

**Notice to establish a reserve list for the position of**

**Policy Officer – Market Codes**

**(Temporary Staff, Grade AD 7)**

**in the Electricity Department of the Agency for the Cooperation of Energy Regulators**

**REF.: ACER/2019/03**

**Publication**

**External**

**Title Function**

**Policy Officer – Market Codes**

**1. WE ARE**

The Agency for the Cooperation of Energy Regulators (hereinafter referred to as “the Agency”) is a European Union (“EU”) body, legally established by Regulation (EC) No 713/2009<sup>1</sup> and operational since 2011. Based in Ljubljana (Slovenia), the Agency is central to the liberalisation of the EU's electricity and natural gas markets.

The purpose of the Agency is to assist National Regulatory Authorities (“NRAs”) in exercising, at Union level, the regulatory tasks that they perform in the Member States and, where necessary, to coordinate their action.

In this respect, the Agency:

- a) Complements and coordinates the work of NRAs;
- b) Participates in the development of European network rules;
- c) Takes, under certain conditions, binding individual decisions on terms and conditions for access and operational security for cross border infrastructure, on cross-border cost allocation for Projects of Common Interest and on terms and conditions or methodologies for the implementation of network codes;
- d) Gives advice on electricity and natural gas related issues to the European institutions;
- e) Monitors the internal markets in electricity and natural gas and reports on its findings;
- f) Monitors trading in wholesale energy products to detect and deter market abuse and ensure the integrity and transparency of EU wholesale energy markets.

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<sup>1</sup> Regulation (EC) No 713/2009 of the European Parliament and of the Council of 13 July 2009 (OJ L 211, 14.8.2009, p. 1).

The main areas on which the Agency's activities focus are:

- Supporting European market integration: this is mainly done through the development of common network and market rules, as well as through the coordination of regional initiatives which are concrete efforts from market participants to work towards greater integration,
- Advising the EU Institutions on trans-European energy infrastructure issues: the Agency issues opinions on ten-year network development plans, to ensure that these are in line with priorities set at EU level, and on the draft lists of Projects of Common Interest,
- Energy market monitoring: the Agency has a general mission in terms of market monitoring at the EU level and has, since the end of 2011, a very specific responsibility when it comes to the oversight of wholesale energy trading according to Regulation (EU) No 1227/2011 on wholesale energy market integrity and transparency (REMIT).

With the "Clean Energy for all Europeans" package legislation, additional tasks are assigned to the Agency, including, in particular:

- approving the all TSOs' proposals for terms and conditions or methodologies to be developed under the Commission Guidelines,
- approving or amending the new resource adequacy and risk preparedness methodologies to be developed by ENTSO-E,
- monitoring state interventions preventing prices from reflecting actual scarcity and the performance of Member States in electricity security of supply issues.

The Agency currently employs more than 80 staff and has an approved annual budget of €16.1 million in 2019. The Agency's internal structure comprises five Departments (Electricity, Gas, Market Surveillance and Conduct, Market Integrity and Transparency and Administration) and the Director's Office. Please find the Agency's organisational chart on the following link:

[http://www.acer.europa.eu/en/The\\_agency/Organisation/Pages/ACER-departments.aspx](http://www.acer.europa.eu/en/The_agency/Organisation/Pages/ACER-departments.aspx)

## **2. WE PROPOSE**

The Agency is seeking to establish a reserve list for the position of Policy Officer – Market Codes. The jobholder to be recruited from this reserve list will be assigned to the Market Codes Team in the Agency's Electricity Department and will report to the relevant Team Leader.

The duties of the Policy Officer – Market Codes will include the following:

- Contribute to the preparation of the opinions, recommendations and decisions related to the terms and conditions or methodologies in the area of congestion management, namely on capacity calculation, coordination of remedial actions and bidding zone(s) reconfiguration;
- Monitoring the implementation of the network codes and guidelines, as well as specific terms and conditions or methodologies related to congestion management, namely on capacity calculation, coordination of remedial actions and bidding zone(s)

reconfiguration. This includes performing analyses and simulations required for such monitoring;

- Contribute to the development of network codes and guidelines, including their amendments, in the area of congestion management, namely on capacity calculation, coordination of remedial actions and bidding zone(s) reconfiguration.

