



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 establishing a reserve list for:

Site/COMSEC Security Accreditation Officer

(Vacancy Reference Number: GSA/2017/524)

Date of Publication:	13/07/2017	Deadline for applications:	10/08/2017 23:59 hours (CET)
Type of Contract:	Temporary Agent	Grade/Function Group:	AD 7
Place of employment¹:	Prague (Czech Republic) with possible relocation to other GSA sites or local offices according to the operational needs		
Contract Duration²:	5 years with possibility of renewal	Desired Start Date:	As soon as possible
Organisational Department:	Security Department subject to reassignment or reorganisation	Reporting to³:	GNSS Security Accreditation Manager
Number of vacant posts to be filled:	1 post and establishment of a reserve list	Possible reserve list valid until:	31/12/2018 with possibility of extension
Level of security clearance⁴:	SECRET UE / EU SECRET		

¹ The **place of employment** of the Staff Member shall be at the offices of the Agency in Prague, Czech Republic, subject to changes in the interest of the service and always under due consideration of the Staff Member's interests.

² **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.

³ The hierarchical **reporting line** may change in line with the developments of the GSA and department's organisation.

⁴ 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).

The following high level objectives are set for the Security Department:

- achieve and safeguard the high level security objectives of the Galileo and EGNOS programmes
- provide independent, balanced, timely and comprehensive security risks analysis to support the decisions of the Security Accreditation Board (SAB)
- manage security processes, monitor and enforce programmes' security requirements
- ensure that the PRS development continuously achieve user needs, promote a wide and secure use of PRS and ensure compliance with the PRS Decision 1104/2011
- manages frequencies and ensure compatibility and interoperability of the systems
- inculcate a security culture within the GSA and continuously improve the image of the GSA, as a trustable and reliable security actor

Within the Security Department, the Security Accreditation Team provides independent, balanced, timely and comprehensive security risks analysis to support the decisions of the Security Accreditation Board. The SAB is an autonomous body established within the Agency pursuant to the applicable legislation⁵, which takes all security accreditation decisions related to the European GNSS systems. These decisions entail in particular:

- Approval To Launches (ATL)
- Authorisation To Operate (ATO) the systems in their various configurations and different services
- Site Authorisations to Operate (SATO)
- Authorisation of bodies to develop and manufacture PRS receivers and security modules

According to Article 11(12), the SAB has set up special subordinate bodies, acting on its instructions, to deal with specific issues, as follows:

- The European GNSS Security Accreditation Panel, a panel to conduct security analysis, reviews and tests to produce the relevant risk reports in order to assist it in preparing its decisions. The Panel acts as a technical body to assist the European GNSS Security Accreditation Authority in all aspects related to the accreditation of the Galileo system
- A Crypto Distribution Authority (CDA) to assist the Security Accreditation Board in particular with regard to assessing risk pertaining to Communications Security (COMSEC) matters in the GNSS Programmes. The SAB CDA is chaired by GSA (SAB CDA Co-ordinator) and composed by representatives from volunteering Member States
- The Flight Key Cell (FKC) is a sub-ordinate body of the SAB CDA formed of COMSEC experts of the Member States, established by the SAB in order to support the specification of COMSEC procedures with regard to the security of classified Flight Keys and operations used in GNSS Programme Launch Campaigns. It is also responsible for the provision of assurance that the procedures are implemented correctly. FKC currently achieves this through the execution of these procedures by the FKC Members, involving direct participation to the GNSS Programme Launch Campaigns in a COMSEC role. When in an

⁵ Regulation (EU) No 912/2010 as modified by Regulation (EU) No 512/2014.

operational role, it co-operates closely with the EU GNSS Distribution Authority (DA) regarding operational COMSEC decisions and management of the FKC COMSEC Account.

