



## **VACANCY NOTICE**

### **Head of Unit - Enforcement and Analysis (ELA/AD/2025/05)**

<b>Type of contract</b>	Temporary agent
<b>Grade</b>	AD11
<b>Duration of contract</b>	5 years (renewable)
<b>Area</b>	Enforcement and Analysis
<b>Place of employment</b>	Bratislava, Slovakia
<b>Deadline for applications</b>	26/08/2025, 12:00 (midday, CET)
<b>Reserve list valid until</b>	31 December 2026

#### **The European Labour Authority**

The European Labour Authority ('the Authority' or 'ELA') is a Union body in the area of cross-border labour mobility. Its aim is to facilitate access for individuals and employers to information on their rights and obligations; support cooperation between EU countries in the cross-border enforcement of relevant Union law, including by facilitating joint inspections; support Member States in tackling undeclared work and mediate and facilitate a solution in cases of cross-border disputes between national authorities.

Further information on the Authority is available on its website: [www.ela.europa.eu](http://www.ela.europa.eu).

#### **Job framework**

The Authority is launching a vacancy notice with a view to establishing a reserve list of Temporary Agents for a middle management position of Head of Unit.

The Enforcement and Analysis Unit is responsible for the Authority's work on coordinating and supporting concerted and joint inspections, carrying out analyses and risk assessment on issues of cross-border labour mobility, social security coordination, and supporting the Member States in tackling undeclared work.

The Unit is structured along three tasks with specific main objectives. For detailed information , please refer to [ELA's Organizational Chart](#).

#### **1. Profile**

This is a middle management position to lead and manage the Enforcement and Analysis Unit of the European Labour Authority. The successful candidate will be responsible for planning, implementing and evaluating activities related to concerted and joint inspections, cross border enforcement, risk analysis, and tackling undeclared work, in cooperation and coordination among Member States.

The Head of Unit will work closely with the staff in the unit and all ELA units and sectors, contributing to ELA's strategic direction in alignment with the Authority's mandate, delivering impact and representing the values of the Authority: cooperation, accountability, fairness, transparency and respect. This leadership role requires strong managerial skills.

### **1.1. Tasks**

Reporting directly to the Executive Director, the Head of Unit's tasks will include, inter alia:

- Manage and lead the Enforcement and Analysis Unit;
- Define, support and set priorities for the Unit's activities, contributing to the ELA's strategy;
- Steer the continuous development of ELA's inspections and analytical function in cooperation with all relevant internal and external stakeholders;
- Steer the work on concerted and joint inspections and the thematic areas relevant to the objectives of the Enforcement and Analysis Unit as planned in the work programme, ensuring this work is conducted timely and to the highest quality standards;
- Provide leadership and guidance aiming at enhancing the operational and strategic activities of the Unit and contributing to establishing ELA as the main EU stakeholder on the enforcement of fair labour mobility and social security coordination; this includes chairing or steering meetings with external stakeholders and supporting the work of ELA's Working Groups on enforcement issues (i.e. Inspections and Tackling Undeclared Work);
- Take a leading strategic role in the planning and implementation of the unit's work programme and contribute to the definition of the respective budget and human resources' requirements; supervise all related financial transactions, contribute to fulfil the unit's internal and external reporting obligations, and the improvement of new and existing working methods;
- Lead, empower and support staff members, motivate, develop and appraise staff within the unit optimising performance;
- Establish and foster strong and cooperative relationships with national, EU and international organisations active in the enforcement of labour mobility and social coordination rules;
- Support the Executive Director and the work of the Management Board;
- Represent the Unit and ELA at relevant internal and external meetings in enforcement and analysis, fostering strong relationships with partners and stakeholders;
- Perform any other task as requested by the Executive Director in the interest of service;

### **Qualifications and experience required**

#### **2. Eligibility criteria**

By the closing date for applications to this vacancy notice, candidates must fulfil the requirements below:

##### **2.1. General conditions**

- Be a national of one of the Member States of the European Union, Iceland, Norway, or Liechtenstein (parties to the EEA Agreement)

- enjoy their full rights as citizens<sup>1</sup>;
- have fulfilled any obligations imposed by national laws concerning military service;
- meet the appropriate personal and professional requirements for the duties involved;
- be physically fit to perform their duties<sup>2</sup>;

## 2.2. Language skills

Candidates must have a thorough knowledge of one official language of the European Union and a satisfactory knowledge<sup>3</sup> (level B2) of another language of the Union<sup>4</sup>. As the predominant working language of ELA is English, candidates must have an excellent command of spoken and written English<sup>5</sup>.

