



The Hague, 24 August 2015  
Reg. n°: Europol/2015/TA/AD7/212

## VACANCY NOTICE

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**Name of the Post:** Senior Specialist - Application Operations Engineer within the ICT Business Area, ICT Operations Group, Application Operations Team within Europol (AD7)

**Reporting to:** Senior Specialist of Application Operations Team  
Business manager ICT Operations

### 1. About Europol

Applications are invited for this position at the European Police Office (Europol).<sup>1</sup>

Europol is located in The Hague, The Netherlands, and its main tasks are the following:

- a) to collect, store, process, analyse and exchange information and intelligence;
- b) to aid investigations in the Member States, in particular by forwarding all relevant information to the national units;
- c) to ask the competent authorities of the Member States concerned to initiate, conduct or coordinate investigations and to suggest the setting up of joint investigation teams in specific cases;
- d) to provide intelligence and analytical support to Member States in connection with major international events;
- e) to prepare threat assessments, strategic analyses and general situation reports relating to its objective, including organised crime threat assessments.

For more information please visit Europol's website [www.europol.europa.eu](http://www.europol.europa.eu).

**Europol applies a policy of equal opportunity for men and women and accepts applications without distinction on ground of sex, race colour, ethnic or social origin, genetic characteristics, and language, religious, political or other convictions and opinions, financial situation, disability, age sexual orientation, marital status or family situation. Applications from female candidates are particularly encouraged. Employment at Europol is open to nationals of the EU Member States. There is no national quota system in operation but Europol is required to strive for a broad range of nationalities in order to keep a well-balanced geographical distribution among its staff members.**

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<sup>1</sup> Europol has been established under the Council Decision (EC) No. 2009/371 of 6 April 2009.

## 2. Background and main purpose of the post

The ICT Business Area has the responsibility for developing and operating critical ICT solutions and capabilities supporting the core mission and support processes of Europol. Over 120 internal staff members and a significant number of domain-specific consultants are responsible for developing, delivering and maintaining information management and communication technology capabilities that ensure enhanced criminal information exchange among Europol, Member States and third parties.

The ICT Operations Group design, implement, operate and maintain all ICT Infrastructure components for Europol, the Member States and third parties as well as the operations & support of all Europol systems. The Group is comprised of several functional teams (e.g. Engineering, Application & Infrastructure Operations, ITOC, Service Management, and Workplace Services) together with an Embedded Security Team that spans across functional teams in a matrix fashion.

Within the ICT Operations group, the Application Operations team is responsible for day to day operations of all software solutions provided to internal and external customers. The team is in charge of all new software releases and the transition of software solutions to the production environment.

The ICT Applications in use at Europol are comprised of a mix of technologies provided by major vendors like Microsoft, Oracle and VMware that are customized and integrated to cover the organization requirements.

The successful candidate as part of the Application Operations team will be in charge of applications support as well as new releases into production, will be a member of the 2<sup>nd</sup> level support team for applications and will be involved in design and engineering activities supporting colleagues from these areas.

## 3. Tasks and responsibilities

Europol ICT has an inherently high degree of sophistication stemming from the complexity of the business. The infrastructure therefore includes state of the art technologies and enterprise-grade features such as fully virtualised data centre, high availability, geographically distributed disaster recovery and 24/7 enterprise monitoring.

### General responsibilities

The **Applications operation engineer** responsibilities include:

- Contribute to the daily, weekly, monthly and yearly management activities on the deployed applications such as monitoring, maintenance, configuration management, incident and problem resolution;
- Plan and execute the installation of new applications in the production environment;
- Install, configure and administer application systems for production and non-production environments;
- Design, implement and maintain operational procedures, propose and implement new tools and working practices for the continuous improvement of the efficiency and quality of service;
- Produce accurate technical documentation as required;
- Manage consultants working on the systems in the area of responsibilities;

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- Cooperate with the Solution Engineering group for 3rd level escalation, application-level troubleshooting and problem resolution;
- Execute feasibility studies, technical designs, and implement new technology solutions, in collaboration with other teams, as appropriate;
- Plan and perform change management and release management duties for databases and application servers;
- Any other duties in the area of competence as assigned by the Team Leader Applications Operations.

