



# *Ministero della Giustizia*

Dipartimento dell'Amministrazione Penitenziaria  
Direzione Generale del Personale e delle Risorse  
Ufficio IV- Relazioni Sindacali

Ai Rappresentanti delle OO.SS.

S.A.P.Pe.

O.S.A.P.P.

UILPA -P.P.

Si.N.A.P.Pe.

USPP

CISL - FNS

CGIL FP/PP

FSA - CNPP

**OGGETTO:** CEPOL Agenzia dell'Unione Europea per la Formazione delle Forze dell'Ordine.  
Richiesta di Esperto Nazionale Distaccato per un posto di "Training Officer"  
ed un posto di "Cybercrime Training Officer". ( CEPOL/2019 SNE/04 -05).

Si tramettono per opportuna informativa le allegate ministeriali del 20  
dicembre 2019, della Direzione Generale della Formazione, inerenti l'oggetto .

IL DIRETTORE  
dott.ssa Ida Del Grosso



# *Ministero della Giustizia*

*Dipartimento dell'Amministrazione Penitenziaria*

*Direzione Generale della Formazione*

ALL'UFFICIO DEL CAPO DEL  
DIPARTIMENTO – UFFICIO I SEGRETERIA  
GENERALE  
SEDE

AL DIPARTIMENTO DELLA GIUSTIZIA  
MINORILE E DI COMUNITA'  
ROMA

ALLE DIREZIONI GENERALI  
SEDE

AI PROVVEDITORATI REGIONALI  
LORO SEDI

AGLI ISTITUTI PENITENZIARI  
LORO SEDI

ALLE SCUOLE DI FORMAZIONE E AGLI  
ISTITUTI DI ISTRUZIONE  
LORO SEDI

**Oggetto:** CEPOL - Agenzia dell'Unione Europea per la formazione delle Forze dell'Ordine. Richiesta di Esperto Nazionale Distaccato per un posto di "Training Officer".  
(CEPOL/2019/SNE/04)

§ 1. Mi prego comunicare che, l'Agenzia dell'Unione Europea per la formazione delle Forze dell'Ordine, CEPOL, ha pubblicato l'allegato bando, teso a raccogliere le candidature di ESPERTO NAZIONALE DISTACCATO per un posto di "Training Officer".

§ 2. Si invitano, pertanto, codesti Uffici a dare massima diffusione della presente comunicazione al personale appartenente alla carriera dei funzionari del

*Ufficio Quarto - Sezione Prima*



# *Ministero della Giustizia*

*Dipartimento dell'Amministrazione Penitenziaria*

*Direzione Generale della Formazione*

Corpo. Al Dipartimento della Giustizia Minorile e di Comunità, la presente è trasmessa con preghiera di ulteriore divulgazione ai funzionari in servizio presso le strutture da esso dipendenti.

L'occasione è gradita per porgere distinti saluti.

IL Direttore  
Carlo Berdini

*Ufficio Quarto - Sezione Prima*



# Ministero dell'Interno

DIPARTIMENTO DELLA PUBBLICA SICUREZZA  
SCUOLA DI PERFEZIONAMENTO PER LE FORZE DI POLIZIA  
UNITÀ NAZIONALE CEPOL

[dipps.scuolaperfezionam.cepol@pecps.interno.it](mailto:dipps.scuolaperfezionam.cepol@pecps.interno.it)

**OGGETTO:** CEPOL - Agenzia dell'Unione Europea per la formazione delle Forze dell'Ordine.  
Richiesta di Esperto Nazionale Distaccato per un posto di Training Officer.  
(CEPOL/2019/SNE/04).

**ALL'UFFICIO PER IL COORDINAMENTO E LA PIANIFICAZIONE  
DELLE FORZE DI POLIZIA**

[dipps.558b.coordpianffpp.serv2@pecps.interno.it](mailto:dipps.558b.coordpianffpp.serv2@pecps.interno.it)

ROMA

**ALLA DIREZIONE CENTRALE PER GLI AFFARI GENERALI  
DELLA POLIZIA DI STATO**

[dipps.559segr@pecps.interno.it](mailto:dipps.559segr@pecps.interno.it)

ROMA

**ALLA DIREZIONE CENTRALE DELLA POLIZIA CRIMINALE**

[dipps.dcpesegreteriatecnica@pecps.interno.it](mailto:dipps.dcpesegreteriatecnica@pecps.interno.it); [dipps.dcpesegreteriauag@pecps.interno.it](mailto:dipps.dcpesegreteriauag@pecps.interno.it)

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**ALLA DIREZIONE CENTRALE PER I SERVIZI ANTIDROGA**

[dipps.777dcsa@pecps.interno.it](mailto:dipps.777dcsa@pecps.interno.it)

