



**To: ETSI MEMBERS, OBSERVERS AND COUNSELLORS**

**Subject: Recruitment of a Technical Expert to ETSI CTI (Centre for Testing and Interoperability)**

Dear Madam,  
Dear Sir,

Due to a vacancy in the current team we are seeking to recruit a testing expert with good project management and technical skills for the ETSI Centre for Testing and Interoperability (CTI) <sup>1</sup>. The deadline for submitting applications is **10 June 2007**.

The increased scope of the CTI activities includes close collaboration with Fora on the development of test specifications and interoperability events. We require an additional person to maintain and increase the level of service the CTI offers for the development of test specifications and related interoperability activities.

The level of the post will be in the range of P1 to P3 depending on qualifications and experience. The employment contract will have an initial maximum duration of eighteen months, and may thereafter be converted into a contract of unlimited duration.

Please circulate this call for recruitment as widely as possible in your organization.

You will find enclosed the job description for this post, a general note on terms and conditions of employment at ETSI and an application form. Applications may be submitted by E-mail to [candidatures@etsi.org](mailto:candidatures@etsi.org).

Further information about the post may be requested to **anthony.wiles@etsi.org**

Yours faithfully,

Dr. Walter Weigel  
Director General

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<sup>1</sup> CTI is a merger of former PTCC and Plugtests and is now part of the Standards Enabling Services Competence Centre providing a broad range of services to ETSI members and other customers.

**TESTING EXPERT JOB DESCRIPTION**

<b>JOB TITLE</b>	<b>Testing Expert</b>
<b>TEAM</b>	<b>CTI</b>
<b>IMMEDIATE SUPERIOR</b>	<b>CTI Director</b>
<b>GRADE</b>	<b>P1-P3</b>

The ETSI Centre for Testing and Interoperability (CTI) supports ETSI Technical Bodies and other customers with the the development of test specifications.

As a key person in the CTI team the successful candidate will have the opportunity to manage test development projects in an international context as well as being involved in technical work such as writing TTCN-3 test scripts and assisting with interoperability events. The position will focus on conformance and interoperability tests for WiMAX, IMS (NGN) and UMTS technologies.

You will be working in a dynamic and multinational environment as ETSI endeavours to provide test specification competence and services to external organisations (Fora) as well as to the ETSI membership.

**Tasks and responsibilities**

- Manage teams of testing experts to develop test specifications, for example WiMAX and IMS systems
- Development of test specifications using TTCN-2 and TTCN-3 (conformance and interoperability testing)
- Development of test purposes/descriptions and related testing documentation
- manage project team planning and budget control
- Participate in and/or lead ETSI STFs (if necessary) as a testing/TTCN expert
- Participation in technical meetings (where relevant)
- Regular international travel may be necessary

**Skills and Profile**

- Diploma in Telecommunications Engineering, or similar
- Experience of manage small but intensive teams of experts
- Experience of working in standardisation
- Excellent experience of protocol testing
- Excellent experience of TTCN-2 and/or TTCN-3 (candidates with TTCN-3 programmers' certificat preferred)
- Good knowledge of wireless communications - experience of WiMAX, for example, would be extremely useful
- Good knowledge of NGN (e.g., IMS) would be extremely useful
- Knowledge of one or more of the following technologies - 3G/UMTS, TCP/IP, VoIP, OSA/Parlay, IPv6, Softswitch would be an advantage
- Experience of using test tools, testbeds and validation of test specifications

**Additional qualities:**

- Team player with organisational skills and the ability to work autonomously when required
- Excellent oral and written communication in English
- Ability to communicate in another European language is desirable
- Ability to participate in an international technical meetings/working groups

<b>GENERAL INFORMATION</b> <b>ON CONDITIONS OF EMPLOYMENT FOR ETSI SECRETARIAT STAFF</b>
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**1. SALARY**

Salaries will be fixed in accordance with relevant experience and qualifications.

The following indicative scale will be applied:

<b>Grade</b>	<b>Range of Annual gross salary (Euros)</b>	<b>Annual Rental Allowance (Euros)</b>
P1	42.480 to 47.400	1.440
P2	43.800 to 58.080	2.400
P3	64.200 to 76.440	3.360

**2. DURATION OF THE CONTRACT**

The contract will have a maximum duration of eighteen months. At the end of the contract, it may be transformed into a permanent one. During the contract, in the interest of the Institute, the Director-General may modify staff functions and responsibilities.

