will be paid in the local currency: LTL. All remuneration is subject to a Community tax at source. Deductions are also made for medical insurance, pension and unemployment insurance. Salaries are exempt from national taxation.

6.Independence and declarations of interest

The job holder will be required to enter into a commitment to act independently in the public interest and to make complete declarations of any direct or indirect interests that might be considered prejudicial to his or her independence. Candidates must confirm their willingness to do so in their application.

7.Equal opportunities

EIGE applies a policy of equal opportunities and accepts applications without distinction on any grounds.

8.Appeal procedures

If a candidate considers that she or he has been adversely affected by a particular decision, a complaint can be lodged under Article 90(2) of the Staff Regulations of Officials of the European Communities and Conditions of Employment of Other Servants of the European Communities, by writing to The Director, European Institute for Gender Equality, Svitrigailos g. 11m, Vilnius, Lithuania LT-03228.

The complaint must be lodged within three months. The time limit for initiating this type of procedure (see Staff Regulations as modified by Council Regulation No 723/2004 of 22nd March 2004 published in the Official Journal of the European Union L 124 of 27th April 2004 – <http://eur-lex.europa.eu>) starts to run from the time the candidate is notified of the act adversely affecting him/her.

9. Protection of personal data

As the body responsible for organising the competition, the EIGE ensures that applicants' personal data are processed as required by Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data (Official Journal of the European Communities, L 8 of 12 January 2001). This applies in particular to the confidentiality and security of such data.

Personal data shall thus be processed solely for the purpose of the selection procedure.

[1] Established by the European Parliament and of the Council Regulation (EC) No 1922/2006 of 20 December 2006 (OJ L 403/9 of 30.12.2006)

[2] Only qualifications issued by EU Member State authorities and qualifications recognised as equivalent by the relevant Member States authorities will be accepted.

[3] Before recruitment, the applicant will be medically examined for the purposes of Article 12(2) (d) of the Conditions of Employment of Other Servants of the European Communities.

[4] For example: 16% expatriation allowance, household allowance, education allowance, dependant child allowance etc.

Relevant Documents:

Application form

Metadata

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AREAS: Gender Mainstreaming