The successful candidate will be required to act with a service culture, handling files with confidentiality and utmost professional integrity, being able to show excellent interpersonal and communication skills.

The candidate is expected to be proactive and flexible, showing very good team spirit, ability to prioritise and deliver high-quality results.

The Policy Officer – Market Codes may be required, at times, to assist in other areas of work of the Agency and the Electricity Department, according to needs and priorities, as defined by the Director of the Agency and the Head of the Electricity Department.

The tasks and the nature of the post may be revised in the future as a result of any possible reorganisation of the activities related to the Clean Energy for all Europeans package, or more widely in the Agency.

### **3. WE LOOK FOR**

#### **A) Eligibility criteria**

Candidates will be considered eligible for the selection phase on the basis of the following formal criteria to be fulfilled by the deadline for applications:

1. To have a level of education which corresponds to completed university studies of at least four (4) years attested by a diploma;

or

To have a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one (1) year when the normal period of university education is at least three (3) years;

*(Only study titles that have been awarded in the EU Member States or that are subject to the equivalence certificates issued by the authorities in the said Member States shall be taken into consideration.)*

2. By the closing date for applications candidates must, after obtaining the qualifications mentioned in point 3.A.1, have acquired at least six (6) years of professional experience<sup>2</sup>;

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<sup>2</sup> Professional experience is considered only from the time the candidate obtained the diploma required for being eligible. At a later stage, the candidate will be asked to provide supporting documents confirming the length and the level of his/her professional experience.

3. To have a thorough knowledge of one of the official languages of the European Union<sup>3</sup> and satisfactory knowledge of a second of these languages (level B2 of CEFR<sup>4</sup>) to the extent necessary to perform his/her duties;
4. To be a national of a Member State of the European Union;
5. To be entitled to his or her full rights as a citizen;
6. To have fulfilled any obligations imposed by the applicable laws concerning military service;
7. To be physically fit to perform the duties linked to the post<sup>5</sup>.

## **B) Selection criteria**

The following criteria will be assessed when selecting the candidates for the interviews:

### Technical knowledge:

1. Relevant studies in the field of electrical engineering, complemented with basic (energy) economics;
2. By the deadline for applications, having acquired at least three (3) years of relevant professional experience<sup>6</sup> in the area of market codes, after obtaining the qualifications mentioned in point 3 A) 1 above;
3. In-depth knowledge of electricity markets and in particular congestion management theory and practices performed by EU TSOs, acquired through relevant professional experience and/or training;
4. In-depth knowledge of grid modelling (e.g. EU common grid models), power system simulation (load flows software tools), mathematical optimisations (e.g. mixed integer linear programming) and general programming skills (e.g. Python, Matlab, R, etc.);
5. Basic understanding of the integration and harmonisation process for the creation of European Internal Energy Market, as well as of EU energy regulation and energy policy in the area of electricity, acquired through relevant professional experience and/or training;
6. Sound knowledge of the EU institutional framework would be an advantage.

### Communication and other personal skills:

1. Excellent written and oral command (level C2 of CEFR) of the English language;

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<sup>3</sup> The languages of the EU are Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovene, Spanish, and Swedish.

<sup>4</sup> Language levels of the Common European Framework of Reference:  
<http://europa.europa.eu/resources/european-language-levels-cefr>

<sup>5</sup> Before the appointment, a successful candidate shall be medically examined by one of the institutions' medical officers in order for the Agency to be satisfied that he/she fulfils the requirement of article 28(e) of the Staff Regulations of the Officials of the European Union

<sup>6</sup> Professional experience is counted only from the time the candidate obtained the diploma required for being eligible. At a later stage, the candidate will be asked to provide supporting documents confirming the length and the level of his/her professional experience.

