

RECRUITMENT NOTICE FOR THE POSITION OF MEMBER OF THE SUPERVISORY BOARD OF C.N.T.E.E TRANSELECTRICA S.A.

The **General Secretariat of the Government** announces the launch of the recruitment and selection procedure for the nomination of candidates for appointment as members of the Supervisory Board of C.N.T.E.E TRANSELECTRICA S.A.. The purpose of the recruitment and selection process is to identify, recruit and select the 7 most suitable candidates for the position of member of the Supervisory Board of C.N.T.E.E TRANSELECTRICA S.A. This recruitment and selection process is carried out in accordance with the provisions of **G.E.O. no. 109/2011 on corporate governance of public companies**, approved by Law no. 111/2016 and G.D. no. 722/2016 approving the Methodological Rules for the application of certain provisions of Government Emergency Ordinance no. 109/2011 on the corporate governance of public companies, as amended and supplemented, as well as those of **Regulation (EU) 2016/679 on the protection of individuals with regard to the processing of personal data**.

1. RECRUITMENT AND SELECTION PROCESS

The recruitment and selection process of candidates for the 7 Supervisory Board position under recruitment has the following steps:

	STAGE	ESTIMATED DURATION	PERFORMANCE	RESULT
1.	Submission of application files	30 days from the publication date of the notice	Applicants shall submit, both physically and electronically, the following documents required in the application files.	Applications submitted
2.	Evaluation of application files	3 days from the expiry date of the recruitment notice	We are analysing the documents required for the submission of applications.	Long list
3.	Initial selection	5 days from the date of preparation of the long list	The degree of fulfilment of the stipulated requirements and competences will be assessed in the description of the profile of the sought candidate. A first assessment of skills and traits and a first ranking of candidates is done shall be made.	Shortlist
4.	Final selection	3-5 days from the completion date of the initial selection stage	At this stage we assess the skills and traits of the candidates, based on both the final interview and the statement of intent. At the end, a ranked list of candidates is drawn up from which nominations will be made. Candidates proposed for nomination and accepted will sign the mandate contract.	Nominations

All these stages are eliminatory. Candidates will be informed in an operational and transparent manner, by telephone and e-mail, of any changes in the performance plan of these stages, as well as of the results obtained by each of them at each stage of the process.

The schedule of the recruitment and selection process will be posted on the website www.sgg.gov.ro and www.lranselectrica.ro

2. CONDITIONS OF PARTICIPATION

The candidates we wish to identify in the selection process for nomination for the appointment as members of the Supervisory Board of C.N.T.E.E TRANSELECTRICA S.A. must cumulatively meet the following requirements:



I. Common eligibility criteria for all Supervisory Board positions

- a) hold Romanian citizenship or citizenship of other EU Member States, provided they have their domicile or residence in Romania;
- b) have a very good knowledge of Romanian language (written and spoken);
- c) are not in a conflict of interest that would make them incompatible with membership of the Supervisory Board of the company for which they have applied;
- d) are not in one of the situations referred to in Article 30(1). 9 and Article 36 para. 7 of GEO no. 109/2011;
- e) have not been convicted by a final court decision of a crime against humanity, against the State or against authority, corruption and service offences, offences against the administration of justice, forgery, offences against property, offences provided for by Law no. 656/2002 for the prevention and sanctioning of money laundering, as well as for the establishment of measures to prevent and combat the financing of terrorism, as subsequently amended and supplemented, or for the offences provided for by Law no. 85/2014 on intentional misconduct that would make them incompatible with the exercise of office;
- f) have not been part of any political police activities, as defined by law;
- g) have full capacity to practise;
- h) are medically fit;
- i) meet the criteria required by G.E.O. no. 109/2011 on corporate governance of public companies, approved with amendments and completions by Law no. 111/2016 and Government Decision no. 722/2016;
- j) demonstrate integrity by assuming the conditions for obtaining the ORNISS certificate at the level requested by the company (Law no. 182/2002 on the protection of classified information, the National Standards for the protection of classified information in Romania, approved by Government Decision no. 585/2002, and the Norms on the protection of classified information of the North Atlantic Treaty Organization in Romania, approved by Government Decision no. 353/2002).

II. Specific eligibility criteria

A. For the posts of member of the Supervisory Board with an economic background

- a) higher education (at least ISCED 6 equivalent) in economics from a higher education institution;
- b) at least 5 years of specific professional experience in the field of economic studies completed and at least 15 years of total length of service;
- c) at least 5 years' administrative, managerial, management or coordination experience in public or private entities.

