

VACANCY NOTICE

Reference: CPVO/2020/TA/01

Open position: Selection procedure for the IT - Cloud developers, architects and administrators (AD6) position.

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1. The CPVO

The Community Plant Variety Office (CPVO) is an independent EU Agency that was established by Council Regulation (EC) No 2100/94 on 27 July 1994. The CPVO is responsible for the management of the Community Plant Variety Rights System. This system provides protection with an intellectual property right for new plant varieties on European Union level. The mission of the CPVO is to foster innovation in plant varieties by high quality processing of applications for Community plant variety rights at affordable costs while providing policy guidance and assistance in the exercise of these rights for the benefit of stakeholders.

For further information please refer to CPVO's website: www.cpvo.europa.eu

The CPVO is organising a call for expressions of interest with a view to establishing a reserve list.

2. The position

2.1. Profiles

The CPVO wishes to recruit a number of highly motivated, team focused and well qualified temporary agents who, under the authority of the Head of Sector for IT, will implement the development of IT projects for the CPVO in the cloud. The agents must be qualified IT developers with backgrounds in either Cloud development, Cloud Architecture or Cloud Administration.

2.2. Duties

The main tasks of the agents shall be as follows depending on the profiles:

Cloud Developers shall focus on innovation and added-value functionalities for CPVO customers & partners. They shall:

- Ensure continuous developments and integration, using cloud native services and technologies (micro services, APIs, Cloud programming languages, ...),
- Act as business services advisor and shall manage users' requests .
- Make usage and benefits of various cloud services to develop added-valued functionalities
- Ensure the project management of new IT projects, steering of outsourcers and third-party contractors
- Security and managing privacy aspects (Data Protection aspects).

Cloud Architects shall manage the applications architecture as well as the Cloud services & capabilities for the CPVO and shall promote and enable Cloud innovation (automation, smart data...)

They shall:

- Provide cloud solutions and architecture expertise
- Define the functional evolution of the systems of the CPVO
- Ensure the achievement of architectural targets
- Experience cloud native functions and perform day-to-day management tasks
- Design flexible technology portfolio to keep pace with innovation and technology standards

Cloud Administrators: shall create, configure, deploy and administer Cloud components (such as Cloud networking and security, chargeback, Cloud-specific operational management tools...)

They shall:

- Determine and advise security requirements, prepare cloud security standards, policies and procedures
- Design and oversee changes in cloud landscape (from a technical perspective)
- Lead installation, configuration, backup/recovery, databases and applications tuning, ... and support applications design and developments
- Manage data migration strategies and cloud migration scenarios

3. Qualifications & experience required

3.1. Formal requirements

To be considered eligible for selection, the applicant must meet by the closing date of this call, the following formal requirements:

- Completed university studies of at least 3 years attested by a diploma relevant to the post;
- At least 3 years experience in matters related to information technologies
- Be a national of a Member State of the European Union¹;
- Have a thorough knowledge of one of the languages of the European Union² and a satisfactory knowledge of another;
- Entitlement to full rights as a citizen³;
- Have fulfilled any obligations imposed by national laws concerning military service;
- Be physically fit to perform duties linked to the post⁴.

3.2. Selection criteria

If the candidate meets the formal requirements set out above, he/she will be assessed in view of selection for an interview and written tests on the basis of the following criteria:

3.2.1. Essential

- The academic qualifications and their relevance to the tasks listed in section 2 (The position) above.
- Level of experience relevant to the position
- Ability to work in English
- Ability to work effectively in teams

¹ The Member States of the European Union are: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, The Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, and United Kingdom.

² Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, Swedish.

³ Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, Swedish.

