



EUROPEAN COMMISSION
DIRECTORATE-GENERAL EUROSTAT

Statistical Officer - Pensions

Important Information:

Potential applicants must be registered in one of the relevant calls for expression of interest for Contract Agents (CAST Permanent) corresponding to the Function Group of the position.

For more information, please consult the website of the [EPSO \(European Personnel Selection Office\)](#).

Pre-selected applicants who have not passed the relevant EPSO selection procedure (CAST Permanent) would be invited to do so.

Vacancy: Contract Agent (3b) Function Group IV

Where: ESTAT C.3 – Statistics for administrative purposes, Luxembourg

Job number: 267640

Publication: from 09/10/2023 to 20/10/2023 until 12:00 (midday) hours Brussels time

We are

Eurostat, one of the Directorates-General of the European Commission, is the statistical office of the European Union. Eurostat's mission is to provide high quality statistics and data on Europe.

Eurostat co-ordinates statistical activities at Union level and more particularly inside the Commission.

Eurostat Unit C3 "Statistics for administrative purposes" provides high-quality statistical services needed to develop, implement and evaluate policies relating to the EU's GNI/VAT own resources, remunerations and pensions of EU staff. The unit consists of three teams: GNI/VAT for own resources, Remunerations and Pensions. The present vacancy is in the Pensions team consisting of five members.

The Pensions team delivers high quality statistics and indicators related to the pension and sickness insurance schemes of EU institutions and agencies. The Pensions team performs the yearly calculation of the pension contribution rate to the Pension Scheme of EU Officials and estimates the liabilities of that pension scheme and other EU pension and sickness insurance schemes in view of the preparation of the EU accounts. In the context of the UK Withdrawal Agreement, the Pensions team is also responsible for delivering key reports on a substantial portion of the so-called "Brexit bill". The team also provides ad-hoc reports and studies.

The main legal basis for pensions and sickness insurance schemes work is the Staff Regulations (Articles 83, Annex VIII and XII).

The reference accounting standards are IPSAS 39 “Employee Benefits” and the EU Accounting Rule n. 12 “Employee Benefits”.

The best relevant actuarial practices, such as the AAE ESAPs, are also implemented.

The main stakeholders are other European Commission Directorates General like Human Resources (DG HR), Budget DG BUDG), The payment Settlement Office (PMO) as well as the Council, the European Parliament, other EU or national entities and the staff representatives.

We propose

There is currently an open contract agent vacancy in unit C.2 – Statistics for administrative purposes.

Under the supervision of the Head of Unit and the team leader and in collaboration with colleagues, the successful candidate will:

- update and maintain pensions and medical insurance schemes databases,
- conceive the queries required for ad-hoc extractions,
- collect the required data,
- analyse those data making use of any relevant data analysis technique and her/his own professional judgement,
- disseminate the required statistics,
- conduct a yearly survey on pensions in the EU Member States,
- participate to the relevant meetings and working groups.

The tasks above aim to provide the European Commission with the information required to:

- perform any required ad-hoc requests such as those in the context of Commission reports on the Staff Regulations,
- adjust the annual staff pension contribution rate,
- provide the liabilities calculations related to the social benefit schemes for the annual EU accounts,
- implement the relevant parts of the UK Withdrawal Agreement.

Due to the political sensitivity of the subject area and the confidentiality of the personnel data used in the tasks described above, the successful candidate will be required to demonstrate the highest standards of integrity, discretion and technical competence.

The job involves a mixture of autonomous and teamwork.

A very limited number of yearly missions is foreseen.

The place of employment will be in Luxembourg.

We look for

The candidate must have a passion for databases and IT in general.

The candidate must have previous professional experience of minimum 3 years related to the conception and maintenance of large databases:.

A background in mathematics, or preferably in actuarial mathematics would be a key asset.

Knowledge of VBA for Excel would represent a key asset.

Knowledge of the legal provisions in the EU Staff Regulations, in particular as regards the pension benefits, would represent an asset.

Ethics, perseverance, flexibility, sound judgement, willingness to learn, team spirit and a results-oriented approach are key skills required.

The ability to work under tight deadlines is also necessary since some periods of the year can be challenging, and the policy environment is both dynamic and demanding.

Good oral communication and drafting skills at both technical and non-technical level will help present results to users and stakeholders, particularly at the yearly meeting of the Article 83 Working Group (group of national experts on actuarial issues).

