

**CALL FOR EXPRESSIONS OF INTEREST FOR A POSITION
WITHIN THE EUROPEAN FOOD SAFETY AUTHORITY (PARMA)**

The European Food Safety Authority (EFSA) is the keystone of European Union (EU) risk assessment regarding food and feed safety. In close collaboration with national authorities and in open consultation with its stakeholders, EFSA provides independent scientific advice and clear communication on existing and emerging risks.

The Authority has set up a selection procedure that aims to establish a reserve list for Temporary Agents (five-year contract renewable at the conditions set out in the Staff Regulations and in the Conditions of Employment for Other Servants) for:

Senior Scientific Officer

Grade AD8

Ref.: EFSA/X/AD/2010/020

The Plant Protection Products and their Residues (PPR) Unit

The main task of the PPR Unit of EFSA is to support the work of the Scientific Panel of Plant Protection Products and their Residues (PPR). The PPR Panel, composed of 21 independent scientific experts, is producing scientific opinions on the safety of plant protection products for the user/worker, the consumer of treated products and the environment. The areas of expertise of the PPR Panel are mostly toxicology, ecotoxicology, fate and behaviour of pesticides in the environment, and residues of pesticides. The questions are received from EU Commission, European Parliament, Member States or self-tasked.

The Pesticide Risk Assessment Peer Review (PRAPeR) Unit

The main tasks of the PRAPeR Unit of EFSA are to organize and conduct the Peer Review of initial pesticide risk assessments (complying with Directive 91/414/EEC) and proposals for setting Maximum Residue Levels (complying with Regulation (EC) No. 396/2005). Additionally, the Unit provides support to the work of EFSA's Scientific Panel of Plant Protection Products and their Residues (PPR).

Initial demand for this job profile comes from the PPR and PRAPeR Unit but the successful candidates might be called to work in the Risk Assessment Directorate or in the Scientific Cooperation and Assistance Directorate where such a profile might become relevant.

The Risk Assessment Directorate

EFSA's core activity is to provide independent scientific advice on food safety issues throughout the food chain.

The Risk Assessment Directorate is currently composed of ten Scientific Panel support Units, these being the Food Additives and Nutrient Sources (ANS), the Food Contact Materials, Enzymes, Flavourings (CEF), the Animal Health and Welfare Unit (AHAW), the Biological Hazards Unit (BIOHAZ), the Contaminants Unit (CONTAM), the Feed Additives Unit (FEEDAP), the Genetically Modified Organisms Unit (GMO), the Nutrition Unit (NDA), the Plant Protection Products Unit and their Residues (PPR) and the Plant Health Unit (PLH).

The Scientific Cooperation and Assistance Directorate

EFSA's core activity is to provide independent scientific advice on food safety issues throughout the food chain. The Scientific Cooperation and Assistance Directorate is involved in the collection and analysis of data in the fields within EFSA's mission, cooperation and networking with Member States, emerging risks, and the provision of scientific and technical assistance to the Commission and EFSA units. It consists of the Assessment Methodology (AMU) Unit, Scientific Cooperation Unit, the Emerging Risks Unit, the Pesticides Unit (PRAPeR), the Data Collection and Exposure (DATEX) Unit and the Zoonoses Data Collection Unit.

The job

In the PRAPeR Unit, the job holder will be responsible for concluding if initial risk assessments carried out by the different regulatory authorities in the Member States to support EU level decisions are in line with the legislation, appropriate EU guidance and where pertinent follow the principles outlined in EFSA PPR Panel opinions; ensuring that stakeholders' peer review comments on the initial risk assessments are adequately considered; aiming as far as possible for transparency in the risk assessments and equality of assessment standards.

The tasks may include any of the following:

- Identification and evaluation of scientific information, dossiers and/or initial evaluation reports (e.g. draft assessment reports prepared by Member State regulatory authorities) on matters covered by the PRAPeR Unit, pertinent to ecotoxicology risk assessment;
- Writing the ecotoxicology chapter of the EFSA conclusions on the outcome of the peer review of the scientific risk assessments made by Member State regulatory authorities for individual pesticide active substances;

- Preparation of working documents in relation to the ecotoxicology risk assessment tasks of the PRAPeR Unit that ensure and transparently record that all stakeholders peer review comments' are considered;
- Participation in and/or co-chairing of meetings with Member State experts of the PRAPeR Unit; drafting minutes of meetings;
- Administrative handling of matters related to questions and applications covered by the PRAPeR Unit;
- Providing information on legislative/policy aspects of questions related to the work on pesticides;
- Monitoring of general scientific and regulatory developments related to the work in ecotoxicology risk assessment;
- Collection and autonomous evaluation of scientific information, dossiers, reports, literature search on matters related to ecotoxicological impact of pesticides;
- Providing input to internal communication and external communication activities related to pesticide activities:
 - External communication: handling of external requests for information relevant to the work on pesticides, including requests from other European institutions, international bodies, Member States, industry and the general public;
 - Internal communication: contributing to the coordination, planning, development, harmonisation and implementation of activities and procedures of the Authority in matters related to ecotoxicology and environmental aspects of pesticides;
- Coaching junior scientists, trainees if relevant;
- Completing any other reasonable request from the head of unit or management team;
- Contribution to the preparation of external briefings and/or press releases and news letters in collaboration with the Communication Unit of the Authority.

