

Indicative recruitment plan of Frontex officers (temporary staff) in 2017

The European Border and Coast Guard Agency (Frontex) is the fastest growing European Agency. In the upcoming months, Frontex will be looking for recruiting new Frontex officers mainly in the following fields of work:

- **Assessment and Analysis**
- **Return activities**
- **Operational activities of Frontex on land, sea and air borders of the EU**
- **Management of pools of resources provided by Member states and of Frontex' own resources to be deployed to Frontex operations**
- **Liaison Officers to third countries and in Member states**
- **Situation centre activities and EUROSUR Fusion Services**
- **Management of human resources, finance and budget, procurement activities, communication affairs, legal affairs, security affairs and Information and Communication Technology**

Employment of Frontex Officers is based on the provisions of the [Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union](#)¹. These rules set up conditions of employment and criteria applicable during the selection process, namely levels of education, lengths of professional experience, and knowledge of languages.

In principle, **a five year contracts of employment are being offered by Frontex** (with a possibility of a renewal) while other criteria vary from the level and grade allocated to the post.

The table below provides indicative and provisional information which may be subject to changes depending on the evolution of relevant business needs.

Field of work of Frontex officer	Description of typical main duties and required expertise	Indicative number of posts	Function Group(s) and indicative salary levels	Length of required prior working experience in the field of work	Expected publication
Assessment and Analysis (including Vulnerability Assessment, Risk Analysis related to cross-border crime, and other threats for border security)	Main tasks in this area include: <ul style="list-style-type: none"> - Collection and analysis of migration, crime and other data from various sources, including Frontex operational activities, and Frontex networks with EU/non-EU stakeholders; - Risk analysis activities related to border management in general and vulnerability assessment in particular; management of analytical input from different sources; - Cooperation with EU and non-EU stakeholders in the field of border management risk analysis including development of indicators, methodology, risk analysis tools, guidelines for data collection. Required professional competencies to perform above tasks shall comprise: <ul style="list-style-type: none"> - Experience in data processing, analysis and reporting and ability to inquiry complex quantitative and qualitative datasets originating from a variety of information sources - Experience in cooperation with EU institutions, Member States' and Third Countries' authorities in the field of risk analysis - Experience in acquisition and use of intelligence in an operational law enforcement environment/ experience and knowledge of research methodologies in the field of social science. - Experience of project work - Advanced report writing skills. 	10	Temporary staff, function group AD5 – AD9 <i>Range of net remuneration: EUR 2400 – EUR 6000²</i>	Depending on the grade: AD5 – no professional experience required AD6 – 3 years of professional experience AD7 – 6 years of professional experience AD8 – 9 years of professional experience AD9 – 12 years of professional experience	Q1 and Q2
Return activities (includes operational organisation of return operations, and actions on pre-return assistance, also building of capacity for effective returns)	Main tasks in this area include: <ul style="list-style-type: none"> - Participation in and contribution to the process of planning and implementation of return activities - Facilitation of the cooperation between Member States and third countries - Development, implementation and management of return related projects as an operational manager; includes development of plans, guidelines, management of the project and allocated resources. Required professional competencies to perform above tasks shall comprise: <ul style="list-style-type: none"> - Experience in return capacity building and/or return operations - Experience in cooperation with EU institutions Member States' and Third Countries authorities in the field of readmission and returns - Knowledge and experience of project management methodologies. 	10	Temporary staff, function group AD5 – AD8 <i>Range of net remuneration: EUR 2400 – EUR 5200²</i>	Depending on the grade: AD5 – no professional experience required AD6 – 3 years of professional experience AD7 – 6 years of professional experience AD8 – 9 years of professional experience	Q1 and Q2

¹ OJ L 56, 4.3.1968, p. 1, as last amended by Regulation (EU, Euratom) No 1023/2013 of the European Parliament and of the Council of 22 October 2013, OJ L 287, 29.10.2013, p. 15, <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

² The net (payable) remuneration which is directly paid to the officer each month after all deductions and contributions are withheld.

