

# VACANCY NOTICE - TEMPORARY STAFF 2(f)

Reference number: RCT-2025-00034

## Head of Monitoring and Surveillance HUB Sector and Head of Crisis Management Sector in the Operational Management Division

Post (business title):	Head of Monitoring and Surveillance HUB Sector Head of Crisis Management Sector <i>(a reserve list<sup>1</sup> to be created for 2 posts to be filled)</i>
Sector/Unit/Division:	Monitoring and Surveillance HUB Sector in 24/7 Operations Centre · Crisis Management Sector in Situational Assessment and Crisis Management Unit · in Operational Management Division
Function group / Grade / Post title:	Temporary staff, AD9, Head of Sector <sup>2</sup>
Grade bracket for internal mobility <sup>3</sup> :	AD8-AD12
Grade for inter-agency mobility <sup>4</sup> :	AD8-AD12 <sup>4</sup>
Location:	Warsaw, Poland
Starting date:	Third quarter 2025 (desired)
Level of Security Clearance:	CONFIDENTIEL UE/EU CONFIDENTIAL
Closing date for applications	<b><u>(MIDDAY) 29 July 2025 at 12:00 h<sup>5</sup>, Warsaw local time</u></b>

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<sup>1</sup> The established reserve list from this procedure can only be used for the same or similar post for which the same justification in the interest of service (i.e. deviating from the eligibility requirement of university degree for the external applicants) applies.

<sup>2</sup> Type of post: Administrator.

<sup>3</sup> For existing EU temporary staff 2(f) applicants for whom Article 55 the Conditions of Employment of Other Servants of the European Union (CEOS) is applicable.

<sup>4</sup> Engagement of an applicant in grade higher than AD9 will be possible subject to availability of respective grades in the establishment plan at the moment of appointment.

<sup>5</sup> Date of publication: 03 July 2025.

# 1. BACKGROUND

The European Border and Coast Guard Agency (Frontex) has been established under the European Border and Coast Guard Regulation<sup>6</sup>. The agency was created on the foundations of the European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union (established under Council Regulation (EC) No 2007/2004), which has been coordinating operational activities at the EU external border since 2005.

Frontex is located in Warsaw, Poland, and is in the process of significantly increasing the size of its staff to 2,500 to meet its expanding tasks.

The European Border and Coast Guard Regulation provides for the establishment of a European Border and Coast Guard Standing Corps, which will consist of up to 10,000 operational staff by 2027, and will be deployed along the external land, sea and air borders of the European Union and the Schengen Area.

With the establishment of the Standing Corps - the first European law enforcement uniformed corps - Frontex offers a unique, pioneering opportunity to form part of the EU's operational arm for European integrated border management. The establishment and operations of the Standing Corps gives rise to various novel legal challenges and risks. The selected candidate will have a chance to significantly contribute to the application of the EU law in this area by developing creative legal solutions in cooperation with internal and external partners.

The Agency's key tasks include:

- Operational and technical assistance to the EU member states at their external borders by coordinating joint border control operations including deployment of vessels, aircraft and other equipment and border and coast guards from EU countries;
- Coordination of border surveillance and law enforcement activities being part of maritime security in cooperation with national authorities and EU agencies such as Europol, EMSA and EFCA;
- Situation monitoring of EU's external borders and risk analysis of all aspects of border and coast guard management, including assessment of the EU Member States' border control authorities' ability to face migratory pressure and different challenges at their external borders;
- Assisting Member States in returning nationals of non-EU countries who do not have the right to remain on the territory of the EU;
- Development of training programmes for European border and coast guards;
- Monitoring new technological developments in the field of border control and acting as an interface between research institutions, industry and national border and coast guard authorities;
- Cooperation with EU and international organisations in the area of border and coast guard management, security, and prevention of cross-border crime (including terrorism);
- Assist non-EU countries in the context of technical and operational cooperation on border management including return of non-EU nationals, in the framework of the EU external relations policy.

In all its activities, Frontex enforces actions which are respecting fundamental rights as an overarching component of the European Integrated Border Management.

**In all its activities, Frontex enforces actions which are respecting fundamental rights as an overarching component of the European Integrated Border Management. Frontex and its staff are committed to the values of Professionalism, Respect, Cooperation, Accountability and Care.**

For more information, please refer to our website: <http://www.frontex.europa.eu>.

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<sup>6</sup> Regulation (EU) 2019/1896 of 13 November 2019 on the European Border and Coast Guard (OJ L 295, 14.11.2019, p.1).

## 2. THE OPERATIONAL MANAGEMENT DIVISION

### OPERATIONAL MANAGEMENT DIVISION

#### Mission

The Operational Management Division (OMD) manages Frontex operations, monitors and assesses the near-real-time situation at the EU external borders and in pre-frontier areas. It ensures the development of the Frontex Chain of Command (FC2), guarantees the Agency's preparedness and operational response and crisis management, including rapid border intervention.

