



European Global Navigation Satellite Systems Agency

For more information on GSA please consult our website:

<http://www.gsa.europa.eu/gsa/overview>

The European Global Navigation Satellite Systems Agency (GSA) has set up a selection procedure that aims to establish a reserve list (five-year contract with the possibility of a renewal for a fixed period and a further renewal for an indefinite period on the conditions set out in the Staff Regulations and in the Conditions of Employment for Other Servants) for:

Senior PRS and Security Engineer

(Vacancy Reference Number: GSA/2015/570)

Date of Publication:	16/07/2015	Deadline for applications:	17/08/2015 23:59 hours (CET)
Type of Contract:	Temporary Agent	Grade/Function Group:	AD8
Place of employment:	Prague (Czech Republic)		
Contract Duration:	5 years with possibility of renewal ¹	Desired Start Date:	As soon as possible
Organisational Department:	Security Department		
Reporting To:	Head of Department ²	Possible reserve list valid until:	31/12/2016
Level of security clearance³:	Secret UE		

¹ After the first contracts, the GSA may assign indefinite contracts.

² The successful candidate might be seconded to the GALILEO Exploitation department reporting operationally to the Operations & Maintenance Managers of the exploitation teams in a matrix organisation.

³ The successful candidate must hold a valid **personnel security clearance** at the above defined EU level or be able and willing to apply for a security clearance immediately after the contract award. The procedure for obtaining a personnel security clearance shall be initiated on request of the employer only, and not by the individual candidate.



1. SECURITY DEPARTMENT

The GSA Security Department proactively contributes to the fulfilment of GSA missions by providing the security expertise in order to (1) achieve successful security accreditation of the systems, (2) secure programmes' implementation and exploitation and (3) ensure a wide, secure and sustainable use of the Public Regulated Service (PRS).

In order to secure programme's implementation and exploitation, the Security Requirements and Standards section of the Security Department manages both the support to the European Commission in exercising its responsibilities related to security and to support and liaise with the Galileo and EGNOS exploitation programme teams in the Agency.

The PRS section of the Security Department manages the support to PRS Pilot projects and PRS User Segment activities and support to PRS Service Exploitation.

In particular, PRS Pilot projects and PRS User Segment activities include among others:

- Support Research and Development on PRS Receivers and Security Modules technologies to enable the development of Low cost and unclassified PRS receivers when keyed, with an appropriate European industrialization capacity, during the period 2016-2020;
- Preparation of calls for tenders, selection, negotiation, award as well as support to project and technical management of contracts related to the implementation of the PRS Pilot Project, for validating PRS operational and user functions and accelerating preparatory activities in Member States;
- Work on the PRS user segment, by performing market research in various application areas e.g.: homeland security, emergency services, critical infrastructure and defence;
- Provide expertise and support to the GNSS Security Board and associated Working Groups;

Support to PRS Service Exploitation include:

- Support to PRS service Design;
- Security engineering of the PRS services;
- Support to the maintenance and evolution of PRS services.

GALILEO EXPLOITATION

In accordance to the GNSS Regulation⁴, the European Commission has the overall responsibility to ensure the security of the programmes (Galileo and EGNOS) and adopts the high level security objectives and the necessary technical specifications and measures to implement these high level objectives.

The European Commission delegates to the European GNSS Agency the responsibilities to implement the security measures in the exploitation phases of the programmes.

In addition, the role of the European GNSS Agency, in the exploitation phase, includes tasks in particular as follows:

- (i) Operational activities of the Galileo and EGNOS programmes including system infrastructure management, maintenance, on-going improvement, certification and standardisation, as well as service provision;
- (ii) Development and deployment activities of the evolution and future generations of the systems, including procurement activities.

⁴ REGULATION (EU) No 1285/2013.



