Vacancy Notice

The European Chemicals Agency (ECHA) aims to be the centre of knowledge on the sustainable management of chemicals, serving a wide range of EU policies and global initiatives, for the benefit of citizens and the environment. Together with our partners, we work for the safe use of chemicals.

The European Chemicals Agency (ECHA) is launching this call for expressions of interest in order to establish a reserve list for the following temporary agent profile:

<table>
<thead>
<tr>
<th>Reference number</th>
<th>Vacancy notice</th>
<th>Grade</th>
<th>Indicative n° on reserve list</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECHA/TA/2020/005</td>
<td>IT Data Integration Architect</td>
<td>AD 6</td>
<td>5</td>
</tr>
</tbody>
</table>

The initial closing date (4 May 2020) for submission of applications for this call has been extended until 11 May 2020 at 12:00 noon, Helsinki time (11:00 a.m. CET).

1. The Job

The IT Data Integration Architect will work in the Information Systems Directorate of the Agency as part of the Data Management programme. The Directorate is organised into IT programmes (one of them being the Data Management programme) and a few horizontal functions.

The mission of the Data Management programme is to provide high-quality corporate data to the needs of the Agency: timely, consistently and as efficiently as possible.

ECHA’s current Data Management consists of:

- Publishing standardised data formats and tools to the chemical industry to help them comply with the information requirements set in the EU regulations on chemicals;
- Collecting data from the chemical industry via a number of regulatory processes;
- Integrating different data sources;
- Mastering data;
- Processing data for reporting, publication and sharing with national authorities;
- Componentise capabilities to enhance the work on data, such as text analytics;
- Supporting scientific data analytics.

From a corporate perspective, Data Management covers these types of data:
**Scientific data** - data collected from chemical companies on the identity of the substance or chemical products, intrinsic properties, e.g. physical properties or toxicological studies and use/exposure of their chemicals; data collected from authorities and academia, which are in the public domain (for example through public consultations); and data generated in-house, with applications that predict intrinsic properties;

**Assessment data** related to hazard and risk management;

**Regulatory outcomes** such as restriction opinions;

**Transaction data**, such as the date of a legally compulsory application;

**Administrative data**, such as HR, finance data etc.

Publication of non-confidential information on chemicals and, more in general, data accessibility for national authorities in the EU Member States are core tasks of the Agency. In this context, the Data Management programme utilises methodologies and data technologies to develop and maintain a data integration platform (and related ETL components), a data warehouse and business intelligence environment for reporting, master data management, interfaces to make data accessible and enablers for the scientific data analytics platform; macro-components which are all closely interrelated.

The Data Integration Architect works on the analysis and architecture function of the ECHA Data Management programme. In such function, the Data Integration Architect is responsible for serving integrated high-quality data from the data platform to ECHA consuming applications, contributes to the ECHA enterprise data model and supports the ECHA Data Governance. S/he interacts with project teams and business stakeholders to drive data analysis, harmonize and streamline data architecture, document and follow-up the main analysis and architecture choices. The Data Integration Architect interacts continually with the Enterprise Architecture team to cover data architecture aspects and promote coherent and consistent implementation of information flows across the entire landscape.

ECHA outsources technical data services as required, such as implementation, testing, service desk, and operations. The Data Integration Architect will work with ECHA staff teams and external consultant teams providing off-site outsourced services, in accordance with the IT governance framework, the applicable framework contracts and related Quality Management System procedures.

The main areas of work include:

**Data modelling, data architecture, business intelligence, data integration and support to data governance**

- Drive and review data modelling activities, including enterprise data modelling, data dictionary and related architecture artefacts; capture and keep up to date the data asset inventory as well as data lineage of the data integration platform according to best practice;
- Creation of architectural designs;
- Setting rules, guidelines and specifications as to how corporate data is used within the organisation;
- Work with the Enterprise Architecture team and provide the data architecture perspective;
- Work with IT programmes to ensure compliance with required data models, the Enterprise architecture and architecture guidelines and principles; assess project
proposals, design documents and deliverables, to determine the impact on, and compliance with, the target data architecture;

- Ensure data quality and its measurement in projects;
- Contribute to the identification of optimisation options in the current architectural solutions, particularly in the area of data platforms performance.

**Project Coordination**

In the context of adhering to the Directorate principles of flexible deployment of resources and constant broadening of the sphere of interest and responsibility of each staff member, the Data Integration Architect can take responsibility of projects related to her/his function. In such cases, his/her specific tasks are standard IT project management tasks (e.g. regular reporting; risk management; scoping and planning; defining work; etc.) and include in particular:

- Collaborating with the Product Management function to achieve a good product road mapping and product vision and to make sure that project scope is managed accordingly;
- Collaborating with the Product and Project Management functions of applications that ‘deliver’ the data to ECHA (either via industry or internally) to achieve a good integrated product planning and ensure strong data management at the corporate level;
- Defining, planning and coordinating the execution of IT projects applying the relevant IT project management procedures including budget management and monitoring of deliverables also in terms of quality assurance;
- Contributing to procurements as part of the tender preparation, member of evaluation panels, contract preparation and negotiation of offers in line with the applicable practices;
- Coordinating and managing contractors operating under the adopted sourcing model;
- Performing other tasks as required.

