

# Administrative Assistant - IPA

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## Downloads



### Application form

EN (DOC, 197.5 KB)

The European Institute for Gender Equality (EIGE)[1] is organising a call for applications with a view to establishing a reserve list for the post of Administrative Assistant - IPA.

The registration of applications will **begin on 29 March 2019 and will close on 29 April 2019 at 13:00 Eastern European Time.**

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## 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.

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 awareness on gender equality. It also provides technical assistance to EU institutions, in particular the European Commission and the authorities of the Member States. Guided to promote and strengthen gender equality, EIGE supports policy-makers with high quality research and comparable data relevant to their work.

Under the scope of its work, EIGE also cooperates with the EU candidate countries and potential candidates from the Western Balkans and Turkey by supporting them in the area of gender equality on their European path, in the framework of the Instrument for Pre-Accession Assistance (IPA).

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# The post

## Profile

Reporting to the Head of Knowledge, Management and Communications Unit, the jobholder shall provide administrative and organisational support to EIGE's IPA project: "Increased capacity of EU candidate countries and potential candidates to measure and monitor impact of gender equality policies (2018-2021)". The project aims to provide assistance to the EU candidate countries and potential candidates in the Western Balkans and Turkey in the area of gender equality. The duration of the current programme lasts until 30 June 2021.

The jobholder will take up tasks related to financial management, logistics and organisation of project-related activities. In order to successfully carry out these responsibilities, it is important to have experience in financial management and project implementation.

The post requires a team player who is well-organised, solution-oriented and flexible, and who works efficiently as part of a multicultural and diverse team.

## Duties

The responsibilities of the post include the following tasks and activities:

- Provide administrative and logistical support to EIGE's activities related to the IPA project;
- Contribute to financial management, including budget planning and monitoring;
- Support in administrative tasks, such as experts reimbursements and payments;
- Perform varying roles in EU's financial management system ABAC;
- Initiate and administer procurement procedures and collaborate with contractors;
- Manage general enquiries from EU candidate and potential candidate countries;
- Support in drafting documents related to the project;
- Contribute to meeting preparations;
- Perform any other duties in the Knowledge, Management and Communications Unit as required by the Head of Unit.

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## Qualifications & experience required

## Formal requirements

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

a post-secondary education attested by a diploma, or a secondary education attested by a diploma[2] giving access to post-secondary education plus appropriate professional experience of three years;

- nationality of an EU Member State;
- a good command, both spoken and written, of at least two official EU languages;
- entitlement to full rights as a citizen;
- have fulfilled any obligations imposed by national laws concerning military service;
- be physically fit to perform duties linked to the post.[3]

## Selection criteria

### Essential:

- at least three years' professional experience[4] gained after the award of the relevant qualification and at a suitable level corresponding to performance of tasks as defined in section 2;
- experience in finance management, including budget implementation;
- experience in project management, including event organisation;
- thorough knowledge of Microsoft Office (Word, Excel, Power Point and Outlook);
- excellent command of English, both oral and written;
- ability to manage multiple tasks and priorities and meet deadlines, with attention to details;
- excellent ability to work in multicultural teams as well as independently;
- excellent interpersonal, organisational and problem solving skills.

### Advantageous:

- awareness of gender equality policies;
- experience of working with electronic data management systems;
- work experience in an international or European Union organisation;

- knowledge of a language of the EU candidate country and/or potential candidates.
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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.
- 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 in Vilnius.
- Interviews and written test will be in English.
- During the interview, 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 in particular a copy of identity card, passport or other official document specifying citizenship.
- If at any stage of the procedure, it is 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 6 months. The validity of this list may be extended. Each candidate will be informed by letter whether or not s/he has been placed on the reserve list. However, inclusion of candidates on the reserve list does not guarantee recruitment.
- EIGE's Director will appoint the selected jobholder from the reserve list, taking into account a gender balanced, geographically diverse organisation.

The internal proceedings of the Selection Committee are 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 and forward it electronically to [eige.hr@eige.europa.eu](mailto:eige.hr@eige.europa.eu). The subject title should include the vacancy reference number.

Application form is available on the top of this page.