A Galileo exploitation programme team is in charge of managing the exploitation phases of the Galileo programme, and in particular:

- Manages the execution of the Galileo exploitation phase in compliance with the EC-GSA delegation agreements, controlling the associated schedule, costs and risks;
- Analyses, defines and implements the Galileo exploitation concept;
- Manages the Galileo infrastructure operations, maintenance, protection, on-going improvement and evolutions activities, through associated contracts and/or working arrangements;
- Manages the standardisation activities associated with the Galileo programmes;
- Manages the operational interfaces and service provision to the users;
- Liaises with the GSA Market Development Department for the market strategy and development of the Galileo use;
- Liaises with the GSA Security Department and Security Accreditation Board for ensuring the accreditation of the Galileo systems and services;
- Liaises with the EC and ESA for all matters dealing with the Galileo exploitation-related activities.

The Galileo exploitation phase will start with the provision of the so-called Initial Services in 2016. The exploitation phase will start beginning of 2017, when the Galileo Systems infrastructure will be transferred from ESA to GSA through EC, and services provision will be managed directly by the GSA. The Galileo deployment is planned to be completed in parallel to the exploitation phase by 2020, when the Space Segment will have been fully deployed and all services will be declared fully operational (FOC).

2. TASKS AND RESPONSIBILITIES

The PRS and Security Engineer shall carry out the tasks that will be assigned to him/her, in particular regarding the two main areas of

- a) Engineering support to the exploitation and implementation of the PRS service;
- b) Security engineering support to Galileo evolutions and Exploitation activities.

In particular the tasks which are currently envisaged for the post will cover:

1. PRS Engineering:

- a) Transversal PRS engineering support and advice to the Galileo Exploitation Activities (in particular for what concerns the preparation and award of the GSOp contract);
- b) Support the PRS Service Design and Mission analysis;
- c) Support in the maintenance of the PRS Mission, Service, and Security requirements and associated evolution roadmaps;
- d) Support in the maintenance and development of the design of the PRS Service and its evolution;
- e) Support to organising the provision of PRS service and the monitoring of its performance;
- f) Support the Galileo Service Engineering activities for topics related to Galileo PRS services implementation;
- g) Technical support to the preparation of Calls and contracts on PRS Receivers and Security Technologies;
- h) Act as Project and/or Technical Officer of internal or delegated contracts and studies on PRS and related security and engineering activities in support to the development of the PRS service;
- i) Support in the definition and implementation of a global PRS Service Roadmap in support to the preparation of the PRS exploitation phase;
- j) Engineering support to the implementation of the PRS Pilot Project for the preparation of the PRS



service exploitation;

- k) Liaise with the stakeholders involved in the PRS service provision (notably the Competent PRS authorities) to support the wide, secure and sustainable exploitation of the PRS;
- l) Support to the Commission on GNSS Security Board and associated working groups, including among others the contribution to the definition, maintenance and update of the Common Minimum Standards and guidelines for the implementation of PRS management rules in the Member States;
- m) Contribute to the implementation of PRS Agreement between the GSA and the European Commission.

2. Galileo Security Engineering:

- a) Support to the analysis, review and update the Galileo security requirements baseline according to the different Galileo programme and service milestones and evolutions;
- b) Support to the preparation, review and update of the GSOp Security related documentation;
- c) Responsible to maintain GSOp security baseline;
- d) Support to the analysis, review and update of the Galileo security requirements and documentation related to the GSC, GRC and other facilities under responsibility of the GSA;
- e) Provide security engineering expertise to the Exploitation team in the technical management of procurement and contract;
- f) Support to the follow-up of the current Galileo operations contracts and assess the impact of changes on the security and security operations on the GSOp baseline;
- g) Liaise with the exploitation and GSMC teams and provide security engineering support upon request and according to their needs as reflected in the Agency Annual work Programme;
- h) Contribute to the maintenance and update of the Agency Statement of Compliance to the applicable security requirements;
- i) Support the coordination of the security requirements with the overall exploitation requirements baseline in support to the Galileo GNSS Service Engineering Manager;
- j) Participate to Galileo system and service technical reviews related to security aspects;
- k) Contribute to the preparation of accreditation files and security risks analyses for the exploitation phases of Galileo and the associated risks treatment plans in cooperation with the European Space Agency GNSS Security Office;
- l) Support to the Commission on GNSS Security Board and associated working groups;
- m) Contribute to the Implementation and improvement of the security requirement and standard processes.

The position is based in the GSA headquarters in the Czech Republic (Prague) and implies regular travels within Europe.