## 2.3. Education

Candidates must have at the closing date for applications,

a) level of education which corresponds to completed university studies of at least three (3) years attested by a diploma<sup>6</sup> and appropriate professional experience of at least one (1) year acquired after the university diploma.

or

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

*Candidates must indicate in their applications the official graduation dates for all the diplomas they have obtained.*

## 2.4 Professional Experience

Candidates must have, at the closing date for applications, professional experience of at least fifteen (15) years<sup>7</sup> (acquired after the education referred to in Section 2.3 Education).

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<sup>1</sup> Prior to the appointment, the successful candidate will be asked to provide a certificate of good conduct, confirming the absence of any criminal record.

<sup>2</sup> Before taking up his/her duties, the successful candidate will undergo a medical examination by one of the institutions' medical officers.

<sup>3</sup> The self-assessment of the candidate should be done in accordance with the [Common European Framework of reference for Languages \(CEFR\)](#).

<sup>4</sup> Candidates must also have a satisfactory knowledge of another official language of the European Union to the extent necessary for the performance of his/her duties. The European Union has 24 official languages: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, German, Greek, Hungarian, Irish, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish and Swedish.

<sup>5</sup> Please note that native English speakers will be required to demonstrate the ability to work in a second EU language at the assessment phase.

<sup>6</sup> Only study titles that have been awarded in 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. In case of qualifications issued by authorities outside EU Member States, the proof of recognition of equivalence by the relevant EU Member State authorities must be specifically mentioned in the online application form under 'Additional information'.

<sup>7</sup> Professional experience will be counted from the date on which the applicant acquired the minimum education qualification for access to the profile in question. Only duly documented professional activity 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 three (3) years. Any given time period can be counted only once. Professional experience will be counted from the date on which the applicant acquired the minimum qualification for access to the profile in question until the deadline for applications.

### **3. Selection criteria**

#### **3.1 Essential:**

- At least 12 years of relevant professional experience to the operational duties outlined under point 1.1 Tasks;
- At least 5 years of relevant professional experience in a managerial position with proven track record in budgetary and financial management, and in building and leading multinational teams (e.g. Director, Head of Department, Head of Unit, Head of Sector, Team Leader or equivalent), candidates must clearly indicate in their application the size of the team and years of experience;
- Solid knowledge of EU legislation within the scope of the ELA founding Regulation;

#### **3.2 Advantageous:**

- University or post graduate degree relevant to the post in the field of Social Studies, incl. International Relations and Law;
- Proven experience in drafting and reviewing high-quality documents for both technical and non-technical audiences;
- Knowledge of the applicable EU institutional rules, regulations and principles;
- Experience working in international, dynamic and transforming organisations, adapting to changes.

Moreover, the following competencies may be assessed during the selection process:

- Digital Expertise
- Prioritising and self-management
- Leadership/driving for results
- Interpersonal and negotiation skills
- Creative Problem Solving
- Effective Communication

### **The selection process**

**4. How to apply** You must apply through the EU CV Online system<sup>89</sup> via [this link](https://ec.europa.eu/dgs/personnel_administration/open_applications/CV_Cand/index.cfm?fuseaction=premierAcces&langue=EN):  
[https://ec.europa.eu/dgs/personnel\\_administration/open\\_applications/CV\\_Cand/index.cfm?fuseaction=premierAcces&langue=EN](https://ec.europa.eu/dgs/personnel_administration/open_applications/CV_Cand/index.cfm?fuseaction=premierAcces&langue=EN)

**Before applying, you should carefully check whether you meet all the eligibility criteria.**

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<sup>8</sup> EU CV Online is the tool used by the European Commission for recruitment of staff on temporary basis.