ROMA

**ALLA DIREZIONE INVESTIGATIVA ANTIMAFIA**

[dia.gabinetto.rm@pecps.interno.it](mailto:dia.gabinetto.rm@pecps.interno.it); [addestramento@dia-net.it](mailto:addestramento@dia-net.it)

ROMA

**AL COMANDO GENERALE DELL'ARMA DEI CARABINIERI**

I Reparto – SM – Ufficio Addestramento e Regolamenti

[crm28734@pec.carabinieri.it](mailto:crm28734@pec.carabinieri.it)

ROMA

**AL COMANDO GENERALE DELLA GUARDIA DI FINANZA**

I Reparto – Ufficio Reclutamento e Addestramento

[rm0010127p@pec.gdf.it](mailto:rm0010127p@pec.gdf.it)

ROMA

**AL DIPARTIMENTO DELL'AMMINISTRAZIONE PENITENZIARIA**

Direzione Generale della Formazione

[issp.roma@giustiziacert.it](mailto:issp.roma@giustiziacert.it)

ROMA

Si comunica che l'Agenzia dell'Unione Europea per la formazione delle Forze dell'Ordine, CEPOL, ha pubblicato il bando, teso a raccogliere le candidature per ricoprire la posizione di Esperto Nazionale Distaccato per un posto di Training Officer, che si allega in copia e che è disponibile al link: <https://www.cepol.europa.eu/who-we-are/working-with-ccpol/job-vacancies>.



# Ministero dell'Interno

DIPARTIMENTO DELLA PUBBLICA SICUREZZA

SCUOLA DI PERFEZIONAMENTO PER LE FORZE DI POLIZIA

UNITÀ NAZIONALE CEPOL

dipps.scuolaperfezionam.cep@pecps.interno.it

Si fa presente che gli eventuali candidati dovranno necessariamente essere in possesso di tutti i requisiti specificati ai punti 3 e 4 del bando in argomento e di un preliminare nulla osta al distacco. Tali requisiti dovranno essere evidenziati nel Curriculum Vitae che deve essere allegato alla candidatura. Verranno accettate esclusivamente le candidature inoltrate dall'Unità Nazionale CEPOL. Il distacco presso la sede di Budapest dell'Agenzia avrà la durata di un periodo minimo di sei mesi ad un massimo di 24 mesi.

Si precisa che alcuni requisiti imprescindibili per i candidati sono:

- essere in servizio presso un Istituto di istruzione, di specializzazione e/o di ricerca delle Forze di Polizia Nazionali la cui attività addestrativa sia correlata alle attività di CEPOL;
- aver svolto servizio presso tali reparti in modo continuativo almeno da 12 mesi prima del distaccamento e restare in servizio presso lo stesso reparto per tutto il periodo di distacco;
- conoscenza della lingua inglese almeno di livello B2 e di altra lingua dell'UE di livello soddisfacente;
- esperienza almeno quinquennale in attività operativa nel campo contrasto alla criminalità;
- esperienza quale istruttore del personale delle Forze dell'Ordine;


I candidati dovranno preferibilmente avere esperienza nei settori dell'antiterrorismo, immigrazione clandestina, crimini finanziari, tratta degli essere umani e stupefacenti.

Ciò premesso, le Direzioni ed i Comandi in indirizzo sono cortesemente pregati di far pervenire, entro il **10 gennaio 2020**, le eventuali candidature alla dipendente Unità Nazionale CEPOL, corredate dal CV in formato Europass in lingua inglese. Si fa presente che verranno inoltrati esclusivamente i CV debitamente compilati ed elaborati in maniera da evidenziare il possesso di tutti i requisiti richiesti.

La dipendente Unità Nazionale CEPOL resta a disposizione per ogni ulteriore precisazione ai recapiti telefonici tel. 06-465.24380, 24343, 24476 e 24358, nonché e-mail: [italy.cep@interno.it](mailto:italy.cep@interno.it).

IL DIRETTORE

(Gen.D. G. di F. Giuseppe BOTTILLO)

<b>Vacancy Notice for the SNEs</b>	Document number: : <b>TE.HR.023-1</b>	<div> <div>Template</div>  </div>
	Approval date:	

**CALL TO ESTABLISH RESERVE LIST OF  
SECONDED NATIONAL EXPERTS (SNE)  
REFERENCE: CEPOL/2019/SNE/04**

**JOB TITLE: TRAINING OFFICER  
(Seconded National Expert)**

**Introduction to CEPOL**

CEPOL was initially founded by Council Decision 200/820/JHA of 22 December 2000 as a body financed directly by the Member States of the European Union and functioned as a network, by bringing together the national training institutes in the Member States, whose tasks include the training of senior police officers.

