

## **DECISION No ED/2024/11**

### **of the European Cybersecurity Industrial, Technology and Research Competence Centre Executive Director (ECCC)**

#### **On the establishment of a traineeship programme at the ECCC**

Having regard to the Treaty on the Functioning of the European Union,

Having regard to Regulation (EU) 2021/887 of the European Parliament and of the Council, of 20 May 2021, establishing the European Cybersecurity Industrial, Technology and Research Competence Centre and the Network of National Coordination Centres ('Regulation (EU) 2021/887'), and Article 17(2)(j) thereof,

#### **WHEREAS:**

- a) A traineeship program facilitates the development of relevant experience, knowledge, and competence, which contributes to the overall efficiency and growth of the European Cybersecurity framework.
- b) The ECCC seeks to create a sustainable talent pool through structured training and mentorship, benefitting both the trainees and the organization's operational needs.
- c) Implementing a traineeship program aligns with the ECCC's responsibility to foster workforce development and address skill gaps within the community.

#### *Article 1: Purpose and Scope*

Through its traineeship programme, ECCC:

- Benefits from the input of enthusiastic graduates, who can give a fresh point of view and up-to-date academic knowledge, which will enhance the everyday work of the ECCC.
- Creates long-term "goodwill ambassadors" for European ideas and values both within the European Union and outside.

#### *Article 2: Definition of Traineeship*

- a) A traineeship shall be defined as a structured program of limited duration, undertaken by an individual (hereinafter referred to as the "Trainee") for the purpose of gaining practical experience, skills, and knowledge in a specific field or profession under the supervision and guidance of qualified personnel.
- b) Admission to a traineeship does not confer on trainees the status of officials or that of other servants of the European Commission, nor does it entail any right or priority regarding an appointment in the services of the ECCC.

### *Article 3: Organisation of the traineeship*

- a) The Executive Director shall decide on the number of traineeships to be offered at the ECCC, depending on the funds available, the needs of the Centre, and the capacity to accommodate trainees.
- b) Trainees are placed under the responsibility of a staff member that act as supervisor. The supervisor must guide and closely follow the trainee during his/her traineeship, acting as his/her mentor.
- c) The traineeship programme will be announced on the Centre's website. Traineeship agreements are initially offered for a period of six months with the option for extension for a period up to 6 months, upon justification by the Head of Unit and budget availability.
- d) The traineeship may last a minimum of six and a maximum of 12 months. Traineeships may not be repeated or extended beyond the maximum length laid down in these rules.
- e) Traineeship agreements begin on the 1st or the 16th of the month. The traineeship shall not give trainees the status of officials or other servants of the European Union. It shall confer neither entitlement to employment in the services of the ECCC nor priority over other applicants for employment.

### *Article 4: Eligibility criteria*

- a) Trainees are selected from nationals of the Member States of the European Union, EFTA and EU Candidate Countries<sup>1</sup>. That information will be published on the ECCC's website in the call for applications in its "Call for applications for the Traineeship Programme".
- b) The Trainees must have a very good knowledge of at least two official languages of the European Union, of which one must be English, as English is the main working language at the Centre, and must have completed, or be in the process of completing, the first cycle of a university education and obtained a full degree or its equivalent by the closing date of applications in a relevant field such as cybersecurity, information technology, international relations, law, communication/public relations and HR management.
- c) Applicants that declare on-going post-graduate studies shall provide an official declaration from the relevant university/institute.
- d) The ECCC reserves the right to amend the eligibility criteria as and when necessary. Any such changes will be published on the Centre's website.

### *Article 5: Application*

Applications should be made in accordance with the procedures established by the Centre. All necessary instructions are published on the ECCC website. The call for applications will contain specific instructions to candidates concerning the application process, the supporting

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<sup>1</sup> [https://commission.europa.eu/strategy-and-policy/policies/eu-enlargement\\_en](https://commission.europa.eu/strategy-and-policy/policies/eu-enlargement_en)

documents required and the modalities of their submission. Any candidates that meet the eligibility criteria may apply.

