

Seconded National Expert (SNE) – Counterfeiting – Operational Unit – European Financial and Economic Crime Centre (EFECC)

Europol/2020/SNE/156

<https://www.europol.europa.eu/careers-procurement/vacancies/vacancy/449>

ABOUT EUROPOL

This selection procedure is intended to establish a reserve list of successful candidates (*indicative number is 4*).

Europol may retain the right to make use of the reserve list to select candidates for similar secondments, should business needs require so.

Organisational setting:

The position of SNE is located in the Counterfeiting Team, Operational Unit, EFECC.

Mandate of the team:

The Operations Directorate deals with the core business of Europol, improving the effectiveness and cooperation of the competent authorities in the Member States in preventing and combating serious and organised crime, as well as terrorism affecting the Member States. This requires close cooperation with the Liaison Bureaux at Europol and via them with the Operational Teams in the Member States.

Europol delivers a number of products and services to national law enforcement agencies to support them in their fight against international serious and organised crime, as well as terrorism.

The EFECC will provide support and coordination for Member States in the fight against financial and economic crimes in the European Union, delivering operational and investigative support to the Member States on complex financial investigations. It also provides support to the European Union's institutions and Member States in building operational and analytical capacity for investigations and in strengthening the cooperation with external partners, both in the public and private sector.

The Operational Unit covers economic crime (missing trader intra community fraud, excise fraud and fraud in general), financial crime (money laundering, asset recovery and corruption) and counterfeiting (including the intellectual property crime coordinated coalition and the forgery of money project).

Purpose of the secondment:

The SNE will contribute to the work of the Operational Unit in the EFECC through the execution of a wide range of operational and strategic activities, with the aim to support national law enforcement activities in their fight against serious and organised forms of economic and financial crime. The SNE will be asked to contribute, support and assist on any matters related to these tasks.

Reporting lines:

The SNE reports to the Team Leader of IPC3 (Intellectual Property Crime Coordinated Coalition).

BACKGROUND, MAIN PURPOSE AND TASKS OF THE POST

The SNE will carry out the following main functions and duties:

- Assist EU MS in the fight against the activities of criminal organisations involved in IP crime and counterfeiting through a range of tasks such as identification of high-priority cases, exchange of information or organising operational meetings, and by providing a pan European strategic overview;
- Take a key role in project-related activities, with specific emphasis on IP crime and counterfeiting-related intelligence and investigations;
- Provide subject matter expertise to operational activities aimed at fighting IP crime and counterfeiting;
- Enhance Europol's ability to exploit financial intelligence with the aim of supporting investigations of Member States competent authorities and those of Europol's cooperating partners and monitor the information flow between the Front Office of the Operations Directorate and the Operational Unit;
- Establish, maintain and foster close contacts with the Member States and Third Parties' Liaison Officers to encourage and support operational activities in the field of responsibility;
- Contribute to policy and other strategic matters carried out by Europol or EU Institutions and Agencies in the field of counterfeiting through monitoring of open source intelligence, carrying out research and drafting of analysis and reports, amongst other tasks;
- Represent Europol at meetings, trainings and other events and deliver presentations, increase awareness and provide expert knowledge and advice in the area of responsibility;
- Organize and facilitate working groups, meetings or conferences in the field of responsibility.

REQUIREMENTS - ELIGIBILITY CRITERIA

Candidates must:

- Be a member of a competent authority in the meaning of the Article 2a) of the Europol Regulation and enjoy full rights as a citizen of a Member State;
- Produce evidence of a thorough knowledge of one official language of the European Union and a satisfactory knowledge of a second language;
- Possess at least 3 years of professional experience in the field of law enforcement relevant to the duties to be carried out during the secondment.