Moreover, the ability to treat sensitive or confidential information appropriately is essential.

The team will support the newcomer and help facilitate his/her integration into the new work environment.

A positive orientation towards continuous learning, external trainings and learning tools is encouraged.

The main working language is English.

Am I eligible to apply?

You must meet the following eligibility criteria when you validate your application:

General conditions:

Candidates will be eligible for this selection procedure if they fulfil the following formal criteria at the time of the application deadline:

- Be a national of a Member State of the European Union (EU) and enjoy his or her full rights as a citizen;
- Have fulfilled any obligations imposed by applicable laws concerning military service;
- Be physically fit to perform the duties linked to the post;
- Produce the appropriate character references as to suitability for the performance of the duties;
- Languages: Have a thorough knowledge of one of the official EU languages and a satisfactory knowledge of a second EU language to the extent necessary for the performance of his/her duties;
- Qualifications: Completed university studies of at least three years attested by a diploma.

Specific conditions - Languages

The main working language of the Unit is English.

	Listening	Reading	Spoken interaction	Spoken production	Writing
English	C1	C1	C1	C1	C1

For details on language levels, please see the [Common European Framework of Reference for Languages](#)

Specific conditions - qualifications & professional experience

- A level of education which corresponds to completed university studies of at least 3 years attested by a diploma in the field of actuarial sciences, mathematics, statistics, finance, economy or other relevant field;
- At least three years of professional experience in maintaining large databases.

Only qualifications issued or recognised as equivalent by EU Member State authorities (e.g. by the Ministry of Education) will be accepted. Furthermore, before recruitment, you will be required to provide the documents that corroborate your eligibility and the information in your application form (diplomas, certificates, and other supporting documents).

How to apply

The interested candidates should send their CV and motivation letter respecting the deadline of the vacancy to the following email address: ESTAT-HR-APPLICATIONS@ec.europa.eu

Please mention in the subject of your application the title of the job: “ESTAT Unit C.3 Statistical officer – Pensions”.

Due to the large volume of applications received, only candidates selected for the interview will be notified.

Selection procedure

No applications will be accepted after the closing date and time of the vacancy.

Candidates selected for interviews will have to succeed in [an EPSO CAST exam](#) relevant to the function group.

The request to sit the [EPSO CAST exam](#) does not commit in any way the European Commission to invite candidates for a selection panel or offer a Contract Agent position, should they succeed in the test.

During the recruitment process, candidates will be requested to supply documentary evidence, in original, in support of the statements made in the application.

For functional reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates as well as that of the institution, the selection procedure will be carried out in English and/or French only.

For more information on the Contract Agent positions please consult the following [EPSO page](#).

Should a position be offered, candidates are required to undergo a mandatory medical analysis and physical check-up with our selected medical service.

The working conditions of contract staff are governed by the Staff Regulations of Officials and the Conditions of Employment of Other Servants, as described in chapter IV, p. 215 of the following document: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01962R0031-20220101&qid=1663854865609&from=EN>

Contract agents carry out tasks under the supervision of officials or temporary staff members. Further details concerning the nature of tasks and type of duties can be found [here](#).

Equal opportunities

The European Commission applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations.

Data Protection

Candidates who applied for a vacant post but were not selected, will have their CVs stored in the HR database for a period of 12 (twelve) months in case other vacancy opportunities open in the future. This processing falls under the headhunting policy of DG HR and is covered by DP record DPR-EC-02054.

For information related to Data Protection, please see the Specific Privacy Statement in the annex.

ANNEX - DATA PROTECTION

PROTECTION OF YOUR PERSONAL DATA

This privacy statement provides information about the processing and the protection of your personal data.

Processing operation: Selection procedure for contract agents

Data Controller: Directorate HR.DDG.E.3, HR for Luxembourg

Record reference: DPR-EC-02054

Table of Contents

- 1. Introduction**
- 2. Why and how do we process your data?**
- 3. On what legal grounds are we processing your personal data?**
- 4. Which personal data do we collect and further process?**
- 5. How long do we keep your data?**
- 6. How do we protect and safeguard your data?**
- 7. Who has access to your data and to whom is it disclosed?**
- 8. What are your rights and how can you exercise them?**
- 9. Contact information**
- 10. Where to find more detailed information**

1. Introduction

The European Commission (hereafter 'the Commission') is committed to protect your personal data and to respect your privacy. The Commission collects and further processes personal data pursuant to [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 (repealing Regulation (EC) No 45/2001).

