

Letterhead of the General Secretariat of the Government

**NOTICE ON THE RECRUITMENT PROCESS FOR THE POSITION OF MEMBER OF THE BOARD OF ADMINISTRATION OF S.N.T.G.N. TRANSGAZ S.A.**

**The General Secretariat of the Government** announces the launch of the recruitment and selection procedure for the nomination of candidates for the appointment of members of the Board of Administration of Transgaz S.A. The recruitment and selection process aims to identify, recruit and select the most suitable 5 (five) candidates for the position of member of the Board of Administration of the Company. This recruitment and selection process shall be carried out in accordance with the provisions of **GEO no. 109/2011** on the corporate governance of public enterprises, as subsequently amended and supplemented, and of **Government Decision no. 639/2023** for the approval of the Methodological Norms for the application of GEO no. 109/2011 on the corporate governance of public enterprises.

**Participation requirements**

**I. Common participation requirements for all positions of member of the Board of Administration:**

- a) are Romanian citizens or citizens of other EU Member States, provided they have their domicile or residence in Romania;
- b) are fluent in Romanian (written and spoken);
- c) they are not in a conflict of interest that would make them incompatible with the office of member of the Board of Administration of the company for which they have applied;
- d) they are not in any of the situations referred to in Art. 12 para. (3), Art. (9) and Art. (7) of O.U.G. no 109/2011, as amended and supplemented;
- e) have no entries in the tax and criminal record - art. 16, C - other criteria, b) of GD no. 639/2023;
- f) have not been definitively convicted by a court judgment for committing an offense against humanity, against the State or against authority, corruption and service offenses, offenses against the administration of justice, forgery, offenses against property, offenses under 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 offenses provided for by Law no. 85/2014 on insolvency prevention and insolvency proceedings, committed with intent that would make him/her incompatible with the exercise of the office;

(g) have not been engaged in political police as defined by law;

h) have full capacity to exercise the office;

i) are medically fit;

j) meet the criteria required by Government Ordinance No. 109/2011 on the corporate governance of public enterprises, as subsequently amended and supplemented and Government Decision No. 639/2023;

k) demonstrate integrity by assuming the conditions for obtaining the ORNISS certificate at the level required by the company (Law no. 182/2002 on the protection of classified information, of the National Standards for the Protection of Classified Information in Romania, approved by Government Decision no. 585/2002, and of the Rules on the Protection of Classified Information of the North Atlantic Treaty Organization in Romania, approved by Government Decision no. 353/2002)

l) have higher education and experience in the field of engineering, economics, social or legal sciences or in the field of activity of S.N.T.G.N. Transgaz S.A., graduated from a higher education institution, of at least 7 years and at least 15 years of total seniority in the employment;

m) at least 5 years of cumulative experience in administration/management/direction/management in public or private entities and in the management of autonomous companies or autonomous regions.

## **II. Specific requirements for the participation**

### **A. For the position of member of the Board of Administration of financial auditor or at least 3 years' experience in statutory audit or within Audit Committees:**

- a) is authorized as a financial auditor and is registered in the electronic public register by the competent authority of Romania, another Member State, the European Economic Area or Switzerland or has at least 3 years of experience in statutory auditing, acquired through participation in statutory audit engagements, proven by documentary evidence;
- b) graduated higher education in the field of engineering, economics, social, legal sciences or in the field of activity of S.N.T.G.N. Transgaz S.A., graduated from a higher education institution;

- c) at least 7 years of experience in the field of higher education studies and at least 15 years of total seniority in employment;
- d) at least five years' cumulated experience in administration/management/direction/management in public or private entities and in the management of autonomous companies or autonomous regions.

**B. For 4 positions of member in the Board of Administration:**

- a) university degree in engineering, economics, social sciences, law, in the field of activity of S.N.T.G.N. Transgaz S.A. graduated from a higher education institution;
- b) minimum 7 years of professional experience in the field of the studies graduated provided for at a) and at least 15 years' total seniority;
- c) at least 5 years' cumulated experience in administration/management/management in public or private entities and in the management of autonomous companies or autonomous bodies.

