

Call for expression of interest for **SECONDED NATIONAL EXPERTS (SNE)**

Reference number: ACER/SNE/2023/OC

Position (job title):	Secoded National Experts
Department / Team:	Various Departments of the Agency
Type of contract	Secoded National Expert (SNE)
Contract duration	6 months to 24 months (with possibility of extension)
Location:	Ljubljana, Slovenia
Closing date for applications:	Open call – no deadline for application (interested candidates are encouraged to apply so that they can be contacted as soon as a position in their area of interest becomes available)

1. ABOUT THE AGENCY

The European Union Agency for the Cooperation of Energy Regulators (hereinafter referred to as “ACER”) is a European Union (“EU”) body, legally established by Regulation (EU) No 2019/942¹ and operational since 2011. ACER is central to the integration and well-functioning of the EU's electricity and natural gas markets.

1.1 Our purpose

Our overall purpose is achieving a transition of the European energy system in line with the political objectives set, reaping benefits of increased energy market integration across Europe, and securing low-carbon supply at least possible cost for European businesses and citizens.

The Agency promotes:

- A more competitive, integrated market, offering consumers more choice,
- An efficient energy infrastructure and network, enabling energy to move freely across borders, the integration of renewable sources, and therefore ensuring a higher degree of security of supply,
- A monitored and transparent energy market guaranteeing consumers fair prices and limitation of market abusive behaviours.

In this respect, ACER:

- Complements and coordinates the work of NRAs,
- Participates in the development of European network rules,
- Takes, under certain conditions, binding individual decisions on terms and conditions for access and operational security for cross-border infrastructure, on cross-border cost allocation for Projects of Common Interest and on terms and conditions or methodologies for the implementation of network codes,

¹ Regulation (EU) No 2019/942 of the European Parliament and of the Council of 05 June 2019 (recast).

- Gives advice on electricity and natural gas related issues to the European institutions,
- Monitors the internal markets in electricity and natural gas and reports on its findings,
- Monitors trading in wholesale energy products to detect and deter market abuse and ensure the integrity and transparency of EU wholesale energy markets in accordance with REMIT i.e., Regulation (EU) No 1227/2011.

1.2 ACER's evolving role

ACER is on a significant growth trajectory, marked by an expanding number and array of tasks in the recent years. Our role as a collaborative agency within the framework of the EU's national energy regulatory authorities remains at the heart of our mission, complimented by a range of tasks that span various aspects of the EU energy system, encompassing monitoring of energy flows, wider system needs, and so much more.

ACER is currently at a critical point, playing a key role in advancing EU energy market integration and bolstering market integrity and transparency; efforts that strike us as more crucial than ever. Our goal is to contribute with our capacities, insights, and creativity as an EU energy regulatory agency to a transition of the energy system that is affordable, secure, and decarbonized – a transition that takes place at the pace set by leaders across the EU.

ACER has been entrusted with additional responsibilities under the "Clean Energy for all Europeans" legislative package, and is expecting new legislative packages to be adopted, focusing on key areas such as Gas Decarbonisation, REMIT reform, and Electricity Market Design, aiming to bring transformative changes and further evolving the European energy landscape.

1.3 Who we are

ACER currently employs around 170 staff (statutory and non-statutory) and has an approved annual budget of € 30,770,880 in 2023. With the new responsibilities being assigned to its mandate, the Agency anticipates a significant growth in the forthcoming years, expecting more than 200 staff by 2025.

Our organizational structure is undergoing a transformation to enhance our efficiency and effectiveness. We are in the process of finalizing a reorganization that will result in the following new structure, comprising seven Departments in 2024: Coordination and Operations, Electricity, Energy System Needs, Gas Hydrogen and Retail, Market Information and Transparency, Market Surveillance and Conduct, REMIT Investigatory.

1.4 Our ongoing journey of progress

ACER offers a dynamic and motivating workplace, where diversity is celebrated and where people's commitment and achievements contribute to build an organisation that is better than the sum of its parts. We strive towards becoming an innovative and engaging workplace, by committing continuously to invest in learning and development opportunities and by focusing on staff well-being and work-life balance.

We invest heavily in the professional development of staff, support a 'low on hierarchy, high on impact' organisational culture, prioritise personal relations and support an active constructive feedback culture, emphasising the positives whilst not shying away from addressing the negatives.

Looking ahead, as a growing agency we recognize the importance of focusing on cross-organizational issues, encompassing both work practices and our broader work culture. We find this essential to maintain a cohesive, collegial work culture ("one ACER"), which is reinforced as we welcome a significant number of new colleagues joining our agency in the coming years.

