

## **RULES OF PROCEDURE FOR EMPLOYMENT OFFER Ref.<sup>a</sup> REC/2022/3**

### **2 Junior Competition Economists**

The purpose of the Competition Authority (AdC) is to defend competition for the benefit of citizens ("With competition, we all win"). Its mission is to investigate more, better and faster, with a view to being the benchmark in the provision of public service through quality, agility and the ability to deliver value to society.

The AdC intends to recruit, under an individual employment contract for an indefinite period:

### **2 Junior Competition Economists**

Candidates should demonstrate that they have:

1. Necessary skills to develop specific activities of a technical nature, oriented towards the pursuit of specific objectives, in accordance with guidelines defined by superiors, individually or through integration in teams;
2. Ability to research, analyse and integrate information and resolve problems; and
3. Capacity to develop operational autonomy.

The selected candidates will participate in the exercise of the sanctioning, supervisory and regulatory activities of the AdC, with a view to defending and promoting competition in Portugal.

The functions they will be called upon to perform will include namely:

- Investigation and analysis of unilateral behaviour or agreements/concerted actions between companies likely to constitute infringements of national or EU competition rules;
- Carrying out the investigative steps necessary to conduct administrative proceedings and merger control procedures, organizing and processing them, analyzing relevant markets, assessing the legal and competitive impact, conducting the discussion of commitments in administrative lawsuits, conducting settlement procedures in the context of sanctions;
- Investigation and analysis of merger operations notifiable to the AdC;
- Analysis of any actual or proposed state or other public aid and assessment of any negative effects on competition;
- Monitoring of the relevant economic literature for the adequate justification of the analyses carried out;
- Use of economic methodologies to detect evidence of infringements of competition rules;

- Conducting market surveys and sectoral studies, including data collection, processing and interpretation;
- Prior and successive evaluation of public policies, including analysis of draft legislative, administrative or regulatory measures, with a view to determining their respective competitive impact from a cost-benefit perspective, in the light of international best practices;
- Preparation and writing of internal notes, draft decisions by the AdC on restrictive practices and other procedural documents; Conducting market surveys and sectoral studies, including data collection, processing and interpretation;
- Elaboration of recommendation projects addressed to public entities;
- Preparation of draft regulations, guidelines, activity plans and other strategic documents of the AdC in terms of competition policy;
- Intervention within the scope of articulation between the AdC and sectorial regulators;
- Intervention within the scope of the AdC's international activity, including with the European Competition Network, OECD, International Competition Network and UNCTAD.

## **1. ADMISSION AND QUALIFICATION REQUIREMENTS**

**1.1. The requirements for admission** to the tender procedure are the following skills and qualifications:

- a) Master's in Economics, with a final average of 15 or more points (in 20);
- b) Proficiency in (advanced) written and spoken English.

### **1.2. Preferential conditions:**

- a) Postgraduate or master's degree in Economics or related areas, in the field of industrial economics, microeconomics, competition or regulation;
- b) Relevant professional experience in industrial economics, microeconomics, competition or regulation, of at least 1 full year.

## **2. CONTRACTUAL REGIME**

### **2.1. Contractual type**

The selected candidates will be offered an individual employment contract for an indefinite period, under the terms of the Labour Code approved by Law no. 7/2009, of 12 February, as amended.

## **2.2. Exclusivity, incompatibilities and impediments**

AdC workers perform their duties on an exclusive basis, being subject to the regime of incompatibilities and impediments provided for in the AdC Statutes (approved by D.L. n.º 125/2014, of 18 August), not being permitted to:

- a) Maintain, directly or indirectly, any contractual link or relationship, remunerated or not, with companies within the meaning of article 3 of the competition legal regime (Law No. 19/2013, of 8 May), as well as with business associations, without prejudice to customer or similar relationships;
- b) Hold any shareholdings or interests in the entities referred to in the preceding paragraph.

## **2.3. Experimental period**

Admitted candidates are subject to a trial period of 180 days under the terms of Article 112(1)(b) of the Labour Code.

