

# **AGREEMENT**

**between the Agencies having acceded to the agreement**

**on the creation and implementation of an Inter-Agency Job Market (IAJM)**

The Agencies having acceded to this agreement represented by their respective Directors,

Having regard to the Staff Regulations of officials of the European Communities (hereafter SR) and the Conditions of employment of other servants of those Communities (hereafter CEOS) as laid down by Council Regulation (EEC, EURATOM, ECSC) No 259/68, last amended by Council Regulation (EC, EURATOM) No 2104/2005 of 20 December 2005,

Having regard to Commission Decision C(2005)5304 of 16 December 2005 concerning the Guidelines on staff policy in the European Regulatory Agencies,

Whereas

- (1) The general implementing provisions on the procedure governing the engagement and the use of Temporary agents shall have been adopted pursuant to Article 110 of the Staff Regulations by all Agencies signing this agreement,
- (2) The general implementing provisions concerning the criteria applicable to classification in grade and step on appointment or engagement shall have been adopted pursuant to Article 110 of the Staff Regulations by all Agencies signing this agreement,

Have agreed as follows:

## **Article 1 : Definitions**

- (1) Agencies according to this decision are Community bodies referred to in article 1a (2) of the Staff Regulations with the same meaning as in the Guidelines on staff policy in the European Regulatory Agencies. This decision does not apply to executive agencies financed by the general budget of the European Communities and not to the agencies falling within the second and third pillars of the Treaty of the European Union which do not apply the Staff Regulations.
- (2) An Inter-Agency Job Market (IAJM) is created for facilitating between Agencies the mobility of temporary agents referred to in Article 2a of the CEOS and to ensure that highly qualified professionals can be used in the best interest of the agencies.

## **Article 2 : Decision to publish a post in the Inter-Agency Job Market**

For each vacancy corresponding to a temporary post in the establishment plan of an Agency part of this agreement which is identified as a long term employment involving permanent tasks and to prior publication of an external vacancy notice, the Authority Responsible for Concluding Contracts of Employment shall consider if the post is to be published first in the IAJM

## **Article 3 : Publication of the post and applications**

- (1) The vacancy notice can be published in the IAJM at a range of grades corresponding to the functions. The vacancy notice shall be published on the website of the Agency. The Agency shall inform the other Agencies of the vacancy which will be published internally in each Agency.
- (2) The post shall be reserved to temporary agents 2a of the same function group and whose grade is within the range of grades mentioned in the vacancy notice and who meet the following criteria:
  - being employed in an Agency referred to in Article 1 (1) as a temporary agent 2a on long term employment for permanent tasks as defined in the general implementing provisions on the procedure governing the engagement and the use of Temporary agents adopted by the Agency pursuant to Article 110 of the SR;
  - having been selected according to the selection procedure for temporary agents 2a on long-term employment or, for staff engaged before the entry into force of this decision, having succeeded in a selection procedure equivalent to short term employment referred to in Article 4.
- (3) The Agency may publish a long term employment post first internally in the Agency and then in the IAJM or directly in the Inter-Agency Job Market, before making an external publication of the vacant post. Applications of the internal candidates shall be considered first, before the applications of the candidates of the IAJM.
- (4) Only applicants from the Agencies as defined in Article 1 are eligible.

## **Article 4 : Selection**

The selection of candidates shall follow the procedure referred to in the general implementing provisions on the procedure governing the engagement and the use of temporary agents for short-term employment as defined in the general implementing provisions mentioned in Article 3 (2).

### **Article 5 : Grading**

A selected applicant will be proposed a new contract with the Agency maintaining his/her grade. Article 32 of the Staff Regulations and the general implementing provisions concerning the criteria applicable to classification in grade and step on appointment or engagement shall apply concerning the classification in step.

### **Article 6 : Copy of personnel file**

The recruiting Agency shall obtain, from the previous agency, a copy of the personnel file of the new staff member, including the assessment reports.

### **Article 7 : Career development**

The recruiting Agency shall integrate the new staff member selected from the IAJM in its career development system in particular by taking into account the seniority of the staff member acquired by previous employment in other agencies according to the rules on reclassification adopted by the Agency.

### **Article 8 : Management of the Agreement**

- (1) The signed original of the agreement is kept by the European Environment Agency (EEA). The EEA is in charge of the management of this agreement and shall, in particular, notify the other Agencies of the agreement's entry into force in accordance with Article 10 as well as accessions and withdrawals according to Article 9.
- (2) Agencies wishing to accede to this agreement shall send to the EEA a copy of the general implementing provisions on the procedure governing the engagement and the use of temporary agents and of the general implementing provisions concerning the criteria applicable to classification in grade and step on appointment or engagement which have been adopted prior to the signature of the agreement.
- (3) The EEA will regularly contact the Directorate General Administration of the European Commission for information as regards the agreement procedure according to Article 110 of the Staff Regulations of the above mentioned general implementing provisions.

### **Article 9 : Accession and withdrawal**

- (1) Agencies within the meaning of Article 1 (1) which have fulfilled the conditions of Article 8 (2) may accede to the agreement by sending a letter to the EEA. The EEA shall notify the other Agencies part of the agreement. If none of the Agencies raises an objection within 1 month after notification, the accession of the Agency enters into force.
- (2) An Agency part of this agreement may decide to withdraw by notifying the EEA. The EEA shall inform the other Agencies part of the agreement of this withdrawal.

## Article 10 : Entry into force

Subject to Article 9 (1), this agreement shall enter into force once at least two Agencies have signed/acceded to it.

For any Agency acceding to this agreement at a later stage and subject to Article 9 (1), it shall enter into force for this Agency on the date on which it has submitted a respective letter to the EEA.

The letters mentioned shall be appended to and form part of this agreement (ANNEX I).

Done at 28.1.08



Prof. Jacqueline McGlade  
Executive Director  
European Environment Agency

**ANNEX I**

**Letters of Accession/Withdrawal**

## ANNEX II

### List of Agencies having access to the agreement

<p><u>Translation Centre for the bodies of the European Union</u></p> <p>Ms Gailė DAGILIENĖ          Director          Bâtiment Nouvel Hémicycle          1 rue du Fort Thüngen          1499 Luxembourg          Luxembourg</p>	<p><u>European Centre for the Development of Vocational Training</u></p> <p>Ms Aviana BULGARELLI          Director          P.O. Box 22427          55102 Thessaloniki (Pylea)          GREECE</p>
<p><u>European Police College</u></p> <p>Mr Ulf GÖRANSSON          Director          CEPOL House          Bramshill          Hook, Hampshire          RG27 0JW          UNITED KINGDOM</p>	<p><u>Community Fisheries Control Agency</u></p> <p>Mr Harm KOSTER          Executive Director          The European Commission, DG FISH          56, rue de la Loi          1049 Brussels          BELGIUM</p>
<p><u>Community Plant Variety Office</u></p> <p>Mr Bart KIEWIET          President          3, Boulevard Maréchal Foch          B.P. 10121          49101 Angers Cédex 02          FRANCE</p>	<p><u>European Agency for Reconstruction</u></p> <p>Mr Adriano MARTINS          Director          Egnatia, 4          546 25 Thessaloniki          GREECE</p>
<p><u>European Aviation Safety Agency</u></p> <p>Mr Patrick GOUDOU          Executive Director          Ottoplatz, 1          50679 Cologne          GERMANY</p>	<p><u>European Centre for Disease Prevention and Control</u></p> <p>Mrs Zsuzsanna JAKAB          Director          Tomtebodavägen 11 A          171 83 Stockholm          SWEDEN</p>
<p><u>European Environment Agency</u></p> <p>Prof. Jacqueline McGLADE          Executive Director          Kongens Nytorv 6          1050 COPENHAGEN K          DENMARK</p>	<p><u>European Food Safety Authority</u></p> <p>Ms Catherine GESLAIN-LANÉELLE          Executive Director          Largo N. Palli 5/A          43100 Parma          ITALY</p>

<p><u>European GNSS Supervisory Authority</u></p> <p>Mr Pedro PEDREIRA Executive Director Rue Joseph II, 54 1049 Brussels BELGIUM</p>	<p><u>European Monitoring Centre for Drugs and Drug Addiction</u></p> <p>Mr Wolfgang GÖTZ Director Rua da Cruz de Santa Apolónia 23-25 1149-045 Lisbon PORTUGAL</p>
<p><u>European Medicine Agency</u></p> <p>Mr Thomas LÖNNGREN Executive Director 7, Westferry Circus Canary Wharf London E14 4HB UNITED KINGDOM</p>	<p><u>European Maritime Safety Agency</u></p> <p>Mr Willem DE RUITER Executive Director Edifício do Mar Vermelho Avenida Dom João II, Lote 1.06.2.5 1998-001 Lisbon PORTUGAL</p>
<p><u>European Network and Information Security Agency</u></p> <p>Mr Andrea PIROTTI Executive Director Science and Technology Park of Crete (ITE) Vassilika Vouton 700 13 Heraklion CRETE, GREECE</p>	<p><u>European Railway Agency</u></p> <p>Mr Marcel VERSLYPE Executive Director 160 Boulevard H. Harpignies 59300 Valenciennes FRANCE</p>
<p><u>European Training Foundation</u></p> <p>Dr Muriel DUNBAR Director Villa Gualino Viale Settimio Severo 65 10133 Torino ITALY</p>	<p><u>European Union Agency for Fundamental Rights</u></p> <p>Mr Constantinos MANOLOPOULOS Acting Director Rahlgasse 3 1060 Vienna AUSTRIA</p>
<p><u>European Foundation for the Improvement of Living and Working Conditions</u></p> <p>Mr Jorma KARPPINEN Director Wyattville Road Loughlinstown Dublin 18 IRELAND</p>	<p><u>European Union's Judicial Cooperation Unit</u></p> <p>Mr Michael KENNEDY President De Haagse Arc Maanweg 174 2516 AB The Hague THE NETHERLANDS</p>

<p><u>European Agency for the Management of Operational Cooperation at the External Borders</u></p> <p>Mr Ilkka LAITINEN Executive Director ul. Rondo ONZ1 00-124 Warsaw POLAND</p>	<p><u>Office for Harmonisation in the Internal Market</u></p> <p>Mr Wubbo de BOER President Avenida de Europa, 4 03080 Alicante SPAIN</p>
<p><u>European Agency for Safety and Health at Work</u></p> <p>Mr Jukka TAKALA Director Gran Via 33 48009 Bilbao SPAIN</p>	<p><u>European Chemical Agency</u></p> <p>Mr Geert DANCET Executive Director Annankatu 18 P.O. Box 400 00121 Helsinki FINLAND</p>
<p><u>Fusion for Energy</u></p> <p>Mr Didier GAMBIER Director Carrer Josep Pla, n.2 Torres Diagonal Litoral Edificio B3, 8a planta 08019 Barcelona SPAIN</p>	