Join us
and help defend
human rights in Europe!

COUNCIL OF EUROPE
75
1949 - 2024
CONSEIL DE L'EUROPE

[EN/FR]

Our work is carried by our values

Local recruitment competition
open to applicants already present in the Netherlands

Senior Database and Development Officer

Register of Damage Caused by the Aggression of the Russian Federation Against Ukraine

 Location: The Hague

Reference: o76/2024
Publication: 21/11/2024
Deadline: **12/12/2024**

Are you passionate about designing and optimising databases to support high-performance applications? Do you excel in building and managing CI/CD pipelines and enjoy working with modern cloud technologies? Are you committed to ensuring data integrity, security, and seamless API integrations? Would you like to join a dynamic team dedicated to meaningful international work? If so, this role may be the perfect opportunity for you.

Who we are

With over 2600 staff representing all its 46 member states, the Council of Europe is a multicultural Organisation. We all strive towards protecting human rights, democracy and the rule of law and our three core values - **professionalism, integrity and respect** - guide the way we work.

PROFESSIONALISM INTEGRITY RESPECT

The **Register of Damage for Ukraine** was established in May 2023 through an Enlarged Partial Agreement of the Council of Europe. The Register has its seat in The Hague, Netherlands. The Register serves as a record, in documentary form, of claims and evidence on damage, loss or injury caused by the Russian Federation's internationally wrongful acts in or against Ukraine. The Register receives claims from individuals, businesses and state and municipal entities in Ukraine about damage, loss or injury that they have suffered because of the Russian aggression in Ukraine, with the purposes of creating a factual and evidentiary basis upon which Ukraine and Ukrainians will seek reparations for Russia's violations of international law.

Your role

The primary mission of the role is to support the development and optimisation of the Reparations Claims Management System (RCMS), focusing on database architecture, Applications Programming Interface (API) management, and Continuous Integration/Continuous Delivery (CI/CD) processes. The main duties of the role are to:

- design, implement, and maintain the RCMS database using Azure SQL/NoSQL, ensuring data integrity, security, and optimal performance in alignment with project requirements;

- design, develop, and refine data models to optimise database performance and support reporting and analytics needs across the Register;

- develop and maintain Enterprise Data Repositories with Extract, Transform, and Load (ETL) processes, supporting data integration and management within the application framework;

- optimise and manage APIs using Microsoft .NET Framework and C#, ensuring secure integration with external systems and efficient data exchange;

- implement RESTful and WebServices to support a Service-Oriented Architecture (SOA), enabling effective integration of cloud solutions and custom applications;

- set up and manage CI/CD pipelines within the Azure environment for automated build, test, and deployment processes, maintaining efficient update cycles for application components;

- monitor and troubleshoot database and API performance, ensuring availability, scalability, and responsiveness, with proactive measures for issue resolution;

- establish and manage robust business continuity and disaster recovery strategies for the RCMS database and APIs, safeguarding data availability and resilience in critical situations;

- provide technical support for database and API issues in collaboration with software development teams, addressing bug fixes, enhancements, and user-reported concerns;

- maintain up-to-date project documentation, including changes in database schemas, API configurations, and CI/CD workflows to facilitate continuity and knowledge sharing within the project team;

- report regularly on progress, achievements, and any risks to the project manager, identifying solutions for potential issues within database or cloud infrastructure;

- contribute technical guidance to project team members, supporting the development of robust and scalable system architecture;

- report to the supervisor on the status and progress of activities and if and when problems occur;

- perform other ad-hoc duties, as required;

- promote Council of Europe values internally and externally.