<sup>9</sup> If you have a disability that prevents you from registering online, you may submit your application (CV and letter of motivation) on paper by registered mail<sup>9</sup>, postmarked no later than the closing date for registration. All subsequent communication between ELA and you will be by post. In this case, you must enclose with your application a certificate attesting your disability, issued by a recognised body. You should also set out on a separate sheet of paper any special arrangements you think are needed to make it easier for you to take part in the selection.

Applications must include a motivation letter and a CV, both submitted in English to be considered. **Applications not submitted in English will be excluded from the selection procedure.**

To be able to apply via EU CV Online, you must first create an account or sign in to an existing account. If not done already, you must first fill in the electronic CV. Once the CV is completed, you may choose and apply to the call for expressions of interest of your choice. You are advised to fill out ALL relevant fields of the application. For guidance, please refer to the guidelines for applications to candidates in [ELA's website](#).

**Only complete applications registered via EU CV Online before the deadline will be considered.** Please note that the selection committee can only take into account the information provided by the candidate via EU CV Online. No information via email will be taken into consideration.

It is your responsibility to complete your online registration in time. We strongly advise you not to wait until the last few days before applying, since heavy internet traffic or a problem with the internet connection could lead to your online registration being interrupted before you complete it, thereby obliging you to repeat the whole process.

After a correct submission of an application, you will receive an automated acknowledgement of receipt of your application to the email account indicated in your application and, you will receive on screen a registration number. If you do not receive a number, it means that your application has not been registered. Please note it is your responsibility to verify that you provided the correct e-mail address.

All technical questions concerning EU CV Online must be sent through the contact page of EU CV Online.

Once the deadline has passed, you will no longer be able to apply.

**Deadline for applications: 26 August 2025, at 12:00 (midday, Bratislava time)**

If you require more information, please send an e-mail to: [recruitment@ela.europa.eu](mailto:recruitment@ela.europa.eu).

## **5. Steps of the selection procedure**

### **5.1. Admission to the selection procedure**

After the deadline for online registration, the selection committee will check the submitted applications against the **eligibility criteria** described in Section 2.

The selection committee will analyse if the application was submitted in English. Applications not submitted in English will be excluded from the selection procedure.

Applications satisfying all these conditions will then be initially assessed against the **selection criteria** under Section 3.

## **5.2. Initial assessment of the eligible applications**

The selection committee will assess each eligible application with reference to the selection criteria (“Essential” and “Advantageous”) described in Section 3.

Upon completion of the assessment, the selection committee will establish a shortlist of candidates to be invited to the assessment phase.

Please note that once the pre-assessment phase is completed, shortlisted candidates will be invited to the assessment phase. The remaining candidates will be notified, by email, that their application will no longer be taken into consideration.

## **5.3. The assessment phase**

Following the initial assessment of the applications, shortlisted candidates will be invited to the assessment phase, which will be held online. The assessment phase will be conducted in English.

Details of the date and time of the assessment will be communicated to the shortlisted candidates in due time.

The assessment phase involves an interview with the selection committee and one or more test(s) related to the field of the vacancy. This phase will enable the selection committee to carry out an assessment of the pre-selected candidates according to the selection criteria described in Section 3.

## **5.4. Verification of documents and scrutiny**

If, at any stage in the procedure, it is established that the information in an application has been knowingly falsified or incorrect, the candidate will be disqualified from the selection process.

Candidates will also be disqualified if they:

- do not meet all the eligibility criteria;
- do not provide all the required supporting documents.

Prior to the assessment phase, the shortlisted candidates will be required to provide via email a copy of their documents proving their eligibility, mainly their academic diplomas and evidence of their professional experience clearly indicating the starting and finishing dates, the function(s) and the exact nature of the duties carried out.

Prior to the signature of the contract, the successful candidates must present original versions of documents proving the eligibility criteria and of their experience.

## **5.5. Reserve list**

The selection committee will place the most suitable eligible candidates on a draft reserve list. This draft will be submitted to the Executive Director of ELA for approval. The adopted reserve list will be valid until 31 December 2026. The validity of the reserve list may be extended by decision of the Executive Director of ELA. The information on valid reserve lists of ELA is published on [ELA's website](#).

All candidates on the draft reserve list will be required to assess their management skills in an assessment center run by an external provider. The result of the assessment centre shall be taken into consideration by the Executive Director.