#### Organisation

The Division is led by the Director of Operational Management Division who reports to the Deputy Executive Director for Operations.

The Operational Management Division (OMD) is composed of the following entities:

1. Contingent Management Unit (CMU);
2. 24/7 Operations Centre (OPC);
3. Situational Assessment & Crisis Management Unit (SCU).

#### Main tasks

- a) Ensuring correct implementation of Operational Plans at Member States' external borders and on the territory of Third Countries in compliance with the applicable legal framework and the principles of fundamental rights, while seeking to improve border management efficiency and excellence at the EU's external borders and beyond;
- b) Monitoring the security situation and developments in operational areas to activate crisis response mechanisms when necessary;
- c) In performing its tasks and responding to the need for effective oversight, ensuring daily operational supervision of Frontex contingents, including outstanding situations, and providing standardisation and guidelines for their work;
- d) Managing the Frontex Operations Centre (OPC), offering an integrated coordination platform for the implementation of all operational activities performed by Frontex;
- e) Providing and ensuring an up-to-date 24/7 situation monitoring and early warning mechanism by issuing ad-hoc reports, early alerts on developments affecting EU integrated border management;
- f) Contributing to Agency crisis management-related plans and procedures that outline actions to be taken in operational crisis situations, as well as conducting regular awareness sessions and exercises to ensure staff preparedness and familiarity with crisis response protocols;
- g) Executing the Serious Incident Reporting (SIR) and Use of Force (UFR) reporting procedures;
- h) Performing any other tasks not listed above that are necessary to achieve the goals and implement the mission of the Directorate/Division with due considerations to the dynamics of the organisation, its reorganisation process and final outcomes, as well as instructions expressed by the Executive Management of the Agency.
- i) Operational Management Division is tasked with the following horizontal responsibilities:
- j) Joint definition of intelligence-driven operational priorities in close cooperation with other Frontex entities;
- k) Operating an Agency-wide EUROSUR service desk function and the management of Joint Service Management Desk, together with the EIBM Intelligence Division. The service, jointly staffed by Operations Directorate and INTEL, is established within the Frontex Operations Centre (OPC);
- l) Contributing to the recommendations for the Operational Planning Division for preparing Operational Plans and outlining other future activities;
- m) Offering a 24/7 centralized infrastructure to other entities, for the coordination of operational activities.

#### 24/7 Operations Centre

24/7 Operations Centre (OPC) is led by the Head of Unit who reports directly to the Director of the Division. The Unit is responsible for 24/7 monitoring of Frontex operations, of the EU external borders and the pre-frontier areas of the European Union. Due to the critical role of the Frontex Operations Centre in managing wide range of urgent and time-sensitive tasks, a Deputy Head of Unit is appointed to provide constant leadership for decision-making, event escalation, and operational effectiveness.

24/7 Operations Centre is composed of the following entities:

- Monitoring and Surveillance Hub Sector (HUB);
- Service Management Sector (SMS).

The main tasks and responsibilities of the Monitoring and Surveillance HUB Sector are as follows:

- a) Close to real time monitoring and reporting outstanding events within Joint Operations and pre-frontier areas on a 24/7 basis that might have an impact on the EU external borders or where a timely reaction is needed;
- b) Providing early alerts to Frontex Contingents, the Member States, Third Countries, EU Agencies, bodies and institutions to enhance their response capability;
- c) Maintaining an overview of ongoing activities;
- d) Executing the Serious Incident Reporting (SIR) and Use of Force (UFR) Reporting procedures;
- e) Ensuring 24/7 watch-keeping function, including security-related incidents, on Frontex activities in accordance with duty of care;
- f) Supporting urgent communication with external and internal stakeholders outside regular working hours;
- g) Executing EUROSUR Fusion Services, including Frontex Aerial Surveillance, within Joint Operations and in the pre-frontier area;
- h) Acting as the main 24/7 information hub within the National Coordination Centres (NCC) network;
- i) Validating reports created in the field, including JORA incidents and technical equipment reports;
- j) Supporting host countries in Joint Operations or other operational activities with reporting through unclassified and classified networks;
- k) Collecting and assessing operational reports from the Frontex Joint Operations to outline operational highlights and reporting inconsistencies;
- l) Implementing specific information collection requirements at centralised level requested by internal and/or external stakeholders.

#### **Situational Assessment and Crisis Management Unit (SCU)**

Situational Assessment and Crisis Management Unit (SCU) is led by the Head of Unit who reports directly to the Director of the Division.

Situational Assessment and Crisis Management Unit is composed of the following Sectors:

- a) Situational Assessment Sector (SAS);
- b) Crisis Management Sector (CRM).