REQUIREMENTS - SELECTION CRITERIA

a. Professional experience (assessed mainly during the shortlisting):

Essential:

- Experience in economic and financial crime investigations, including in the field of IP crime and counterfeiting (in at least one of the following areas: pharmaceuticals, food, pesticides, sub-standards goods, IPR infringements, online piracy and / or currency counterfeiting);
- Experience in managing operational and strategic activities in the area of economic and financial crime investigations, including in the field of IP crime and counterfeiting (in at least one of the following areas: pharmaceuticals, food, pesticides, sub-standards goods, IPR infringements, online piracy and / or currency counterfeiting);
- Experience of operational cooperation gained in an international environment, preferably in the field of IP crime and counterfeiting (in at least one of the following areas: pharmaceuticals, food, pesticides, sub-standards goods, IPR infringements, online piracy and / or currency counterfeiting);

Desirable:

- Experience in dealing with sensitive and classified information and intelligence;
- Experience in working in an IPR Unit in one of the Member States of the EU;
- Experience in working in a multi-agency and multi-disciplinary context.

REQUIREMENTS - SELECTION CRITERIA

b. Professional knowledge (assessed during the selection procedure – written test and/or interview)

Essential:

- Knowledge and expertise of the law enforcement environment, practices and operating procedures in the field of counterfeit goods in at least one of the following areas: pharmaceuticals, food, pesticides, sub-standard goods, IPR infringements, online piracy and / or currency counterfeiting;
- Sound knowledge of the EU legal framework in relation to counterfeit goods;
- Sound knowledge of international law enforcement and customs cooperation;
- Sound knowledge of economic and financial investigation techniques and methods;
- Knowledge of principles governing the international exchange of information and of the environment and practices of international cooperation.
- Basic knowledge in at least one of the following areas: Internet Protocol Television (IPTV), open source intelligence gathering, investigations on online illegal marketplaces and virtual currencies, and / or printing techniques and currency counterfeiting methods.

c. General competencies (assessed during the selection procedure – written test and/or interview)

Essential:

Communicating:

- Very good communication skills in English, both orally and in writing;
- Ability to draft clear and concise documents on complex matters for various audiences;
- Good presentation skills;

Analysing & problem solving:

- Excellent analytical and critical thinking skills;
- Keen eye for detail with the ability to maintain standards of accuracy under pressure of tight deadlines;
- Competent user of Microsoft Office applications (MS Word, Excel, PowerPoint and Outlook) and the internet

Delivering quality and results

- High degree of commitment and flexibility;
- High level of customer and service-orientation;

Prioritising and organising

- Good administrative and organisational skills

Resilience

- Ability to work well under pressure, both independently and in a team;
- Very good interpersonal skills, including the ability to effectively liaise with other departments, groups and teams as well as with external partners;

Living diversity

- Ability to work effectively in an international and multi-cultural environment.

SELECTION PROCEDURE

How to apply:

Candidates endorsed by the national competent authorities are required to complete the SNE application form available on [Europol's website](#) in English.

The application form must be accompanied by a letter from the sending authority to the Executive Director of Europol expressing willingness to second the candidate.

Applications must be submitted by means of email to Europol's Human Resources Unit, Recruitment and Selection Team, on C22@europol.europa.eu via the Europol National Unit of the Member State concerned, and, if necessary, the respective Liaison Bureau.

Applications must be received by Europol the latest on the day of the deadline specified in this notice of secondment. Applications received after the deadline will not be accepted.

Receipt of all applications is confirmed by an email of acknowledgement. Candidates may check the progress of the relevant selection procedure on [Europol's website](#).

The Deputy Executive Director of Europol's Capabilities Directorate sets up a Selection Committee, chaired by the Head of the relevant Directorate or a senior representative, and composed of a representative of the respective Unit, as well as of the Human Resources Unit.

The Selection Committee assesses the applications received in order to make an initial selection of candidates meeting all eligibility criteria and examines their qualifications, experience and skills against the selection criteria set out in the notice of secondment. For the initial selection, the operational contributions from the competent service to the project to which the SNE will be seconded will be taken into account. Only candidates scoring above the pass-mark of 60% of the total score will be considered to participate in the selection procedure.

