



EUROPEAN COMMISSION

Audit Progress Committee Secretariat

CALL FOR EXPRESSION OF INTEREST FOR THE SELECTION OF EXTERNAL MEMBERS OF THE AUDIT PROGRESS COMMITTEE (APC)

COM/APC/2025/01

Special Adviser under Article 5 of the Conditions of Employment of Other Servants of the European Union: external member of the Audit Progress Committee (APC) of the European Commission.

I. We are

The APC assists the College of Commissioners of the European Commission in fulfilling its obligations under the Treaties and under other statutory instruments by ensuring the independence of the Internal Audit Service (IAS), monitoring the quality of internal audit work and ensuring that audit recommendations, including with regard to the reliability of the EU consolidated accounts, are properly taken into account by Commission departments and receive appropriate follow-up. The APC reports to the College of Commissioners and contributes to the overall further improvement of the effectiveness and efficiency of the institution in achieving its goals. The Committee contributes to the College's oversight of the European Commission's governance, risk management, and internal control practices.

The APC is an advisory and oversight body to the College with no management powers. The APC is composed of Members of the European Commission and external members with proven professional expertise in audit, public sector management, or other related areas. The Committee is chaired by Commissioner Piotr Serafin. External Members are formally appointed in accordance with the Commission's rules for Special Advisers.

Full details about the mandate of the APC are set out in its Charter (available in English, German or French): https://ec.europa.eu/info/departments/internal-audit-service/how-we-work_en

II. We propose

The APC is seeking to establish a reserve list of candidates to renew its external membership and ensure broad and diverse range of professional expertise in corporate governance, audit, internal control and/or risk management matters.

Please note that inclusion in the reserve list does not guarantee engagement.

External members will dedicate around 30 to 50 full days per year to their respective responsibilities, including around 15 meetings per year taking place in Brussels. The external members will be appointed as Special Advisers in accordance with the Commission's rules and will, unless they are former EU officials in receipt of a retirement pension, be remunerated on a *per diem* basis as set out in the 'conditions for employment' below.

External members contribute to the top-level oversight of a major intergovernmental organisation by promoting further improvement of the Commission's effectiveness and efficiency in governance, risk management and internal control practices.

Being recognised experts in the field, the external members contribute and actively participate in the APC activities, mainly through assisting in the preparatory group as well as proper APC meetings on the basis of the annual work programme adopted by the Committee and the meeting agendas proposed by the Chair. The APC holds at least three meetings a year each of which is preceded by several preparatory meetings. The background documents are provided and the meetings are held in English.

III. We look for

Eligibility criteria

In order to be considered for the selection phase, candidates must fulfil the following formal criteria by the closing date for applications:

- **Nationality:** be a national of a Member State of the European Union;
- **University degree or diploma:** have
 - a level of education which corresponds to completed university studies, attested by a diploma, where the normal period of university education is four years or more; or
 - a level of education which corresponds to completed university studies, attested by a diploma, and appropriate professional experience of at least one year, where the normal period of university education is at least three years (this one year's professional experience cannot be included in the postgraduate professional experience required below);
- **Relevant professional experience:** have at least 15 years' postgraduate experience acquired after the qualification referred to above was obtained in relevant domains;
- **Languages:** have a thorough knowledge of one of the official languages of the European Union and an adequate knowledge of at least another of these languages;
- **Independence and conflict of interests:** APC members shall be independent in the performance of their duties. They shall not have a conflict of interests between their duties as an external member and any other official duties. This means, in particular, that successful candidates cannot be employed as national or EU civil servants, nor be employed by an organisation that receives EU funding, nor being personally involved in auditing EU funding.

Selection criteria

The successful candidates for the reserve list shall be selected on the basis of their personal and professional qualities considering the below criteria.

Essential criteria:

- A high standard of proven competence and solid experience in public sector management, corporate governance, audit, internal control, and/or risk management domains, with at least five years of experience in senior positions ⁽¹⁾;
- Integrity, sound judgement and strong analytical skills, showing a well-developed capacity for strategic thinking and the ability to exercise a constructive scrutiny drawing on wider experience;
- Excellent oral and written communication skills, enabling the candidate to lead discussions and challenge the positions of auditees, and communicate clearly and efficiently with internal stakeholders in the preparation of and during preparatory group and APC meetings.