2. Proven ability to work in a team and under pressure, combined with the capacity to work on several projects simultaneously;
3. Experience of working in an international environment dealing with a very diverse range of stakeholders.

Communication and other personal skills will be assessed at the stage of the interview and the written examination.

Candidates are invited briefly to explain in their motivation letter in which positions they acquired their knowledge and professional experience in the specified areas.

#### **4. SELECTION AND APPOINTMENT**

A Selection Committee will evaluate the applications and select the candidates meeting the eligibility criteria and best matching the selection criteria.

The Selection Committee will endeavour to invite a minimum of six candidates and a maximum of eight candidates to an interview and written test. However, such numbers may be increased in the case of a larger number of high-scoring candidates participating in the selection procedure or reduced in the case of a limited number of eligible candidates and/or a limited number of high-scoring candidates participating in the selection procedure.

The interview and test will focus on the following aspects.

- a) Specific competencies and knowledge of languages with reference to the selection criteria of the present selection notice;
- b) General aptitudes to the extent necessary for the performance of the duties in accordance with article 12.2.e of the Conditions of Employment of Other Servants (CEOS);

A reserve list of the most suitable candidates will be drawn up by the Agency.

In line with Director Decision 2017/16, candidates achieving the qualifying mark in the written test and interview of a minimum of 70% will be placed on the reserve list. The reserve list will be valid until 31/12/2020. Its validity may be extended by decision of the Director.

All candidates will be informed about the outcome of the procedure. Recruitment will be subject to budgetary availability and assignment of posts by the Budgetary Authority.

#### **5. EQUAL OPPORTUNITIES**

The Agency applies an equal opportunities policy and accepts and treats applications without distinction on grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

#### **6. CONDITIONS OF EMPLOYMENT**

Pursuant to Article 2(f) of the CEOS, the successful candidate will be appointed by the Director as a Temporary Staff in Grade AD7 for a period of 5 years, which may be renewed.

Pay and welfare benefits: the pay of staff members consists of a basic salary, allowances and other benefits. Depending on the individual family situation and the place of origin, the successful jobholder may be entitled to expatriation allowance (16% of the basic salary), household allowance, dependent child allowance, education allowance, pre-school allowance, reimbursement of removal costs, daily subsistence allowance, installation allowance and other benefits. Salaries are exempted from national tax; a Union tax is paid at source.

Grade/step	Minimum requirements for classification in step (required level of university studies + minimum number of years of experience after university graduation)	Monthly basic salary	Monthly net salary, including specific allowances <sup>7</sup>
AD7 step1	university degree of at least 4 years (or university degree of 3 years + 1 year professional experience) in a field relevant for this position + up to 9 years of experience in some or all of the fields covered by the job description	6,128.51 €	5,656.19 €
AD7 step2	university degree of at least 4 years (or university degree of 3 years + 1 year professional experience) in a field relevant for this position + more than 9 years of experience in some or all of the fields covered by the job	6,386.04 €	5,847.84 €

Additional benefits:

- Annual leave entitlement of two days per calendar month plus additional days for age, grade, 2,5 days' home leave if applicable, and in addition up to 19 ACER holidays per year;
- EU Pension Scheme (after 10 years of service);
- EU Joint Sickness and Insurance Scheme (JSIS), accident and occupational disease coverage, unemployment and invalidity allowance and insurance.

## 7. DATA PROTECTION

The purpose of processing the data that candidates submit is to manage their application(s) in view of possible (pre)selection and recruitment at the Agency. Personal data is processed by and accessible to authorised Agency's personnel. In some cases, an external expert, equally bound by the same data protection principles, may assist the Agency in the selection of candidates.

The Agency adheres to and is regulated 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, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC.