## **2.4. Workplace**

The place of work will be the AdC headquarters, currently at Avenida de Berna, n.º 19, in Lisbon.

## **2.5. Monthly base salary**

The selected candidates will receive a monthly base salary of €1,922.85.

# **3. FORMALISATION OF APPLICATIONS**

## **3.1. Application submission form**

Applications must be formalised by accessing the link available on the AdC website ([www.concorrenca.pt/](http://www.concorrenca.pt/)), under "About the AdC/Organisation/Recruitment/Current recruitment procedures", where candidates must complete and submit the application form together with the following documents:

1. CV;
2. Letter of motivation; and
3. Legible copy of the certificate(s) proving the academic qualifications, indicating the area and the final average grade.

The jury has the power to request from any candidate the presentation of authentic or authenticated documents previously sent electronically or proof of the statements made.

Professional experience and other relevant qualifications (in addition to academic qualifications) will be assessed according to the statements made by the candidate in the respective application. In the event of the said declarations being proven to be false, this will result in the immediate exclusion of the candidate from the present procedure.

### **3.2. Deadline for submitting applications**

The procedure is open until 23:59 (GMT) on 18 March 2022.

### **3.3. Preliminary exclusion of candidacies**

Failure to comply with the requirements of points 1.1 and 3 determines the non-admission of the candidate and his/her exclusion from the tender procedure.

## **4. CONDUCT OF THE PROCEDURE**

### **4.1. Functioning and composition of the jury**

The procedure will be conducted by a jury composed of three members, one of whom is designated president, with the possibility of articulating with a specialized external company.

The jury president will determine the rules for convening meetings or other aspects of the internal workings of the jury.

### **4.2. Appointment of jury members**

President:

1. Ana Amante

Effective members:

2. Paulo Gonçalves (replaces the president in her absences and impediments);
3. Ana Sofia Rodrigues;

Substitute members:

4. Alípio Codinha;
5. João Cardoso Pereira.

#### **4.3. Method of selection**

The selection method for this procedure will consist of the following phases:

- a) The curricular evaluation of the applications, of an eliminatory nature, through which the information provided by the candidates will be analyzed, namely that regarding the qualifications of the candidates with regard to their professional experience and academic qualifications;
- b) Aptitude tests, of an eliminatory nature, which will assess the suitability of the candidate's profile to the function to be performed;
- c) The written test of knowledge, through which the knowledge held in the areas of competence relevant to the functions to be performed will be verified, namely: competition policy, microeconomics and industrialeconomics;
- d) The professional selection interview, which aims to assess the candidate's professional experience and suitability for the duties to be performed. Prior to the interview, candidates have to answer a behavioral analysis questionnaire to complement the interview.

##### **4.3.1 Curriculum evaluation**

All applications duly completed and submitted in accordance with the present regulations and that have not been preliminarily excluded under the terms of item 3.3 above shall be admitted to the curricular evaluation phase.

In the curricular evaluation phase (henceforth "AC"), the following factors will be taken into consideration:

- a) Academic qualifications; and
- b) Preferential conditions:
  - I. Postgraduate or master's degree in Economics or related areas, in the field of industrial economics, microeconomics, competition or regulation;

- II. Relevant professional experience in industrial economics, microeconomics, competition or regulation, of at least 1 full year.

The AC will be expressed on a scale from 0 to 100 values, considering the valuation to the hundredths, following the application of the following formula:

$$AC = HA + CP$$

where:

HA = Academic qualifications; and,

CP = Preferential conditions;

The way in which the HA and CP subfactors are calculated is detailed in the following points.

All applications submitted within the scope of an open competition procedure that are not excluded are ordered according to their classification in terms of curriculum evaluation.