Selection procedure:

The Selection Committee will invite the 7 highest scoring candidates. All candidates having a score equal to the 7th highest scoring candidate will be included in the list of invited candidates. The Selection Committee conducts a structured video-conference or telephone interview with the shortlisted candidates in English in order to evaluate their language skills, validate their experience and assess whether they possess the key skills required. Candidates will also be invited to participate in a written test conducted remotely. The overall pass-mark for the selection procedure is 70% of the total score for test and interview. After the selection procedure has taken place, the Selection Committee proposes a list of successful candidates to the Deputy Executive Director Capabilities. Once the outcome is confirmed, Europol informs the candidates.

The secondment is finally effected by an exchange of letters between the Deputy Executive Director Capabilities and the seconding authority, specifying the details of the secondment in accordance with the Management Board Decision laying down the rules on the secondment of National Experts of 4 October 2019. Europol may also establish a reserve list of successful candidates valid for up to 12 months. The validity of the reserve list may be extended once for up to 12 months. The list of SNE selection procedures for which reserve lists have been established or extended is accessible on [Europol's website](#). Candidates who have been placed on a reserve list are informed by Europol. Europol retains the right to make use of the reserve list to select candidates for similar posts within the organisation, should business needs require so. Inclusion on the reserve list does not guarantee secondment.

SALARY

The SNE shall remain in the service of the sending authority throughout the period of secondment and shall continue to be paid by that employer. The sending authority shall also be responsible for all social rights, particularly social security and pension entitlements.

During the period of secondment the SNE is entitled to a daily subsistence allowance paid by the agency, and may also be eligible for a monthly allowance depending on the distance from the place of origin. **If the SNE receives any allowance from other sources similar to the subsistence allowance paid by Europol, this amount shall be deducted.**

TERMS AND CONDITIONS

Appeal procedure:

Candidates for SNE positions may submit a complaint to the Executive Director of Europol about a decision taken by Europol adversely affecting him / her, with the exception of decisions which are direct consequences of decisions taken by the seconding authority.

The complaint must be lodged within two months of the date the person concerned is notified of the decision. The Executive Director of Europol shall notify the person concerned of his / her reasoned decision within four months from the date on which the complaint was lodged. If at the end of that period no reply to the complaint has been received, this shall be deemed to constitute an implied decision rejecting it.

ADDITIONAL INFORMATION

Equal opportunity

Europol is an equal opportunities employer and encourages applications without distinction on the basis of gender, colour, racial, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, nationality, age, sexual orientation or gender identity.

Europol aims to create and maintain a healthy and attractive work environment that supports our colleagues in their career planning and in achieving a healthy work-life balance.

Employment at Europol is open to nationals of EU Member States. There is no nationality quota system in operation, but Europol is striving for a broad range of nationalities in order to keep a well-balanced geographical distribution among its staff members.

Privacy statement

Europol respects your privacy and is committed to protecting your personal data. Your data will be processed in accordance with 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 data applicable to Europol under Article 46 of the Europol Regulation.

For additional information, please consult the applicable privacy statement available on [our website](#).

Security screening

Candidates who have been selected to an SNE post are required to furnish a valid security clearance certificate before the start of the secondment. Failure to obtain or provide the requisite security clearance certificate at the requested level before the start of the secondment may render the offer invalid.

In case the security clearance certificate expires within six months of the start of the secondment,

the renewal procedure will be initiated expeditiously. Europol may at any time terminate the secondment if the result of the security screening is not positive and the necessary security clearance level is not granted /extended.

The security clearance level required for this secondment is: **CONFIDENTIEL UE/EU CONFIDENTIAL**.

Main dates

Deadline for application: **3 July 2020, 23:59 Amsterdam Time Zone**

Selection procedure: **July 2020**

Duration of the secondment:

1 year with a possible extension (up to 4 years in total)

The secondment is linked to activities funded by externally assigned revenue via a service level agreement. Extension of the secondment is subject to the interest of the service and the availability of external funding. The end of such external funding constitutes a valid ground for non-renewal or termination of the secondment.

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