#### *Article 6: Selection Process*

- a) ECCC makes its selection of trainees based on the applications received as per the call for applications for traineeships published on the Centre's website.
- b) The eligibility check of candidates is carried out by Human Resources and is aimed to verify the eligibility of the applicants. The list of eligible candidates is forwarded to the relevant ECCC Head of Unit for selection of successful applicants.
- c) Successful candidates are selected based on educational background, qualifications, competences, and motivation and/or experience. The selection procedure aims to keep to the best possible level a diverse pool of short-listed candidates in terms of gender and geographical distribution.
- a) During the selection, short-listed applicants may be contacted for an online interview or phone interview to check their availability, language skills, and to discuss reciprocal expectations. Candidates might as well be requested to provide further information or documents as part of the selection procedure. At this stage, such contacts do not imply the successful result of the selection.
- b) At the end, the Heads of Unit establish a short list with the most suitable trainees to be proposed to the Executive Director.
- c) The Executive Director will make the final decision on the traineeship agreement(s) to be offered.
- d) Successful trainees are informed by a traineeship offer letter by Human Resources. They will receive a traineeship agreement in duplicate.
- e) Selected trainees are obliged to provide any supporting documents and certificates required by Human Resources within the indicated deadline. They are responsible for making sure that they obtain all the documentation required by the national authorities, if necessary.
- f) Unsuccessful candidates may submit a new application for subsequent traineeships.

#### *Article 7: Rights and duties of the trainees*

##### The traineeship

- a) Trainees shall be required to comply with the instructions given by their supervisors and their Head of Unit to which they are assigned, and with the administrative instructions issued by Human Resources. They must also comply with the rules governing the traineeship programme and the internal rules governing the functioning of the ECCC, in particular the rules concerning good administrative behaviour, security and confidentiality.
- b) The trainee shall take part in the work of the Unit and in activities organised for his/her benefit, keeping to the timetables and programme set. During the traineeship, the trainee shall consult his/her trainee supervisor on any initiative s/he plans to take regarding the work of ECCC.

- c) Trainees are allowed to attend meetings in ECCC on subjects of interest to their work (unless these meetings are restricted or confidential), receive documentation and participate in the work of the Unit to which they are attached at a level corresponding to their educational and working background. Subject to the approval of their supervisor and providing it does not conflict with the accomplishment of the tasks assigned to them, they are entitled to attend meetings in a Unit other than the one to which they are attached, unless these meetings are restricted or confidential, with the aim to get an understanding of the objectives and activities of the Centre.
- d) Under no circumstances may a trainee on his/her own represent the ECCC with a view to entering commitments, whether financial or otherwise, or negotiating on its behalf. Trainees are not entitled to represent the Centre in any meeting or activity involving external parties.
- e) At the end of their traineeship, trainees must submit to their supervisor a report on their activities during the traineeship period. The supervisor will then forward this report to Human Resources together with their own report on the trainees. In the light of these reports, the trainees receive, at the end of their traineeship, a certificate specifying the length of the traineeship and the unit to which they were attached.

#### Confidentially and no conflict of interest

- f) Trainees must exercise the greatest discretion regarding facts and information that come to their knowledge during their traineeship and shall sign a confidentiality statement. They must not, in any manner whatsoever, disclose to any unauthorised person any document or information not already made public. They will continue to be bound by this obligation after the end of their traineeship. The Centre reserves its legal right to terminate the traineeship and to pursue any person who does not respect this obligation.
- g) Trainees must not have any professional connections with third parties which might be incompatible with their traineeship (e.g. work for lobbyists), and they are not permitted to exercise any other gainful employment during the period of the traineeship which may adversely affect the work assigned during the traineeship. If an actual or potential conflict of interest should arise during their assignment, trainees should immediately report this to their supervisors and to Human Resources in writing.
- h) Trainees must not, either alone or with others, publish or cause to be published any matter dealing with the work of the Centre without the written permission of the Executive Director. Such permission shall be conditional on any terms that the Executive Director may set. All rights in any writings or other work done for the Centre are the property of the Centre.