2. TASKS AND RESPONSIBILITIES

As a member of the Agency's Security Accreditation Team, the Site/COMSEC Security Accreditation Officer contributes actively to the fulfilment of the Agency's regulatory responsibilities related to the security accreditation of the European GNSS as per the legislation in force.

The Site/COMSEC Security Accreditation Officer reports to the GNSS Security Accreditation Manager. Pursuant to the instructions of the Security Accreditation Board, his/her tasks and responsibilities shall in principle include (without limitation) and subject to adjustment by his/her line manager:

1. Site Security assurance:
 - Site security accreditation strategy definition
 - Site security documentation review
 - Site security inspections
 - Security risk assessment following the site security documentation review and the site security inspection, including identification of any security risks having a system impact
 - Advising on security measures in case of identified non-compliance
 - Liaison with relevant national authorities
2. Supporting function towards the Security Accreditation Board and its subordinate bodies:
 - Reporting on activities, status and findings
 - Reporting on possible non-compliances to security requirements
 - Providing technical expertise
 - Administration of site certificates
 - Participation in relevant Programme technical reviews
 - Contribute to the security accreditation reports supporting the SAB decisions
3. Assurance on communications security (COMSEC):
 - Definition of policies related to the cryptographic material handling in line with EU Regulations and best practice
 - Review of technical implementations relating to security functions
 - Review of operational procedures relating to COMSEC
 - Obtaining assurance that COMSEC procedures are implemented correctly
4. Backup of the Flight Key Cell officer to ensure business continuity in case of need:
 - Organisation of the FKC's activities (meetings, key generations, transports, launch campaigns) and participation to them
 - Coordination of the FKC team (availability, administrative status, etc.)
 - Management of the FKC's COMSEC register
 - Reporting to SAB CDA Task Force and EU GNSS DA to inform them on the current status of the FKC and the flight keys before decisional milestones



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The position is based in the GSA headquarters in the Czech Republic (Prague) and implies regular travels world-wide. In the role of backup FKC officer, the post may require extended presence at the launch site in Kourou during a launch campaign.

Furthermore, the Site/COMSEC Security Accreditation Officer will contribute to other tasks of the Security Accreditation Team, as necessary.

The above tasks and responsibilities will be conducted in English language. For activities at the launch site, French language skills are advantageous.



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 studies⁶ 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 experience⁷ of at least **six years**
3. Be a national of a Member State of the European Union
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 involved⁸
7. Have a thorough knowledge of one of the languages of the European Union⁹ and a satisfactory knowledge of another language of the European Union to the extent necessary for the performance of his/her duties
8. Be physically fit to perform the duties linked to the post¹⁰

⁶ 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.

⁷ 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.

⁸ Prior to the appointment, the successful candidate will be asked to provide a Police certificate confirming the absence of any criminal record.

⁹ 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.

¹⁰ 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 Union.

B. SELECTION CRITERIA

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

The Selection Board responsible for this selection will determine the criteria to be assessed in the various phases of the selection procedure (assessment of the application forms, interview and written test) prior to being granted access to the names of the applicants. At least all essential criteria will be assessed during the applications evaluation phase.

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. Experience relevant to site security assurance, preferably related to electronic environments
- ii. Experience in security assurance activities
- iii. Experience in accreditation of complex systems and/or security risk analysis
- iv. Excellent command of both written and spoken English

2) Advantageous qualifications and experience

- v. Experience in GNSS, in particular in the Galileo Programme and Galileo System Security
- vi. Experience in handling classified material, including material related to EU or national security
- vii. Familiarity with EU and/or national COMSEC rules and procedures and experience in ensuring or assessing their implementation, preferably gained in time-critical field operations
- viii. Knowledge of French

3) Behavioural competences

- ix. Motivation
- x. Excellent communication skills
- xi. Negotiation skills
- xii. Working with others
- xiii. Stress management and flexibility
- xiv. Prioritising, organising and delivering quality and results