The main tasks and responsibilities of the Crisis Management Sector are as follows:

- a) Performing situational assessment to detect phenomena that could evolve into critical situations for the Agency and raising awareness to enhance reaction capacities of Frontex;
- b) Delivering and contributing to trainings and organising awareness session to ensure institutional readiness and the staff awareness of the crisis management framework;
- c) Managing framework contracts and projects in the domain of crisis management;
- d) Implementing crisis management processes, activation response, and lessons learned at Agency level, as well as identifying gaps and shortcomings in the crisis management framework;
- e) Contributing to the development of crisis management related procedures in cooperation with other Frontex entities;
- f) Creating, preparing and maintaining a physical crisis management infrastructure within the OPC;
- g) Hosting and supporting the coordination of crisis response activities during crisis;
- h) Cooperating with external crisis management entities and provide assistance to external stakeholders when requested;
- i) Facilitating the harmonization and alignment of crisis management processes with other cross divisional processes.

### 3. DUTIES AND RESPONSIBILITIES LINKED TO THE BOTH POSTS

Reporting to the respective Head of Unit, the Heads of Sectors will be responsible for

➤ **Cross cutting tasks common for the two posts:**

- Supervising the planning, implementation, timely delivery and quality output of the entity in accordance with the programme of work;
- Managing the human and financial resources as allocated;
- Contributing to strategic and programming documents as well as internal policies, guidelines and best practices for the continuous improvement of performance;
- Within the competence of the entity, managing relationships with other Frontex entities and external stakeholders;
- Implementing the budget as allocated according to sound financial principles and rules;
- Collaborating with other internal and external stakeholders according to the established business workflows and in line with management guidelines;
- Developing and maintaining business workflows within their area of responsibility;
- Actively contributing to change management and the embodiment of Frontex identity through its corporate values
- Contributing to the implementation of recommendations stemming from the internal or external audit reports and evaluations in their area of responsibility;
- Contributing to the implementation of the corporate risk management within their area of responsibility;
- Actively promoting the Frontex corporate values and code of conduct, and contributing to the implementation of the Agency's anti-fraud strategy;
- Where so designated, acting as designated controllers.

**Specific duties and responsibilities linked to the relevant posts:**

❖ **Profile 1: Head of Monitoring and Surveillance HUB Sector**

- Managing the tasks entrusted to Frontex, to the Unit and the Sector in the area of complex operations related to aeronautical, maritime and land domain, as well as situational and operational monitoring in 24/7 environment;
- Supervising the implementation of Eurosur Fusion Services, e.g. Border, Maritime and Aerial Surveillance as well as OSINT and/or IMINT;
- Ensuring operational awareness to support decision-making process in Joint Operations and the pre-frontier;
- Ensuring flawless functioning of 24/7 Operations Centre services;
- Leading the change management and service evolution processes of 24/7 services operated within the Unit;
- Supervising development of operational services within the legislative framework;
- Ensuring quality oversight on products and services;
- Supporting the Head of Unit in ensuring the sound financial management of the Operations Centre.

❖ **Profile 2: Head of Crisis Management Sector**

- Provide, design and evaluate crisis management training and exercises for the operational and tactical level of the contingents related to tasks of the Agency but also in the light of staff care;
- Provide crisis reporting templates;
- Establish a coherent crisis methodology throughout the operational activities of the Agency in MS/SAC and Third Countries;
- Ensure horizontal cooperation amongst the contingents and vertically connect them to the HQ;
- Connect the HQ crisis processes with the external environment;
- Integrate and align crisis management processes with other cross divisional processes (Disaster recovery, Business continuity, Field Security, EIBM etc.);

- Handle information up to level SECRET;
- Initiating development and updating of Frontex crisis management strategy, policy and plan, incl. the Frontex Field Security Policy;
- Effective delivery of crisis management related services to internal and external stakeholders.

## 4. ELIGIBILITY CRITERIA

In order to be declared eligible, the applicant must:

### 4.1. General/common criteria<sup>7</sup>

1. Be a citizen of one of the Member States of the European Union or the Schengen Associated Countries and enjoy full rights as its citizen.
2. Have fulfilled any obligations imposed on him/her by the laws of the country of citizenship concerning military service.
3. Produce the appropriate character references as to his/her suitability for the performance of his/her duties<sup>8</sup>.
4. Be physically fit to perform his/her duties.
5. Produce evidence of thorough knowledge of one of the languages of the European Union and of satisfactory knowledge of another language of the European Union to the extent necessary for the performance of the duties (Common European Framework of Reference for Languages: B2 level).

