

**Call for Expression of Interest (no deadline)**

**for Seconded National Experts (SNE) in the Agency for the Cooperation of Energy Regulators (ACER)**

**REFERENCE: ACER/SNE/2017/OC**

**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 and operational since 2011. 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 performed 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.

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.

ACER currently employs more than 130 staff (statutory and non-statutory) and has an approved annual budget of € 23.642.735 in 2021. ACER's internal structure comprises five Departments (Electricity; Infrastructure, Gas and Retail; Market Surveillance and Conduct; Market Integrity and Transparency; Corporate Services), Strategy Development and Communications Team and four horizontal clusters (BoR-Brussels Liaison team; Legal Services; Data Excellence; and Information Resources, Security and Facility Management). Please find the Agency's organisation chart at [this link](#).

The Agency is located in Ljubljana (Slovenia).

## **2. WE PROPOSE**

The Agency may offer positions to experienced and highly-motivated Seconded National Experts (SNE), who will work together with the Agency's staff.

Secondments at the Agency are governed by ACER decision AB No. 02/2011 of 3 March 2011, *laying down the rules on the secondment of national experts to the Agency for the Cooperation of Energy Regulators*. This decision is available on the [Agency's website](#).

A national expert on secondment remains in the service of their employer. Secondment is not equivalent to employment, nor does it lead to employment by the Agency

The positions of SNEs available in the Agency are set according to the profiles in Annex I.

## **3. QUALIFICATIONS**

### **A. Eligibility Criteria**

The candidate should meet the following essential criteria:

1. To be employed by a national, regional or local public administration<sup>1</sup> or an Intergovernmental Organisation (IGO).<sup>2</sup>
2. To have a level of education which corresponds to completed university studies of at least three years, attested by a diploma;
3. To have at least three years of professional experience, relevant for the profiles as advertised;
4. To have worked for their employer on permanent or contract basis for at least 12 months before their secondment; the SNE shall remain in the service of that employer throughout the period of secondment.

### **B. Selection Criteria**

---

<sup>1</sup> Public administration means all State administrative services, at central, federal and regional level, comprising ministries, government and parliament services, the courts, central banks, and the administrative services of local authorities, as well as the decentralised administrative services of the State and of such authorities. For the same purpose, public administration also includes the regulatory authorities referred to in Article 35 of Directive 2009/72/EC and Article 39 of Directive 2009/73/EC.

<sup>2</sup> The Director of ACER may, on a case-by-case basis, authorise the secondment of an SNE from an employer other than a State public administration or an IGO, according to Article 2.3 of the decision AB No. 02/2011 of 3 March 2011.

5. Qualification and work experience as advertised in each different profile;
6. Excellent written and oral communication skills;
7. Ability to work as part of team and under pressure.

### **C. Knowledge of languages**

SNEs must produce evidence of a thorough knowledge of English language (preferably C2 level<sup>3</sup>) and a satisfactory knowledge (level B2) of another Community language to the extent necessary for the performance of his/her duties<sup>4</sup>.

## **4. SELECTION PROCEDURE**

Interested candidates may apply for any of the profiles advertised in Annex I. The applications received will be evaluated on a regular basis.

A position as SNE may be offered according to the needs of the Agency and the budgetary availability: the secondment will be effected by an exchange of letters between the Director of ACER and the SNE's employer.

## **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 or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

## **6. CONDITIONS OF SECONDMENT**

SNEs remain in the service of their employer and, therefore, their salary will continue to be paid by the employer during the period of the secondment. SNEs shall be entitled, throughout the period of secondment, to a daily subsistence allowance and a monthly subsistence allowance, according to the distance between their place of origin and the place of secondment, and as regulated in Chapter III of ACER decision AB No. 02/2011 of 3 March 2011.

## **7. DATA PROTECTION**

The applications for SNEs shall not be returned to the applicants and shall be kept on file by the Agency.

The Agency will ensure that applicants' personal data are processed in accordance with Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December

---

<sup>3</sup> According to the Common European Framework of Reference for Languages, available at <https://www.coe.int/en/web/common-european-framework-reference-languages/>

<sup>4</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.

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.

## **8. APPLICATION PROCEDURE**

For applications to be valid, Applicants must submit:

- A detailed *curriculum vitae* in European CV format, in English;
- A letter of motivation (one-page maximum) in English explaining in which positions they acquired their knowledge and professional experience;
- A duly filled-in declaration of honour, which shall include the confirmation of support by the seconding administration.

Applications shall be sent in English and by email to the following functional mailbox: [selection-sne@acer.europa.eu](mailto:selection-sne@acer.europa.eu), quoting the reference of this call for expression of interest in the subject of the message.

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

**This call for expression of interest is open-ended, there is no deadline for applications.**

If at any stage in the procedure it is established that any of the information that an applicant has provided is incorrect, the applicant in question will be disqualified.