The above tasks and responsibilities will be conducted in English language.



3. PROFESSIONAL QUALIFICATIONS AND OTHER REQUIREMENTS

A. ELIGIBILITY CRITERIA

The selection procedure is open to applicants who satisfy the following eligibility criteria, on the closing date for application:

1. A level of education which corresponds to completed university studies⁵ attested by a diploma when the normal period of university education is four years or more,
OR
A level of education which corresponds to completed university studies attested by a diploma and at least one year of appropriate professional experience when the normal period of university education is three years;
2. In addition to the above, appropriate professional experience⁶ of at least **nine years**;
3. Be a national of a Member State of the European Union or Norway;
4. Be entitled to his or her full rights as citizen;
5. Have fulfilled any obligations imposed by the applicable laws concerning military service;
6. Meet the character requirements for the duties involved⁷;
7. Have a thorough knowledge of one of the languages of the European Union⁸ and a satisfactory knowledge of another language of the European Union to the extent necessary for the performance of his/her duties; and
8. Be physically fit to perform the duties linked to the post⁹.

⁵ 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.

⁶ Only appropriate professional experience acquired after achieving the minimum qualification stated in A.1 shall be considered. Where additional periods of training and study are accompanied by periods of professional activity, only the latter shall be considered as professional experience. Compulsory military service or equivalent civilian service accomplished after achieving the minimum qualification stated in A.1. shall be taken into consideration. Internships will be taken into consideration if they are paid. Professional activities pursued part-time shall be calculated pro rata, on the basis of the percentage of full-time hours worked. A given period may be counted only once.

⁷ Prior to the appointment, the successful candidate will be asked to provide a Police certificate confirming the absence of any criminal record.

⁸ 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, Swedish.

⁹ Before a successful candidate can be appointed, s/he will be medically examined by a selected medical service so that the Agency will be satisfied that s/he fulfils the requirement of Article 28(e) of the Staff Regulation of Officials of the European Communities.



B. SELECTION CRITERIA

All eligible applications, according to the afore-mentioned criteria (part A), will be assessed against the requirements listed below.

Please note that non-compliance with at least one of the Essential requirements (B.1) will result in the exclusion of the candidate from the selection process.

Advantageous requirements (B.2) constitute additional assets and will not result in exclusion, if not fulfilled.

1) Essential qualifications and experience

- i. University degree in the exact sciences (e.g. Engineering, Physics, Mathematics, Computer Science, Telecommunications, Electronics etc.);
- ii. Proven experience relevant to the tasks described above;
- iii. Experience in security engineering, including secure design, operations, implementation and/or security risk assessment;
- iv. Experience in Programme and Technical management of GNSS, space or complex projects;
- v. Excellent command of both written and spoken English;
- vi. Proven abilities to use electronic office equipment (e.g. word processing, spreadsheets, email, internet, etc);
- vii. To hold, have held or be able to obtain a security clearance at the level of SECRET.

2) Advantageous qualifications and experience

- viii. Knowledge (by training or experience) of the PRS and Security regulatory framework of the European GNSS programme;
- ix. Experience of Galileo PRS service design and implementation;
- x. Experience in service provision.

3) Behavioural competences

- xi. Motivation;
- xii. Communication skills;
- xiii. Working with others;
- xiv. Stress management & flexibility;
- xv. Analysis & problem solving;
- xvi. Prioritising and organising.

4. SELECTION PROCEDURE

The selection procedure includes the following steps:

- After registration, each application will be checked in order to verify that it meets the eligibility criteria.
- All eligible applications will be evaluated by a Selection Board based on the selection criteria defined in this vacancy notice.
- The best-qualified candidates, those who obtained the highest number of points within the evaluation, will be short-listed for an interview. The minimum threshold is 65% of the total points.
- During the interview, the Selection Board will examine each candidate's profile and will assess their relevancy for this post. In order to support the evaluation via interview, shortlisted candidates will be required to undergo written tests relevant to the job content (the minimum threshold for this test is 50% of the total points allocated for it) and to complete part of the process in their second EU language. All



candidates short-listed for an interview will also be requested to complete an online Business Attitude Questionnaire.