CEPOL was later established as an agency of the European Union by Council Regulation No. 2005/681/JHA of 20 September, 2005 (OJ L 256/63 of 1 October, 2005). The decision was amended by the European Parliament and the Council on 15 May 2014 establishing that seat of CEPOL shall be Budapest, Hungary.

On 25 November 2015 Council and Parliament adopted Regulation (EU) 2015/2219 on the European Union Agency for Law Enforcement Training (CEPOL) which replaced and repealed Council Decision 2005/681/JHA.

CEPOL's main function is to support, develop, implement and coordinate training of law enforcement officials, while putting particular emphasis on the protection of human rights and fundamental freedoms in the context of law enforcement, in particular in the areas of prevention of and fight against serious crime affecting two or more Member States and terrorism, maintenance of public order, in particular international policing of major events, and planning and command of Union missions, which may also include training on law enforcement leadership and language skills (Article 3.1 of Regulation (EU) 2015/2219).

CEPOL's primary objective is to increase knowledge of the national police systems and structures of other Member States and cross-border police cooperation within the European Union; to improve knowledge of international and Union instruments – in particular regarding the institutions of the European Union, Europol and Eurojust – and to provide appropriate training with regard to respect for democratic safeguards, with particular reference to the rights of defence (Article 6 of Council Decision 2005/681/JHA).

In addition, CEPOL may manage European-funded projects to build the capacity of partner services in countries benefiting from European Union external assistance.

CEPOL is located in Budapest, Hungary.

The working language of CEPOL is English.

CEPOL is an equal opportunity employer and strongly encourages applications from all candidates who fulfil the eligibility and selection criteria without any distinction on the grounds of nationality, age, race, gender, political, philosophical or religious conviction or sexual orientation and regardless of disabilities, marital status or other family situation.

**Vacancy Notice for  
the SNEs**

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The purpose of this Call is to establish reserve list for future secondment in Training Unit and in the International Cooperation Unit dealing with European-funded projects, working on building the capacity of partner services in countries benefiting from European Union external assistance. Regular travel to the beneficiary countries (MENA region and Western Balkan's region) for the implementation of the project would be required.

Applications are invited for the **TRAINING OFFICER** position(s) in CEPOL.

Please be aware that all nominations for this positions have to be forwarded to CEPOL via the CEPOL national contact points. Applications received directly by CEPOL cannot be taken into consideration.

**Vacancy Notice for  
the SNEs**Document number: : TE.HR.023-1  
Approval date:**1. Job Summary**

Under the supervision of the relevant Head of Unit, Training Officer will implement CEPOL residential training activities such as courses and seminars, delivering webinars and supporting online courses as well as exchange programme, as well as participate in other training related activities as tasked by the respective Head of Unit.

**2. Key Accountabilities**

Working in close cooperation with Programme Officer/Coordinator the successful candidate(s) shall:

- Plan, design, organise and report on training and learning activities in the given thematic area,
- Provide operational advice for the further development of CEPOL training portfolio;
- Liaise with CEPOL partners in order to develop training in the assigned thematic area;
- Support CEPOL contribution to the Policy Cycle mechanism;
- Represent CEPOL in meetings and events pertinent to the assigned thematic area;
- Where relevant, support and participate in missions in Third Countries for the purpose of assessing training needs or prepare and/or implement training activities;
- Provide administrative support to the implementation of grant mechanism;
- Organise expert meetings;
- Develop training curricula;
- Implement other tasks assigned by Line Manager.

**3. Eligibility Criteria**

To be considered eligible, candidates must satisfy all the eligibility criteria listed below, by the deadline for submitting applications:

- The candidates must be employed by a National Police College, education and/or research institute and other public administrations working in fields related to CEPOL activities;
- The candidates must have worked for their employer on a permanent or contract basis for at least 12 months before their secondment and shall remain in the service of that employer throughout the period of secondment. Recently retired (retirement date no more than 18 months before the foreseen starting date of employment) staff of the public bodies mentioned above can be considered;
- Before the application, the candidates should receive the formal approval/authorisation of their potential secondment from the National Authority in which they are employed

**3.1 Languages**

- The working language of the agency is English. The candidate must therefore have a thorough knowledge of English language at least B2 level<sup>1</sup>.

**3.2. Miscellaneous**

In addition, in order to be eligible the candidate must:

- Be a national of a Member State of the Union;
- Be entitled to his or her full rights as a citizen;
- Have fulfilled any obligations imposed by the applicable laws on military service;

<sup>1</sup> <https://www.coe.int/en/web/common-european-framework-reference-languages/level-descriptions>



## Vacancy Notice for the SNEs

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- Meet the character requirements for the duties involved;
- Be physically fit to perform the duties linked to the post; and
- Have a thorough knowledge of one of the languages of the Union and a satisfactory knowledge of another language of the Union.