### **Academic Qualifications (HA)**

The factor "academic qualifications" ("HA") weighs the academic qualifications in the following terms:

$$HA = 3.5 \times (NM) \text{ where:}$$

NM = Master's Grade (between 15 and 20)

### **Preferential conditions (CP)**

The "preferential conditions" ("CP") factor is intended to value the holding of a postgraduate or master's degree in Economics or related areas, in the field of industrial economics, microeconomics, competition or regulation, as well as professional experience in the indicated areas, in the following terms:

$$CP = 10 \times (PG \text{ or } M) + 10 \times (PG \text{ or } M) + 10 \times EP$$

Where:

PG = 1 for those who hold a postgraduate degree in Economics or similar areas, in the field of industrial economics, microeconomics, competition or regulation;

PG = 0 for those who do not have a postgraduate degree in the mentioned areas;

M = 1 for those who hold a master's degree in the areas mentioned in the previous point (PG);

M = 0 for those who do not have a master's degree in the mentioned areas;

EP = 1 for those who have relevant professional experience in industrial economics, microeconomics, competition or regulation, of at least 1 full year.

EP = 0 for those who do not have professional experience in the aforementioned areas and conditions.

#### **4.3.2. Aptitude Tests (AT)**

Candidates who obtain one of the first 30 classifications will be admitted to the aptitude tests phase. This phase will be exclusively eliminatory.

#### **4.3.3. Written test of knowledge (PE)**

Candidates whose aptitude test results are in accordance with the requirements of the position will be admitted to the written test of knowledge.

The written knowledge test ("PE") phase is intended to assess the knowledge of candidates admitted to this phase for the functions to be performed.

The PE, with a duration of 1h30, will be composed, namely by one or more open questions that must be answered both in Portuguese and English to be carried out in a computer environment.

Candidates admitted to this phase will be informed of the completion of the written test by e-mail to be sent at least 10 working days before the date of the exam.

The PE rating will be expressed on a scale from 0 to 100.

#### **4.3.4. Professional selection interview (ES)**

Only candidates who have obtained a PE score equal to or greater than 50.00 will be admitted to the professional selection interview ("ES") phase.

The first 10 candidates resulting from the ranking according to their Grade for Admission to the Interview Phase ("NAE") will be invited to the professional selection interview phase.

**NAE = 70% x AC + 30% x PE**

The ES phase is intended to assess the professional experience, profile and suitability of candidates admitted to this phase for the functions to be performed.

The interview will be conducted in Portuguese and English and may focus on and deepen issues addressed in the knowledge test.

The final evaluation of the ES will be expressed in a value from 0 to 10, up to the hundredth, being converted, for the purposes of the final classification phase of the application, into a scale from 0 to 100, by multiplying the value by 10.

#### **4.3.5. Final classification**

Only candidates who have obtained a classification equal to or greater than 6.00 (on a scale of 0 to 10) in the professional selection interview will be subject to final classification, and candidates who obtain a classification lower than that value will be eliminated.

The final classification of the candidates ("**CF**"), considered to the hundredths, must be expressed on a scale from 0 to 100 values resulting from the arithmetic average of the classifications obtained in the selection methods (curricular assessment, written knowledge test and professional selection interview) according to the following formula:

$$\text{Final classification (CF)} = 40\% \times \text{AC} + 20\% \times \text{PE} + 40\% \times \text{ES}$$

In the event of a tie in the classification of two or more candidates in terms of FC, the one that is best ranked in terms of ES prevails.

#### **4.4. Publication of results**

In compliance with the duty of confidentiality, the publication of results and notifications to candidates will be made individually to the address indicated by the candidate in the application process.

#### **4.5. Invitation to selected candidates**

By deliberation of the AdC's board of directors, a formal proposal for the conclusion of the employment contract will be sent to the two candidates who are best classified.

If any of the candidates does not sign the employment contract within a reasonable period, or if the contract ends during the trial period, the AdC has the option of inviting the other candidates on the final classification list, by order in which they are ordered, without prejudice to the fact that the AdC is not obliged to fill the position that may have become vacant.



The selected candidates who are not admitted will be integrated into a reserve grant that may be considered by the AdC's board of directors within two years, to fill any vacancies for the same career, category and profile.