### 4.2. External applicants

#### Minimum qualifications (university diploma)

1. Possess a level of education which corresponds to **completed university studies** attested by a diploma when the normal period of university education is **four years<sup>9</sup> or more**

or

Possess a level of education which corresponds to completed university studies attested by a diploma followed by at least one year full-time professional experience, when the normal period of university education is at least three years<sup>10</sup>.

or

Possess proven professional training (delivered by e.g. Police Academy, Border Guard School, Fire Service Academy, Air Force/Naval/Coast Guard/Army/Defence Academy) primarily in areas of law enforcement (acquired in judiciary/border police training and equivalent), and/or coast guard settings (Search and Rescue training) and/or in a military operational environment **and** demonstrating the full accomplishment and completion of at least one of the following specialized trainings:

**Required for Head of Monitoring and Surveillance HUB Sector:** Open-source Intelligence (OSINT) training, Satellite Imagery Intelligence (IMINT) training, Search and Rescue-related training, Aircraft Coordinator training, EUROSUR operator training.

**Required for Head of Crisis Management Sector:** crisis management, safety and security (incl. field security), border management, cross-border crime (incl. smuggling of goods, trafficking in human beings, operational contingency planning).

Additionally, the candidates should demonstrate **minimum level of relevant professional experience** as indicated below:

<sup>7</sup> Mandatory criteria for the engagement of temporary staff as laid down in Article 12(2) of the CEOS.

<sup>8</sup> Prior to engagement the selected applicant will be required to provide appropriate character references as to his/her suitability for the performance of duties (such as a criminal record certificate or equivalent certificate, not older than six months) as well as a compulsory declaration before engagement in Frontex and a declaration in relation to interests that might be considered prejudicial to his/her independence.

<sup>9</sup> Diploma recognized by any EU Member State to be at EQF levels 7 or 8; only qualifications that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the authorities in EU Member States will be taken into consideration.

<sup>10</sup> Diploma recognized by any EU Member State to be at EQF level 6; only qualifications that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the authorities in EU Member States will be taken into consideration.

Duration of professional training in a relevant area:	Additional professional experience after completion of the training:
More than 6 months and up to 1 year	4 years
More than 1 year and up to 2 years	3 years
More than 2 years and up to 3 years	2 years
More than 3 years	1 year

The above equivalence table means that if you have not completed university studies you may be eligible if you have professional, specialized trainings, and the additional professional experience as indicated accordingly. Only qualifications that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the authorities in EU Member States shall be taken into consideration. Only the required education will be taken into account.

#### Required professional experience

2. Possess (by the closing date for applications) at least **12 years** of proven full-time professional experience in positions corresponding to the nature of duties of the vacant post acquired after the diploma was awarded and/or (at the same time) after the condition(s) described in the criterion above are fulfilled<sup>11</sup>.

*ANY GIVEN PERIOD OF STUDIES OR PROFESSIONAL EXPERIENCE MAY BE COUNTED ONLY ONCE. In order to be calculated as eligible, years of studies or professional experience to be taken into account shall not overlap with other periods of studies or professional experience (e.g. if the applicant had a full-time job and did freelance consultancy work in the evenings and weekends, the days spent on the latter will not be added to the period). In case of part-time work, the professional experience will be calculated pro-rata in line with the workload stated by the applicant. Compulsory military service or equivalent civilian service accomplished before or after achieving the minimum qualification shall be taken into consideration as professional experience subject to provided evidence.*

#### 4.3 Internal applicants

On the closing date for applications and on the day of filling the post, be a member of temporary staff engaged under Article 2(f) of CEOS at Frontex in grade AD8 - AD12.

#### 4.4 Inter-agency applicants

1. On the closing date for applications and on the day of filling the vacant post, be engaged as temporary staff under Article 2(f) of CEOS<sup>12</sup> within their agency in a grade and function group corresponding to the published grade bracket.
2. Have at least two years' service within their agency before moving<sup>13</sup>.
3. Have successfully completed the probationary period as provided for in Article 14 of the CEOS in the relevant function group<sup>14</sup>.

<sup>11</sup> Professional experience will be taken into account after the award of the minimum qualification certifying the completion of the level of studies or professional training required. Only duly documented professional activity is taken into account.

<sup>12</sup> Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials (the "Staff Regulations") and the Conditions of Employment of Other Servants (the "CEOS") of the European Economic Community and the European Atomic Energy Community (OJ P 45, 14.6.1962, p. 1385), as last amended.

<sup>13</sup> Any decision derogating from that principle shall be taken jointly by the two agencies concerned, having regard to the interest of the service of both agencies.

<sup>14</sup> Where, in exceptional circumstances, Frontex would engage a member of temporary staff engaged under Article 2(f) of CEOS who does not meet that condition, such member shall serve a full probationary period in Frontex, and the new contract will not be considered as a renewal of contract but an ex-novo contract.

