



European Committee  
of the Regions

Human Resources and Finance

## VACANCY NOTICE

### Administrator in the CIVEX commission CONST sector

Reference number: COR/AD5-AD12/38 BIS/24

Directorate	Directorate for Legislative work 1
Unit	Commission CIVEX
Vacancy	AD5-AD12
Type of post	ADMINISTRATOR Publication under Article 29(1)(a), (b) and (c) of the Staff Regulations
Date of publication	19/12/2024
Deadline	15/01/2025 at noon (Brussels time)

## 1. Your job and responsibilities

Interested in political, legislative and analytical work related to democracy, better regulation and active subsidiarity? Like to be part of a dynamic team, holding a wide set of responsibilities, and having frequent contact with the members of the European Committee of the Regions (CoR)?

As an administrator in the Constitutional affairs sector (CONST), you are responsible for policy coordination, expert input, guidance and monitoring, and contributing to the legislative and political work of the CIVEX Commission. You will need to provide high-quality policy support to CoR members and promote the CoR's political messages in the policy fields relevant to the CIVEX commission.

You organise CIVEX commission meetings, meetings of other CoR bodies, notably the BRASS-G, as well as other events.

You are also responsible for managing relevant studies, shaping the CoR Better Regulation strategy and activities, fostering regular contact and cooperation with counterparts in other EU institutions and with external partners, developing specific (inter-institutional) projects in the areas of the democracy, better regulation and subsidiarity.

## 2. Who are we? What are the challenges for us ahead?

The CIVEX commission secretariat is one of the three Units that make up the Directorate for Legislative work 1. The main tasks of the Directorate are to prepare the political messages of the institution by assisting Members in drawing up CoR opinions, supporting the political process within the Bureau and Plenary Session, and organising Commission meetings and external events. The key mission of the Directorate is to promote the effective involvement and contribution of the CoR in the decision-making process of the EU.

It plays a key role in framing and implementing the CoR's institutional and political strategies, and contributing to an improved, evidence-based, EU policy-making. An important element of this work is to provide analytical and organisational support to the political work of the institution, and to ensure the follow-up of CoR opinions, promoting and monitoring their impact.

The CIVEX commission focuses on specific policy areas:

- Constitutional affairs, responsible for topics like democracy, devolution and multilevel governance, subsidiarity and proportionality, better law-making and regional/local impact of EU legislation, migration, asylum and integration, rule of law (CONST);
- External relations, responsible for driving the CoR's activities in support of Ukraine and for shaping the local and regional dimension of the enlargement and neighbourhood policies, as well as for promoting and supporting the role of local and regional authorities in development cooperation (RELEX).

## 3. Are you the talent we are looking for?

### 3.1 GENERAL ABILITIES AND CAPACITIES REQUIRED

- Think with a critical spirit, analyse and solve problems pragmatically.
- Assess critically credibility and reliability of sources, data and information and use relevant digital tools to carry out the duties.
- Organise own work, demonstrate responsibility, identify priorities, take appropriate decisions and deliver results.
- Adapt to an evolving working environment, demonstrate commitment and adopt constructive attitude at all times. Remain effective and flexible even during period of heavy activity.
- Take initiative to achieve individual and shared objectives, demonstrate ownership and work autonomously.
- Learn and professionally develop to continuously enhance job performance and knowledge of the organisation and working environment.
- Work together with others in a constructive way by contributing to diverse and inclusive working environment. Demonstrate respect and courtesy at all times.
- Convey information and relevant opinions clearly and concisely both orally and in writing, facilitate interaction and engage effectively with others. Treat confidential or sensitive information accordingly.

### 3.2 JOB-SPECIFIC REQUIREMENTS

- You have sound experience in and knowledge of policy and/or its implementation in the CIVEX Commission's areas of competence, with a focus on democracy, better regulation, and subsidiarity and proportionality monitoring;
- You have very good knowledge of CoR activities, policies, and bodies dealing with Better Regulation, including Better Regulation and Active Subsidiarity Steering Group (BRASS-G), as well as strong appreciation of the different political stakeholders;
- You have solid experience interacting with numerous inter-institutional stakeholders and external partners, including the coordination of common projects;
- You have a strong record of delivering results in a complex public authority or organisation where a proactive approach is required;
- You have excellent drafting skills, both in the field of policy analysis and in the domain of policy briefings and dissemination; in addition, you have strong communication skills enabling you to communicate efficiently and fluently with internal and external stakeholders;
- You have very strong analytical skills and are able to apply them in policy work; you are a quick learner with intellectual curiosity and a strong ability to work independently and proactively;
- You have a university degree in an area relating to law, political science, social sciences, European affairs;
- You have a thorough knowledge of one of the official languages of the EU and a satisfactory knowledge of another of the EU official languages. For functional reasons, a very good command of English is required and a good command of French would be an advantage;
- You have a good command of IT applications and tools (Outlook, Excel, Word, SharePoint, Teams, etc.).

### 3.3 ASSETS

- A very good knowledge of the EU institutions, policies, and the CoR, including a strong appreciation of the different political stakeholders at EU, national, regional and local levels.
- Previous experience in Better Regulation is a strong asset.
- Previous work and project management at the local and regional level will be an additional plus, as is previous work with or for local and regional authorities.
- Active personality and good communicator with an interest in highly analytical work and the ability to take initiatives on the basis of general directives.

## 4. What we offer

- A European institution on a human scale at the heart of the European quarter and easily accessible.
- Flexible working hours and teleworking opportunities subject to the needs of the service.
- An active talent management policy focusing on continuous development and training and a policy to encourage internal mobility.
- A friendly and dynamic working environment in which self-motivation, initiative and team spirit are valued.

- An institution that promotes equal opportunities, diversity and non-discrimination to help nurture a respectful and inclusive working environment and that is actively engaged in the consultation process prior to the adoption of EU legislation. Our dedication to inclusivity is also reflected in our efforts to enhance the accessibility of our vacancy notices, including the layout of the current vacancy and its annex (left alignment, increased spacing and font size etc.). By improving their readability, we strive to make these documents accessible to all, including individuals with disabilities.
- An EMAS-certified institution that is continuously looking to improve its environmental performance.

## 5. Are you interested in this challenge?

If you have the skills we are looking for and think you fit the profile above, please apply using the [online application form](#) before 15/01/2025 at noon.

Please remember to read carefully the appendix to this vacancy announcement to learn relevant details about this selection procedure.

The Secretary-General  
Petr Blížkovský

The [European Committee of the Regions](#) (CoR) is the political assembly which allows the views of regional and local authorities to be heard when European Union policies are being devised and legislation drafted. It is an advisory body which was created in 1994. Its consultative role allows its 329 members, and through them the regional and local authorities they represent, to take part in the EU decision-making process.