- Candidates will be requested to bring with them on the day of the interview photocopies of all the supporting documents for their educational qualifications and employment necessary to prove that they meet the eligibility criteria. GSA has the right to disqualify applicants who fails to submit all the required documents.
- As a result of the interviews, the Selection Board will recommend the most suitable candidate(s) for this post to be placed on a reserve list. The minimum threshold to be placed on the reserve list is 65% of the total points. This list may also be used for recruitment of a similar post depending on the Agency's needs. Inclusion on the reserve list does not guarantee recruitment.
- The reserve list will be presented to the Appointing Authority who may decide to convene a second interview and ultimately will appoint the successful candidate to the post.

Indicative date for the interview and written test¹⁰ :	September 2015
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Candidates are strictly forbidden to make any contact with the Selection Board members, either directly or indirectly. Any infringement of this rule will lead to disqualification from the selection procedure.

5. APPLICATION PROCEDURE

For applications to be considered valid, candidates must submit an email to jobs@gsa.europa.eu with a subject line of 'SURNAME_Name_Vacancy Reference Number' and which contains the Agency's approved application form (Download it here: <http://www.gsa.europa.eu/gsa/job-opportunities>).

This form must be:

- Completed in English;
- Fully completed, pointing out the professional experience relevant to this position (incl. calculation of years, months);
- Printed, signed and clearly scanned in (in one single document);
- Named as follows: SURNAME_Name_Vacancy Ref. number (e.g. SPENCER_Marc_GSA.2012.123).

The application will be rejected if it is not duly completed and signed by hand.

Further supporting documents showing evidence of the information given in the application will be requested at a later stage.

No documents will be sent back to candidates.

Applications must be sent to "jobs@gsa.europa.eu" and received by the deadline listed on page 01 of this vacancy notice at the latest, clearly indicating the vacancy reference number in the subject line.

Applications sent after the deadline will not be considered.

Candidates are reminded not to wait until the final days before the closing date of applications' submissions. The Agency cannot be held responsible for any last-minute malfunction due to any overflow of the mailbox.

¹⁰ The date might be modified depending on the availability of the Selection Board members.



6. APPEAL PROCEDURE

If a candidate considers that he/she has been adversely affected by a particular decision, he/she can

- lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Communities and Conditions of employment of other servants of the European Communities, at the following address:

European GNSS Agency (GSA)
Human Resources Department
Janovského 438/2
170 00 Prague 7
Czech Republic

The complaint must be lodged within 3 months. The time limit for initiating this type of procedure starts to run from the time the candidate is notified of the action adversely affecting him/her.

- submit a judicial appeal under Article 270 of the Treaty on the Functioning of the EU (ex Art. 236 of the EC Treaty) and Article 91 of the Staff Regulations of Officials of the European Communities to the:

European Union Civil Service Tribunal
Boulevard Konrad Adenauer
Luxembourg 2925
LUXEMBOURG

For details of how to submit an appeal, please consult the website of the European Union Civil Service Tribunal: http://curia.europa.eu/jcms/jcms/Jo1_6308/. The time limits for initiating this type of procedure (see Staff Regulations as amended by Council Regulation (EC) No 723/2004 of 22 March 2004, published in Official Journal of the European Union L 124 of 27 April 2004 — <http://eur-lex.europa.eu>) start to run from the time you become aware of the act allegedly prejudicing your interests.

- make a complaint to the European Ombudsman:

European Ombudsman
1 avenue du Président Robert Schuman
CS 30403
67001 Strasbourg Cedex
FRANCE
<http://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 complaints or for submitting appeals to the Civil Service Tribunal under Article 270 of the Treaty on the Functioning of the EU (ex Art. 236 TEC). 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 Ombudsman must be preceded by the appropriate administrative approaches to the institutions and bodies concerned.



7. SUMMARY OF CONDITIONS OF EMPLOYMENT

The pay of staff members consists of a basic salary and of various allowances, if the person is entitled to them, weighted by a correction coefficient (currently 75% for CZ, 116.8% for FR, 150.7% for UK) which is revised on an annual basis with retroactive effect from 1 July. The full pay is exempt from national taxation.