⁴ Before the appointment, the successful candidate shall be medically examined by one of the institutions' medical officers in order that the CPVO may be satisfied that he/she fulfills the requirement of article 82 point 3(d) of the Conditions of Employment of Other Servants of the European Communities

3.2.2. Advantageous

- Ability to communicate effectively in any other Community language as indicated in the application form
- Technical competencies
 - DevOps & Continuous integration principles (Agile methods, automatic build, container deployments, ...)
 - Cloud development technologies & principles: JavaScript, React, Angular, PHP, Java, Cloud Web services and APIs
 - Quality Assurance stakes and processes
 - Understanding and big picture of Cloud offers: knowledge of cloud services, their benefits and use cases Cloud workflow, micro services architecture, Cloud security & compliance, cloud efficiency
 - Understanding of cloud methodologies, architecture, frameworks and functions SaaS solutions administration
 - Cloud databases management: backup/recovery policies, security & data security/sovereignty concerns, queries optimization, long-term storage/archiving, budget management

4. Selection procedure

The selection procedure includes the following steps:

- Only duly completed applications submitted electronically within the deadline will be taken into consideration;
- Each duly completed application will be examined with a view to establishing that the candidate meets all eligibility criteria;
- Eligible applications will be evaluated by the appointed Selection Committee based on selection criteria defined in this vacancy notice. Depending on the number of applications received, the Selection Committee may apply stricter requirements within the selection criteria noted above;
- The best-admissible candidates will be short-listed for interview and written tests;
- Interviews and written tests will be in English;
- Candidates will be required to sit a written examination to test knowledge specific to the post and computer based testing to test general skills;
- During the interviews, the Selection Committee will examine the candidates' profiles and assess their relevancy for the post in question;
- On the day of interviews candidates will be requested to present originals and copies of documents detailing citizenship, studies and professional experience, in particular:
 - a copy of identity card, passport or other official document specifying citizenship;
 - a copy of diploma certifying a required level of academic qualifications;
 - documentary evidence of professional experience, clearly indicating starting and finishing dates.

Copies of these documents will be retained by the CPVO.

- If at any stage of the procedure, it were established that information in the application has been knowingly falsified, the candidate shall be disqualified from the selection process;

- Successful candidates will be included in a reserve list which will be valid for 24 months. The validity of this list may be extended. Each candidate will be informed by letter whether or not s/he has been placed on the reserve list. However inclusion of candidates on the reserve list does not guarantee recruitment;
- The President of the CPVO will appoint the selected candidate from the reserve list, taking into account the establishment of a gender balanced, geographically diverse organisation;

The internal proceedings of the Selection Committee are confidential and any contact with its members is strictly forbidden. Soliciting on behalf of a candidate can lead to immediate disqualification.

For applications to be valid, candidates must be made through the CPVO electronic recruitment portal, which can be found on the CPVO web site: <http://www.cpvo.europa.eu/main/en/home/about-the-cpvo/vacancies>

Applicants are requested not to attach any supporting documents at this stage, e.g. copies of ID cards, diplomas, evidence of previous professional experience, etc. Only candidates invited to an interview will be asked to present copies of these documents for verification. Applications will not be returned to candidates but will be kept on file by the CPVO in line with its data protection guidelines.

Incomplete applications will automatically be excluded from the selection procedure.

Please note that the time period between the closing date for the submission of applications and the end of the process to short list candidates for the interview may take several weeks.

The candidates who are judged to be the most suitable on the basis of the criteria listed in point 4 above will be placed on the reserve list.

5. Conditions of employment

The place of employment shall be Angers, France. For reasons related to the CPVO's operational requirements, the chosen candidate will be expected to be available at short notice. A contract in AD6 under Article 2f of 3a pursuant to the conditions of employment of other servants of the European Communities shall be offered, subject to a nine month probation period. The duration of the contract will be four years and may be renewed not more than once for a fixed period. Any further renewal shall be for an indefinite period.

The pay of a Temporary Agent consists of the basic remuneration as well as other allowances depending on personal situation of the jobholder. For information, the current minimum gross basic salary for AD6 before deductions and the correction coefficient weighting of 117,7 for France, starts at approximately €5.524,91. The applicable grade and gross basic salary could be higher depending on the length of experience of the chosen candidate. Salaries are subject to tax at source but are exempt from national taxation. Deductions are also made for medical insurance, pension and unemployment insurance.