B. For Supervisory Board members with a qualification as financial auditor or at least 3 years' experience in statutory audit or Audit Committees

- a) higher education (at least ISCED 6 equivalent) completed at a higher education institution;
- b) at least 5 years of higher education and at least 15 years of total employment;
- c) at least 5 years' experience of administration, management, management or coordination in public or private entities.

In application of the provisions of Article 65 para. (3) of Law no. 162/2017, as amended, on the attestation of professional competence in both accounting and statutory audit, at least one member of the Audit Committee must hold the qualification of financial auditor or has at least 3 years' experience in

statutory audit acquired through participation in statutory audit assignments in Romania, another Member State, an AELS State, Switzerland or the United Kingdom of Great Britain and Northern Ireland or in Audit Committees formed at the level of Supervisory Boards of companies/entities of public interest, documented.

c. For the posts of member of the Supervisory Board with legal studies

- a) higher education (at least ISCED 6 equivalent) in the field of law, completed at a higher education institution;
- b) at least 5 years' specific professional experience in the field of legal studies completed and at least 15 years' total length of service;
- c) at least 5 years' administrative, managerial, management or coordination experience in public or private entities.

D. For Supervisory Board members with non-economic or non-legal studies (candidates with economic or legal studies may also apply)

- a) higher education (at least ISCED 6 equivalent) completed at a higher education institution;
- b) at least 5 years' higher education and at least 15 years' total employment;
- c) at least 5 years' administrative, managerial, management or coordination experience in public or private entities.

E. For Supervisory Board members with non-economic or non-legal studies (candidates with economic or legal studies may also apply)

- a) higher education (at least ISCED 6 equivalent) completed at a higher education institution;
- b) at least 5 years' higher education and at least 15 years' total employment;
- c) at least 5 years' experience of administration, leadership, management or coordination in public or private entities, including at least 1 year in the company's main scope of business.

At least two of the positions of the Supervisory Board members with non-economic or legal studies (to which candidates with economic or legal studies may also apply) will be nominated by candidates with at least one year's experience in administration, management, management or coordination (according to the provisions of Law no. 31/1990) acquired in a company with the company's main scope of business.

Optional criteria

- Postgraduate or Master's degree;
- Experience in dealing with public authorities, regulatory and supervisory authorities in the company's scope of business;
- Experience in carrying out investments or projects in the company's scope of business.
- Capital markets experience;
- Experience in communication and investor relations;
- Experience in training, coordinating and developing personnel teams/ groups and succession planning within them;
- Experience in audit, economics, accounting, finance or legal, risk management;
- Experience in the energy sector;
- At least one year's experience in administration, leadership, management or coordination (as defined by Law 31/1990) in a company



- with the company's main scope of business
- Experience in dealing with European institutions.

3. SUBMISSION OF APPLICATIONS

The application files must be submitted no later than September 20, 2023, at 4:00 PM, both in paper and electronic format.

- **The file in letter format (on paper)**

Paper applications must be submitted in person or may be sent by post or courier, in a closed and sealed envelope, bearing the following text: "Candidature CA CNTEE Transelectrica S.A. / [Name and Surname of the candidate]" to the Government General Secretariat's registry at Piata Victoriei, no. 1, sector 1, Bucharest.

- **Electronic file**

The submission of the application file in electronic format is mandatory and will be sent to each of the email addresses selectietranselectric@gov.ro and 109@gluri.ro

Binding rules:

- E-mail messages for electronic applications and attached documents must contain the candidate's name and surname (e.g. "CV Popescu Ion").
- Forms F1-F5 must be completed **electronically** and submitted in Word format as well as a .pdf file.
- The CV will be sent **in Word format** as well as a .pdf file.
- Copies of the requested documents should be scanned and saved as separate documents, with the document name and the candidate's first name and last name in the title - for example "Bachelors Degree Popescu Ion" or "Extract REVISAL Popescu Ion".
- Electronic files will NOT be sent via file transfer applications (e.g. WeTransfer or other similar applications) - if the size of the file exceeds the message capacity, several successive numbered messages will be sent (e.g. "Application CA (company) Popescu Ion 1", "Application CA (company) Popescu Ion 2", etc.).
- The electronic files will be submitted by the same date and time set for the submission of the physical application file at the Government Secretariat General's registry.