### 4. Selection Criteria

#### 4.1 Essential Selection Criteria

The successful candidate shall have:

- Proven knowledge of law enforcement in the area of serious crime;
- At least five years' experience in operational law enforcement;
- Ability to liaise effectively with partners at European or international level;
- Experience in organising and moderating international events;
- Excellent communications skills in English both verbally and writing;
- Good problem solving skills.

#### 4.2 Advantageous Selection Criteria

The following criteria shall be considered advantageous in addition to the Essential Selection Criteria:

- Work experience in the area of either:
  - counter-terrorism;
  - illegal immigration;
  - financial crime
  - THB
  - drugs
- Experience in training law enforcement officials;

### 5. Submission of Application

Applications shall be submitted electronically, via email. Candidates are requested to complete their Europass CV<sup>2</sup> in English.

Nominations must be sent to: [CEPOL-2019-SNE-04@CEPOL.EUROPA.EU](mailto:CEPOL-2019-SNE-04@CEPOL.EUROPA.EU) by no later than **13 January 2020, 23:55hrs**, Budapest Time.

The subject of the e-mail should include the reference of this vacancy (**CEPOL/2019/SNE/04**) and the candidate's surname.

Applicants are advised to provide concrete examples of experience on the selection criteria, both essential and advantageous, listed in the vacancy notice. This information can be provided within the CV.

<sup>2</sup> <https://europass.cedefop.europa.eu/>

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Supporting documents (i.e., copies of ID card, copies of passport, educational certificates, evidence of previous employment, etc.) shall not be provided with the CV at this stage.

**6. Selection procedure**

The selection will be carried out on the basis of the CVs received. The CVs will be assessed by the Selection Committee against the criteria detailed in this vacancy notice. Where deemed necessary by the Selection Committee, a candidate may be contacted by telephone or videoconference to clarify details from the CV.

Skype interviews with candidates may be organised, if deemed necessary.

**7. Reserve List and Engagement**

The work of the Selection Committee, appointed by the Executive Director, will end with drafting report of the Selection procedure including names of candidates to be placed on the Reserve list, those suitable to occupy positions in the Training Unit and in the Project Management Unit.<sup>3</sup> This list will be proposed to and approved by the Appointing Authority of CEPOL.

The adopted Reserve List would be used to fill in posts for Seconded National Experts within CEPOL, for CEPOL business needs when and if required.

The Reserve List will be valid until 31 December 2021 and may be extended by decision of the Appointing Authority of CEPOL.

**9. Appointment and Conditions of Employment**

The contract for engagement as Seconded National Expert would be concluded for a minimum period of 6 months or maximum period of 24 months, depending on the need of the agency and interest of the service and upon authorisation of the Executive Director<sup>4</sup>.

Frequent travels to Middle East and North African countries and Western Balkans countries may be also required.

The SNE will receive an SNE allowance. The amount of the allowance is depending on the distance between the normal place of employment and the CEPOL office in Budapest. The allowance is free of national taxation. The allowances are subject to weighting factor applicable for Budapest. For 2020, weighting factor is 75.3%.

The SNE is obliged to remain in the service of their employer throughout the period of secondment. Leaving the service of their employer is a ground to terminate the secondment early.

**10. Data protection**

CEPOL ensures that applicants' personal data are processed pursuant to 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.

The legal basis for the selection procedures of SNEs is defined in Decision of the Management Board of the European Union Agency for Law enforcement Training 11/2016/MB on *Laying down Rules on the Secondment to CEPOL of National Experts*, having regard to the Commission

<sup>3</sup> As of 2020, name of Units would be changed – Training and Research Unit and International Cooperation Unit, respectfully as per the 23-2019-MB on SPD 2020-2022

<sup>4</sup> <https://www.cepol.europa.eu/sites/default/files/11-2016-MB.pdf>

**Vacancy Notice for  
the SNEs**

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Approval date:



Decision of 12 November 2008, C(2008) 6866 final, laying down rules on the secondment to the Commission of national experts and national experts in professional training.

The purpose of processing is to enable collection and processing of personal data for the evaluation, selection and recruitment of Seconded National Experts.

Such personal data processing is conducted under the responsibility of the HR function of the Corporate Services Department; the Data Controller is the Head of Corporate Services Department.

