

RULES OF PROCEDURE FOR EMPLOYMENT OFFER Ref. REC/2022/2

5 Junior Competition Jurists

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:

5 Junior Competition Jurists

Candidates should demonstrate that they have:

- a) 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;
- b) Ability to research, analyse and integrate information and resolve problems; and
- c) 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:

- a) Investigation and analysis of unilateral conduct or agreements/concerted practices between companies that may constitute breaches of national or European Union competition rules.
- b) Carrying out the necessary investigative measures for conducting administrative lawsuits and merger control procedures, organizing and processing them, analysing relevant markets, assessing the legal and competitive impact, discussing commitments in the area of administrative offences, conducting procedures of transaction in the area of sanctions;
- c) Conducting enquiries and oral hearings;
- d) Participation in search and seizure procedures, inspections and audits;

- e) Preparation and drafting of internal notes, draft AdC decisions on restrictive competition practices merger control and other procedural documents.
- f) Preparation of draft recommendations addressed to public entities;
- g) Preparation of draft regulations, guidelines, activity plans and other strategic documents of the AdC in matters of competition policy;
- h) Intervention in the scope of articulation between the AdC and sectorial regulators;
- i) Intervention within the scope of the AdC's international activity, including the European Competition Network, OECD, International Competition Network and UNCTAD.

1. ADMISSION AND QUALIFICATION REQUIREMENTS

1.1. Requirements for admission to the recruitment procedure include the possession by candidates of the following competences and qualifications:

- a) Master's degree in Law, with a final average of 15 or more points (in 20);
- b) (Advanced) written and spoken command of the English language.

1.2. Preferential Conditions:

- a) Post-graduate or master's degree in Law or Economics of Competition, Regulatory Law, European Union Law and/or Administrative Law related to sanctions or administrative offences;
- b) Professional experience relevant to Competition Law, of at least 1 full year.

2. Contractual Regime

2.1. Contract type

The selected candidates will be offered an individual employment contract for an undetermined period of time, under the terms of the Labour Code approved by Law no. 7/2009, of 12 February, and successive alterations.

2.2. Exclusivity, incompatibilities and impediments

AdC employees exercise their functions on an exclusive basis, being subject to the incompatibilities and impediments regime provided for in the AdC Statutes (D.L. No. 125/2014, of 18 August), and cannot:

- a) Maintain, directly or indirectly, any link or contractual 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 associations of companies, without prejudice to relations as a client or similar;
- b) Hold any shareholdings or interests in the entities referred to in the preceding paragraph.

2.3. Experimental period

The candidates admitted shall be subject to a trial period of 180 days under the terms of paragraph b) of no. 1 of article 112 of the Labour Code.

2.4. Workplace

The workplace will be the AdC headquarters, currently at Avenida de Berna, n.º19, in Lisbon.

2.5. Basic monthly remuneration

The successful candidates will receive a basic monthly remuneration of €1,922.85.

3. FORMALISATION OF APPLICATIONS

3.1. Submission of applications

Applications must be formalised by accessing the link available on the AdC website (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:

- a) CV;
- b) Letter of motivation; and
- c) 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 candidatures

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

4. CONDUCT OF THE PROCEDURE

4.1. Functioning and composition of the jury

The procedure will be conducted by a jury made up of three members, one of whom is designated president, with the possibility of articulation with an external specialised company.

The president of the jury shall determine the rules for convening meetings or other aspects of the internal functioning of the jury's work.

4.2. Appointment of jury members

President:

- a) Ana Amante

Effective members:

- a) Jorge Ferreira (replaces the President in her absences and impediments);
- b) Cristina Camacho;

Substitute members:

- a) André Forte;
- b) Paulo Gonçalves.

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 knowledge test, by which the knowledge held in the areas of competence relevant to the functions to be carried out will be verified, namely Competition Law, European Union Law, Administrative Offences Law and basic notions of Economics applied to competition;
- d) A professional selection interview, in which the aim is to evaluate the professional experience and suitability of the candidate to the duties to be performed. Prior to the interview, candidates must answer a behavioural analysis questionnaire to complement the interview.

4.3.1. Curricular 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 Competition Law or Economics, Regulatory Law, European Union Law and/or Administrative Law on sanctions or administrative offences;
 - II. Relevant professional experience in Competition Law matters, of at least 1 full year, in a law firm, company, consultancy, court or international institution, national or international competition authority.

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:

$$AC = HA + CP$$

being:

HA = Academic qualifications; and,

CP = Preferred terms;

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 ownership of academic qualifications in the following terms:

HA = 3.5 x (NM) where:

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

Preferred Terms (CP)

The “preferred terms” (“CP”) factor is intended to value the holding of a graduate or master’s degree, as well as professional experience 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 Competition Law or Economics, Regulatory Law, European Union Law and/or Administrative Law on sanctions or administrative offences;

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 (or LL.M.) in the areas mentioned in the previous point (PG);

M = 0 for those who do not hold a master's degree (or LL.M.) in the mentioned areas;

EP = 1 for those who have relevant professional experience in Competition Law, 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 50 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.

$$\text{NAE} = 70\% \times \text{AC} + 30\% \times \text{PE}$$

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:

Final classification (CF) = 40% x AC + 20% x PE + 40% x ES

In the event of a tie in the classification of two or more candidates in terms of CF, 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 five 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.