**3. PLACE OF WORK**

The post will be based in Sophia Antipolis near Nice, France. Freedom to travel world-wide will be required.

**4. LANGUAGE**

The working language at ETSI is English. Knowledge of French and German is appreciated.

**5. TRAVEL AND REMOVAL EXPENDITURES**

ETSI will reimburse travel and removal costs for the new employee and his/her family for their relocation. The same costs will be reimbursed at the end of the contract, when the employee returns to his/her country.

**6. EDUCATION ALLOWANCE**

Professional staff members who are not French nationals are eligible for an education allowance (ranging from **1.680 to 7.500** Euros) for each dependent, school-age child, which is subject to French tax and social security charges.

**7. PENSIONS**

The employee will be affiliated to the French pension organization.

**8. SOCIAL SECURITY AND INCOME TAX**

Gross salary and all allowances are subject to social security contributions, including pension contributions, deducted at source, in accordance with French law.

In addition to the French social security system, ETSI subscribes to a complementary insurance scheme. The cost of this subscription is shared by ETSI and the employee, with the employee contribution deducted from monthly salaries.

French regulations will be applied for income tax which will be paid directly by the employee.

**For example:** For a family with two dependent children, the following amounts can be estimated.:

In Euros per month for the year 2006

<b>Gross salary + rental allowance (1)</b>	<b>Social &amp; pension contributions(2)</b>	<b>Income tax(3)</b>	<b>Net monthly income (1) - (2) - (3)</b>
3.660	878	56	2.725
4.070	977	76	3.017
4.700	1.128	135	3.437
5.040	1.210	168	3.663
5.630	1.351	224	4.055
5.980	1.435	258	4.287
6.650	1.596	322	4.732

These amounts are only estimations. They vary with the changes in French law.

## **9. ANNUAL LEAVE**

Staff members are entitled to annual leave with full pay, at the rate of 2.5 working days for each month employed by ETSI.

Staff members not recruited locally are entitled to reimbursement of travel expenses for "home leave" of their family and themselves to return to their original residence. This allowance is also subject to social security contribution and income tax.

## **10. ALL OTHER MATTERS ARE REGULATED BY FRENCH LAW**

As an employer, ETSI is subject to French labour law ("code du travail") and in particular the national labour agreement ("convention collective" of research offices, and consulting companies).

## Recruitment of a Testing Expert to ETSI CTI

### PERSONAL INFORMATION

Name

Address

Telephone

Fax

E-mail

Nationality

Date of birth

### EMPLOYER INFORMATION

Company Name

Membership

Person proposing the candidature

Address

Telephone

Fax

E-mail

### WORK EXPERIENCE

- Dates (from – to)
- Name and address of employer
  - Type of business or sector
  - Occupation or position held
- Main activities and responsibilities
  
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#### **EDUCATION AND TRAINING**

- Dates (from – to)
- Name and type of organisation providing education and training
- Principal subjects/occupational skills covered
  - Title of qualification awarded
  - Level in national classification (if appropriate)

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#### **PERSONAL SKILLS AND COMPETENCES**

*Acquired in the course of life and career  
but not necessarily covered by formal  
certificates and diplomas.*

MOTHER TONGUE

OTHER LANGUAGES

- Reading skills
- Writing skills
- Verbal skills

- Reading skills
- Writing skills
- Verbal skills

SOCIAL SKILLS

AND COMPETENCES

*Living and working with other people, in multicultural environments, in positions where communication is important and situations where teamwork is essential (for example culture and sports), etc.*

ORGANISATIONAL SKILLS

AND COMPETENCES

*Coordination and administration of people, projects and budgets; at work, in voluntary work (for example culture and sports) and at home, etc.*

TECHNICAL SKILLS

AND COMPETENCES

*With computers, specific kinds of equipment, machinery, etc.*

ARTISTIC SKILLS

AND COMPETENCES

*Music, writing, design, etc.*

OTHER SKILLS

[ Describe these competences and indicate where they were acquired. ]

AND COMPETENCES

*Competences not mentioned above.*

DRIVING LICENCE(S)

For tourism vehicles

**ADDITIONAL INFORMATION**

[ Include here any other information that may be relevant, for example contact persons, references, etc. ]

**ANNEXES**

[ List any attached annexes. ]