This privacy statement explains the reason for the processing of your personal data, the way we collect, handle and ensure protection of all personal data provided, how that information is used and what rights you have in relation to your personal data. It also specifies the contact details of the responsible Data Controller with whom you may exercise your rights, the Data Protection Officer and the European Data Protection Supervisor.

This statement concerns data processed within the selection for contract agents. The Head of Unit of HR.DDG.E.3 in DG HR is the controller of the processing. The entity processing your data is the line manager (and his hierarchy) in the DG and the HR Correspondent (HR C) where the position is available, the HR.DDG.E.3., and the selection panel members.

2. Why and how do we process your data?

The purpose of the processing is to organise and manage the selection process for contract agents at the European Commission to ensure that the most suitable candidate is selected and recruited for the available position.

Whenever a contract agent position is available at the Commission it can be filled by:

- mobility of an internal candidate (a contract agent at the Commission) or,
- by a new recruitment.

The data collected in the selection process is used to assess whether the candidate fulfils the criteria of the post. It is also used to assess the suitability of the candidate for the post. Certain data (concerning professional experience and training) is used for a comparative analysis between the candidates.

Data of the selected candidate (first name, surname, Per-ID, function group, diplomas, professional experience, CV) is recorded in the relevant eSire module (AC recruitment request) for the purposes of processing the recruitment. Some of the administrative data of the selected candidate is then also used in the career module of Sysper. These data processing are covered by DP record DPR-EC-02057 for recruitment

3. On what legal grounds are we processing your personal data?

This processing of your data is lawful in terms of the provisions of Art. 5(a) of Regulation (EU) 2018/1725, i.e.: *'processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the Union institution or body'*.

This processing enables the Commission to implement the provisions of Articles 1, 3a, 3b and 82 of the CEOS, namely to engage contract staff, that is staff not assigned to a post included in the list of posts appended to the section of the budget relating to the institution concerned and engaged for the performance of full-time or part-time duties.

Legal basis

- Article 1, 3a, 3b and 82 of the Conditions of Employment of other Agents of the Union.
- Commission Decision C(2017) 6760 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Articles 3a and 3b thereof.

4. Which personal data do we collect and further process?

In order to carry out this processing operation the Data Controller, i.e. the Directorate-General for Human Resources and Security, HR.DDG.E.3, "HR For Luxembourg" collects and processes the following categories of personal data:

- Personal data allowing identification of the candidates: first name(s), family name(s) currently used, family name(s) at birth, nationality or nationalities if relevant, place of birth, date of birth, address and contact details, civil status, data concerning training and professional experience, knowledge of languages, motivational letter, CV, number and validity date of identification document, copy of identification document, for purposes of assistance throughout the selection procedure and with recruitment, email address, diplomas, work experience related document, Conflict of Interest form, Criminal records, if applicable personnel ID, Function Group, type of post of the person, budgetary coverage of former post, competition application number and medical examination results.

Normally, no data under Article 10 of the Regulation is processed. However, if applicants report health data related to special needs (e.g.: as regards physical access to buildings and physical mobility), this information would also be processed for the purposes of organising logistics for the interviews of the selection panel.

5. How long do we keep your data?

Data in electronic format in the Outlook inbox of HR.DDG.E.3. and concerned HR C and DG and on the protected shared drive of the HR C/ HR.DDG.HR.E.3 and/or unit concerned, are stored for 2 years after the closure¹ of the selection process or, in case of appeals or judicial proceedings, 5 years after the final administrative or judicial decision was rendered, in line with the 'Common Commission-Level Retention List for European Commission Files - second revision', SEC(2019)900, file Ares(2019)2627677 dated 15/04/2019.

The results of the selection panel of selected candidates eligible to be recruited under Article 3a of the CEOS (application documents, CV and supporting documents, as well as the evaluation grids of all selected candidates together with the selection report) are kept for a maximum of 10 years (max. 5 years initial contract + max. 5 years extension in accordance with article 85 of the CEOS). These data are kept until a permanent contract is obtained if they are necessary for the establishment of such a contract pursuant to Commission Decision C(2017) 6760 of 16.10. 2017 on general implementing provisions for Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff engaged by the Commission under Articles 3a and 3 b of the said scheme.