In the PPR Unit, the job holder will be responsible for scientific support and technical assistance to the PPR Panel and its Ecotoxicology working groups in preparation of the scientific opinions, to ensure that they can function efficiently. Another main task will be to coordinate the developing of EU Guidance Documents in the field of Ecotoxicology risk assessment.

The tasks may include any of the following:

- Coordinating the development of Guidance Documents in Ecotoxicology risk assessment for the PPR unit;
- Collection and autonomous evaluation of scientific information, dossiers, reports, literature search on matters related to ecotoxicological impact of pesticides;
- Preparation of working documents or scientific reports to support the Scientific PPR Panel and its working groups in preparation of the draft opinion, ensuring that the relevant background information is made available in the exchange data base for consultation by the experts;
- Organisation of meetings of the PPR Panel Working Groups and assisting the Chair, drafting agendas and minutes;
- Ensuring timeline given in the mandate for delivering of the PPR Panel opinions/Guidance Documents will be met;
- Reviewing the PPR draft opinions, especially before publication;
- Organising public consultations on EFSA web and stakeholder consultation meetings and Workshops;

- Coordinating grant agreements and procurement contracts between EFSA and various organisations in the field of ecotoxicology;
- Monitoring of general scientific and regulatory developments related to the work in ecotoxicology risk assessment;
- Providing information on legislative/policy aspects of questions related to the work on pesticides;
- Administrative handling of matters related to questions and applications covered by the PPR Unit;
- Providing input to internal communication and external communication activities related to pesticide activities:
 - External communication: handling of external requests for information relevant to the work on pesticides, including requests from other European institutions, international bodies, Member States, industry and the general public;
 - Internal communication: contributing to the coordination, planning, development, harmonisation and implementation of activities and procedures of the Authority in matters related to ecotoxicology and environmental aspects of pesticides;
- Coaching junior scientists, trainees if relevant;
- Completing any other reasonable request from the head of unit or management team;
- Contribution to the preparation of external briefings and/or press releases and news letters in collaboration with the Communication Unit of the Authority.

The jobholder reports to the relevant Head of the Unit.

The requirements

Qualifications and experience

A. Eligibility criteria

- i. A level of education which corresponds to completed university studies attested by a diploma in one of the following fields: agronomy, environment, biochemistry, chemistry, human medicine, food science and technology, biology, public health, life science or related areas when the normal period of university education is four (4) years or more;
- ii. A level of education which corresponds to completed university studies attested by a diploma in one of the following fields: agronomy, environment, biochemistry, chemistry, human medicine, food science and technology, biology, public health, life science or related areas and appropriate professional experience of at least one (1) year when the normal period of university education is at least three (3) years;
- iii. In addition to the above, either in case A(i) or A(ii), at least nine (9) years of relevant and proven professional experience¹ gained after obtaining the diploma;
- iv. Thorough knowledge of one of the official languages of the Communities and a satisfactory knowledge of another language of the Communities;

¹ Remunerated PhDs acquired in a field relevant to the job description can be counted as professional experience up to 50% of their duration.

- v. Candidates must be nationals of a Member State of the European Communities, Iceland or Norway;
- vi. Candidates must have fulfilled any obligations imposed on them by laws concerning military service;
- vii. Meet the character requirements for the duties involved;
- viii. Candidates must be entitled to his or her full rights as a citizen;
- ix. Be physically fit to perform the duties linked to the post.²

B. Selection criteria

Essential criteria

- Out of the nine (9) years of professional experience mentioned above, at least three (3) years of professional experience in the areas within the remit of the relevant Units;
- Very good knowledge of ecotoxicological test methods and principles for deriving regulatory endpoints from pertinent experimental studies including pertinent statistics;
- Scientific expertise in preparation of scientific advice/assessments in ecotoxicology;
- Knowledge of the EU regulatory framework in the area of environmental protection from pesticides used in agriculture;
- An appreciation of the context of predicted environmental exposure calculations required by the EU regulatory system that are used to complete the environmental risk assessment;
- Very good knowledge of both written and spoken English;
- Practical knowledge of IT methods (MS Office tools and electronic management of documents);
- Experience acquired from working with advisory scientific bodies, preferably in an international environment;
- Experience in managing working groups and writing minutes;
- Good organisation skills, ability to focus on priorities and to deliver to high standards within specific deadlines;
- Good interpersonal skills and ability to build trust through operating with transparency and creating an open and positive environment;
- The ability to communicate effectively at all levels within EFSA as well as with the European Commission, Member States, national competent bodies and research institutions and other stakeholders;
- Ability to work under conditions that require considerable flexibility;
- Ability to work within a team as well as autonomously;
- Good client service orientation.