4. DOCUMENTS REQUIRED FOR APPLICATION

Applications must contain the following documents:

- List of documents;
- Curriculum vitae, according to the common European format;
- Medical certificate;
- Criminal record;
- Tax records;
- Copies:
 - Copy of ID card;
 - Copy of marriage certificate or other documents, only if the name on the documents submitted is different from the name on the identity card;
 - Copy of your bachelor's degree or equivalent;
 - Copies of the documents proving the required professional experience (mandatory Reges/Revisal extract and copy of the Employment Record Book, mandate/management contracts,

- certificates issued by employers, etc.)
- g. Forms:
1. F1 - Application form;
 2. F2 - Affidavit regarding the conformity of documents and information presented in the file, absence of conflict of interest and incompatibility situations.

3. F3 - Agreement to obtain data for verification of information.
 4. F4 - Consent to the processing of personal data.
 5. F5 - Declaration of interests.
- h. Statement of intent

Model forms can be downloaded from www.sgg.gov.ro and www.transelectrica.ro.

If one of the above documents is missing from the application file and the candidate fails to submit it in time, his/her application will be rejected.

5. SELECTION CRITERIA

First at the initial selection stage and then at the final selection stage, candidates' skills and behavioural traits will be assessed. The main selection criteria used in these 2 stages are:

1. SKILLS	SPECIFIC TO THE ELECTRICITY TRANSMISSION SECTOR
	A. OF STRATEGIC IMPORTANCE
	B. CORPORATE GOVERNANCE
	C. SOCIAL AND PERSONAL
2 EXPERIENCE	D. RELEVANT PROFESSIONAL EXPERIENCE
3. ALIGNMENT OF THE STATEMENT OF INTENT WITH THE LETTER OF EXPECTATIONS	E. ALIGNMENT OF THE STATEMENT OF INTENT WITH THE LETTER OF EXPECTATIONS
4. BEHAVIOURAL TRAITS	BEHAVIOUR AND ATTITUDE SPECIFIC TO THE PROFILE OF A MEMBER OF THE SUPERVISORY BOARD

6. OTHER INFORMATION

a. Communication with candidates

Throughout this selection process, communication with candidates shall be made via e-mail and telephone, so it is imperative that the e-mail address and telephone number listed in the CV are correct.

The long list, short list and nomination proposals are confidential and will not be published; the results obtained by candidates at each stage of the selection process shall be communicated to them individually in the manner described above.

b. Disputes

Corporate governance legislation for public companies does not provide for challenges. However, in order to ensure maximum transparency in the recruitment and selection process, we shall respond promptly to requests for clarification from candidates, provided that they only request information that relates to their application and does not involve the performance of other candidates. Requests for clarification, if any, must be submitted in the same way as applications or statements of intent, with the specification on the envelope "Request for clarification on the results of the (evaluation of applications, or initial selection or final selection) stage SPEEH_ Surname Surname" and the document sent by e-mail shall be saved with the title "Request for clarification Last name and First name". Requests for clarification must be submitted within 24 hours of receipt of the results and will be answered within 24 hours of registration.

c. Protection of personal data

This recruitment and selection process described in detail above shall be conducted in accordance with Regulation (EU) 2016/679 on the protection of individuals with regard to the processing of personal data. In doing so, the following shall be observed:

- i. All candidates will give their consent to the processing of personal data.
- ii. All personal data provided by the candidates will be used only by the expert or by the representatives of the General Secretariat of the Government for the purpose of selecting the most competent and motivated candidate for membership of the Supervisory Board.
- iii. All personal data provided by candidates will be deleted one year after the date of nomination.
- iv. As long as the candidates' personal data is in our possession, no information will be made available to any other party, in accordance with the legal provisions in force.
- v. If they wish, candidates can request at any time information about how their personal data is kept and used.
- vi. Whenever a candidate decides to withdraw from this recruitment and selection process, we will ensure that their personal data will be deleted from our database in accordance with the relevant legal provisions.



FORMS

FORM F1 - [APPLICATION FORM](#)

FORM F2 - [AFFIDAVIT ON THE CONFORMITY OF THE DOCUMENTS AND INFORMATION SUBMITTED IN THE APPLICATION FILE AND THE FULFILMENT OF CERTAIN CONDITIONS](#)

FORM F3 - [AGREEMENT TO OBTAIN DATA FOR VERIFICATION OF THE INFORMATION PROVIDED IN THE APPLICATION FILE](#)

FORM F4 - [CONSENT TO THE PROCESSING OF PERSONAL DATA](#)

FORM F5 - [DECLARATION OF INTERESTS](#)