#### Work time, leave and absences

- i) Trainees should have the same working hours, flexible working arrangements and benefits from the same official public holidays, if they fall during their traineeship, as the ECCC staff.
- j) Trainees are entitled to two days leave per month of service. Days of leave not taken are not paid in lieu.

- k) Trainees are entitled to special leave for participation in job competitions, or post-graduate exams, subject to provision of official documentation from the job competition or their university supporting the request.
- l) In exceptional cases only, trainees may be allowed to participate in missions, on the condition that the mission is of a technical or support nature, and not a representative one. For the reimbursement of these mission expenses, the general procedure of reimbursement provided in the relevant provisions applicable to ECCC staff will apply.
- m) In case of sickness, trainees must notify their supervisor, Head of Unit and ECCC HR immediately, and if absent for longer than three consecutive days, must produce a medical certificate, indicating the probable length of absence.

#### Termination of the traineeship

- n) The traineeship shall end when the period for which it was offered expires. The Centre reserves the right to terminate the traineeship if at any moment it becomes apparent that the trainee knowingly made wrongful declarations or provided false statements or papers at the moment of application or during the traineeship period.
- o) The Executive Director may agree to suspend the traineeship for a specific period on receipt of a written request by the individual concerned and after obtaining the opinion of the trainee's supervisor and Head of Unit. The traineeship may only be resumed during the relevant traineeship period and for the length of time remaining in the agreement between the trainee and the ECCC.
- p) The Executive Director may terminate the traineeship on receipt of a reasoned request by the trainee made through the trainee's supervisor and Head of Unit. Trainees may request termination of their agreement keeping minimum one month notice period. Traineeships can only terminate on the 15th or last day of the month.
- q) Trainees must exercise their duties and behave with integrity, courtesy and consideration. If the conduct of the trainee does not prove satisfactory, The Executive Director may decide at any time to terminate the traineeship, after hearing the trainee and the trainee's supervisor concerned.
- r) The Executive Director, following a justified request by the supervisor and approved by the Head of Unit concerned, reserves the right to terminate the traineeship if the level of the trainee's professional performance or knowledge of the working language is insufficient for the proper execution of his/her duties.

#### *Article 8: Equipment and facilities*

- a) Trainees shall perform their assigned duties primarily within the premises of the ECCC, for the full duration of the traineeship. Exceptions to this general rule may be granted only in cases where it serves the best interest of the service, and such exceptions must be authorized in writing by the ECCC.
- b) Any tools or devices used during the traineeship shall be returned by its end. Trainees are responsible for handling with care and ensuring the physical security of any personal equipment used in connection with the traineeship.

*Article 9: - Allowances, tax and insurance matters*

- a) Trainees receive a monthly allowance equivalent to 25 % of the basic salary of a temporary agent at grade AD 5 / step 1. The amount of the allowance is set on a yearly basis and is subject to the annual revision of the basic salary of temporary agents.
- b) Allowances paid to trainees are not subject to the special tax regulations applying to officials and other servants of the European Union. Trainees themselves are solely responsible for the payment of any taxes due to the ECCC's allowance by virtue of the laws in force in Romania. Upon request, a certificate for tax purposes will be provided at the end of the traineeship period. This certificate should state the amount of allowance paid and confirm that tax and social security payments have not been made.
- c) Trainees whose place of selection at the beginning of the traineeship is more than 50 km from the place of employment are entitled to a fixed travel allowance of 400 euros for covering travel expenses for entering the service and departing at the end of the traineeship. Recruited trainees whose place of selection is less than 50 km from the place of employment are not entitled to travel allowance. Trainees whose contracts are extended shall not benefit from an additional travel allowance. Travel allowance of 400 euros may be paid in the second month of the traineeship period.
- d) Sickness and accident insurance is mandatory and the sole responsibility of the trainee. Trainees themselves shall be responsible for organising their own health cover for the duration of their traineeship.

*Article 10: Data protection*

The processing of personal data by the ECCC is governed by Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons regarding the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, for the purpose of application, selection and traineeship of trainees.

*Article 11: Entry into force*

This Decision shall enter into force on the day following the date of signature.

Done at Bucharest, on

Luca Tagliaretti  
Executive Director