The information provided by the applicants will be accessible to a strictly limited number of recipients:

- HR function (HR Officer, HR Assistant)
- Members of the Selection Committee (evaluation)
- Head of Unit (reserve list)
- Appointing Authority (concluding contracts of employment)
- Internal Audit Service of the European Commission (upon justified request)
- European Court of Auditors (upon justified request)

Candidates are free to give their data on a voluntary basis, although failure to reply will exclude them automatically from recruitment. However, applicants failing to fill the fields noted as optional will not be disadvantaged nor discriminated with regards to the selection procedure.

Processing begins on the date of receipt of the application. Data retention policy is as follows:

a) Recruited candidates

Personal data are kept for a period throughout the term in CEPOL plus 2 years after the budgetary discharge. After that, only data essential for providing certificate is kept for a maximum period of 50 years. The necessary data comprises the following: first name, last name, length of contract, relevant department and monthly grant received.

b) Non-recruited candidates in the reserve list

Personal data are kept for the period of validity of the reserve list + 1 year after which time they are destroyed.

c) Non-recruited candidates

Personal data is stored for maximum period of 6 months.

All applicants may exercise their right of access to and right to rectify personal data. In the case of identification data, applicants can rectify those data at any time during the procedure. In the case of data related to the admissibility criteria, the right of rectification cannot be exercised after the closing date of applications' submission. Data Subjects have the right to object to the processing of the data.

Should the applicant have any query concerning the processing of his/her personal data and has substantiated request, he/she shall address them to the HR function at [FM.Human-Resources@cepol.europa.eu](mailto:FM.Human-Resources@cepol.europa.eu) and CEPOL Data Protection Officer at [dpo@cepol.europa.eu](mailto:dpo@cepol.europa.eu).

Applicants may have recourse at any time to the European Data Protection Supervisor ([edps@edps.europa.eu](mailto:edps@edps.europa.eu)).



# *Ministero della Giustizia*

*Dipartimento dell'Amministrazione Penitenziaria*

*Direzione Generale della Formazione*

ALL'UFFICIO DEL CAPO DEL  
DIPARTIMENTO – UFFICIO I SEGRETERIA  
GENERALE  
SEDE

AL DIPARTIMENTO DELLA GIUSTIZIA  
MINORILE E DI COMUNITA'  
ROMA

ALLE DIREZIONI GENERALI  
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LORO SEDI

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LORO SEDI

ALLE SCUOLE DI FORMAZIONE E AGLI  
ISTITUTI DI ISTRUZIONE  
LORO SEDI

**Oggetto:** CEPOL - Agenzia dell'Unione Europea per la formazione delle Forze dell'Ordine. Richiesta di Esperto Nazionale Distaccato per un posto di "*Cybercrime Training Officer*".  
(CEPOL/2019/SNE/05)

§ 1. Mi prego comunicare che, l'Agenzia dell'Unione Europea per la formazione delle Forze dell'Ordine, CEPOL, ha pubblicato l'allegato bando, teso a raccogliere le candidature di ESPERTO NAZIONALE DISTACCATO per un posto di "*Cybercrime Training Officer*".

§ 2. Si invitano, pertanto, codesti Uffici a dare massima diffusione della presente comunicazione al personale appartenente alla carriera dei funzionari del

*Ufficio Quarto - Sezione Prima*



# *Ministero della Giustizia*

*Dipartimento dell'Amministrazione Penitenziaria*

*Direzione Generale della Formazione*

Corpo. Al Dipartimento della Giustizia Minorile e di Comunità, la presente è trasmessa con preghiera di ulteriore divulgazione ai funzionari in servizio presso le strutture da esso dipendenti.

L'occasione è gradita per porgere distinti saluti.

IL Direttore  
Carlo Berdini

*Ufficio Quarto - Sezione Prima*



# Ministero dell'Interno

DIPARTIMENTO DELLA PUBBLICA SICUREZZA

SCUOLA DI PERFEZIONAMENTO PER LE FORZE DI POLIZIA

UNITÀ NAZIONALE CEPOL

[dipps.scuolaperfezionam.cep@pecps.interno.it](mailto:dipps.scuolaperfezionam.cep@pecps.interno.it)

**OGGETTO:** CEPOL - Agenzia dell'Unione Europea per la formazione delle Forze dell'Ordine.  
Richiesta di Esperto Nazionale Distaccato per un posto di Cybercrime Training Officer.  
(CEPOL/2019/SNE/05).