## 5. SELECTION CRITERIA

Suitability of applicants will be assessed against the following criteria in different steps of the selection procedure. Certain criteria will be assessed/scored only for shortlisted applicants during interviews (and or tests):

### Professional qualifications, competences and experience:

#### Essential criteria common for both profiles

1. At least 12 years of relevant experience in dealing with duties related to the tasks assigned.
2. At least 3 years professional experience in managing at least 5 staff members, developing operational processes, introducing innovation and managing conflicting priorities in a fast-paced policy environment.
3. Knowledge and professional experience in implementation of strategies, rules, policies and guidelines relevant to the tasks assigned.
4. Excellent drafting skills, experience in drafting reports, briefing notes/memos, concept papers.
5. Proven knowledge and experience in portfolio management and/or project and/or process management.
6. Work experience within EU public administration, and international organisations and/or EU Member State migration or law enforcement authorities.
7. Proven professional training (delivered by e.g. Police Academy, Border Guard School, Fire Service Academy, Air Force/Naval/Coast Guard/Army/Defence Academy) primarily in areas of law enforcement (acquired in judiciary/border police training and equivalent), and/or coast guard settings (Search and Rescue training) and/or in a military operational environment and demonstrating the full accomplishment and completion of at least one of the following specialized trainings:
  - **Criterion specific for the role of Head of Monitoring and Surveillance HUB Sector:** Open-source Intelligence (OSINT) training, Satellite Imagery Intelligence (IMINT) training, Search and Rescue-related training, Aircraft Coordinator training, EUROSUR operator training.
  - **Criterion specific for Head of Crisis Management Sector:** crisis management, safety and security (incl. field security), border management, cross-border crime (incl. smuggling of goods, trafficking in human beings, operational contingency planning).

### Besides, the following attributes would be considered advantageous:

#### Advantageous criterion common for both profiles

8. Experience in working in a Situation/Operation Centre on national or international level.

#### Criteria specific for the role of Head of Monitoring and Surveillance HUB Sector

9. A). Proven experience in operations involving maritime and/or aerial assets for the purpose of surveillance and search and rescue operations  
OR  
B). Experience in critical and high-intensity operations, such as law enforcement field activities, search and rescue or similar operations.
10. Proven experience in designing, establishing, conducting and managing border management services such as maritime and aerial surveillance, open-source intelligence, imagery intelligence, or similar.

#### Criteria specific for the Head of Crisis Management Sector:

11. Sound knowledge of crisis management emergency response and incident command.
12. Experience in leading crisis management teams during crisis situations.

### Personal qualities and competences:

#### Personal criteria common for both profiles

13. Ability to work independently as well as lead a multicultural team, coordinating work and motivating staff to achieve objectives while presenting a strong result-oriented approach and sense of accountability.
14. Strong analytical, problem solving and conflict resolution skills.
15. Excellent command of English, written and oral (as the required working language) and ability to effectively communicate, summarise complex issues and negotiate.

## 6. EQUAL OPPORTUNITIES, DIVERSITY & INCLUSION

Frontex applies an equal opportunities policy and, subject to the limitations imposed by law, accepts applications without distinction on grounds of age, race, colour, ethnic or social origin, genetic features, language, political, philosophical, religious or any other conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

Frontex encourages and invites to apply professionals of different backgrounds and origins who want to play an active role in a dynamic team in a multicultural organisation that is contributing to increased European safety.

## 7. SELECTION PROCEDURE

The selection procedure includes the following steps:

- After registration, each application is checked in order to verify whether it meets the eligibility criteria;
- All the pre-eligible applications are evaluated by an appointed Selection Committee based on a combination of certain selection criteria defined in the vacancy notice (some criteria will be assessed/scored only for shortlisted applicants during interviews and/or tests). Certain selection criteria may be assessed/scored jointly, and some criteria may be assessed/scored in two or more steps of the selection procedure;
- Best-qualified applicants who obtain the highest number of points within the application evaluation and who are matching best the evaluated selection criteria will be shortlisted and invited for a competency test and an interview; the names of the members of the Selection Committee will be disclosed to the applicants invited for the test and interview. Only shortlisted candidates will be contacted;
- The test and interview will be conducted in English;
- During the interviews and tests, the Selection Committee will examine the profiles of shortlisted applicants and assess their relevance for the post in question. Certain selection criteria may be assessed/scored jointly, and some criteria may be assessed/scored in two or more steps of the selection procedure. At least one part of the qualifying written test will be assessed based on anonymised answers;
- As a result of the interview and test, the Selection Committee will recommend the most suitable applicant(s) for the post in question to the Appointing Authority of Frontex. An additional interview with the Appointing Authority and/or another relevant manager may be arranged before the Appointing Authority takes the final decision.
- Suitable applicants will be proposed for a reserve list, which may also be used to fill similar<sup>15</sup> vacant posts depending on the needs of Frontex. This reserve list will be valid for at least 1 year (the validity period may be extended). Applicants should note that the placement on the reserve list does not guarantee an employment offer.