The jobholder shall work in a multicultural environment where social dialogue between management and staff is regarded as vital. The CPVO is fully computerised and working time is based around flexitime and core working hours. The normal working week is 40 hours.

6. Independence & declarations of interest

The jobholder will be required to enter into a commitment to act independently in the public interest and to make complete declarations of any direct or indirect interests that might be considered prejudicial to his/her independence. Candidates must confirm their willingness to do so in their application.

7. Equal opportunities

CPVO is an equal opportunities employer and accepts applications without distinction on the grounds of sex, racial or ethnic origin, religion or belief, age or sexual orientation, marital status or family situation. All applicants to selection procedures will be given an equal opportunity to demonstrate their abilities. The staff members are recruited on the broadest possible geographical basis from among nationals of all Member States of the European Union.

8. Closing date for applications: 2020/02/28

9. Starting date: as soon as possible

10. Review-Appeal-Complaints

Applicants who consider that they have grounds for complaint concerning a particular decision may, at any point in the selection procedure, request further details regarding said decision from the Chair of the Selection Board, instigate and appeal procedure or file a complaint with the European Ombudsman. Since the Staff Regulations apply to selection procedures, please note that all proceedings are confidential. If at any stage of this selection procedure applicants consider that their interests have been prejudiced by a particular decision, they may take the following action:

10.1. Requests for further information or for review

- Send a letter requesting further information or a review and stating your case to:

For the attention of the Chair of the Selection Board

CPVO/2020/TA/01

CPVO/OCVV

3 Boulevard du Maréchal Foch

CS 10121

F-49101 Angers CEDEX 2

within a month of being notified the decision regarding the selection procedure. The Selection Board will send a reply as soon as possible and not later than within a month.

10.2. Appeal procedures

Lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Union, at the following address:

For the attention of the Chair of the Selection Board

CPVO/2020/TA/01

CPVO/OCVV

3 Boulevard du Maréchal Foch

CS 10121

F-49101 Angers CEDEX 2

The time limit for initiating this type of procedure (see Staff Regulations as last amended by Council Regulation (EC, Euratom) No 1023/2013 (OJ L 287 of 29 October 2013 p.15 – <http://www.europa.eu/eur-lex>) starts to run from the time applicants are notified of the act allegedly prejudicing their interests.

Please note that the Appointing Authority does not have the power to amend the decisions of a Selection Board. The Court has consistently held that the wide discretion enjoyed by the Selection Board is not subject to review by the Court unless the rules which govern the proceedings of the Selection Board have clearly been infringed.

10.3. Complaints to the European Ombudsman

Like all citizens of the European Union, applicants can make a complaint to the:

European Ombudsman

1 avenue du Président-Robert-Schuman – BP 403

67001 STRASBOURG CEDEX

France

under Article 228 of the Treaty on the Functioning of the European Union and in accordance with the conditions laid down in Decision 94/262/ECSC, EC, Euratom of the European Parliament of 9 March 1994 on the regulations and general conditions governing the performance of the Ombudsman's duties (OJ L 113 of 4 May 1994, p. 15) and amended by its decisions of 14 March 2002 (OJ L 92 of 9 April 2002, p. 13) and 18 June 2008 (OJ L 189 of 17 July 2008, p. 25).

Please note that complaints made to the Ombudsman have no suspensive effect to 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 European Union. 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.

11. Protection of personal data

The Community Plant Variety Office (as the body responsible for organising the selection procedure) will ensure that applicants' personal data are processed as required by Regulation (EU) n°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 on the free movement of such data, repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC. This applies in particular to the confidentiality and security of such data.

For more information, please refer to the privacy statement on e-recruitment available on the CPVO website.