**Annex I – ACER/SNE/2017/OC**

**PROFILE A - REMIT Policy, transaction and fundamental data reporting**

- (a) Contribution to the preparation of ACER's guidance on REMIT Policy matters and/or on the reporting of wholesale energy products and fundamental data through the Agency's REMIT Information System;
- (b) Contribution to the assessment and the preparation of recommendations to the European Commission on the delegated and implementing acts under REMIT, the assessment and preparation of guidance on the application of REMIT to National Regulatory Authorities (NRAs) according to Article 16(1) of REMIT, the preparation of annual reports to the European Commission according to Article 7(3) of REMIT and to other legal and/or policy issues related to REMIT;
- (c) Communication and interaction with NRAs and with the following stakeholders: Registered Reporting Mechanisms, organised market places, association of energy market participants, ENTSO-G, ENTSO-E, GIE and any other reporting party;
- (d) Responsibility for or contribution to the execution of other similar tasks, as assigned by the Head of Department and/or the Director.

**DESIRABLE QUALIFICATIONS:**

- (a) Degree in Law, European Studies, Political Science, Economics, Engineering or similar.

**PROFILE B - Data analysis**

- (a) Contribution to the development of the Agency's data analysis methods;
- (b) Design and development of data quality analysis methods;
- (c) Coding and development of analytical applications using common analytical and statistical software (Excel, R, Alice programming language);
- (d) Under supervision, drafting documents relating to the above mentioned activities;
- (e) Responsibility for or contribution to the execution of other similar tasks, as assigned by the Head of Department and/or the Director.

**DESIRABLE QUALIFICATIONS:**

- (a) Degree in Economics, Engineering or similar;
- (b) Strong analytical skills and significant experience in managing and analysing data.

**PROFILE C – Gas Network Codes**

- (a) Working on activities related to Implementation Monitoring of the Network Codes (reports, reasoned opinions, advocacy);
- (b) Supporting the Network Codes team in other reporting activities, such as a report and analysis on conditional capacities, implementation of the incremental process, reviewing national tariff consultation processes, and tariff implementation;
- (c) Assisting activities related to gas market monitoring, in line with the Agency's responsibilities in this area, including the calculation, development and refinement of Network Code effects indicators;
- (d) Coordinating and supporting relevant Agency's Task Forces, as requested by the Team Leader or Head of the Gas Department;

- (e) Supporting the Network Codes team in other tasks as requested, for example in planning its activities;
- (f) Responsibility for or contribution to the execution of other similar tasks, as assigned by the Head of Department and/or the Director.

**DESIRABLE QUALIFICATIONS:**

- (a) Degree in Economics, Engineering or similar;
- (b) To have worked for a National Regulatory Authority in the field of energy for at least three (3) years before the secondment;
- (c) To have acquired at least five (5) years of professional experience.

**PROFILE D – Electricity**

- (a) Contribute to the Agency’s activities regarding adoptions of the terms and conditions or methodologies established pursuant to:
  - Commission Regulation (EU) 2017/1485 of 2 August 2017 establishing a guideline on electricity transmission system operation;
  - Commission Regulation (EU) 2015/1222 of 24 July 2015 establishing a guideline on capacity allocation and congestion management;
  - Commission Regulation (EU) 2017/2195 of 23 November 2017 establishing a guideline on electricity balancing;
- (b) Contribute to the Agency’s activities regarding implementation monitoring of the Network Codes and Guidelines;
- (c) Contribute to the Agency’s activities regarding the establishment, as well as monitoring and analysing the performance of regional operational centres as described in Article 46 of Regulation (EU) 943/2019 on the internal market for electricity and Article 7 of Regulation (EU) 2019/942 establishing a European Union Agency for the Cooperation of Energy Regulation;
- (d) Contribute to the development of Framework Guidelines, or amendments of Network Codes and Guidelines in areas listed in Article 59.1 and 2 of Regulation (EU) 943/2019 on the internal market for electricity.

**DESIRABLE QUALIFICATIONS:**

- (a) Degree in Economics, Engineering or similar;
- (b) To have acquired at least three (3) years of professional experience related to the tasks defined in the profile.

**PROFILE E – Wholesale Energy Market Surveillance and Conduct**

- (a) Contribution to the development of the Agency surveillance methods and tools;
- (b) Contribution to the design and implementation of monitoring models;
- (c) Contribution to the screening of REMIT data to detect suspicious market conduct and to coordinate follow-up on such conduct;
- (d) Drafting documents relating to the above mentioned activities;

- (e) Responsibility for or contribution to the execution of other similar tasks, as assigned by the Head of Department and/or the Director.

**DESIRABLE QUALIFICATIONS:**

- (a) Degree in Economics, Engineering; Mathematics, Physics or Computer Science or related;
- (b) Strong analytical skills and experience in using surveillance software tools;
- (c) Knowledge of wholesale energy markets and/or products;
- (d) Programming in at least one statistical software package would be an advantage;
- (e) Advanced knowledge of market abuse provisions (i.e., market manipulation and insider trading) in REMIT.