Each interviewed applicant will be notified in writing on outcome of his/her application. **We expect all applicants to adhere to the principles of Professionalism, Respect, Cooperation, Accountability and Care when communicating with us.**

**The work and deliberations of the Selection Committee are strictly confidential and any contact of an applicant with its members is strictly forbidden.**

Applicants may be requested to present, at any stage of the selection, documents which will support the information contained in their application form such as originals of their diploma(s), evidence of professional experience clearly indicating the starting, finishing dates and scope of work and workload. Failure to provide such evidence may lead to disqualification of the applicant.

## 8. APPOINTMENT AND CONDITIONS OF EMPLOYMENT

The most successful applicant will be selected and appointed<sup>16</sup> by the Appointing Authority of Frontex.

In order to be engaged, the appointed applicant shall:

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<sup>15</sup> The established reserve list from this procedure can only be used for the same or similar post for which the same justification in the interest of service (i.e. deviating from the eligibility requirement of university degree for the external applicants) applies.

<sup>16</sup> Engagement of an inter-agency applicant in a grade higher than AD9 is conditional upon the availability of respective grades in Frontex' Establishment Plan at the moment of appointment.

- Be available for the job at short notice (not later than 4 months after the job offer is made);
- Produce documents which support the information contained in his/her application;
- Produce appropriate character references (such as a criminal record certificate or equivalent certificate, not older than six months) and specific declarations prior to his/her engagement to finally assess his/her up-to-date suitability (or limitations) for the performance of duties;
- Be physically fit to perform his/her duties<sup>17</sup>.

The appointed external applicant will be engaged as temporary staff pursuant to Article 2(f) of the CEOS in function group and grade AD9<sup>18</sup>. A contract of employment will be offered for a period of five years, with a probationary period of nine months. The contract may be renewed.

The staff member's remuneration consists of a basic salary and allowances. The staff member may be entitled to various allowances, in particular to an expatriation (16 % of basic gross salary) or to a foreign residence allowance (4 % of basic gross salary) - depending on particular situation, and to family allowances (depending on personal situation) such as household allowance, dependent child allowance, pre-school allowance, education allowance.

**The final net calculation (amount payable) is as follows:**

Function group, grade and step	AD9 Step 1	AD9 Step 2
1. Basic net/payable salary (after all deductions, contributions and taxes are applied)	5 610 EUR 24 229 PLN	5 802 EUR 25 058 PLN
2. Other possible monthly entitlements/allowances, depending on the personal situation of the candidate (expressed as gross amount weighted by 78,80% correction coefficient applicable for Poland):		
b. Household allowance	339 EUR 1 463 PLN	345 EUR 1491 PLN
c. Expatriation allowance	1 234 - 1 482 EUR 5 331 - 6 401 PLN	1 286 - 1 535 EUR 5 555 - 6 629 PLN
d. Dependent child allowances for each child	403 EUR 1 742 PLN	403 EUR 1 742 PLN
e. Preschool allowance	99 EUR 425 PLN	99 EUR 425 PLN
f. Education allowance for each child up to	547 EUR 2 363 PLN	547 EUR 2 363 PLN

The remuneration is expressed in EUR, after the compulsory deductions set out in the Staff Regulations of Officials (the "Staff Regulations") or in any implementing regulations is weighted by the correction coefficient for Poland (currently 78.80%). It can be paid either in EUR or in PLN according to a fixed exchange rate (currently 4.3190 PLN/EUR).

The remuneration of the staff members, the correction coefficient and the exchange rate are updated annually before the end of each year, with retroactive effect from 1 July, in accordance with Annex XI of the Staff Regulations.

Staff pays an EU tax at source and deductions are also made for medical insurance, pension and unemployment insurance. Salaries are exempt from national taxes. The rate of the solidarity levy is 6 %.

An [accredited European School](#)<sup>19</sup> operates in Warsaw to allow dependent children of all Frontex statutory staff (including Polish nationals) to attend a (tuition-free) European-type multilingual education. The school offers the complete education cycle (from Nursery to Secondary level finishing with the European Baccalaureate exam). Frontex staff children enjoy priority admission to this school, however it may happen that the required class/level is full at the moment of admission and the school cannot enrol the child. In such a case, education allowance may be granted up to a single ceiling provided that an enrolment took place at another fee-paying school. The admission process is exclusively being handled by the school and it's subject to school's internal policies<sup>20</sup>; therefore, it is strongly advisable that parents interested get promptly in contact directly with the school to receive thorough information<sup>21</sup>.

<sup>17</sup> Before the engagement, the successful applicant shall be medically examined by the EU medical service to fulfil the requirement of Article 13 of CEOS.

<sup>18</sup> For existing EU temporary staff 2(f) the classification in grade and step should be established in line with Article 55 of the CEOS.