Prior to being offered a post, candidates on the reserve list will be required to undergo a further interview with the Executive Director.

Candidates should note that the inclusion on the reserve list does not imply any entitlement to employment at ELA.

## **Other important information**

### **6. General information**

#### **6.1. Equal opportunities**

The Authority is an equal opportunity employer and strongly encourages applications from all candidates who fulfil the eligibility criteria and interested in the position. As part of its commitment to diversity, gender equality and geographical distribution, ELA encourages applications from female candidates, and applies a policy of equal opportunities. ELA ensures that its recruitment procedures do not discriminate on the grounds of gender, colour, race, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, nationality, age, sexual orientation or gender identity.

In case of a disability, please feel free to inform Human Resources at [ELA RECRUITMENT recruitment@ela.europa.eu](mailto:ELA_RECRUITMENT_recruitment@ela.europa.eu) and indicate which arrangements or adjustments relating to your disability are necessary, so ELA can ensure your equal participation in the interviews and tests.

#### **6.2. Selection committee**

A selection committee is appointed for each selection procedure. The selection committee is composed of at least three (3) members, including a member designated by the Staff Committee.

Please note that the selection committee's internal proceedings are strictly confidential and that any contact with its members is strictly forbidden. Under no circumstances should candidates approach the selection committee, either directly or indirectly, concerning the selection procedure. Any infringement of this rule will lead to the disqualification from the selection procedure.

#### **6.3. Approximate timetable**

The selection process may take some months to be completed. The selection committee intends to finalise the recruitment process as soon as possible by October 2025.

The foreseen timeframe for the selection procedure will be updated on [ELA's website](#).

Please note that once the pre-assessment phase is completed, shortlisted candidates will be invited to the assessment phase. The remaining candidates will be notified, by email, that their application will no longer be taken into consideration.

#### 6.4. Engagement and Conditions of employment

The decision on appointment will be taken by the Authority's Executive Director as the Authority Empowered to Conclude Contracts of Employment on the basis of the reserve list of most suitable candidates.

Before engaging a temporary agent, the Executive Director will examine whether the candidate has any personal interest such as to impair his/her independence or any other conflict of interest. The candidate will inform the Executive Director, using a specific form of any actual or potential conflict of interest<sup>10</sup>. If necessary, the Executive Director shall take any appropriate measures.

A contract may be offered for temporary agent pursuant to Article 2(f) of the Conditions of Employment of Other Servants of the European Union (CEOS) for an initial period of 5 years, renewable once. After the second period, the contract may be renewed for an indefinite period. The jobholder will be subject to a probationary period of 9 months.

#### 6.5. Interagency mobility

Filling a post by means of mobility between EU agencies in the grade bracket AD9- AD11 is also possible, with a view of attracting temporary staff 2(f) that are currently employed at other EU agencies. ELA is following the procedure for interagency mobility and engagement as outlined in the [European Labour Authority Decision](#) of 03.12.2019 laying down general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS.

#### 6.6. Job environment

The place of employment is Bratislava, Slovakia. Residence within reasonable distance of ELA's office is defined in accordance with the Staff Regulations (Article 20).

The jobholder will work in a multicultural, respectful and appreciative environment, which offers the possibility to shape the work of the authority, where collaboration and open and constructive dialogue is encouraged, while building effective work relations.

Working time is based on a 40-hour working week. ELA offers flexible working arrangements such as teleworking, part-time work, and flexible working hours.

#### 6.7. Pay and welfare benefits

The successful candidate who is offered a contract of employment will, on their entry into service, **be placed in step 1 or step 2 of grade AD 11**, according to their qualifications and length of professional experience.

The staff member's remuneration consists of a basic salary and allowances. It is paid in euro **weighed down by the correction coefficient** (in Slovakia the correction coefficient is currently 84,2% compared to Belgium).

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<sup>10</sup> In compliance with Article 11 of the Staff Regulations of officials and Conditions of Employment of Other Servants of the European Union.