2. **Eligibility criteria**

The selection procedure is open to applicants who satisfy the following eligibility criteria, on the closing date for application:

**2.1. General requirements**

The applicant must:

- Be a national of a Member State of the European Union, or a national of the European Economic Area (Iceland, Liechtenstein, Norway)\(^1\);

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\(^1\) The Member States of the European Union are: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.
- Enjoy the full rights as a citizen;
- Have fulfilled any obligations imposed by the laws concerning military service;
- Produce the appropriate character references as to the suitability for the performance of the duties;
- Be physically fit to perform the duties;
- Have a thorough knowledge of one of the official languages of the European Union and a satisfactory knowledge of another such language to the extent necessary to perform your duties;
- Be able to communicate well in English as this is the working language of ECHA;
- Be below the age at which staff of the EU is automatically retired, i.e. currently on the last day of the month in which he/she reaches the age of 66.

2.2. Qualifications

Successful completion of a full course of university studies attested by a degree, where the normal duration of university education is three (3) years or more.

Only qualifications issued by EU Member State authorities or EEA authorities and qualifications recognized as equivalent by the relevant EU or EEA Member State authorities will be accepted.

2.3. Professional experience

To qualify for this profile, you must have at the closing date for applications a total professional experience of at least three (3) years acquired after achieving the minimum requirements stated out in 2.2. At least one (1) year of your total professional experience must be relevant professional experience in the fields listed in section 1.

3. Selection criteria

If you meet the eligibility criteria set out in section 2, you will be assessed on the basis of the following selection criteria. The candidates who are judged to be the most suitable on the basis of the selection criteria will be invited to an interview.

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2 Before appointment, successful applicants will be required to produce an official document indicating that they do not have a criminal record.

3 Before appointment, successful applicants will be required to undergo a medical examination to ensure that they fulfill the requirements of Articles 12, 2 (c) of the Conditions of Employment of Other Servants of the European Communities.

4 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, Swedish.

5 See Article 47(a) CEOS for Temporary Agents, applicable to Contract Agents by analogy, Article 119 CEOS.

6 Only appropriate professional experience acquired after achieving the minimum qualification stated in 2.2 shall be considered. Where additional periods of training and study are accompanied by periods of professional activity, only the latter shall be considered as professional experience. Compulsory military service or equivalent civilian service accomplished after the achieving the minimum qualification stated in 2.2. shall be taken into consideration. Professional activities pursued on a part-time basis shall be calculated pro rata, on the basis of the percentage of full-time hours worked. A given period may be counted only once.

7 Relevant experience should be described in your application.
Your academic and professional qualifications and their relevance to the main areas of work listed in section 1. Preference will be given to qualifications obtained in the following fields:

- Information Architecture;
- Mathematics;
- Computer Science;
- Statistics;
- Data Science;
- General IT (informatics, computer science, engineering).

Your professional experience: the range of fields covered, the type and level of work done and its relevance to the areas of work listed in section 1.

The following will be considered as assets:

- Your proven experience in data analysis and data architecture at enterprise data level;
- Your proven experience in technologies like Oracle Data Integrator (ODI) or similar, Hadoop or similar, Master data management, SAP BO or MS Power BI or other BI reporting platforms etc.;
- Your proven experience in producing data integration and business intelligence reporting solutions;
- Work experience gained in a similar multicultural environment. Preference will be given to work experience abroad.

The academic and professional qualifications, professional experience and knowledge and experience considered as an asset must be described as precisely as possible in your application.

4. Interview and written test

If selected for interview, you will be assessed on the basis of the following criteria:

- Knowledge and understanding in your areas of experience that are most relevant to the tasks set out in section 1;
- Understanding of the role of Data Architecture for ECHA, in relation to the different chemical regulations it implements (e.g. REACH, CLP, Biocides, etc.);
- Ability to lead horizontal initiatives particularly in the area of working with stakeholders;
- Ability to quickly grasp the essentials of complex technical matters (outside the IT domain);
- Ability to communicate effectively complex technical matters;
- Ability to facilitate large and multidisciplinary teams focussed on data analysis;
- Aptitude for working effectively in a multidisciplinary team in a multicultural environment;
- Excellent command of spoken and written English.

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8 You can read more about the general competencies in place in ECHA through the following link: [http://echa.europa.eu/documents/10162/13602/echa_staff_competencies_en.pdf](http://echa.europa.eu/documents/10162/13602/echa_staff_competencies_en.pdf)
Your ability to communicate in written English, and the knowledge, skills and competencies related to the job will be also assessed by written tests.

