



EUROPEAN CENTRAL BANK  
EUROSYSTEM

**DECISION OF THE EUROPEAN CENTRAL BANK**

**of 3 September 2013**

**as regards special rules for the composition of selection committees for certain managerial positions  
for the performance of the ECB tasks related to the Single Supervisory Mechanism  
(ECB/2013/NP13)**

THE EXECUTIVE BOARD OF THE EUROPEAN CENTRAL BANK,

Having regard to the Rules of Procedure of the European Central Bank, and in particular Article 21 thereof,

Having regard to the Conditions of Employment for Staff of the European Central Bank (hereinafter the 'Conditions of Employment'), and in particular Articles 8(a) and 8(b) thereof,

Having regard to the opinion of the Staff Committee,

Whereas:

- (1) Article 1a.4.1 of the Staff Rules establishes the rules applicable to the composition of selection committees. The recruitment of management positions for the Single Supervisory Mechanism (hereinafter 'the SSM') poses an exceptional challenge since it is necessary to build up the organisational structure for the SSM with high urgency to ensure that it will be fully operational within one year following the entry into force of the Council Regulation conferring specific tasks on the European Central Bank concerning policies relating to the prudential supervision of credit institutions. New ECB positions will need to be created and staff appointed to a new SSM structure for which ECB business areas are still not formed. This requires, *inter alia*, the efficient recruitment of candidates to fill several management positions in parallel to allow a rapid and meaningful procedure subsequently to recruit a high number of SSM members of staff who will report to those managers. Furthermore, the ECB wishes to strengthen its selection committees with supervision-specific technical expertise to carry out efficient and successful recruitment procedures for senior and other management positions relating to the SSM. It is thus necessary for certain SSM managerial positions to derogate from the rules that apply normally to the composition of ECB selection committees and to establish rules for an ad hoc composition of selection committees.
- (2) The Chair and the Vice-Chair of the Supervisory Board should be involved in the selection of senior ECB management entrusted with SSM tasks and in the selection of the Head of the SSM Secretariat. As a principle, the Chair of the Supervisory Board should act as Chair of the relevant

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selection committees. Given the uncertainty of the date of the appointment of the Chair and Vice-Chair of the Supervisory Board, an alternative Chair of the selection committee should be established, to ensure the smooth recruitment of SSM staff.

- (3) The potential involvement of the Chair and the Vice-Chair of the Supervisory Board should also be provided for in the selection procedures to appoint candidates for other managerial positions allocated to the J band, depending on the needs of the position as identified by the business area.
- (4) According to Article 1a.4.2 of the Staff Rules, the members of an ECB selection committee must hold a position at least one salary band higher than the position to be filled, except the Directorate General HR, Budget and Organisation representative and at most one member from another business area, if the latter enhances the diversity of the selection committee and holds a position allocated to the same salary band as the position to be filled. SSM recruitment will involve the selection and appointment of a number of positions at higher managerial salary bands. It is necessary to establish the membership of the selection committee in a way that ensures appropriate efficiency and a timely conclusion, and therefore to allow, in relation to recruitment for positions at K and L salary bands, more than one member of the selection committee to be allocated to the same salary band as the position to be filled.
- (5) To ensure an appropriate level of expertise and diversity in selection committees for the recruitment of senior managers entrusted with SSM tasks and for the Head of the SSM Secretariat, such committees should include at least two experts with extensive experience at the highest level of a national competent authority. Such expert(s) should hold or have recently held a high level executive position in a national competent authority of the European Union. The optional participation of at least two national competent authority representatives should also be provided for in relation to the selection of candidates for managerial positions allocated to the J band where an appropriate level of technical input in the selection panel cannot otherwise be ensured.
- (6) On 4 June 2013 the Executive Board approved the objectives of an 'Action plan to enhance gender diversity for salary bands I and above' (SEC/EB/13/834/21) which included the introduction of ECB-wide gender targets for positions at I-band and above, to be reached by the end of 2019, and asked DG-H to implement related measures. The Action Plan provides for a measure to 'appoint at least two women to selection committees for all campaigns in salary bands H and above.' To foster a sufficient gender balance within selection committees for certain managerial positions in areas entrusted with SSM tasks, such committees should therefore ideally include at least two female members,

HAS ADOPTED THIS DECISION:

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### *Article 1*

#### **Establishment of the selection committee for certain managerial positions**

In temporary derogation from Article 1a.4.1 of the Staff Rules, and exclusively for the initial selection of managerial positions allocated to the L and K bands in the ECB business areas entrusted with the performance of SSM tasks, and for the position of Head of the SSM Secretariat, a selection committee shall be composed of:

- (a) A Chairperson, who shall be:
  - (i) the Chair of the Supervisory Board, if appointed at the time of establishment of the selection committee; or
  - (ii) a member of the Executive Board, if the Chair of the Supervisory Board has not been appointed at the time of establishment of the selection committee.
- (b) The Vice-Chair of the Supervisory Board, if appointed at the time of establishment of the selection committee.
- (c) At least two representatives of a national competent authority with recognised relevant technical expertise in banking supervision who shall either hold a position or be retired from a position at executive level in such national competent authority.
- (d) One representative from another business area, who shall hold a position at least at the same band as the position advertised.
- (e) A Directorate General HR, Budget and Organisation representative.
- (f) On request of the Executive Board member to whom the Directorate General HR, Budget and Organisation reports or of the Chair or Vice-Chair of the Supervisory Board if appointed, one additional Executive Board member or member of the Supervisory Board, one additional representative of a national competent authority, and one additional representative from another business area.

The selection committee may include observers.

### *Article 2*

#### **Rules applicable to the establishment of the selection committee for SSM Heads of Division**

In temporary derogation from Article 1a.4.1 of the Staff Rules, and exclusively for the initial selection of managerial positions allocated to the J band in the ECB business areas entrusted with the performance of SSM tasks other than for the position of Head of the SSM Secretariat, a selection committee as provided for in Article 1a.4.1 of the Staff Rules may also include:

- (a) at least two representatives of a national competent authority with recognised relevant technical expertise in banking supervision who shall either hold a position or be retired from a position at executive level in such national supervisory authority;

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- (b) as Chairman of the Selection Panel, the Chair or the Vice-Chair of the Supervisory Board, depending on the date of their appointments to the Supervisory Board.

*Article 3*

**Entry into force and application**

This Decision shall enter into force on the day on which it is communicated to staff and shall apply for twelve months starting from that date.

Done at Frankfurt am Main, 3 September 2013.



*Mario Draghi*  
The President of the ECB

Mario DRAGHI