**This position might require participation in a shift system including weekends and nights as well as participation in on-call duty.**

### 4. Requirements

#### 4.1 Eligibility criteria:

##### a. Candidates must:

- Be a national of one of the Member States of the European Union and enjoy full rights as a citizen;
- Have fulfilled any obligations imposed by the applicable laws on military service;
- Produce appropriate character references as to his or her suitability for the performance of the duties;
- Be physically fit to perform the duties pertaining to the position;<sup>2</sup>
- Produce evidence of a thorough knowledge of one of the languages of the Union and a satisfactory knowledge of another language of the Union to the extent necessary for the performance of the duties.

##### b. Candidates must have:

- A level of education which corresponds to completed university studies, preferably in the area of Computer Science or Information Technology attested by a diploma when the normal period of university education is four years or more;

**OR**

- A level of education which corresponds to completed university studies, preferably in the area of Computer Science or Information Technology attested by a diploma and appropriate experience of at least one year when the normal period of university education is three years;

**In addition** to the above at least **6 years** of professional work experience gained following the award of the diploma.

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<sup>2</sup> Prior to appointment the successful candidate will be medically examined by one of the institution's medical officers in order that the institution may be satisfied that the candidate fulfils the requirements of Article 12(2)(d) CEOS

### 4.2 Selection criteria:

#### a. Professional experience

##### Essential:

- Experience in root cause analysis processes, problem solving, issue tracking performance improvements and support;
- Experience in application deployment and automatic application deployment on Microsoft Windows OS;
- Experience as a Microsoft Windows Server 2008R2 administrator;
- Experience as a Microsoft SharePoint administrator.

##### Desirable:

- Experience in working in an international, multi-disciplinary environment;
- Experience with Linux OS, preferably RedHat;
- Experience in application deployment and automatic application deployment on Linux OS;
- Experience with recent versions of Tomcat;
- Experience with High Availability/Scalability design concepts and implementation options;
- Experience with distributed message based architectures.

#### b. Professional knowledge:

##### Essential - Please specify per category the level of experience in this field:

- Knowledge of Microsoft technologies Windows Server, IIS, SharePoint, Exchange, SQL, PowerShell. Other technologies will be considered a plus;
- Knowledge of JEE framework with emphasis on Servlet, JSP, JDBC, JMS (e.g. ActiveMQ) and XML;
- Knowledge of development life cycle, build and deployment processes;
- Knowledge of ITIL practices;
- Knowledge of database systems.

##### Desirable:

- ITIL certification;
- Certificates in the area of Oracle databases;
- Certificates in the area Linux operating systems, preferably RedHat.

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### c. Technical skills and competencies:

#### Essential:

- Excellent communication skills in English, both verbally and in writing with the ability to adapt to various technical and non-technical audiences and needs;
- Excellent organizational skills including the ability to plan own work load and exercise initiative;
- Structured approach to work aimed at getting results;
- Ability to plan, supervise and implement complicated ICT deployments;
- Professional credibility and integrity;
- Ability to analyze technical problems and provide practical solutions.

### d. Social skills and competencies:

#### Essential:

- Ability to remain focused and calm under pressure and to handle a heavy workload;
- High level of customer and service-orientation;
- Excellent interpersonal skills with the ability to work well under pressure, both independently and in a team;
- Ability to work effectively in an international and multi-cultural environment;
- High degree of commitment and flexibility.

## 5. Selection procedure<sup>3</sup>

The Contracting Authority sets up a Selection Committee which consists of at least three members, one from the Human Resources Unit of Europol, one from the concerned Unit or Department and one designated by the Staff Committee.

For **non-restricted** posts the Contracting Authority may designate up to two additional members to the Selection Committee on a proposal from the Management Board, either from another service of Europol, from outside Europol or from outside the community institutions including Member States.

The Selection Committee determines candidates' suitability for the position by assessing their skills, experience and qualifications against the established job profile and makes an initial selection from the applications received.

The Selection Committee will invite the 5 highest scoring candidates (short-listed). All candidates having a score equal to the 5<sup>th</sup> highest scoring candidate will be included to the list of invited candidates.

**Shortlisted applicants are invited to participate in a post-related selection procedure, generally consisting of written and/or practical tests and competency-based interviews.**

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<sup>3</sup> Detailed information on the selection procedure, including the appeal procedure is available in the Europol Recruitment Guidelines, on Europol's website.

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The Contracting Authority makes a decision of appointment on the basis of advice from the Selection Committee. He will inform the Committee of his decision. All candidates who attend the selection procedure will be informed of the outcome.

