



EUROPEAN EDUCATION AND CULTURE
EXECUTIVE AGENCY (EACEA)

VACANCY NOTICE

Communication Adviser (1 post)

Contract Agent 3(a)/3(b) FGIV

Ref.: EACEA/2024/07/INTER-CA/FG IV Communication Adviser

European Education and Culture Executive Agency (EACEA)

The European Education and Culture Executive Agency (EACEA) is a multi-programme Executive Agency based in Brussels.

In cooperation with six Directorates-General of the European Commission, EACEA is privileged to manage the implementation of four of the European Union's flagship funding programmes: Erasmus+, Creative Europe, the Citizens, Equality, Rights and Values programme and the European Solidarity Corps.

Since 2006, EACEA has been a catalyst for projects in education, training, youth, sport, media, culture, solidarity, citizenship and values. On behalf of the European Commission, EACEA works to foster innovation in these areas, always in a spirit of cross-border cooperation and mutual respect.

As a modern, professional organisation EACEA strives to operate in a spirit of fairness and transparency, to uphold standards of equal access and treatment, and to support the projects that show Europe at its best.

Working at EACEA means taking a role at the heart of European project management. With over 500 staff and 26 EU nationalities, EACEA is a dynamic, open, and international workplace, best placed to serve the citizens of Europe and empower the citizens of tomorrow. Strong values are at the heart of ONE EACEA: commitment, integrity, objectivity, respect for others, and transparency.

For further information on the Agency, please refer to our website: <http://eacea.ec.europa.eu>

The objective of this selection procedure is to fill vacant posts in the EACEA.

Description of the job

Overall purpose

To contribute to designing and implementing communication actions and projects formulated in the EACEA external and internal communication strategies.

COMMUNICATION and PUBLICATION

- Design, set up, implement, monitor and evaluate the external communication strategy and plans of the Agency.

- Define, implement, monitor, and evaluate external communication strategies for specific events campaigns and other projects.
- Draft information and communication guidelines for staff and for use by partner organisations.
- Provide staff with communication expertise and advice.
- Ensure, in close collaboration with the graphic designer, the harmonisation of the communication practices across the Agency (consistent use of the visual identity and branding in line with the corporate and specific programmes' visual identity requirements).
- Ensure effective collaboration with the communication network of the Agency, parent Directorates General and other relevant EC services.
- Coordinate EACEA communication network.
- Support the HoS in coordinating the sector's planning and reporting.
- Prepare briefings, presentations, and speeches for management upon request.
- Coordinate the implementation, monitoring and evaluation of the Agency's publications.
- Create, edit, proofread content for a broad variety of supports, including website, newsletter, social media, publications, videos, promotional material.
- Contribute to developing, updating, and editing of EACEA's website: based on user needs and in collaboration with webmasters.
- Design, together with the team, the content of opinion polls and surveys.
- Manage the activities related to EACEA's social media presence (strategy definition and implementation, draft content, gather and analyse data, , etc.).
- Manage the preparation of materials for the media in cooperation with the thematically concerned services.
- Contribute to training activities of the unit, and where appropriate to other services of the Agency including giving presentations for staff on communication.

PROGRAM / PROCESS / PROJECT MANAGEMENT

- Manage information, communication campaigns and publication projects through framework contracts and procurement including selecting, negotiating, and monitoring the operational and contractual aspects of the project.
- Manage other external communication campaigns and projects, such as events, awards, publications, and videos, including their contractual aspects.
- Act as operative initiating and / or verifying officer in the framework of the financial procedure for information and communication actions.
- Contribute to planning and executing the communication budget.
- Undertake additional tasks required by the hierarchical superior(s) in the interest of the service.

OPERATIONAL and ADMINISTRATIVE SUPPORT and RESOURCES

- To contribute to the definition and simplification of administrative procedures and processes and to coordinate and monitor the coherence and quality of their implementation.