<p>Operational Activities of Frontex on land, sea and air borders of the EU (Coordination Officer; working mainly in operational area and representing Frontex for the implementation of border control operations)</p>	<p>Main tasks in this area include:</p> <ul style="list-style-type: none"> - Management of operational activities during planning, implementation and evaluation phases, particularly coordinating deployment of the resources; monitoring the correct implementation of the operational plan, including the respect for Fundamental Rights; - Interface between the Agency, the host Member States and the members of the teams, providing assistance on behalf of the Agency on all issues relating to the conditions of their deployment in the frame of joint operations; - Presence and work in Headquarters (planning, evaluations) will alternate with work in the several operational areas (at all types of borders: implementation of activities). <p>Required professional competencies to perform above tasks shall comprise:</p> <ul style="list-style-type: none"> - Knowledge and experience in the management of operational activities and the related procedures such as planning, budgeting, implementation, monitoring and evaluation; - Experience in interacting with EU Member States border/migration or law enforcement management agencies. 	5 - 10	<p>Temporary staff, function group AD7 – AD9</p> <p><i>Range of net remuneration: EUR 3000 – EUR 6000³</i></p>	<p>Depending on the grade: AD7 – 6 years of professional experience AD8 – 9 years of professional experience AD9 – 12 years of professional experience</p>	Q2 and Q3
<p>Management of pools of resources provided by Member states and of Frontex’ own resources to be deployed to Frontex operations</p>	<p>Main tasks in this area include:</p> <ul style="list-style-type: none"> - Design, implementation and monitoring of projects related to management of pools of technical and human resources; tendering and contracting procedures in relation to the acquisition of Frontex own equipment; - Preparation, of daily, monthly and annual reports on the management of pooled resources. <p>Required professional competencies to perform above tasks shall comprise:</p> <ul style="list-style-type: none"> - Experience in project management for the acquisition of goods and/or services, organising and overseeing administrative support, managing and drafting project budgets and project proposals; - Knowledge of financial and procurement procedures applicable to EU institutions and bodies. 	5	<p>Temporary staff, function group AD7 – AD8</p> <p><i>Range of net remuneration: EUR 3000 – EUR 5200³</i></p>	<p>Depending on the grade: AD7 – 6 years of professional experience AD8 – 9 years of professional experience</p>	Q2
<p>Liaison Officers (in Member States and in Third Countries)</p>	<p>Main tasks in this area include:</p> <ul style="list-style-type: none"> - Interface between the Agency and the national authorities responsible for border management and return; support in collection of information required by the Agency; - Monitoring the measures taken by the Member State or a Third Country at border sections and/or requiring urgent actions. <p>Required professional competencies to perform above tasks shall comprise:</p> <ul style="list-style-type: none"> - Experience or knowledge on border management, irregular migration and return; - Professional experience in working in third countries; - Knowledge and experience in working with/in EU bodies/institutions. 	5 – 10	<p>Temporary staff, function group AD8</p> <p><i>Range of net remuneration for a place of work in Warsaw: EUR 3400 – EUR 5200³ (+ additional allowances relevant to the country of work)</i></p>	AD8 – 9 years of professional experience	Q2 and Q3
<p>Situation centre activities (including Eurosur Fusion Services, 24/7 situation monitoring, crisis management support and information exchange)</p>	<p>Main tasks in this area include:</p> <ul style="list-style-type: none"> - Support the delivery of Frontex situation monitoring and information exchange services, such as Eurosur Fusion Services; - Carry out situation and crisis monitoring tasks; - Coordination of the Agency activities on crisis management support. <p>Required professional competencies to perform above tasks shall comprise:</p> <ul style="list-style-type: none"> - Experience with situation monitoring and information management systems; - Extensive experience in project management and service management methodologies. 	3 - 5	<p>Temporary staff, function group AD5 – AD8</p> <p><i>Range of net remuneration: EUR 2400 – EUR 5200³</i></p>	<p>Depending on the grade: AD5 – no professional experience required AD6 – 3 years of professional experience AD7 – 6 years of professional experience AD8 – 9 years of professional experience</p>	Q2
<p>Management of:</p> <ul style="list-style-type: none"> ➤ human resources; ➤ finance and budget; ➤ procurement activities; ➤ communication affairs; ➤ legal affairs; ➤ security affairs. 	<p>Main tasks in these areas include:</p> <ul style="list-style-type: none"> - Execution of activities and providing expert advice in management of activities in the respective areas; - Assurance of compliance of activities with existing legal provisions and policies, update of policies. <p>Required professional competencies to perform above tasks shall comprise:</p> <ul style="list-style-type: none"> - Relevant expertise in the public administration, preferably at the European Union level; - Experience in designing and implementation of respective policies; - Experience in providing support and advice in relevant matters at different levels in an organisation. 	10 - 15	<p>Temporary staff, function group AST4 and/or function group AD6 – AD8</p> <p><i>Range of net remuneration: EUR 2200 – EUR 5200³</i></p>	<p>Depending on the grade: AD6 – 3 years of professional experience AST4 - 6 years of professional experience AD7 – 6 years of professional experience AD8 – 9 years of professional experience</p>	Q1 through Q3
<p>Information and Communication Technology</p>	<p>In the ICT field, the main job profiles are:</p> <ul style="list-style-type: none"> - Enterprise/ technical Architect and/or ICT Business Analyst; - System Administrator / Data specialist / Database Administrator; - SharePoint Developer; - Network and/or Data Warehouse Specialist; - ICT Security Officer. 	5	<p>Temporary staff, function group AD6 – AD8</p> <p><i>Range of net remuneration: EUR 2700 – EUR 5200³</i></p>	<p>Depending on the grade: AD6 – 3 years of professional experience AD7 – 6 years of professional experience AD8 – 9 years of professional experience</p>	Q1 and Q2

³ The net (payable) remuneration which is directly paid to the officer each month after all deductions and contributions are withheld.