<sup>19</sup> More details on the European Schools system available here: [About the Accredited European Schools](#) (eursc.eu).

<sup>20</sup> E.g. the school may require the pupil concerned to set language competency exams, etc.

<sup>21</sup> You may find contact details by accessing: [International European School\\*Warsaw](#)

Moreover, under the Headquarters Agreement signed between the Agency and Polish authorities<sup>22</sup> in 2017, the Polish authorities may provide benefits to Frontex expatriate staff<sup>23</sup> which are available after starting the employment at Frontex, and after certain eligibility criteria are met:

(a) reimbursement of VAT on purchases of household goods and furniture to assist a newcomer to settle in Warsaw;

(b) reimbursement of VAT and excise tax (if applicable) on a purchase of a motor-vehicle.

Staff is entitled to an annual leave of two working days per each complete calendar month of service and to additional days of leave depending on the grade and age. Moreover, two and a half leave days are granted every year to the staff members entitled to the expatriation or foreign residence allowance for the purpose of visiting their home country. In addition, there are on average 18 public holidays per year. Special leave is granted for certain circumstances such as marriage, birth or adoption of a child.

Being a knowledge-based organization, Frontex acknowledges the importance of training provided to its staff. Frontex provides general and technical nature training as well as professional development opportunities that are discussed annually during the staff performance appraisal.

Throughout the period of service staff is a member of the EU pension scheme. The pension is granted after completing a minimum of 10 years' service and after reaching the pensionable age. Pension rights acquired in one or more national schemes before starting to work at Frontex may be transferred into the EU pension system.

Staff is covered 24/7 and worldwide by the Joint Sickness Insurance Scheme (JSIS). Staff is insured against sickness, the risk of occupational disease and accident as well as entitled under certain conditions to a monthly unemployment allowance, the right to receive payment of invalidity allowance and travel insurance.

For further information on working conditions please refer to the Staff Regulations and the CEOS.

Frontex requires selected applicants to undergo a vetting procedure executed by the National Security Authority of the applicants' state of citizenship in order to obtain a personnel security clearance. The level of the latter depends on the specific post/position. For this post, the **required level of clearance is specified on the title page of the Vacancy Notice**. Applicants who currently hold a valid personnel security clearance at the above-mentioned level (or higher) may not need to obtain a new one, pending confirmation from their respective National Security Authority. The National Security Authority of the applicant shall provide Frontex, with an opinion or a personnel security clearance in accordance with relevant national legislation. In case selected applicants do not currently hold a valid security clearance at the above-mentioned level, Frontex will request such from the National Security Authority of the applicants' state of citizenship. In case of a failure to obtain the required personnel security clearance or if the National Security Agency issues a negative opinion at the above-mentioned level after the signature of the contract of employment Frontex has the right to terminate the contract of employment.

## 9. PROTECTION OF PERSONAL DATA

Frontex ensures that applicants' personal data are 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.

Please note that Frontex will not return applications to applicants. This is due, in particular, to the confidentiality and security of such data.

The legal basis for the selection procedures of temporary staff is defined in the CEOS<sup>24</sup>, in the Management Board Decision No 14/2019<sup>25</sup> and in the Decision of the Executive Director No R-ED-2024-106<sup>26</sup>.

The purpose of processing personal data is to enable to properly carry out selection procedures.

The selection procedure is conducted under the responsibility of the Human Resources Unit within the Human Resources and Corporate Services Division of Frontex. The controller for personal data protection purposes is Frontex, the responsible Unit being the Human Resources Unit. The information provided by applicants will be accessible to a strictly limited number of staff within the Human Resources Unit and IT experts, to the members of the Selection Committee and to Frontex management. If necessary, it will be provided to the staff of the Legal Services and Procurement Unit, of the Inspection and Control Office,

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<sup>22</sup> *Headquarters Agreement between the Republic of Poland and the European Border and Coast Guard Agency (Frontex) (Polish Official Journal of 2017, item 1939).*

<sup>23</sup> *Polish citizens and permanent residence holders are excluded.*

<sup>24</sup> *In particular the provisions governing conditions of engagement in Title II, Chapter 3.*

<sup>25</sup> *Management Board Decision No 14/2019 of 18 July 2019 laying down general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the Conditions of Employment of Other Servants of the European Union.*

<sup>26</sup> *Decision of the Executive Director No R-ED-2024-106 on recruitment and selection of temporary staff under Article 2(f) and contract staff under Article 3a of the Conditions of Employment of Other Servants of the European Union.*

external parties directly involved in the selection process. For the purposes of safeguarding the financial interests of the Union, your personal data may be processed by the Frontex Internal Audit Capability, the Internal Audit Service of the European Commission, the European Court of Auditors, the Financial Irregularities Panel and/or the European Anti-Fraud Office (OLAF).