Qualifications and Experience Required

A. Eligibility criteria

Candidates will be considered eligible for this selection based on the following formal criteria to be fulfilled by the deadline for applications:

1. To possess the minimum qualifications required by Article 82(2) of the Conditions of Employment of Other Servants of the European Union (CEOS).

2. To be in compliance with the conditions referred to in Article 82(3) of the CEOS:

- Be a national of one of the Member States of the Union and enjoy full rights as a citizen.
- Fulfilled any obligations imposed by the laws concerning military service.
- Produce the appropriate character references to suitability for the performance of the duties.
- Be physically fit to perform duties.
- Produce evidence of a thorough knowledge of one of the languages of the Union and of a satisfactory knowledge of another language of the Union to the extent necessary for the performance of duties.

In addition, contractual agents [3\(a\)](#) or [3\(b\)](#) must have:

- The same function group as the one of the published post (**FGIV**).
- Served at least **three years** in that same contract type (three years as CA 3(a) or three years as CA 3(b)).
- Successfully passed an EPSO CAST selection for that same function group (FGIV).

Please note that only candidates engaged by the Executive Agencies, European Commission in its departments, administrative offices, representations and EU Delegations, EPSO, OP and OLAF¹ who comply with the eligibility criteria will be considered for further steps of this selection procedure.

B. Priority Order for the selection procedure

All CA 3(a) and 3(b), fulfilling eligibility criteria, currently employed can apply. However, according to Article 14 of the new [General Implementing Provisions \(GIPs\)](#) governing the conditions of employment of contract staff employed by the Commission on the terms of Article 3(a) and 3(b), the Selection procedure will be done in 2 phases:

- Priority will be given to Contract Agents 3(a).
- Should the selection of Contract Agents 3(a) applications not be fruitful, Contract Agents 3(b) applications will be taken into account.

C. Specific conditions

All eligible candidates will be assessed along the following evaluation specific conditions:

Essential

- At least 3 years of proven professional experience in the tasks detailed in the job description.
- Excellent written and spoken communication skills in English (at least C1).
- Excellent writing, editing and proofreading skills.
- Proven communication experience in drafting content, production of videos, publications, social media and communication campaigns.
- Proven experience in using evaluation tools to measure success and impact.
- Proven experience in website content management, social media tools and platforms.

¹ Art 1 of [Commission Decision C\(2017\)6760](#) final of 16/10/2017 on contract agents, adopted by analogy by EACEA.

- Effective communication skills and ability to communicate a complex and technical information to the relevant audience or to the public.

Advantageous

- University degree in Communications and/or other similar qualifications in the public relations.
- Knowledge of financial and public procurement procedures applicable to EU organisations.
- Knowledge of EACEA's mission objectives and scope.
- Experience in communication and negotiation with external stakeholders.
- Good written and spoken communication skills in French (at least level B2).

Candidates are invited to clearly demonstrate in their CVs and motivation letter the knowledge and experience required in the selection criteria mentioned above (essential and advantageous) and to give specific examples.

A written test will be organised to evaluate the candidates' drafting skills in English.

Behavioural (some of the following criteria will be tested during the interview)

- Excellent organisational and prioritisation skills with strong attention to detail.
- Ability to work under pressure and produce quality content.
- Good problem-solving skills with a service-oriented and results-driven attitude.
- Excellent interpersonal skills and ability to work with a wide range of colleagues from Commission DGs/services and external stakeholders.
- Sense of initiative with an open and positive attitude.
- Ability to work in a multicultural team and independently in his/her area of responsibility.

Following the analysis of the applications by the Selection Board, the Agency will invite the most suitable candidates (a maximum of 10) for a written test and an interview.

Application procedure

Candidates are kindly invited to apply in English to facilitate the selection process.

Candidates must submit:

- Up- to-date detailed curriculum vitae, in **Europass CV** format².
- **A letter of motivation**, including their views on the proposed position (1 page maximum).

Candidate's EPSO ID number and the reference of CAST must be mentioned in the CV.