**ALL'UFFICIO PER IL COORDINAMENTO E LA PIANIFICAZIONE  
DELLE FORZE DI POLIZIA**

[dipps.558b.coordpianffpp.serv2@pecps.interno.it](mailto:dipps.558b.coordpianffpp.serv2@pecps.interno.it)

ROMA

**ALLA DIREZIONE CENTRALE PER GLI AFFARI GENERALI  
DELLA POLIZIA DI STATO**

[dipps.559segr@pecps.interno.it](mailto:dipps.559segr@pecps.interno.it)

ROMA

**ALLA DIREZIONE CENTRALE DELLA POLIZIA CRIMINALE**

[dipps.depcsegreteria@pecps.interno.it](mailto:dipps.depcsegreteria@pecps.interno.it)

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**ALLA DIREZIONE CENTRALE PER I SERVIZI ANTIDROGA**

[dipps.777dcsa@pecps.interno.it](mailto:dipps.777dcsa@pecps.interno.it)

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ROMA

**AL COMANDO GENERALE DELL'ARMA DEI CARABINIERI**

I Reparto – SM – Ufficio Addestramento e Regolamenti

[crm28734@pec.carabinieri.it](mailto:crm28734@pec.carabinieri.it)

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**AL COMANDO GENERALE DELLA GUARDIA DI FINANZA**

I Reparto – Ufficio Reclutamento e Addestramento

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ROMA

**AL DIPARTIMENTO DELL'AMMINISTRAZIONE PENITENZIARIA**

Direzione Generale della Formazione

[issp.roma@giustiziacert.it](mailto:issp.roma@giustiziacert.it)

ROMA

Si comunica che l'Agenzia dell'Unione Europea per la formazione delle Forze dell'Ordine, CEPOL, ha pubblicato il bando, teso a raccogliere le candidature per ricoprire la posizione di Esperto Nazionale Distaccato per un posto di "Cybercrime Training Officer", che si allega in copia e che è disponibile al link: <https://www.cepola.europa.eu/who-we-are/working-with-cepola/job-vacancies>.



# Ministero dell'Interno

DIPARTIMENTO DELLA PUBBLICA SICUREZZA  
SCUOLA DI PERFEZIONAMENTO PER LE FORZE DI POLIZIA  
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Si fa presente che gli eventuali candidati dovranno necessariamente essere in possesso di tutti i requisiti specificati ai punti 3 e 4 del bando in argomento e di un preliminare nulla osta al distacco. Tali requisiti dovranno essere evidenziati nel Curriculum Vitae che deve essere allegato alla candidatura. Verranno accettate esclusivamente le candidature inoltrate dall'Unità Nazionale CEPOL. Il distacco presso la sede di Budapest dell'Agenzia avrà la durata di un periodo minimo di sei mesi ad un massimo di 24 mesi.

Si precisa che alcuni requisiti imprescindibili per i candidati sono:

- essere in servizio presso un Istituto di istruzione, di specializzazione e/o di ricerca delle Forze di Polizia Nazionali;
- aver svolto servizio presso tali reparti in modo continuativo almeno da 12 mesi prima del distaccamento e restare in servizio presso lo stesso reparto per tutto il periodo di distacco;
- conoscenza della lingua inglese almeno di livello B2 e di altra lingua dell'UE di livello soddisfacente;
- effettiva esperienza lavorativa, di almeno due anni, in materia di cybercrime o cybersecurity;
- esperienza quale istruttore del personale delle Forze dell'Ordine;
- esperienza nell'organizzazione o moderazione di eventi internazionali.

Ciò premesso, le Direzioni ed i Comandi in indirizzo sono cortesemente pregati di far pervenire, entro il 10 gennaio 2020, le eventuali candidature alla dipendente Unità Nazionale CEPOL, corredate dal CV in formato Europass in lingua inglese. Si fa presente che verranno inoltrati esclusivamente i CV debitamente compilati ed elaborati in maniera da evidenziare il possesso di tutti i requisiti richiesti.

La dipendente Unità Nazionale CEPOL resta a disposizione per ogni ulteriore precisazione ai recapiti telefonici tel. 06-465.24380, 24343, 24476 e 24358, nonché e-mail: [italy.cep@interno.it](mailto:italy.cep@interno.it).

IL DIRETTORE  
(Gen.D. G. di F. Giuseppe BOTTILLO)

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the SNEs**

Document number: : **TE.HR.023-1**  
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**Template**



**CALL TO ESTABLISH RESERVE LIST OF  
SECONDED NATIONAL EXPERTS (SNE)  
REFERENCE: CEPOL/2019/SNE/05**

**JOB TITLE: CYBERCRIME TRAINING OFFICER  
(Seconded National Expert)**

**Introduction to CEPOL**

CEPOL was initially founded by Council Decision 200/820/JHA of 22 December 2000 as a body financed directly by the Member States of the European Union and functioned as a network, by bringing together the national training institutes in the Member States, whose tasks include the training of senior police officers.