Applicants are requested not to attach any supporting documents at this stage. Only candidates invited to an interview will be asked to present copies of documents for verification. Applications will not be returned to candidates but will be kept on file by the Institute in line with its data protection guidelines.

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

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## Conditions of employment

The place of employment is Vilnius Lithuania. EIGE operates from a modern and fully computerised office space based in the city's Old Town.

The jobholder shall work in a multicultural environment where social dialogue is considered very important. EIGE applies a participatory approach to its work and encourages an open dialogue between management and staff. Colleagues work closely together as much of the work is organised around cross-unit project teams. EIGE is committed to the principle of zero tolerance towards harassment at work.

Working time is based around flexitime and core working hours, as defined in the EU Staff Regulations. In addition to training opportunities, EIGE offers various support and well-being measures for staff members and their families such as contributions to schooling costs.

A Contract Agent contract under Article 3a pursuant to the conditions of employment of other servants of the European Union shall be offered, subject to nine months' probation. The duration of the contract will be two years.

Remuneration of Contract Agents consists of the basic salary as well as various allowances depending on personal situation of the jobholder. For information, the current gross basic salary for the first grade at FG II, before deductions and the correction coefficient weighting of 73.6% for Lithuania, is approximately €2,112. The applicable grade could be higher depending on the length of experience of the chosen candidate. Salaries are subject to tax at source but are exempt from national taxation. Deductions are also made for medical insurance, pension and unemployment insurance.

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## **Independence & declarations of interest**

The jobholder 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 may be considered prejudicial to his/her independence. Candidates must confirm their willingness to do so in their application.

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## **Equal opportunities**

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

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## **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 and Conditions of Employment of Other Servants of the European Union, by writing to The Director, European Institute for Gender Equality, Gedimino Prospektas 16, Vilnius, Lithuania LT01103.

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) starts to run from the time the candidate is notified of the act adversely affecting her/him.

Pursuant to Article 195(1) of the Treaty establishing the European Community and in accordance with the conditions laid down in the Decision of the European Parliament of 9 March 1994 on the Staff Regulations and the general conditions governing the performance of the Ombudsman's duties, published in Official Journal of the European Union L 113 of 4 May 1994, it is also possible to write to: The European Ombudsman, 1 Avenue du Président Robert Schuman, CS 30403 67001 Strasbourg Cedex, France.

[Further details on appeals.](#)

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## 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.

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## Lithuania & life in Vilnius

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A Contract Agent contract under Article 3a pursuant to the conditions of employment of other servants of the European Union shall be offered, subject to nine months' probation. The duration of the contract will be three years and may be renewed.

Remuneration of Contract Agents consists of the basic salary as well as various allowances depending on personal situation of the jobholder. For information, the current gross basic salary for the first grade at FG II, before deductions and the correction coefficient weighting of 74.3% for Lithuania, is approximately €2,112. The applicable grade could be higher depending on the length of experience of the chosen candidate. Salaries are subject to tax at source but are exempt from national taxation. Deductions are also made for medical insurance, pension and unemployment insurance.

[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] The secondary education diploma giving access to higher education may be replaced by a certificate of adequate professional training of not less than three years on condition that there was no similar professional training giving access to higher education at the time it was issued, or successful completion of intermediary education plus two years' relevant specialisation and at least five years of appropriate professional experience.

[3] Prior to recruitment, the successful candidate will undertake a medical for the purposes of Article 12(2) (d) of the Conditions of Employment of Other Servants of the European Union.

[4] Professional experience will be counted from the date on which the applicant acquired the minimum qualification for access to the profile in question. Only duly documented professional activity (i.e. remunerated employment or self-employment) is taken into account. Part-time work will be taken into account in proportion to the percentage of full-time hours worked. Periods of education or training and unremunerated traineeships are not taken into account. Fellowships, grants and PhDs can be counted as professional experience up to a maximum of 3 years. Any given time period can be counted only once (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 of the former). Freelance or self-employed applicants will be asked to provide either a practising certificate (or equivalent) or a copy of the entry in the relevant trade register, or any other official document (for example a tax document) showing clearly the length of relevant professional experience.



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# Metadata

**PUBLISHED DATE:** 29 March 2019

**GRADE:** FG II

**MAXIMUM N° ON RESERVE LIST:** 6