



**2020-BRU-AHRBC-FGIV-
015508**

**FG IV - HRM OFFICER - HR BUSINESS
CORRESPONDENT TEAM**

<p>Position for:</p> <p>FG IV - HRM Officer</p>	<p>As the science and knowledge service of the Commission, the mission of DG Joint Research Centre is to support EU policies with independent evidence throughout the whole policy cycle.</p> <p>The JRC is located in 5 Member States (Belgium, Germany, Italy, the Netherlands and Spain). Further information is available at: https://ec.europa.eu/jrc/</p> <p>The selected candidate will join the JRC HR BC team which supports the JRC Director-General, the JRC management and staff, in the achievement of the organisation's goals.</p> <p>The team defines and helps to implement a HR strategy which is aligned with the JRC's business strategy taking to account the JRC's present and future workforce needs. The team contributes to efficient and effective HR management, liaising with the Account management centre and the centres of corporate HR expertise. The team supervises the implementation of HR processes, defines learning and career development needs and priorities, ensures strategic workforce planning, contributes to the allocation of resources, leads organisational change. The team also provides support for social dialogue coordination.</p> <p>Main tasks will include:</p> <ul style="list-style-type: none">• Contribution to staff engagement and development: (i) ensuring that JRC staff have the right competences, are fit and willing to contribute to the fulfilment of organisational goals; (ii) coordinating and supervising career development and performance management, (iii) guiding team-building, talent management and learning initiatives in JRC• Contribution to the definition an HR strategy which is aligned with business goals providing input and advice in key HR decisions taken in the DG• Contribution to efficient and effective HR management:, supervising the implementation of HR processes and procedures within the DG, organising regular meetings and ensuring clear and adequate two-way communication with relevant stakeholders. <p>Qualifications:</p> <ul style="list-style-type: none">• Analytical capacity and excellent communication and coordination skills.• Flexible team player, providing a professional attitude to ensure effective team work within the JRC HR BC Team and coordination with colleagues in other parts of the organisation.
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	<ul style="list-style-type: none"> • Minimum of 2 years experience in the HR field is desirable • Very good knowledge of written and spoken English (C1) and good knowledge of French (B2).
Directorate Unit	<p>Strategy and Work Programme Coordination Sector HR Business Correspondent Team</p> <p>Further information: https://ec.europa.eu/jrc/</p>
Indicative duration	36 months initial contract with possible renewals up to maximum 6 years
JRC Site Country	<p>Brussels</p> <p>Belgium</p>
Rules and eligibility	<p>The candidate must be on a valid EPSO reserve list for Function Group IV contract staff.</p> <p>If you are not in any valid EPSO reserve list for Function Group IV contract staff, you can still apply by following these steps.</p> <p>You express your interest by applying to the CAST Permanent or to the permanent JRC Call for researchers.</p> <p>1. CAST Permanent: open-ended selection procedure to create a pool of candidates from which the institutions, bodies, offices and agencies of the European Union (EU) can recruit contract agents. https://epso.europa.eu/documents/2240_en</p> <p>2. JRC Call COM/1/2015/GFIV – Research: open-ended selection procedure to create a pool of candidates from which mainly the JRC can recruit contract agents FGIV as researchers. Details available at the link below: https://ec.europa.eu/jrc/en/working-with-us/jobs/vacancies/function-group-IV-researchers</p> <p>Only then you can apply for this specific position, through http://recruitment.jrc.ec.europa.eu/?type=AX</p> <p>Auxiliary contract staff: https://ec.europa.eu/jrc/en/working-with-us/jobs/temporary-positions/contract-staff-members</p> <p>Article 3b of the Conditions of Employment of Other Servants of the European Union applies: the actual period of employment within the Commission under this type of contract, including any period under renewal, shall not exceed 6 years.</p> <p><i>Please note that in case a high number of applications is received only shortlisted candidates will be contacted.</i></p>