CEPOL was later established as an agency of the European Union by Council Regulation No. 2005/681/JHA of 20 September, 2005 (OJ L 256/63 of 1 October, 2005). The decision was amended by the European Parliament and the Council on 15 May 2014 establishing that seat of CEPOL shall be Budapest, Hungary.

On 25 November 2015 Council and Parliament adopted Regulation (EU) 2015/2219 on the European Union Agency for Law Enforcement Training (CEPOL) which replaced and repealed Council Decision 2005/681/JHA.

CEPOL's main function is to support, develop, implement and coordinate training of law enforcement officials, while putting particular emphasis on the protection of human rights and fundamental freedoms in the context of law enforcement, in particular in the areas of prevention of and fight against serious crime affecting two or more Member States and terrorism, maintenance of public order, in particular international policing of major events, and planning and command of Union missions, which may also include training on law enforcement leadership and language skills (Article 3.1 of Regulation (EU) 2015/2219). The working language of the agency is English.

CEPOL is an equal opportunity employer and strongly encourages applications from all candidates who fulfil the eligibility and selection criteria without any distinction on the grounds of nationality, age, race, gender, political, philosophical or religious conviction or sexual orientation and regardless of disabilities, marital status or other family situation.

CEPOL is located in Budapest, Hungary  
The working language of CEPOL is English.

The purpose of this Call is to establish reserve list for future secondment in CEPOL, in particular in the Training Unit.

**Applications are invited for CYBERCRIME TRAINING OFFICER position(s) in CEPOL.**

**Please be aware that all nominations for this positions have to be forwarded to CEPOL via the CEPOL national contact points. Applications received directly by CEPOL cannot be taken into consideration.**



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### 1. Job Summary

Cybercrime Training Officer will implement CEPOL residential and online training activities such as courses and seminars and deliver webinars and support online courses.

### 2. Key Accountabilities

- Plan, design, organise, implement, evaluate and report on training and learning activities in cybercrime,
- Provide operational advice for the further development of CEPOL cybercrime training portfolio;
- Liaise with CEPOL partners in order to develop training in the assigned thematic area of cybercrime;
- Support CEPOL contribution to the Policy Cycle mechanism;
- Represent CEPOL in meetings and events pertinent to the assigned thematic area;
- Organise expert meetings;
- Develop training curricula;
- Implement other tasks assigned by Line Manager.

### 3. Eligibility Criteria

To be considered eligible, candidates must satisfy all the eligibility criteria listed below, by the deadline for submitting applications:

- The candidates must be employed by a **National Police College, education and/or research institute** and other public administrations working in fields related to CEPOL activities;
- The candidates must have worked for their employer on a permanent or contract basis for **at least 12 months before their secondment** and shall remain in the service of that employer throughout the period of secondment. Recently retired (retirement date no more than 18 months before the foreseen starting date of employment) staff of the public bodies mentioned above can be considered;
- Before the application, the candidates should receive the formal approval/authorisation of their potential secondment from the National Authority in which they are employed.

#### 3.1 Languages

The working language of the agency is English. The candidate must therefore have a thorough knowledge of English language at least B2 level<sup>1</sup>.

#### 3.2. Miscellaneous

In addition, in order to be eligible the candidate must:

- Be a national of a Member State of the Union;
- Be entitled to his or her full rights as a citizen;
- Have fulfilled any obligations imposed by the applicable laws on military service;
- Meet the character requirements for the duties involved;

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<sup>1</sup> <https://www.coe.int/en/web/common-european-framework-reference-languages/level-descriptions>

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- Be physically fit to perform the duties linked to the post; and
- Have a thorough knowledge of one of the languages of the Union and a satisfactory knowledge of another language of the Union.

### 4. Selection Criteria

#### 4.1 Essential Selection Criteria

The successful candidate shall have:

- Proven and sound knowledge of cybercrime;
- At least 2 years relevant work experience in cybercrime or cybersecurity;
- Ability to liaise effectively with partners at European or international level;
- Excellent communications skills in English both verbally and writing;
- Good problem solving skills.

#### 4.2 Advantageous Selection Criteria

The following criteria shall be considered advantageous in addition to the Essential Selection Criteria:

- Experience in training law enforcement officials;
- Experience in organising and moderating international events;

### 5. Submission of Application

Applications shall be submitted electronically, via email. Candidates are requested to complete their Europass CV<sup>2</sup> in English.

Nominations must be sent to: **CEPOL-2019-SNE-05@CEPOL.EUROPA.EU**  
by no later than **13 January 2020, 23:55hrs, Budapest time.**

The subject of the e-mail should include the reference of this vacancy (**CEPOL/2019/SNE/05**) and the candidate's surname.

Applicants are advised to provide concrete examples of experience on the selection criteria, both essential and advantageous, listed in the vacancy notice. This information can be provided within the CV.