There will be no automated decision making or profiling based on the applicants' data.

No data will be transferred to a third country or an international organisation.

Processing begins on the date of receipt of the application. Data storage policy is as follows:

- For applications received from non-selected applicants: the data are filed and stored in archives for **5 years** and after this time the data are destroyed;
- For applicants placed on a reserve list but not recruited: the data are kept for the period of validity of **the reserve list** and after this time the data are destroyed;
- For recruited applicants: the data are kept for a period of **10 years** after the termination of employment and after this time the data are destroyed.

Applicants have the right to request access to and rectification or restriction of processing of their personal data or, where applicable, the right to object to that processing or the right to data portability. In case of identification data, applicants can rectify those data at any time during the procedure. In the case of data related to the eligibility or selection criteria, the right of rectification can only be exercised by submitting/uploading a new application and it cannot be exercised after the closing date for submission of applications. Withdrawal of the consent to such data processing operations will result in the exclusion of the applicant from the recruitment and from the selection procedure.

Should an applicant have any query concerning the processing of his/her personal data and has substantiated request, he/she shall address them to the Human Resources Unit at [jobs@frontex.europa.eu](mailto:jobs@frontex.europa.eu) or Frontex Data Protection Officer at [dataprotectionoffice@frontex.europa.eu](mailto:dataprotectionoffice@frontex.europa.eu).

Applicants may have recourse at any time to the European Data Protection Supervisor ([edps@edps.europa.eu](mailto:edps@edps.europa.eu)).

## 10. REVIEW AND COMPLAINT PROCEDURE

- Each applicant may request feedback on assessment of his or her application as established by the Selection Committee.
- If deemed appropriate, he/she may ask for a formal review/reassessment of the original assessment.
- After Frontex takes a decision on applicant's application, he/she may lodge a complaint.

Details of these procedures are provided [here](#).

## 11. APPLICATION PROCEDURE

Frontex Application Form is to be downloaded (as a dynamic PDF form) from Frontex website under the link

**Note: It is required to upload the digital application form saved in its original electronic dynamic PDF format (not scanned). Do not use any e-mail communication to submit your application (for exceptional circumstances see point 6 below) - such an application will be automatically disregarded and will not be recorded and further processed.**

provided next to the Reference Number of the post/position. This digital application form is specifically created only for this selection procedure (and shall not be reused for another procedure).

The Frontex Application Form must:

1. Be opened in a PDF reader in a MS Windows equipped computer - the recommended version of the PDF reader is Adobe Acrobat Reader DC (version 2021.001.20155. You may download a free version [here: https://get.adobe.com/uk/reader/](https://get.adobe.com/uk/reader/)).
2. Not be manipulated or altered. The form is digitally signed and protected against any manipulation or changes. Therefore, applicants shall not try to manipulate and/or alter it - in such a case the digital signature will disappear, and the application form will become invalid for subsequent processing resulting in an automatic rejection of such submission.
3. Be completed in English. Fields, where you may enter your input, are highlighted in light blue colour. Fields marked with an asterisk (\*) indicate a required input. You should be concise, the space for your input is limited by the size of the text boxes.
4. Be saved and named as follows: 'SURNAME\_RCT-2025-00034'.
5. **Be submitted to Frontex - after saving - by uploading it to this URL link:**

<https://microsite.frontex.europa.eu/en/recruitments/RCT-2025-00034>

6. In case you have technical issues with filling/saving/uploading your electronic application form, you may write to us (in advance of the closing date for submission of applications) at [jobs@frontex.europa.eu](mailto:jobs@frontex.europa.eu).

In case you submit more than one application for this procedure, Frontex will only assess the latest one and will automatically disregard all your previous applications.

If at any stage of the selection procedure it is established that any of the requested information provided by an applicant is false or misleading, the applicant in question will be disqualified.

Do not attach any supporting or supplementary documentation with your application until you have been asked to do so by Frontex.

Incomplete applications, applications uploaded after the deadline, sent by e-mail without prior consent of Frontex HR or applications using inappropriate, or altered/manipulated application forms will be automatically disregarded by the system and will **not** be processed further.

Due to the large volume of applications, Frontex regrets that only applicants invited for the test and interview will be notified about the outcomes. The status of the selection procedure is to be found on Frontex website.

Due to high volume of selection procedures handled by Frontex, the period between the closing date for the submission of applications and the final shortlisting of applicants for an interview may take more than two months.

**The closing date (and time) for the submission of applications is provided on the title page of the Vacancy Notice.**

**Please keep a copy of the automatically generated submission code that proves that you have submitted/uploaded your application to Frontex.**

**Applicants are strongly recommended not to wait until the last day to submit their applications.**

**Frontex cannot be held responsible for any last-minute malfunction due to an overload of the system or for other technical issues applicants may eventually encounter in the very last moment before the deadline.**