For native English speakers, your ability to communicate in your second EU language will be tested during the interview. As this forms part of the general requirements stated under section 2.1 above, any failure in proving the satisfactory level of your second EU language would lead to your exclusion from the selection.

Interviews and written tests may be organised remotely.

5. Placement on the reserve list

If you are judged to be among the most suitable candidates, on the basis of the criteria listed in sections 2, 3 and 4, you will be placed on the reserve list. The reserve list will be valid for a period of two years.

It should be noted that inclusion on the reserve lists does not imply any entitlement of employment in the Agency.

6. Other information

Before applying, you should carefully read the Guide of Applicants\(^9\) published on ECHA Website. This guide is an integral part of the Vacancy Notice and will help you to understand the rules governing the procedure and how to apply.

Successful applicants may be offered an employment contract for five years as a temporary agent. This contract may be renewed for a definite period. If renewed for a second time, the contract becomes indefinite. If the successful applicant from the external selection procedure is already a member of temporary staff 2(f) in the relevant function group or another function group, the Agency shall offer the person, in writing, the opportunity to be assigned to the post by means of mobility under the provisions of Article 6(2)\(^10\) or, subject to the establishment plan availabilities, Article 10\(^10\) respectively, if the person prefers to ensure continuity of contracts.

The minimum number of years of professional experience required after the award of the qualification certifying the completion of the level of studies required as a condition of eligibility for any selection procedure is as follows:

<table>
<thead>
<tr>
<th>Grade of engagement</th>
<th>Number of years of professional experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>AD5</td>
<td>0 years</td>
</tr>
<tr>
<td>AD6</td>
<td>3 years</td>
</tr>
<tr>
<td>AD7</td>
<td>6 years</td>
</tr>
<tr>
<td>AD8</td>
<td>9 years</td>
</tr>
<tr>
<td>AD9/10</td>
<td>12 years</td>
</tr>
</tbody>
</table>


\(^10\) Implementing rules on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS: https://echa.europa.eu/documents/10162/17100/MB_DECISION_03_2018_4_MB49_FINAL.pdf/7087cc5b-2dee-aade-0de0-bcdb47aa605d
For the purposes of determining professional experience, the appointing authority shall allow 24 months’ additional seniority of step in grade for professional experience equal to more than the number of years indicated below:

<table>
<thead>
<tr>
<th>Function group and grade</th>
<th>Minimum years of work experience for additional seniority</th>
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</thead>
<tbody>
<tr>
<td>AD14-AD16</td>
<td>21 years</td>
</tr>
<tr>
<td>AD12-AD13</td>
<td>18 years</td>
</tr>
<tr>
<td>AD9-AD11</td>
<td>15 years</td>
</tr>
<tr>
<td>AD8</td>
<td>12 years</td>
</tr>
<tr>
<td>AD7</td>
<td>9 years</td>
</tr>
<tr>
<td>AD6</td>
<td>6 years</td>
</tr>
<tr>
<td>AD5</td>
<td>3 years</td>
</tr>
<tr>
<td>AST4</td>
<td>12 years</td>
</tr>
<tr>
<td>AST3</td>
<td>9 years</td>
</tr>
<tr>
<td>AST2</td>
<td>6 years</td>
</tr>
<tr>
<td>AST1</td>
<td>3 years</td>
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The successful applicant will be required to make a declaration of commitment to act independently in the public interest and to make an annual declaration with respect to any interests which might be considered prejudicial to his/her independence. Moreover, before recruiting a member of staff, ECHA’s Executive Director will examine whether the applicant has any personal interest which may impair his/her independence or any other conflict of interest. To that end, the applicant, using a specific form, shall inform the Executive Director of any actual or potential conflict of interest. Applicants must confirm their willingness to do so in their application.

The successful candidate will be recruited as a Temporary Agent Grade AD 6 with the basic monthly salary starting from € 5524.91, subject to an annual review of remuneration provided for in Article 65(1) of the Staff Regulations. ECHA offers, in addition to the basic salary, a range of benefits which include allowances, such as a household allowance, an expatriation allowance (16% of the basic salary) and a dependant child allowance, as well as a welfare package including pension scheme, medical and accident coverage. For more information on the salary and on the allowances, please visit our website at: http://www.echa.europa.eu/about-us/jobs/what-we-offer.

For more information on the selection process of temporary agents and on the contractual and working conditions, please, refer to:

7. Protection of personal data

The European Chemicals Agency will ensure, on its part, that your personal data is processed as required by Regulation (EU) 2018/1725\textsuperscript{11} on the protection of personal data. For more information on the protection of personal data, please consult the Guide for Applicants\textsuperscript{9}.

\textsuperscript{11} https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32018R1725&from=EN