Desirable criteria:

- Experience in national public service bodies, supreme audit institutions, international organisations;
- An excellent knowledge of international internal auditing standards, public sector accounting standards and/or of internal control and risk management frameworks;
- Professional qualification in the internal audit field;
- Deep understanding of the EU institutions, the role of the European Commission as well as its rules, governance and procedures, responsibilities and operations and the risk environment it operates in;
- Very good knowledge of the EU budget, EU Financial Regulation and discharge procedure;
- Diversity of profiles with experience in additional relevant areas (e.g. new technologies, security) will be considered.

IV. Independence and declaration of conflict of interests

In performance of their tasks, the external members must act independently and may neither seek nor take instructions from the institutions or bodies of the European Union or any other public or private body. Before taking up their duties, they will be required to submit:

⁽¹⁾ Including, but not limited to, senior management and/or partner level in public administration, private companies or audit firms.

- a declaration of commitment to act independently in the public interest;
- a declaration listing all other activities carried out; and
- a declaration in respect of any interests, such as family and financial interests, which might be considered prejudicial to their independence.

By applying, candidates confirm their willingness to provide these declarations. The selected candidates will also be required to report any ad hoc conflict of interest arising in the performance of their tasks as APC external members.

V. Terms of appointment

The European Commission shall establish a reserve list on the basis of a selection procedure. To this end, it will set up a selection panel which will assess all applications.

The most qualified candidates who are considered to possess the most suitable profile may be called for an interview. Following this interview, the selection panel will establish a reserve list of the most qualified candidates, from which the European Commission will appoint external members according to the evolving needs.

VI. Equal opportunities

The European Union institutions apply a policy of equal opportunities and accept applications without discrimination on the ground of gender, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

The European Commission further pursues a strategic objective of achieving gender equality at all management levels and applies the equal opportunities policy encouraging applications that can contribute towards more diversity, gender equality and overall geographical balance.

VII. Conditions of employment

In principle, external members serve a term of up to four years, which may exceptionally, for reasons of continuity and in the interest of the Commission, be extended up to a total maximum of eight years. They will be appointed on the basis of contracts as Special Advisers within the meaning of Article 5 of the Conditions of Employment of Other Servants of the European Union. The external members will be remunerated on a *per diem* basis by reference to an AD12, step 1, basic salary for the days that they work. However, former EU officials receiving a retirement pension will not receive a remuneration; they will only be entitled to the reimbursement of travel and accommodation expenses.

Travel and accommodation expenses incurred by the external members shall be reimbursed by the Commission upon claim, providing supporting documents in accordance with the provisions in force within the Commission. In addition, a daily allowance will be provided to cover other costs.

VIII. How to apply

Applications should be submitted in electronic format to the European Commission via **one** of the following two options:

- Email: IAS-APC-SECRETARIAT@ec.europa.eu

or

- [EU CV online](#) (following the instructions in the platform on how to create an account and submit an application).

A valid application includes a CV and a motivation letter in English, French or German.

For practical reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates as well as that of the institution, the selection procedure will be carried out in English.

The applicant will need a valid e-mail address. This will be used to keep them informed about the outcome of the selection procedure. Please inform the European Commission of any change of e-mail address.

IX. Deadline

Deadline for applications: **31 March 2025, at 12:00 (midday, Brussels time).**

The Commission reserves the right to extend the closing date of this call for expression of interest by publication in the [EU CV online](#) portal only.

X. Protection of personal data

The European Commission is committed to protect your personal data and to respect your privacy. The Commission collects and further processes personal data 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 (repealing Regulation (EC) No 45/2001). A privacy statement is available upon request from IAS-APC-SECRETARIAT@ec.europa.eu and can also be downloaded from the Register of the Data Protection Officer under record DPR-EC-00545.