Candidates who attended a selection procedure may request feedback on their performance of the written test and interview within three months after the selection procedure. Europol will not be in a position to respond to feedback inquiries received outside this time frame.

The Selection Committee's work and deliberations are confidential. It is forbidden for candidates to make direct or indirect contact with the members of the Selection Committee or for anyone to do so on their behalf. All enquiries or requests for information or documentation in relation to the competition should be addressed to the Europol Recruitment Office.

### 6. Salary

#### Scale: AD7

The basic monthly salary is EUR **5612.65** (step 1) or EUR **5848.50**(step 2).

The step in grade is determined on the basis of professional experience gained after the education required for the position and in line with applicable implementing rules.

**In addition, if applicable, allowances such as managerial allowance, expatriation allowance, household allowance, dependent child allowance and education may be granted.**

**Europol offers a comprehensive welfare package comprising additional benefits such as medical insurance, unemployment and invalidity allowance as well as a pension scheme.**

**Salaries are subject to a community tax but exempt from national taxation.**

### 7. Terms and conditions

#### 7.1 Probation period

Engagement for this position is subject to the successful completion of a probationary period of **9** months. Within this period the successful candidate will have to undergo a post-related security screening.

Europol reserves the right to terminate the contract of employment during or at the end of the probation period in accordance with Article 14 of CEOS.

#### 7.2 Security screening and certificate of good conduct

All candidates who have successfully passed a selection procedure are required to apply for a national "certificate of good conduct" at the time an offer of employment is made. The "certificate of good conduct" must be provided to Europol prior the signature of the employment contract. In case of unfavourable entries in the "Certificate of good conduct" Europol reserves the right not to award an employment contract.

However, the national certificate of good conduct does not substitute a valid full Personal Security Clearance Certificate (PSCC) that must be obtained for all Europol staff at the level indicated in the Job Description. A PSCC is a certificate issued by a

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competent authority establishing that an individual is security cleared. It contains: the level of clearance; the date of issuance and the date of expiry. Failure to obtain the requisite security clearance before the expiration of the probationary period may be cause for termination of employment contract.

**The requested level of Security Clearance for this post is EU SECRET.**

### 7.3 Contract of employment

The successful candidate will be recruited as **Temporary Agent AD7** pursuant to Article 2 (f) of CEOS, for a period of 5 years<sup>4</sup> (full-time – 40 hours a week).

The contract may be renewed for a period of 4 years. Only in highly exceptional cases, Europol grants third contracts of an indefinite nature.

The place of employment will be The Hague, The Netherlands.

For further information on terms and conditions please consult the EC Staff Regulations which are available on Europol's website [www.europol.europa.eu](http://www.europol.europa.eu).

## 8. Data Protection

The data submitted is processed in order to assess the suitability of candidates for a position at Europol. All personal data collected for the purpose of the selection procedure will only be used within this specific context and will not be disclosed to any third party, except for restricted posts in which the application may be transmitted to the National Unit and the respective Liaison Bureau.

Any data provided will be treated in strict confidence and in full compliance with all applicable data protection rules. The legal bases for the processing of personal data are the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Communities (Title III Chapter 1) and their implementing rules.

All documents provided to Europol will be kept in Europol's files and will not be returned to the candidate. Applications of non-recruited candidates will be kept for a maximum of two years. Data of non-recruited applicants on the reserve list for appointment will be kept for a maximum of two years after the expiry of the reserve list. Data of recruited candidates will be transferred to their personal file.

The Head of Administration is responsible for the data processing operation. Candidates have the right to access, rectify, block and erase their personal data in accordance with the applicable data protection rules.

Candidates have the right of recourse to the Europol Data Protection Office (Data Protection Office - PO Box 90850, 2509 LW The Hague, The Netherlands) and the Joint Supervisory Body ([www.europoljsb.consilium.europa.eu](http://www.europoljsb.consilium.europa.eu)).

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<sup>4</sup> For internal candidates the duration of the current contract will be taken into account in the total duration of the contract.

## **9. Additional Information**

**9.1 Deadline for application: 12 October 2015**

### **9.2 Selection procedure**

Please refer to the EUROPOL RECRUITMENT GUIDELINES available on Europol's website [www.europol.europa.eu](http://www.europol.europa.eu) for further details on the application process and the selection procedure.

### **9.3 Contact Details**

For further details on the application process please call +31 (0) 70 353 1583 or +31 (0) 70 353 1628.