**PROFILE F – Legal Services Team**

- (a) Support to the Legal Services Team and ACER departments (the Electricity and the Infrastructure, Gas and Retail Departments) by contributing, from a legal perspective, to the drafting of decisions, opinions, recommendations, reports, and other acts;
- (b) Drafting contracts and similar agreements;
- (c) Interpretation of the relevant applicable legal framework;
- (d) Legal advice on the legal validity and liability related to acts and decisions of ACER;
- (e) Assistance to the Legal Services Team and ACER departments in litigation before ACER's Board of Appeal and the EU Judicature, whenever appropriate, also by contributing to:
  - the preparation of documents to be submitted in the course of the related proceedings;
  - the preparation of any oral representations in the course of the related proceedings.
- (f) Conduct extensive legal research and legal advice on the interpretation of relevant EU legislation and case law in respect of the areas falling in the duties of the post;
- (g) Responsibility for or contribution to the execution of other similar tasks, as assigned by the Team Leader and/or the Director.

**DESIRABLE QUALIFICATIONS:**

- (a) Master's degree or other post-graduate qualification in law relevant to the activities identified above;
- (b) To have worked for a National Authority in the field of energy for at least three (3) years before secondment;
- (c) To have acquired at least six (6) years of professional experience relevant to the activities identified above.

**PROFILE G – Energy Infrastructure**

- a) Contribution to the Agency's work on network development scenarios or cost-benefit assessment

- methodologies for gas, hydrogen or electricity networks;
- b) Contribution to the Agency's work on gas security of supply;
  - c) Contribution to the Agency's work on the ENTSO's Ten Year Network Development Plans;
  - d) Drafting documents relating to the above mentioned activities;
  - e) Responsibility for or contribution to the execution of other similar tasks, as assigned by the Head of Department and/or the Director.

#### **DESIRABLE QUALIFICATIONS**

- a) Degree in Economics, Engineering; Mathematics, Physics or Computer Science;
- b) Strong analytical skills;
- c) Knowledge of energy infrastructures;
- d) Good English drafting skills;
- e) Good communication skills.
- f) Team player.

#### **PROFILE H – Electricity adequacy**

- (a) Contribute to the Agency's monitoring of security of supply, including security of supply measures, as part of the Agency's wider electricity market monitoring duties;
- (b) Contribute to the Agency's oversight of the European resource adequacy assessment, in particular the oversight and review of yearly assessments;
- (c) Contribute to the Agency's reviews of national resource adequacy assessments, e.g. opinions on such assessments where applicable pursuant to Article 24(3) of the Electricity Regulation;
- (d) Contribute to the Agency's activities regarding cross-border participation in capacity mechanisms, such as following ENTSO-E's and RCC's implementation of the related tasks;

#### **DESIRABLE QUALIFICATIONS:**

- (a) Degree in Economics, Engineering or similar;
- (b) Knowledge about electricity adequacy.

#### **PROFILE I – Cybersecurity Expert**

- (a) Contribute to the Agency's activities regarding adoptions of the methodologies that will be established pursuant to the Network Code on sector-specific rules for cybersecurity aspects of cross border electricity flows, currently under development by ENTSO-E and EU-DSO;
- (b) Contribute to the Agency's activities regarding implementation monitoring of the future Network Code on sector-specific rules for cybersecurity aspects of cross border electricity flows, currently under development by ENTSO-E and EU-DSO;
- (c) Contribute to the coordination tasks with internal (Infrastructure, Gas and Retail Department) and external stakeholders (ENTSO for Electricity, EU-DSO, European Commission, National



Competent Authorities for Cybersecurity and National Regulatory Authorities having a role in cybersecurity) concerning the implementation of the cybersecurity Network Code provisions and the implementation of the further Digital Agenda of the European Union;

- (d) Contribute to the drafting of guidelines, recommendations and technical standards focusing on aspects of cybersecurity for critical infrastructure related to the energy sector.

**DESIRABLE QUALIFICATIONS:**

- (a) Master's degree or other post-graduate qualification in security, information security, computer science, computer engineering;
- (b) To have worked for a National Authority in the field of energy for at least three (3) years before secondment;
- (c) To have acquired at least six (6) years of professional experience relevant to the activities identified above;
- (d) Knowledge of cybersecurity and critical infrastructure protection for large scale environment;
- (e) Knowledge of existing cybersecurity frameworks for energy critical infrastructures (e.g. NIST, NERC-CIP, ISO);
- (f) Knowledge of the legislative framework for cybersecurity in the European Union (e.g. in depth knowledge of the NIS Directive - Directive (EU) 2016/1148 - and of the Cybersecurity Act - Regulation (EU) 2019/881 - and their implementation at the Member States level).