<sup>7</sup> An estimation of net salary, including the deduction for tax, correction coefficient (currently at 84.6 %) and social security and adding the allowances (this estimation has been calculated with expatriation allowance, household allowance and with one dependent child allowance). Allowances depend in any case on the personal situation of the candidate.

The Agency is supervised by EDPS (<http://www.edps.europa.eu>). For any further enquiries, candidates may contact the Data Protection Officer at [DPO@acer.europa.eu](mailto:DPO@acer.europa.eu). Candidates are invited to consult the privacy statement, which explains how the Agency processes personal data in relation to recruitment and selections, available on the Agency website.

## **8. APPLICATION PROCEDURE**

For applications to be valid, candidates must submit (in PDF or Word format):

- A complete and detailed curriculum vitae in English, in [European CV format](#) (Europass)<sup>8</sup> - **other formats will not be considered**;
- A letter of motivation (1-page maximum) in English, explaining in which positions they acquired their knowledge and professional experience in the specified areas identified in Section 2 of this selection notice;
- A completed eligibility form.

**Applications that are not completed are considered as non-valid.**

Applications should be sent by email to [SELECTIONS-ACER-2019-03@acer.europa.eu](mailto:SELECTIONS-ACER-2019-03@acer.europa.eu) quoting the reference number of this call for expression of interest.

Supporting documents (e.g. certified copies of degrees/diplomas, references, proof of experience, etc.) should not be sent at this stage but must be submitted at a later stage of the procedure if requested.

In order to facilitate the selection process, all communications to candidates concerning this vacancy will be in English.

Under no circumstances should candidates approach the Selection Committee, directly or indirectly, concerning this recruitment. The authority authorised to conclude a contract reserves the right to disqualify any candidate who disregards this instruction.

**Applications must be sent by e-mail by 31/08/2019 (closing time 23:59 Ljubljana time).**

If at any stage in the procedure it is established that any of the information a candidate provided is incorrect, the candidate in question will be disqualified. For more information on the selection procedure please consult the Guide for Applicants on the Agency's website: [http://www.acer.europa.eu/The\\_agency/Working\\_at\\_ACER/Pages/FAQs-on-working-at-ACER.aspx](http://www.acer.europa.eu/The_agency/Working_at_ACER/Pages/FAQs-on-working-at-ACER.aspx).

## **9. APPEALS**

Pursuant to Article 90(2) of the Staff Regulations of Officials and the Conditions of Employment of Other Servants, a candidate may submit a complaint against an act affecting

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<sup>8</sup> The Europass template is available at the following link: <https://europass.cedefop.europa.eu/>

him/her adversely. The complaint must be lodged within three months from the date of notification to the following address:

Human Resources Management  
Agency for the Cooperation of Energy Regulators (ACER)  
Trg Republike 3  
1000 Ljubljana – Slovenia

Should the complaint be rejected, pursuant to Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations of Officials and the Conditions of Employment of Other Servants, a candidate may request judicial review of the act. The appeal must be lodged within three months from the date of notification to the following address:

Registry  
The General Court  
Rue du Fort Niedergrünewald  
L-2925 Luxembourg  
Luxembourg

Any citizen of the European Union or any natural or legal person residing in a Member State may make a complaint about maladministration pursuant to Article 228(1) of the Treaty on the Functioning of the European Union. The complaint must be lodged within two years of becoming aware of the facts on which the complaint is based on, to the following address:

The European Ombudsman  
1, Avenue du President Robert Schuman - BP 403  
F-67001 Strasbourg Cedex  
France

Please note that complaints to the European Ombudsman do not have the effect of suspending the period mentioned in Articles 90 and 91 of the Staff Regulations of Officials and Conditions of Employment of Other Servants for lodging complaints or submitting an appeal pursuant to Article 270 of the Treaty on the Functioning of the European Union. Please note also that under Article 2(4) of the [General conditions governing the performance of the Ombudsman's duties](#), any complaint lodged with the European Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned.