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SECRÉTARIAT GÉNÉRAL

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COMMISSION INTERNE

OJ 2244 – point 7

QUESTIONS ADMINISTRATIVES

Communication de M. OETTINGER

Cette question est inscrite à l'ordre du jour de la 2244^{ème} réunion de la Commission le mercredi 21 février 2018.

Destinataires : Membres de la Commission
M. ITALIANER, M. ROMERO REQUENA, M. SCHINAS, Mme SOUKA



1. CONTINUITY AND CHANGE – DIRECTOR-GENERAL AND EQUIVALENT FUNCTIONS

1.1. Introduction

This point concerns changes related to the Commission's senior management staff occupying functions of Director-General, Deputy Director-General and *Hors Classe* Adviser.

This proposal for movements at the Administration's top management level maintains an appropriate balance between change and continuity, will provide the Institution with the necessary stability for the remainder of the mandate and will further the objective of increased gender balance.

1.2. Director-General level functions and officials – current and future situation

The Commission's organisation chart currently includes 99 functions corresponding to the function group of Director-General, comprising 40 Director-General functions, 56 Deputy Director-General functions and 3 *Hors Classe* Advisor functions.

Once the proposals set out below have been adopted, the Commission's organisation chart will include 104 functions corresponding to the function group of Director-General, comprising 40 Director-General functions, 57 Deputy Director-General functions and 7 *Hors Classe* Advisor functions.

It is the College's shared goal for the percentage of women in management roles to reach 40% by the end of this mandate. As a consequence of the decisions to be taken today, the number of female Directors-General will increase to 12, up from 5 at the beginning of the mandate and the number of Deputy Directors-General to 19, up from 3. Women will make up 36% of managers in function at this, the most senior, level.

		1 November 2014		1 February 2018		After decision	
DG functions	Men	30	86%	27	73%	27	69%
	Women	5	14%	10	27%	12	31%
DDG functions	Men	34	92%	33	67%	29	60%
	Women	3	8%	16	33%	19	40%
TOTAL DG & DDG	Men	64	89%	60	70%	56	64%
	Women	8	11%	26	30%	31	36%

1.3. Proposals

In agreement with the PRESIDENT, it is proposed to the College to adopt the following decisions which take effect immediately, unless otherwise specified.

1.3.1. Creation of functions

CLIMA	Creation of a Deputy Director-General function
ENER	Creation of an <i>Hors Classe</i> Adviser function
EPSC	Creation of an <i>Hors Classe</i> Adviser function, with the title "Senior Adviser for Relations with the Florence European University Institute".
EPSC	Creation of an <i>Hors Classe</i> Adviser function, with the title "Senior Adviser for Robotics, Artificial Intelligence and the Future of European Labour Law".
EPSC	Creation of an <i>Hors Classe</i> Adviser function with a mission still to be determined.

1.3.2. Transfers of Directors-General

At the request of the relevant portfolio Commissioners, the following Directors-General are transferred:

CLIMA	Mr Jos DELBEKE is transferred to the function of <i>Hors Classe</i> Adviser "Senior Adviser for Relations with the Florence European University Institute" in the EPSC with date of effect 16 March 2018.
EMPL	Mr Michel SERVOZ is transferred to the function of <i>Hors Classe</i> Adviser "Senior Adviser for Robotics, Artificial Intelligence and the Future of European Labour Law" in the EPSC with date of effect 16 March 2018.
RTD	Mr Robert-Jan SMITS is transferred to the function of <i>Hors Classe</i> Adviser in the EPSC with a mission still to be determined, with date of effect 1 March 2018.

1.3.3. Transfers of Deputy Directors-General

TRADE	Mr Mauro PETRICCIONE is transferred to the function of Director-General of DG CLIMA with date of effect 16 March 2018
TRADE	Mr Joost KORTE is transferred to the function of Director-General of DG EMPL with date of effect 16 March 2018.
ENER	Mr Christopher JONES is transferred to the function of <i>Hors Classe</i> Adviser in DG ENER with date of effect 1 April 2018
SG	Mr Jean-Eric PAQUET is transferred to the function of Director-General of DG RTD with date of effect 1 April 2018.

Officials transferred from a management function to an *Hors Classe* Adviser function by this decision will, by derogation to the Commission decision of 26 May 2004 (C(2004)1891/2), retain their right to the management step for a period of twelve months. These *Hors Classe* Adviser functions will be suppressed upon the departure of the jobholder.

1.3.4. Appointments to the function of Director-General

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| EAC | <ul style="list-style-type: none"> • This concerns the appointment to the function of Director-General of DG Education, Youth, Sport and Culture. The vacancy notice was published internally on 10 January 2018 under reference COM/2018/55, drawing 2 applications (PERS(2018)2/2). • The CCA called 2 candidates for interview (PERS(2018)2/3) and decided that the application of Ms Themis CHRISTOPHIDOU fulfils the requirements for the function (PERS(2018)2/4). • The PRESIDENT, Commissioner NAVRACSICS, the portfolio Commissioner, and Commissioner Oettinger interviewed the candidate on the final shortlist. • It is proposed to the College, in agreement with the PRESIDENT, and after consultation of Vice-President ANSIP, Vice-President DOMBROVSKIS and Vice-President KATAINEN as well as Commissioner NAVRACSICS, to appoint Ms Themis CHRISTOPHIDOU to the aforementioned function. • This decision takes effect on 1 March 2018. |
| ESTAT | <ul style="list-style-type: none"> • This concerns the appointment to the function of Director-General of DG Eurostat. The vacancy notice was published internally, inter-institutionally and externally on 8 November 2016 under references COM/2016/1415 and COM/2016/10370, drawing 68 applications (PERS(2016)109/2). • The CCA called three candidates for interview (PERS(2016)109/3) and decided that the applications of Ms KOTZEVA and Mr PESENDORFER fulfil the requirements for the function (PERS(2016)109/4). • Vice-President SEFCOVIC as delegate of the PRESIDENT, Commissioner THYSSEN, the portfolio Commissioner, and Commissioner Oettinger interviewed the candidates on the final shortlist. • It is proposed to the College, in agreement with the PRESIDENT and after consultation of Vice-President DOMBROVSKIS and Vice-President KATAINEN as well as Commissioner THYSSEN, to appoint Ms Mariana KOTZEVA to the aforementioned function. • This decision takes effect on 1 March 2018. |

1.3.5. Appointments to the function of Deputy Director-General

- DEVCO
- This concerns the appointment to the function of Deputy Director-General responsible for Directorates D, E, F and G (DEVCO.DGA1) in DG International Cooperation and Development. The vacancy notice was published internally on 28 September 2017 under reference COM/2017/1800, drawing three applications (PERS(2017)116). Subsequently, one candidate withdrew his application.
 - The CCA called the two remaining candidates for interview (PERS(2017)116/2). Subsequently one candidate withdrew his application. Following the interview, the CCA decided that the application of Mr Koen DOENS fulfils the requirements for the function (PERS(2017)116/3).
 - Commissioner MIMICA, the portfolio Commissioner, and Commissioner OETTINGER interviewed the candidate on the final shortlist.
 - It is proposed to the College, in agreement with the PRESIDENT and after consultation of Vice-President MOGHERINI as well as Commissioner MIMICA, to appoint Mr Koen DOENS to aforementioned function.
 - This decision takes effect on 1 March 2018.
- EAC
- This concerns the appointment to the function of Deputy Director-General (EAC.DDG) in DG Education, Youth, Sport and Culture. The vacancy notice was published internally on 10 January 2018 under reference COM/2018/56, drawing six applications (PERS(2018)10). Subsequently, one candidate withdrew his application.
 - The CCA called five candidates for interview (PERS(2018)10/2) and decided that the application of Ms Viviane HOFFMANN fulfils the requirements for the function (PERS(2018)10/3).
 - Commissioner NAVRACSICS, the portfolio Commissioner, and Commissioner OETTINGER interviewed the candidate on the final shortlist.
 - It is proposed to the College, in agreement with the PRESIDENT and after consultation of Vice-President ANSIP, Vice-President DOMBROVSKIS, and Vice-President KATAINEN as well as Commissioner NAVRACSICS, to appoint Ms Viviane HOFFMANN to the aforementioned function.
 - This decision takes effect on 1 May 2018.
- EMPL
- This concerns the appointment to the function of Deputy Director-General (EMPL.DDG) in DG Employment, Social Affairs and

Inclusion. The vacancy notice was published internally on 10 January 2018 under reference COM/2018/59, drawing six applications (PERS(2018)12).

- The CCA called six candidates for interview (PERS(2018)12/2) and decided that the applications of Mr Francisco MERCHAN CANTOS and Ms Andriana SUKOVA fulfil the requirements for the function (PERS(201X)12/3).
- Commissioner THYSSEN, the portfolio Commissioner, and Commissioner OETTINGER interviewed the candidates on the final shortlist.
- It is proposed to the College, in agreement with the PRESIDENT and after consultation of Vice-President DOMBROVSKIS and Vice-President KATAINEN, as well as Commissioner THYSSEN, to appoint Ms Andriana SUKOVA to the aforementioned function.
- This decision takes effect on 1 March 2018.

RTD

- This concerns the appointment to the function of Deputy Director-General "Research programmes" (RTD.DDG2) in DG Research and Innovation. The vacancy notice was published internally on 10 January 2018 under reference COM/2018/58, drawing six applications (PERS(2018)11).
- The CCA called five candidates for interview (PERS(2018)11/2) and decided that the applications of Ms Signe RATSO and, Mr Kurt VANDENBERGHE fulfil the requirements for the function (PERS(2018)11/3).
- Commissioner MOEDAS, the portfolio Commissioner, and Commissioner OETTINGER interviewed the candidates on the final shortlist.
- It is proposed to the College, in agreement with the PRESIDENT and after consultation of Vice-President KATAINEN, Vice-President ANSIP, Vice-President DOMBROVSKIS and Vice-President ŠEFČOVIČ as well as Commissioner MOEDAS, to appoint Ms Signe RATSO to the aforementioned function.
- This decision takes effect on 1 March 2018.

SANTE

- This concerns the appointment to the function of Deputy Director-General "Food Safety, responsible for Directorates D, E, F and G" (SANTE.DDG2) in DG Health and Food Safety. The vacancy notice was published internally on 10 January 2018 under reference COM/2018/54, drawing eight applications (PERS(2018)9). Subsequently, one candidate withdrew his application.
- The CCA called seven candidates for interview (PERS(2018)9/2) and decided that the applications of Ms Céline GAUER, Ms Sabine JUELICHER and Ms Diane SCHMITT fulfil the requirements for the

function (PERS(2018)9/3).

- Commissioner ANDRIUKAITIS, the portfolio Commissioner, and Commissioner OETTINGER interviewed the candidates on the final shortlist.
- It is proposed to the College, in agreement with the PRESIDENT and after consultation of Vice-President KATAINEN as well as Commissioner ANDRIUKAITIS, to appoint Ms Céline GAUER to the aforementioned function.
- This decision takes effect on 16 March 2018.

SG

- This concerns the appointment to the function of Deputy Secretary-General in the Secretariat-General. The vacancy notice was published internally on 31 January 2018 under reference COM/2018/292, drawing two applications (PERS(2018)16).
- The CCA called two candidates for interview (PERS(2018)16/2). Subsequently one candidate withdrew their application. Following the interview, the CCA decided that the application of Mr Martin SELMAYR fulfils the requirements for the function (PERS(2018)16/3).
- The PRESIDENT and Commissioner OETTINGER interviewed the candidate on the final shortlist.
- It is proposed to the College, in agreement with the PRESIDENT to appoint Mr Martin SELMAYR to the aforementioned function.
- This decision takes effect on 1 March 2018.

1.3.6. Functions to be published in accordance with Article 29 of the Staff Regulations

Deputy Director-General functions

CLIMA	New function – Internal publication
ENER	Ex-Jones – Internal publication
ESTAT	Ex-Kotzeva – Internal, Inter-institutional and External publication
SG	Ex-Paquet – Internal publication
TRADE	Ex-Korte – Internal publication
TRADE	Ex-Petriccione – Internal publication

The Commission authorises Commissioner OETTINGER in agreement with the PRESIDENT, after consultation of the Vice-Presidents concerned and the portfolio Commissioner(s), to approve the vacancy notices for these functions.

Commissioner OETTINGER will decide, in agreement with the PRESIDENT, on the date and length of publication regarding these functions. Further publications of Deputy

Director-General functions may be also decided in accordance with these provisions, as appropriate.

1.4. Summary of the Proposal

Transfers of Directors-General		
<i>Name</i>	<i>New function</i>	<i>Date of effect</i>
Mr Michel SERVOZ	Senior Adviser for Robotics, Artificial Intelligence and the Future of European Labour Law in EPSC	16 March 2018
Mr Jos DELBEKE	Senior Adviser for Relations with the Florence European University Institute in EPSC	16 March 2018
Mr Robert-Jan SMITS	Senior Adviser in EPSC with a mission still to be determined	1 March 2018
Transfers of Deputy Directors-General		
<i>Name</i>	<i>New function</i>	<i>Date of effect</i>
Mr Mauro PETRICCIONE	DG CLIMA	16 March 2018
Mr Joost KORTE	DG EMPL	16 March 2018
Mr Christopher JONES	HCA in ENER	1 April 2018
Mr Jean-Eric PAQUET	DG RTD	1 April 2018
Appointments of Directors-General		
<i>Name</i>	<i>New function</i>	<i>Date of effect</i>
Ms Themis CHRISTOPHIDOU	DG EAC	1 March 2018
Ms Mariana KOTZEVA	DG ESTAT	1 March 2018
Appointments of Deputy Directors-General		
<i>Name</i>	<i>New function</i>	<i>Date of effect</i>
Mr Koen DOENS	DDG DEVCO	1 March 2018
Ms Viviane HOFFMANN	DDG EAC	1 May 2018
Ms Andriana SUKOVA	DDG EMPL	1 March 2018
Ms Signe RATSO	DDG RTD	1 March 2018
Ms Céline GAUER	DDG SANTE	16 March 2018
Mr Martin SELMAYR	DSG	1 March 2018
Publications authorised		
<i>Function</i>	<i>Type of publication</i>	
Deputy Director-General CLIMA (new function)	Internal publication (Art 29.1.a (i) & (iii), SR)	
Deputy Director-General ENER (ex-Jones)	Internal publication (Art 29.1.a (i) & (iii), SR)	

Deputy Director-General ESTAT (ex-Kotzeva)	Internal, Inter-institutional and External publication (Art 29.1.a (i) & (iii), Art 29.1.b and Art 29.2, SR)
Deputy Secretary General (ex-Paquet)	Internal publication (Art 29.1.a (i) & (iii), SR)
Deputy Director-General TRADE (ex-Korte)	Internal publication (Art 29.1.a (i) & (iii), SR)
Deputy Director-General TRADE (ex-Petriccione)	Internal publication (Art 29.1.a (i) & (iii), SR)

2. DIRECTOR AND EQUIVALENT FUNCTIONS

2.1. Introduction

This point concerns certain decisions relating to functions at the level of Director or equivalent.

2.2. Proposals

In agreement with the PRESIDENT, it is proposed to the College to adopt the following decisions. These decisions take effect immediately, unless specified otherwise.

2.2.1. Creation of functions

CLIMA Creation of a Principal Adviser function

EAC Creation of a Principal Adviser function

2.2.2. Appointments

- DEVCO
- This concerns the appointment to the function of Director “International Cooperation and Development Policy” (DG DEVCO.A) in DG International Cooperation and Development. The vacancy notice was published internally, inter-institutionally and externally on 6 October 2017 under references COM/2017/1872 and COM/2017/10376, drawing 137 applications (PERS(2017)127).
 - The CCA called 3 candidates for interview (PERS(2017)127/2) and decided that the applications of Ms Hildegard LINGNAU, Mr Gaspar FRONTINI CATTIVELLO and Mr Félix FERNANDEZ-SHAW fulfil the requirements for the function (PERS(20XX)127/3).
 - Commissioner MIMICA, the portfolio Commissioner, interviewed the candidate on the final shortlist.
 - It is proposed to the College, in agreement with the PRESIDENT and after consultation of Vice-President MOGHERINI to appoint Mr Félix FERNANDEZ-SHAW to the aforementioned function.
 - This decision takes effect on 1 April 2018.

- DEVCO
- This concerns the appointment to the function of Director “People and Peace” (DEVCO.B) in DG International Cooperation and

Development. The vacancy notice was published internally on 28 September 2017 under reference COM/2017/1799, drawing six applications (PERS(2017)115).

- The CCA called three candidates for interview (PERS(2017)115/2) and decided that the application of Ms Henriette GEIGER fulfils the requirements for the function (PERS(2017)115/3).
- Commissioner MIMICA, the portfolio Commissioner, interviewed the candidate on the final shortlist.
- It is proposed to the College, in agreement with the PRESIDENT and after consultation of Vice-President MOGHERINI as well as Commissioner MIMICA, to appoint Ms Henriette GEIGER to the aforementioned function.
- This decision takes effect on 1 April 2018.

2.2.3. Transfers

COMM Ms Pia AHRENKILDE-HANSEN is transferred to the vacant function of Principal Adviser in the Secretariat General with date of effect 1 March 2018

2.2.4. Functions to be published in accordance with article 29 of the Staff Regulations

Director functions

GROW Director "Single Market for Public Administrations" (GROW.G) – Internal publication (Art 29.1.a (i) & (iii), SR)

Principal Adviser functions

CLIMA New function – Internal publication (Art 29.1.a (i) & (iii), SR)

EAC New function – External publication (Art 29.2, SR) reserved for Croatian nationals

The Commission authorises Commissioner OETTINGER in agreement with the PRESIDENT, after consultation of the Vice-Presidents concerned and the portfolio Commissioner(s), to approve the vacancy notices and to decide on the date and length of publication regarding these functions.

The decision of 22 November 2016 (PV(2016)2190) authorising the external publication of the function of Director of Directorate RTD.E "Health" reserved for Croatian nationals is revoked.

INFORMATION POINTS

1. EPSC – CREATION OF THREE FUNCTIONS OF SENIOR ADVISER

- This point concerns the European Political Strategy Centre (EPSC), which was established by decision of the PRESIDENT of 1 November 2014 (C(2014) 9001) and was last modified and replaced by decision C(2015)4462 of 24 June 2015.
- The PRESIDENT has taken the decision to create three specific functions of Senior Adviser in the EPSC. This decision is set out in Communication C(2018)1164 of 21 February 2018, which modifies and replaces the decision of 24 June 2015 accordingly.
- The College is asked to take note of this Communication, which takes effect immediately

2. EXTENSION BEYOND NORMAL RETIREMENT AGE

- The College is asked to take note of the following:

In the interest of the service and upon their request, the following Directors-General have been authorised to remain in service beyond their retirement ages in accordance with Article 52 of the Staff Regulations,:

- Mr Jean-Luc DEMARTY, Director-General of DG TRADE, until 1 April 2019
- Mr Dominique RISTORI, Director-General of DG ENER, until 1 April 2019
- Ms Irene SOUKA, Director-General of DG HR, until 1 February 2020