

Seconded National Expert - Gender Mainstreaming

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[Application form - Seconded National Expert - Gender Mainstreaming](#)

EN (DOC, 198 KB)

The European Institute for Gender Equality (EIGE)[1] invites applications with a view to establishing a reserve list for Seconded National Experts (SNEs) – Gender Mainstreaming.

The registration of applications will begin on 3 September 2019 and will close on 31 October 2019 at 13:30 Eastern European Time.

The deadline has been extended to **31 January 2020 at 13:30** Eastern European Time.

The Institute

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

To achieve its goals, the Institute collects and analyses comparable and reliable information at EU level and develops appropriate methodological tools for the integration of gender equality into all EU policies. It fosters the exchange of good practices and dialogue between stakeholders and raises EU citizens' awareness of this policy area by providing technical assistance to EU institutions, in particular the European Commission, as well as the authorities of the Member States.

In the course of its work to promote and strengthen gender equality, EIGE supports policy makers with high quality research and comparable data relevant to their work.

Job profile and duties

Working closely with the Gender Mainstreaming Programme Coordinator, the jobholder will support the Institute's activities in developing effective methods and tools for the integration of a gender perspective in different policy areas at various levels of the EU. In particular, the jobholder will support the Institute's activities in reviewing institutional mechanisms for gender mainstreaming and developing effective methodological guidance for the use of gender mainstreaming methods and tools.

The SNE will have deep knowledge of regulatory affairs and practical implementation of gender mainstreaming.

In particular, the SNE will be responsible for processing data and information on institutional mechanisms and gender mainstreaming processes at EU, national and regional levels.

The following tasks and activities are relevant to the duties of this post:

- observe gender mainstreaming developments in the EU and investigate how gender mainstreaming is integrated into the policy/programme framework, with a view to overviewing and analysing national, international and EU approaches and processes;
- conduct comparative analyses of collected information, including statistical data, and assist in the preparation of reports, communications and publications;
carry out tasks related to gender mainstreaming upon request from the Institute's stakeholders;
- contribute to the communication and promotion of gender mainstreaming work among national stakeholders in cooperation with the Institute's communications and stakeholders team;
- assist in developing information for the website on gender mainstreaming and systematising collected information on EIGE's Gender Mainstreaming Platform;
- assist in the roll-out of procurement procedures in the field of gender mainstreaming;
- organise and participate in meetings on gender mainstreaming.

Qualifications & experience required

Formal requirements

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

- a university degree, or a level of formation which corresponds to completed university studies attested by a diploma[2] and appropriate professional experience of at least one year when the normal period of university education is at least three years;
- very good command of both spoken and written English, which is the working language at the Institute and a satisfactory knowledge of a second EU language;
- entitlement to full rights as a European citizen or nationality of an EU candidate country or an EFTA country or a country with which the European Council has decided to open accession negotiations and which has concluded a specific agreement with the Commission on staff secondments;
- any obligations imposed by the national laws concerning military service.

Selection criteria

Eligible candidates will be evaluated on the basis of the following criteria:

Essential:

- At least four years of professional experience gained after the award of the relevant qualification and at a suitable level corresponding to performance of tasks as defined under section Job profile and duties;
- Evident knowledge and experience of working with gender mainstreaming;
- A very good command of English, the working language at the Institute;
- Good computer skills, especially in preparing and editing text;
- Excellent interpersonal, organisational, administrative and problem solving skills;
- The ability to perform research and produce high quality analytical reports;
- The ability to work with a high volume of data and information;
- The capacity to conceptualize and structure information and to communicate it effectively;
- Evident organisational skills, including the ability to manage priorities, work under pressure and reach tight deadlines;
- The ability to work well in a multicultural environment.