What we are looking for

As a minimum, you must:

- hold a completed full course of general secondary education and appropriate professional qualifications, such as a Diploma in Technology or equivalent. A degree in Information Systems, Computer Science, or a related field would be highly desirable;

- have a minimum of five years of relevant professional experience, including 2-3 years in a similar role, with demonstrated experience in database architecture using relational and NoSQL databases, API management with modern programming languages and frameworks, and setting up CI/CD pipelines in cloud-based environments;

- hold an Azure certification (e.g. Azure Database Administrator Associate, Azure Solutions Architect Expert, or Azure Developer Associate);

- have a very good knowledge of English; knowledge of French would be an advantage;

- be a citizen of one of the 46 member states of the Council of Europe and fulfil the conditions for appointment to the civil service of that state;

- have discharged any obligation concerning national service (military, civil or comparable);

- not be a parent, child, stepchild or grandchild of a serving staff member of the Council of Europe;

- be under 65 years of age at the closing date of this vacancy notice.

Demonstrate to us that you have the following competencies:
- Professional and technical expertise:
  o proven experience with Azure SQL/NoSQL database design, implementation, and maintenance;
  o experience developing and maintaining APIs with Microsoft .NET Framework, C#, and RESTful services;
  o experience with CI/CD pipelines within Azure environments;
  o experience with Service-Oriented Architecture (SOA) and enterprise-level application integration;
  o proficiency in Azure SQL/NoSQL, ETL processes, and cloud infrastructure management;

- o strong command of Microsoft .NET Framework, C#, and familiarity with cloud automation tools such as Azure DevOps;
- o proficiency in performance tuning for databases and cloud infrastructure;
- o professional written and interpersonal skills when communicating with project stakeholders.
- ▸ Planning and work organisation
- ▸ Learning and development
- ▸ Analysis and problem solving
- ▸ Service orientation
- ▸ Teamwork and co-operation
- ▸ Relationship building
- ▸ ~~Communication~~

Please refer to the
Competency Framework
of the Council of Europe
(PDF – 1,6Mo)

What we offer

■ If successful, you may be offered employment based on an **temporary contract** at grade B5/Step1. Employment is limited to 31 December 2025 and may be extended. You will receive a basic monthly gross salary of €5,301 which is exempt from national income tax. This salary may be supplemented by other allowances depending on your personal situation. You will be affiliated to a pension scheme and social and medical insurance. You will also benefit from 32 working days leave per year and other advantages (including flexible working hours, training and development, possibility of teleworking, etc.).

■ This recruitment is carried out in accordance with Rule No. 1234 of 15 December 2005 laying down the conditions of recruitment and employment of locally recruited temporary staff members working in the Council of Europe Duty Stations located outside of France.

■ If your profile matches our needs and your are not recruited straight away, you may be placed on a list of eligible candidates.

Applications and selection procedure

■ The deadline for applications is **12 December 2024 (midnight Central European time)**. Applications must be made **in English** using the Council of Europe online application system. You can create and submit your online application on our website (www.coe.int/jobs). Please fill out the online application form providing all requested details and explain how your competencies make you the best candidate for this role. It usually takes a few hours to fill in an application form, so please take this information into consideration while applying.

■ Only applicants who best meet the abovementioned criteria, and whose application demonstrates the best profile in terms of qualifications, experience, and motivation, shall be considered for the next stages of the recruitment evaluation process, which may consist of different types of assessments and/or an interview. Further information on the assessment process will be provided to the selected candidates. Selected candidates may be subject to reference and background checks as part of the recruitment process.

■ Applications from staff members of the Council of Europe, who currently hold a fixed-term (CDD) contract or former staff members whose fixed-term contract has ended less than 12 months before the deadline for applications, will not be considered.

■ As an equal opportunity employer, the Council of Europe welcomes applications from all suitably qualified candidates, irrespective of sex, gender, sexual orientation, ethnic or social origin, disability, religion or belief. Under its equal opportunities policy, the Council of Europe is aiming to achieve gender parity in staff employed at all levels in the Organisation. At the time of appointment, preference between suitable candidates shall be given to the candidate of the gender which is under-represented in the relevant grades within the category to which the vacancy belongs. During the different stages of the recruitment procedure, specific measures shall be taken to facilitate access for candidates with disabilities.