At ACER we believe in fostering a high-impact, high-performance type of environment, built on strong mutual trust, empowerment, personal responsibility, psychological safety, and teamwork at all levels.

2. WHAT WE OFFER

The Agency may offer positions to experienced and highly motivated Seconded National Experts (SNE), who will work together with the Agency's staff.

Secondments at the Agency are governed by ACER decision AB No. 02/2011 of 3 March 2011, laying down the rules on the secondment of national experts to the Agency for the Cooperation of Energy Regulators. This decision is available on the Agency website.

A national expert on secondment remains in the service of their employer. Secondment is not equivalent to employment, nor does it lead to employment by the Agency.

The **positions of SNEs available in the Agency** are set according to the profiles in **Annex I**.

2.1 Work-life balance

At ACER, we are committed to providing a healthy work-life balance, by offering the possibility of hybrid working arrangements that allow you to balance your professional and personal life effectively. With flexible working hours, you can tailor your schedule to suit your preferences, making it easier to manage your commitments both in and outside of work. We believe that a harmonious work-life balance is essential for everyone's well-being and productivity.

3. QUALIFICATIONS

A. Eligibility Criteria

The candidate should meet the following essential criteria:

1. To be employed by a national, regional, or local public administration² or an Intergovernmental Organisation (IGO).³
2. To have a level of education which corresponds to completed university studies of at least three years, attested by a diploma;
3. To have at least three years of professional experience, relevant for the profiles as advertised;
4. To have worked for their employer on permanent or contract basis for at least 12 months before their secondment; the SNE shall remain in the service of that employer throughout the period of secondment.

B. Selection Criteria

1. Qualification and work experience as advertised in each different profile;
2. Excellent written and oral communication skills;
3. Ability to work as part of team and under pressure.

Knowledge of languages

SNEs must produce evidence of a thorough knowledge of English language (preferably C2 level⁴) and a satisfactory knowledge (level B2) of one of the official languages of the European Union or Norway, Iceland and Liechtenstein to the extent necessary for the performance of his/her duties⁵.

² Public administration means all State administrative services, at central, federal and regional level, comprising ministries, government and parliament services, the courts, central banks, and the administrative services of local authorities, as well as the decentralized administrative services of the State and of such authorities. For the same purpose, public administration also includes the regulatory authorities referred to in Article 35 of Directive 2009/72/EC and Article 39 of Directive 2009/73/EC.

³ The Director of ACER may, on a case-by-case basis, authorise the secondment of an SNE from an employer other than a State public administration or an IGO, according to Article 2.3 of the decision AB No. 02/2011 of 3 March 2011.

⁴ According to the Common European Framework of Reference for Languages, available at <https://www.coe.int/en/web/common-european-framework-reference-languages/>

⁵ The languages of the EU are Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovene, Spanish, and Swedish.

4. SELECTION PROCEDURE

Interested candidates may apply for any of the profiles advertised in Annex I. The applications received will be evaluated on a regular basis.

A position as SNE may be offered according to the needs of the Agency and the budgetary availability: the secondment will be effected by an exchange of letters between the Director of ACER and the SNE's employer.

5. EQUAL OPPORTUNITIES

The Agency applies an equal opportunities policy and accepts and treats applications without distinction on grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

6. CONDITIONS OF SECONDMENT

SNEs remain in the service of their employer and, therefore, their salary will continue to be paid by the employer during the period of the secondment. SNEs shall be entitled, throughout the period of secondment, to a daily subsistence allowance and a monthly subsistence allowance, according to the distance between their place of origin and the place of secondment, and as regulated in Chapter III of ACER decision AB No. 02/2011 of 3 March 2011.

7. DATA PROTECTION

The applications for SNEs shall not be returned to the applicants and shall be kept on file by the Agency in line with the retention policy in place.

The Agency adheres to and is regulated by 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, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC.

8. APPLICATION PROCEDURE

For applications to be valid, Applicants must submit:

- A detailed ***curriculum vitae*** in **European CV format, in English**;
- A **letter of motivation (one-page maximum) in English** explaining in which positions they acquired their knowledge and professional experience;
- A duly filled-in declaration of honour, which shall include the confirmation of support by the seconding administration.

Applications shall be sent in English and by email to the following functional mailbox: selection-sne@acer.europa.eu, quoting the reference of this call for expression of interest in the subject of the message.

In order to facilitate the selection process, all communication to applicants concerning this vacancy will be in English.

This call for expression of interest is open-ended, there is no deadline for applications.

If at any stage in the procedure it is established that any of the information that an applicant has provided is incorrect, the applicant in question will be disqualified.