Advantageous:

- Knowledge of EU policies related to gender mainstreaming and/or gender equality issues in general;

- Experience of developing policies and recommendations on work with gender mainstreaming in an EU Member State;
 - Experience with using quantitative data analysis software;
 - A good knowledge of the EU institutional framework and policies.
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Selection procedure

The selection procedure includes the following steps:

- Only duly completed applications submitted electronically within the deadline will be taken into consideration and examined with a view to establishing that the candidate meets all eligibility criteria.
- The best-admissible candidates will be short-listed for an interview.
- Interviews will be held in English.
- 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.
- The chosen candidate will be requested to furnish:
 - 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.

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 process.

The initial period of secondment shall be specified in the exchange of letters between the Institute and the employer of the selected SNE.

Soliciting on behalf of a candidate can lead to immediate disqualification

Submission of applications

For applications to be valid, candidates must complete an EIGE application form, available above only in English and which is to be forwarded electronically to eige.hr@eige.europa.eu. The subject title should include the vacancy reference number. Applications may also be forwarded to EIGE on behalf of applicants by the Permanent Representations of the EU Member States.

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 shortlisted candidates 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.

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

Conditions of secondment

The purpose of the secondment is to provide the SNE with experience of the Institute's working methods and policies, to enable them to gain practical experience and understanding of the day-to-day work of the Institute's work and to give them the opportunity to work in a multicultural, multilingual environment. It also serves to enable staff of national administrations to put into practice the knowledge they have acquired in their studies, particularly in their respective areas of responsibility.

The SNE shall remain in the service of his/her employer throughout the period of secondment and shall continue to be paid by that employer. The SNE shall be entitled to daily and monthly subsistence allowances in line with EIGE Decision MB 2017/001 on the secondment to the European Institute for Gender Equality of national experts and national experts in professional training available [here](#).

Each candidate should before applying obtain the assurance of the support of his/her employer for his/her candidacy as well as the commitment of that they shall continue to pay a salary during the period of the secondment. The final stage to secure the secondment will be confirmed by an exchange of letters between the Institute and the employer in the Member State concerned.

Subject to a probationary period, the secondment will be for a minimum of six months but not more than two years. It may be extended further up to a maximum period of two years. The place of secondment is Vilnius, Lithuania.

Independence & declarations of interest

The SNE 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.

Equal opportunities

The Institute applies a policy of equal opportunities in line with the eligibility requirements noted above.

Applications are accepted without distinction on any grounds of age, birth, disability, ethnic or social origin, genetic features, membership of a national minority, political (or any other) opinion, property, religion, sex or sexual orientation.

Appeal procedures

If a candidate considers that s/he has been adversely affected by a particular decision, s/he can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Union and Conditions of Employment of Other Servants of the European Communities, by writing to The Director, European Institute for Gender Equality, Gedimino pr. 16, Vilnius, Lithuania LT-01103.

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 22 March 2004 published in the Official Journal of the European Union L 124 of 27 April 2004) starts to run from the time the candidate is notified of the act adversely affecting him/her.

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 (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.

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

Lithuania & life in Vilnius

Lithuania is a member of the Schengen Area and it borders Latvia, Belarus, Poland and the Kaliningrad region of Russia. Its western coastline - noted for its fine beaches, dunes and majestic pines - straddles the Baltic Sea.

Vilnius has an estimated population of just over 800,000 people. In addition to ample green spaces, it is beautifully situated on the banks of the river Neris, offering excellent opportunities for outdoor activities. Vilnius has impressive Baroque, Gothic, Renaissance and Russian architecture as well as one of Europe's largest medieval old towns, a UNESCO World Heritage site since 1994. It has been a university city since the Middle Ages.

Today it is the centre of the country's politics, business, science, culture and entertainment and it attracts an increasingly varied assortment of local and international events. The city centre of Vilnius is compact, clean and safe. In addition to hosting a number of international schools, Vilnius has a well-developed infrastructure and ambitious future plans.

The city is easy to get around, has a good standard of living and an excellent working environment. EIGE's premises are situated in the Europe House on the main thoroughfare of Vilnius City, Gedimino Prospektas, with easy access to amenities, both leisure and educational.

Further information is available at <http://www.vilnius-tourism.lt/en/>.

[1] Established by the European Parliament: 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.

Metadata

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