The electronic and paper versions of the applications received by the panel members and the notes taken during the interviews will be destroyed by them after the results of the selection panel.

If you gave consent, part of the data may be used within the scope of the headhunting policy. Please see record DPR-EC-00968 concerning headhunting.

For your applications for vacancies recorded in Sysper, the retention period applicable for Sysper database applies. Please see DP record on Sysper DPR-EC-01230.

¹ A selection procedure is closed in one of the following ways: (i) a person was selected and the follow-up procedure (effective recruitment or mobility) was finalised; (ii) or a decision was taken not to select anyone and either republish the post or take other measures.

6. How do we protect and safeguard your data?

All personal data in electronic format (e-mails, documents, databases, uploaded batches of data, etc.) are stored on the servers of the European Commission. All processing operations are carried out pursuant to the [Commission Decision \(EU, Euratom\) 2017/46](#) of 10 January 2017 on the security of communication and information systems in the European Commission.

The Commission's contractors are bound by a specific contractual clause for any processing operations of your data on behalf of the Commission, and by the confidentiality obligations deriving from the transposition of the General Data Protection Regulation in the EU Member States ('GDPR' [Regulation \(EU\) 2016/679](#)).

In order to protect your personal data, the Commission has put in place a number of technical and organisational measures in place. Technical measures include appropriate actions to address online security, risk of data loss, alteration of data or unauthorised access, taking into consideration the risk presented by the processing and the nature of the personal data being processed. Organisational measures include restricting access to the personal data solely to authorised persons with a legitimate need to know for the purposes of this processing operation.

7. Who has access to your data and to whom is it disclosed?

Access to your data is provided to authorised staff according to the "need to know" principle. Such staff abide by statutory, and when required, additional confidentiality agreements.

In the Sysper Vacancy module, your online application for a vacancy will be accessible to: hierarchical superior in charge of the entity where the vacancy was published (Head of Unit, Director, Director General), Resource Director, HR C of the DG concerned by the vacancy, HR.DDG.B.3.– the corporate HR (business owner of the Sysper vacancy module / online selection module for non-management staff) and HR.DDG.E.3.

In addition, selection panel members will be given access to your application in electronic and/or paper format.

In the Sysper Recruitment module, your recruitment file will be accessible to: unit HR.DDG.B.3 in charge of recruitment at corporate HR level and HR.DDG.E.3.

The information we collect will not be given to any third party, except to the extent and for the purpose we may be required to do so by law.

8. What are your rights and how can you exercise them?

You have the right to object to the processing of your personal data, which is lawfully carried out pursuant to Article 5(1)(a) of Regulation (EU) 2018/1725.

You have specific rights as a 'data subject' under Chapter III (Articles 14-25) of Regulation (EU) 2018/1725, in particular the right to access, rectify or erase your personal data and the right to restrict the processing of your personal data. Where applicable, you also have the right to object to the processing or the right to data portability.

You can exercise your rights by contacting the Data Controller, or in case of conflict the Data Protection Officer. If necessary, you can also address the European Data Protection Supervisor. Their contact information is given under Heading 9 below.

Where you wish to exercise your rights in the context of one or several specific processing operations, please provide their description (i.e. their Record reference(s) as specified under Heading 10 below) in your request.

9. Contact information

- The Data Controller

If you would like to exercise your rights under Regulation (EU) 2018/1725, or if you have comments, questions or concerns, or if you would like to submit a complaint regarding the collection and use of your personal data, please feel free to contact the Data Controllers, DG HR.DDG.B.3 (HR-MAIL-B3-PERSONALDATA@ec.europa.eu).

- The Data Protection Officer (DPO) of the Commission

You may contact the Data Protection Officer (DATA-PROTECTION-OFFICER@ec.europa.eu) with regard to issues related to the processing of your personal data under Regulation (EU) 2018/1725.

- The European Data Protection Supervisor (EDPS)

You have the right to have recourse (i.e. you can lodge a complaint) to the European Data Protection Supervisor (edps@edps.europa.eu) if you consider that your rights under Regulation (EU) 2018/1725 have been infringed as a result of the processing of your personal data by the Data Controller.

10. Where to find more detailed information?

The Commission Data Protection Officer publishes the register of all operations processing personal data. You can access the register on the following link: <http://ec.europa.eu/dpo-register>

This specific processing has been notified to the DPO with the following reference [DPR-EC-02054](#).