Assets

- Experience in project management acquired from international or national public administrations or research institutes;

² Before the appointment, a successful candidate shall be medically examined by an institutions' medical officer in order that the European Food Safety Authority may be satisfied that he/she fulfils the requirement of article 28(e) of the Staff Regulations of the Officials of the European Communities.

- Experience in managing or coordinating a team for the realisation of scientific projects;
- A degree (MSc, PhD) in environmental sciences;
- The ability to work under conditions that require considerable flexibility including preparations and participations in meetings in locations other than the EFSA headquarter.

Selection procedure

The eligibility of candidates will be assessed only if the requirements requested in the vacancy notice are met by the closing date of the submission of applications. Depending on the needs of the Authority and its teams, a shortlist will be established. Shortlisted applicants will be invited for an interview by the Selection Board and may be also interviewed by the Executive Director. The interview will mainly be held in English and during the selection process candidates may be required to undergo a competency assessment exercise. The interview will take place in Parma (Italy), where the Authority has its seat and where the place of employment is.

Candidates invited to an interview will be requested to submit, on the day of the interview, a non-certified copy of their diploma(s) and evidence of their professional experience, clearly indicating the starting and finishing dates, the function(s) and the exact nature of the duties carried out. However, prior to contract signature, the successful candidate/s will be requested to provide EFSA with original or certified copies of all relevant documents proving the eligibility requirements.

The Selection Board will establish a reserve list composed of at least four (4) candidates, provided that they meet the above mentioned essential criteria and assets. The Executive Director will appoint the selected jobholder/s. This reserve list may be used for the recruitment of a similar post depending on the needs of the Authority, and will be valid until 31/12/2011 (the validity of the reserve list may be extended). Candidates should note that inclusion on a reserve list does not guarantee recruitment.

Please note that the Selection Board's internal proceedings are strictly confidential and that any contact with its members is strictly forbidden.

Appeal procedures

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:

The Executive Director
EFSA
Selection procedure **Ref.: EFSA/X/AD/2010/020**
Largo N. Palli, 5/A
I-43121 PARMA

The complaint must be lodged within three (3) months. The time limit for initiating this type of procedure starts to run from the time the completion of the selection procedure is published on the Web-site at: <http://www.efsa.europa.eu/en/aboutefsa/jobs.htm>.

Conditions of employment

Depending on the budgetary situation, selected candidate/s may be offered a five-year contract in accordance with the conditions of employment of other servants of the European Communities. Before signing the contract, the selected candidates will be asked to sign a declaration of interest. The successful candidates will be recruited in the grade **AD8**. The basic monthly salary for the grade AD8 (step 1) is €6,181.38. In addition to the basic salary, staff members may be entitled to various allowances, such as a household allowance, expatriation allowance (16% of basic salary), dependent child allowance and education allowance. The salary is subject to a Community tax deducted at source and staff members are exempt of national taxation.

Please note that recruitment is done in the first or second step of the indicated grade, depending on the duration of the acquired professional experience. EFSA offers a comprehensive welfare package including pension scheme, medical accident and occupational disease insurance coverage, unemployment and invalidity allowance and travel insurance. Further information regarding rights and conditions of employment can be found in the following document:

http://ec.europa.eu/civil_service/docs/toc100_en.pdf

The Authority is an equal opportunities employer and takes care to avoid any form of discrimination.

Submission of applications

Candidates are requested to submit their application online through the Authority's website: www.efsa.europa.eu or download the forms from the EFSA website and send their application by registered mail to the following address:

EFSA
Human Resources Unit
Ref.: EFSA/X/AD/2010/020
Largo N. Palli, 5/A
I-43121 PARMA

Candidates should note that the online application is the recommended method. Moreover, the online method will allow candidates to enter into their application until the deadline in order to make changes.

Applications delivered via email will not be accepted. An application will be deemed admissible only if it includes a duly completed application form. This vacancy notice and the form are only available in English. Candidates are kindly invited to fill in their application

form in English, in order to facilitate the recruitment procedure. The Authority regrets that, due to the large volume of applications only candidates selected for interviews will be notified. Information concerning the status of the selection procedure can be found at the following address:

<http://www.efsa.europa.eu/en/aboutefsa/jobs.htm>.

Please note that EFSA will not return applications to candidates. The personal information EFSA 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. The purpose of processing of the personal data candidates submit is to manage applications in view of a possible pre-selection and recruitment at EFSA.

More information on personal data protection in relation to selection and recruitment can be found on the EFSA website:

<http://www.efsa.europa.eu/en/legalnotice.htm>.

Deadline

Applications must be sent no later than **18th October 2010 at midnight** (Local time, GMT +1). For those sent by registered mail, the postmark date will serve as a proof. The Authority will disregard any applications received after that date.

Please note that, due to the extremely large number of applications we receive, when reaching the deadline for submission of applications, the system may have problems to process the large amounts of data. We therefore advise the applicants to send in their application well ahead of the deadline.