ELIGIBILITY GRID

*IAM - Call for applications for posts of Project Officers in the Safety Unit - Temporary Agent 2 (f) (AD6-AD7)*

*IAM/ERA/AD/2016/003-OPE*

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| --- | --- |
| Name (in capitals): |  |
| First name: |  |

ELIGIBILITY CRITERIA

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| --- | --- | --- | --- | --- |
| 1. | | I am a member of the temporary staff 2(f) | Yes | No |
| 2. | | On the closing date for applications and on the day of filling the vacant post, I am employed within my current agency in a function group and in a grade corresponding to the published function group and grade range | Yes | No |
| 3. | | I have at least 2 years’ service within my current agency before moving | Yes | No |
| 4. | | I have successfully passed my probationary period | Yes | No |
| 5. | | I have a level of education which corresponds to completed university studies, attested by a diploma, when the normal period of university education is **4 years** or more, followed by at least 3 years of professional experience  I have a level of education which corresponds to completed university studies, attested by a diploma, when the normal period of university education is **3 years** or more, followed by at least 4 years of professional experience | Yes | No |
| 6. | The university studies must be in the field of Human factors, Ergonomics, Work, Organizational or occupational psychology or in a similar discipline | | Yes | No |

SELECTION CRITERIA - ESSENTIAL

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| --- | --- | --- | --- |
| 1. | I have relevant work experience and expertise in the field of human performance and safety culture | Yes | No |
| 2. | I have the ability to work closely with technical experts and railway staff | Yes | No |
| 3. | I have very good written and spoken communications skills | Yes | No |

SELECTION CRITERIA - ADVANTAGEOUS

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| --- | --- | --- | --- |
| 1. | I have experience of the integration of human factors in safety management systems, particularly risk assessment, design and change management, monitoring processes and other processes relating to human performance | Yes | No |
| 2. | I have experience of providing human factors support to technical and/or skills and competence development training projects, including the development of reporting systems and incident/accident investigation | Yes | No |
| 3. | I have experience of contributing to the development of organizational and safety culture, including safety climate assessment and working with staff to facilitate positive safety culture development within an organization | Yes | No |
| 4. | I am membership (chartered or practitioner grade) of a national or international professional body in the field of human factors, ergonomics or psychology | Yes | No |
| 5. | I have knowledge and experience in railway operational and/or maintenance issues | Yes | No |
| 6. | I have knowledge in certification and supervision/surveillance of management system processes | Yes | No |

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| 1. | I hereby declare that the statements in my letter of motivation as well as in my CV are correct | Yes | No |