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 a computer-based written test 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 may 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.
- The best ranked candidates will be invited for an interview with the Appointing Authority. The interview will focus on the overall suitability of the candidate for the post covering motivation, relevant technical and behavioural competencies, in line with the selection criteria established in the vacancy notice.
- The Appointing Authority will ultimately decide on the successful candidate to be placed on the reserve list and to be appointed to the post.
- The established reserve list may also be used for recruitment of similar posts depending on the Agency's needs. Where a similar post becomes available, the Appointing Authority may select applicants from the list according to their profile in relation to the specific requirements of the post to be filled. However, inclusion on the reserve list does not guarantee recruitment.
- If, at any stage of the procedure, it is established that any of the information the candidate provided is incorrect, the candidate in question will be disqualified.

Indicative date for the interview and written test¹¹:

September/October 2017

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.

¹¹ The date might be modified depending on the availability of the Selection Board members.



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 one single document)
- Named as follows: SURNAME_Name_Vacancy Ref. number (e.g. SPENCER_Marc_GSA.2017.123)

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

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.

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

I. FINANCIAL ENTITLEMENTS

The remuneration consists of a basic salary¹² and, where applicable, additional allowances¹³, paid on a monthly basis and reimbursements¹⁴, paid upon their evidenced occurrence.

The sum of the basic salary and the applicable additional allowances is weighted by the correction coefficient applicable for the location of the post¹⁵. The sum of usual social deductions from salary at source is subtracted from the weighted amount¹⁶. The full pay is exempted from the national income tax, but is subject to the internal income tax and the solidarity levy¹⁷.

¹² As per Articles 92 and 93 CEOS.

¹³ **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** (in very specific cases) or **Payment of the education fees** applicable to the educational institutions GSA has an agreement with (currently more than 17 international schools in the Czech Republic and France); **Expatriation allowance** (16% of the sum of basic salary and other applicable allowances).

¹⁴ If staff member is requested to change the residence in order to take up duties, s/he will be entitled to: **reimbursement of the travel costs**; **temporary daily subsistence allowance** (e.g. EUR 39.48 for up to 10 months or EUR 31.83 for 120 days, if no dependents); **installation allowance** (depending on personal situation, 1 or 2 months of the basic salary – paid upon successful completion of the nine- months probationary period).

¹⁵ Currently **correction coefficients** for the GSA duty locations are: 73.2% for CZ, 113.8% for FR, 141.8% for UK, 105.5% for Munich, 97.9% for IT, 88.1% for ES, 108% for NL. The coefficient is updated every year, with retroactive effect from 1 July.

¹⁶ Pension (10.10%); health insurance (1.70%); accident cover (0.10%); unemployment insurance (0.81%).

¹⁷ Currently: income tax: tax levied progressively at a rate of between 8% and 45% of the taxable portion of the salary; solidarity levy: 6%.



Examples of net monthly salaries (as currently applicable in Prague) are presented below:

AD7 (less than 9 years of work experience)¹⁸		
a) Minimum final net salary (without any allowances)	b) Final net salary with expatriation allowance	c) Final net salary with expatriation, household and 1 dependent child allowance
3,347.39 EUR	4,042.73 EUR	4,747.83 EUR

II. LEAVE ENTITLEMENTS

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, elections, birth or adoption of a child, serious sickness of spouse, etc.

III. SOCIAL SECURITY

The pension scheme provides a very competitive pension after a minimum of 10 years of service and reaching the pensionable age. Pension rights acquired in one or more national schemes before starting to work at GSA may be transferred into the EU pension system.

GSA's benefits include an attractive Health insurance: 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.

IV. PROFESSIONAL DEVELOPMENT AND BENEFITS CONTRIBUTING TO WORK-LIFE BALANCE

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.

¹⁸ Kindly note that the numbers in examples b) and c) are indicative and net monthly remuneration varies depending on the personal, life and social situation of the incumbent. **The various components of the remuneration are updated every year, with retroactive effect from 1 July.**



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.