In addition to the basic salary, staff members may be entitled to various allowances, as indicated below:

Temporary Agent AD8	Indicative amounts depending on personal and family situation and application of the coefficient Precise entitlements are determined upon recruitment, based on documentary evidence.
Basic net salary (entry level) – correction coefficient applied Deduction made from salary at source for: <ul style="list-style-type: none">• Pension (10,1%)• Health insurance (1,70%)• Accident cover (0,10%)• Income tax (levied at a progressive rate)• Solidarity levy (6%)• Unemployment insurance (0,81%)	€ 3,592.30
Expatriation allowance	€ 1,016.06 - without children € 1,123.97 - 1 child
Household allowance	€ 289.89
Dependent child allowance	€ 375.59
Pre-school allowance	€ 91.75
Education allowance	Up to € 509.66 (subject to conditions)

In addition, newcomers may also be entitled to the reimbursement of removal costs, temporary daily subsistence allowance and installation allowance.

The GSA fully covers the tuition fees for 12 international schools in Prague (main languages: English, French or German).

Staff is entitled to annual leave of two working days per each complete calendar month of service plus additional days for the grade, age, home leaves for expatriates and an average of 16 GSA public holidays per year.

Special leave is granted for certain circumstances such as marriage, moving, election, birth or adoption of a child, serious sickness of spouse, etc.

The GSA's benefits include an attractive health insurance and an independent pension scheme, providing a very competitive pension after a period 10 years employment. Pension rights acquired in one or more national schemes before starting to work at GSA may be transferred into the EU pension system.

Staff is covered 24/7 and worldwide by the Joint Sickness Insurance Scheme (JSIS). Staff is insured against sickness, accident and occupational disease, and could be entitled to unemployment and to invalidity allowances.

The GSA aims at creating and maintaining a supportive and healthy work environment that enables staff members to have balance between work and personal responsibilities, for example through flexible working time arrangements.



GSA also offers a wide range of training courses to develop staff members' personal skills and keep in touch with the latest developments in their field. The training and professional development opportunities are attuned to the career plan and requirements of the departments.

For further information on working conditions of temporary staff please refer to the Conditions of Employment of Other Servants (CEOS):

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

8. COMMITMENT

Declaration of commitment to serve the public interest independently:

The jobholder will be required to make a declaration of commitment to act independently in the public interest and to make a declaration in relation to any interest that might be considered prejudicial to his/her independence.

The jobholder will be required to carry out his/her duties and conduct him/herself solely with the interests of the European Union in mind; he/she shall neither seek nor take instruction from any government, authority, organisation or person outside his/her institution. He/she shall carry out the duties assigned with objectivity, impartiality and loyalty to the European Union.

Commitment to promote equal opportunities:

The Agency is an equal opportunities employer and strongly encourages applications from all candidates who fulfil the eligibility and selection criteria without any distinction whatsoever on grounds of nationality, age, race, political, philosophical or religious conviction, gender or sexual orientation and regardless of disabilities, marital status or other family situation.

9. DATA PROTECTION

The personal information GSA requests from candidates will be processed in line with Regulation (EC) N° 45/2001 of the European Parliament and of the Council of 18 December 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.

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2001:008:0001:0022:EN:PDF>

The purpose of processing personal data which candidates submit is to manage applications in view of possible pre-selection and recruitment at GSA. All personal data collected will only be used for this purpose and will in no case be transmitted to any third party. Any data provided will be treated in the strictest confidence and with high standards of security.

Applicants' documents will only be kept for as long as it is mandatory to fulfil the requirements of existing auditing/control procedures applicable to GSA.

Applicants have a right to access their data. They have a right to update or correct at any time their identification data. On the other hand, data demonstrating compliance with the eligibility and selection criteria may not be updated or corrected after the closing date for the respective selection procedure.

Applicants are entitled to have recourse at any time to the European Data Protection Supervisor (<http://www.edps.europa.eu>; EDPS@edps.europa.eu) if they consider that their rights under Regulation (EC) No 45/2001 have been infringed as a result of the processing of their personal data by the GSA.