Applications must only be sent by e-mail to the functional mailbox EACEA-HR-SELECTION@ec.europa.eu.

² EU CV format available on: <http://europass.cedefop.europa.eu/documents/curriculum-vitae>

Closing date: Applications must be sent at the latest by 13/09/2024 at 12:00 (midday), CEST (please check the time zones).

Applicants are strongly advised not to wait until the last minute to submit their application since heavy internet traffic or other dysfunction could lead to difficulties in submission. The Agency shall not be held responsible for said difficulties and it will disregard applications submitted after the deadline or which are not complete.

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

Selection Board

A Selection Board, responsible for assessing the applications, the written tests, interviewing, and drawing up the final list of retained candidates, will be appointed by the Director and will be composed of at least three members, including a member designated by the Staff Committee of the Agency.

Under no circumstances should candidates approach the Selection Board themselves, either directly or indirectly concerning this recruitment. The authority authorised to conclude contracts reserves itself the right to disqualify any candidate who disregards these instructions.

Selection procedure

The Selection Board will perform the assessment of the applications against the criteria listed in point C “Specific conditions” under “Qualifications and Experience Required”.

Only shortlisted candidates will be invited for a written test and an interview.

The written test will be in English. The interview will be held in English and to some extent in French. Both written test and interview will assess skills and competences related to the job description and selection criteria.

The written test will be marked out of 30 (pass mark: 15/30). The interview will be marked out of 100 (pass mark: 70/100).

Please note that having successfully passed the interview and written test does not guarantee to receive an offer.

Appointment and conditions of employment

The Agency applies the Commission Decision C(2017)6760 final of 16/10/2017 on the General Provisions 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 3(a) and 3(b).

Equal opportunities

The European Union institutions apply a policy of equal opportunities and accept applications without discrimination on the grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion, or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

Information to candidates

An acknowledgement of receipt will be sent to all candidates by email to confirm the reception of their application.

All candidates will be informed in due time about the processing of their application, either they are invited for the selection procedure as described above or not. These notifications will be sent either by email or in Ares.

A candidate may request clarifications about the processing of his/her application by sending an email quoting the reference of the vacancy notice concerned, at the following address EACEA-HR-SELECTION@ec.europa.eu

Appeal procedure

• Request of review.

A candidate who feels that a mistake was made in the assessment of his/her profile may ask to have it re-assessed by sending, within 10 working days of the date on the email/note notifying the rejection of his/her application, a request for review, quoting the number of the selection procedure concerned to the Selection Board at the following address: EACEA-HR-SELECTION@ec.europa.eu

The selection board will reconsider the application and notify the candidate of its decision within 15 working days of receipt of the letter.

• Complaint on the basis of Article 90(2) of the Staff Regulations of Officials of the European Union (SR)

Candidates may submit a complaint on the basis of Article 90(2) of the SR, which is to be sent to the attention of the Director of EACEA, by e-mail to EACEA-HR-SELECTION@ec.europa.eu.

The time limit set out for this type of procedure is 3 months starting from the date of notification of the act adversely affecting the complainant.

• Judicial Appeal

Candidates may submit a judicial appeal on the basis of Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations. For details on how to submit a judicial appeal and how to determine the deadlines, please consult the website of the General Court (<https://curia.europa.eu>).

• Complaint to the European Ombudsman

Candidates, like all citizen of the Union, may lodge a complaint to the European Ombudsman. Before you submit a complaint to the Ombudsman, you must first make the appropriate administrative

approaches to the institutions and bodies concerned (see above). Making a complaint to the Ombudsman does not extend the deadlines for lodging administrative complaints or judicial appeal. Please consult the website of the European Ombudsman. (<https://www.ombudsman.europa.eu/en/home>).

Data protection

The Agency will ensure that candidates' 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, bodies, offices and agencies and on the free movement of such data³, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC Text with EEA relevance. The Privacy Statement can be found on the Agency's website including details on the right of access and rectification of personal data.

³ OJ L 295 of 21.11.2018, p. 39.