The gross basic salary, after correction coefficient is applied, is as follows<sup>11</sup>:

TA	Step 1	Step 2
Monthly basic gross salary (without any allowances)	11,343.45 €	11,821.18 €

**In addition to the basic salary**, staff **may be** entitled to various **allowances** depending on their particular situation. These may include:

- **Household allowance** (e.g. if you have a dependent child or you are married and your spouse's income is below a defined threshold);
- **Dependent child allowance** (e.g. if you have a child under the age of 18 or between 18 and 26, if in specified training programme);
- **Education allowances** (Pre-school or Education allowance) **or Payment of the education fees applicable to selected educational institutions**;
- **Expatriation allowance** or **foreign residence allowance** (16% of the sum of basic salary and other applicable allowances) or foreign residence allowance (4 %).

The salary is subject to a Community tax deducted at source and is exempt from national tax. The salary package includes contributions to the EU social security and pension schemes. Candidates are invited to familiarise themselves with the employment conditions as stated in the [Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union](#).

Under certain circumstances, in particular where the jobholder is obliged to change his/her place of residence in order to take up employment, the Agency may also reimburse some expenses incurred on recruitment, notably removal expenses.

#### **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 on average 18 public holidays per year;
- Special leave granted for certain circumstances: e.g. removal, marriage, birth of a child, etc.;
- Various training opportunities;

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<sup>11</sup> Amounts are indicated for information purposes and may vary by the time the selected candidate takes up his/her duties following the annual revision of the remuneration.

- Social measures;
- EU Pension scheme (granted after 10 years of service);
- EU Joint Sickness Insurance Scheme (JSIS), accident and occupational disease coverage, unemployment and invalidity allowance and insurance.

## **6.8. Protection of personal data**

Personal data shall be processed exclusively for the purpose of this selection procedure. The purpose of processing the data submitted by candidates is to evaluate applications in view of possible recruitment at ELA.

As the body responsible for organising the competition, the Authority 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, offices and agencies and on the free movement of such data (Official Journal of the European Union, L 295/39 of 21 November 2018). This applies in particular to the confidentiality and security of such data. In this regard, please see [ELA Privacy Statement in selection procedures](#).

## **6.9. Appeal procedure**

### **Administrative complaints**

If a candidate considers that they have been adversely affected by a particular decision, they 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.

Complaints shall be submitted at [executive-director@ela.europa.eu](mailto:executive-director@ela.europa.eu)

Or by mail at the following address:

### **European Labour Authority**

*For the attention of the Executive Director of ELA, Mr Cosmin BOIANGIU*

Landererova 12,

811 09 – Bratislava

SLOVAKIA

The complaint must be lodged within 3 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 – <http://europa.eu/eur-lex>) starts to run from the time the candidate is notified of the act adversely affecting him/her. The complainant shall clearly indicate the selection procedure, reference number and the decision they wish to contest and on what grounds.

### **Judicial appeals**

Should the complaint be rejected, the candidate may request judicial review of the act adversely affecting him/her pursuant to Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations, before the General Court:

### Court of Justice of the European Union

Rue du Fort Niedergrünwald

L-2925 Luxembourg

LUXEMBOURG

Please note that appeals against decisions taken by ELA will not be admissible before the General Court unless an administrative complaint under Article 90(2) of the Staff Regulations has first been submitted and rejected by express decision or by implied decision.

### **European Ombudsman**

It is also possible to complain to the European Ombudsman. Any citizen of the European Union or any natural or legal person residing in a Member State may direct a complaint concerning instances of maladministration to the European Ombudsman pursuant to Article 228(1) of the Treaty on the Functioning of the European Union and in accordance with the conditions laid down in the Decision of the European Parliament of 9 March 1994 on the regulations and the general conditions governing the performance of the Ombudsman's duties, published in the Official Journal of the European Union L113 of 4 May 1994:

### European Ombudsman

1 Avenue du Président Robert Schuman – CS 30403

F-67001 Strasbourg Cedex FRANCE

<https://www.ombudsman.europa.eu>

Please note that complaints made to the Ombudsman have no suspensive effect on the period laid down in Articles 90(2) and 91 of the Staff Regulations for lodging, respectively, a complaint or an appeal with the General Court of the European Union under Article 270 TFEU. In addition, please note the European Ombudsman cannot open an inquiry on a complaint that is simultaneously subject to proceedings before the General Court of the European Union.