Supporting documents (i.e., copies of ID card, copies of passport, educational certificates, evidence of previous employment, etc.) shall not be provided with the CV at this stage.

### 6. Selection procedure

The selection will be carried out on the basis of the CVs received. The CVs will be assessed by the Selection Committee against the criteria detailed in this vacancy notice. Where deemed

<sup>2</sup> <https://europass.cedefop.europa.eu/en/documents/curriculum-vitae>

necessary by the Selection Committee, a candidate may be contacted by telephone or videoconference to clarify details from the CV.

Skype interviews with candidates may be organised, if deemed necessary.

## 7. Reserve List and Engagement

The work of the Selection Committee, appointed by the Executive Director, will end with drafting report of the Selection procedure including names of candidates to be placed on the Reserve list, those suitable to occupy positions in Training Unit.<sup>3</sup> This list will be proposed to and approved by the Appointing Authority of CEPOL.

The adopted Reserve List would be used to fill in posts for Seconded National Experts within CEPOL, for CEPOL business needs when and if required.

The Reserve List will be valid until **31 December 2021** and may be extended by decision of the Appointing Authority of CEPOL.

## 9. Appointment and Conditions of Employment

The contract for engagement as Seconded National Expert would be concluded for a minimum period of 6 months or maximum period of 24 months, depending on the need of the agency and interest of the service and upon authorisation of the Executive Director<sup>4</sup>.

The SNE will receive an SNE allowance. The amount of the allowance is depending on the distance between the normal place of employment and the CEPOL office in Budapest. The allowance is free of national taxation. The allowances are subject to weighting factor applicable for Budapest. For 2020, weighting factor is 75.3%.

The SNE is obliged to remain in the service of their employer throughout the period of secondment. Leaving the service of their employer is a ground to terminate the secondment early.

## 10. Data protection

CEPOL ensures that applicants' personal data are processed pursuant to 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.

The legal basis for the selection procedures of SNEs is defined in Decision of the Management Board of the European Union Agency for Law enforcement Training 11/2016/MB on Laying down Rules on the Secondment to CEPOL of National Experts, having regard to the Commission Decision of 12 November 2008, C(2008) 6866 final, laying down rules on the secondment to the Commission of national experts and national experts in professional training.

The purpose of processing is to enable collection and processing of personal data for the evaluation, selection and recruitment of Seconded National Experts.

Such personal data processing is conducted under the responsibility of the HR function of the Corporate Services Department; the Data Controller is the Head of Corporate Services Department.

<sup>3</sup> As of 2020, name of the Training Unit will change into Training and Research Unit as per the 23-2019-MB on SPD 2020-2022

<sup>4</sup> <https://www.cepola.europa.eu/sites/default/files/11-2016-MB.pdf>

The information provided by the applicants will be accessible to a strictly limited number of recipients:

- HR function (HR Officer, HR Assistant)
- Members of the Selection Committee (evaluation)
- Head of Unit (reserve list)
- Appointing Authority (concluding contracts of employment)
- Internal Audit Service of the European Commission (upon justified request)
- European Court of Auditors (upon justified request)

Candidates are free to give their data on a voluntary basis, although failure to reply will exclude them automatically from recruitment. However, applicants failing to fill the fields noted as optional will not be disadvantaged nor discriminated with regards to the selection procedure.

Processing begins on the date of receipt of the application. Data retention policy is as follows:

- a) **Recruited candidates**  
Personal data are kept for a period throughout the term in CEPOL plus 2 years after the budgetary discharge. After that, only data essential for providing certificate is kept for a maximum period of 50 years. The necessary data comprises the following: first name, last name, length of contract, relevant department and monthly grant received.
- b) **Non-recruited candidates in the reserve list**  
Personal data are kept for the period of validity of the reserve list + 1 year after which time they are destroyed.
- c) **Non-recruited candidates**  
Personal data is stored for maximum period of 6 months.

All applicants may exercise their right of access to and right to rectify personal data. In the case of identification data, applicants can rectify those data at any time during the procedure. In the case of data related to the admissibility criteria, the right of rectification cannot be exercised after the closing date of applications' submission. Data Subjects have the right to object to the processing of the data.

Should the applicant have any query concerning the processing of his/her personal data and has substantiated request, he/she shall address them to the HR function at [FM.Human-Resources@cepol.europa.eu](mailto:FM.Human-Resources@cepol.europa.eu) and CEPOL Data Protection Officer at [dpo@cepol.europa.eu](mailto:dpo@cepol.europa.eu).

Applicants may have recourse at any time to the European Data Protection Supervisor ([edps@edps.europa.eu](mailto:edps@edps.europa.eu)).