For at least two of the positions of the Board of Administration, candidates having at least 3 (three) years of experience in administration/management acquired in public or private entities operating in the company's main field of activity shall be nominated.

**Selection criteria**

The selection criteria are competencies and traits required by candidates to be able to successfully fulfil the roles to be assigned to them, and are the following: competencies specific to the public enterprise's sector of activity, professional competencies of strategic importance, corporate governance competencies, social and personal competencies, national and international experience, specific competencies and restrictions for civil servants or other categories of staff in the

public authority or other public authorities or institutions, other depending on the public enterprise's specialization, traits and other criteria.

### **How candidates are assessed**

Candidates will be assessed by the method of documentary analysis of the documents in the application file, the method of analysis of additional information to that in the application file requested by the Selection and Appointments Committee, in writing, in order to revise, improve and validate the accuracy of the marks, the method of analysis of the statement of intent, the method of checking references provided by the candidates, the method of checking the work previously carried out by the candidates, the method of observing the candidates' behaviour during the interview organized by the Selection Committee, by reference to the Board Profile, the Profile of the Board Members and by reference to the indicators describing the competences that are criteria for the selection of candidates according to the above mentioned documents, the method of integrating the results of the analysis of the declarations of intent made on the basis of the Letter of Expectations by the candidates and the method of the interview organized in view of the application file, the candidate profile, the Board profile, the declaration of intent of the candidate.

### **Selection criteria which constitute an advantage in the selection process**

- Master, PhD, MBA or postgraduate degree;
- Experience in dealing with public and regulatory authorities in the field of activity of the public enterprise;
- Experience in building, coordinating and developing teams/collectives of staff and succession planning within them;
- Experience in audit/audit committees, managerial internal control and risk management, economic, legal, safety and national security;
- Experience in dealing with the European institutions in the area of activity of the public enterprise;
- Experience in negotiations, social dialog, institutional and interpersonal communication;
- Experience in performance monitoring;
- Experience in communication and investor relations;
- Experience in the energy sector;

- Experience in implementing strategic regional energy investment projects;
- Experience in managing listed companies in the gas transmission sector.

### **Submission of applications**

Applications have to be submitted at the latest by **24.02.2025, 16.00**, both in written and electronic format.

➤ **Application file in letter format (paper)**

The paper application files should be submitted in person or sent by post or courier, in a sealed envelope, to the registry of the General Secretariat of the Government, Piata Victoriei, nr. 1, sector 1, Bucharest, with the following text: „**Candidacy BoA Transgaz S.A./[Name and surname of the candidate]**”.

➤ **Electronic file**

Submission of the application file in electronic format is mandatory and should be sent to the following e-mail address: [selectietransgaz@gov.ro](mailto:selectietransgaz@gov.ro)

Mandatory rules for the submission of applications:

- All documents submitted in the application file shall be in Romanian.
- Documents written in a foreign language shall be submitted in a certified copy, accompanied by a certified translation, certified by an authorized translator.
- For studies carried out abroad, their equivalences shall be submitted, as appropriate.
- The e-mail messages for the submission of electronic applications and the attached documents shall necessarily contain the name and surname of the candidate (e.g. "CV Popescu Ion Ion").
- Forms F1-F5 shall be filled in **electronically** and submitted in **Word** format as well as in pdf format.
- The CV shall be submitted in Word format and as a pdf file.
- Copies of the requested documents shall be scanned and saved as **separate documents**, with the title of the document, the candidate's name and surname - for example " Bachelor's degree diploma Popescu Ion" or " REVISAL extract Popescu Ion".

- Electronic files will **NOT** be sent via file transfer applications (e.g. WeTransfer or other similar applications) - in case the size of the file exceeds the message capacity, several successive numbered messages shall be sent (e.g. "BA Application (company) Popescu Ion 1", "BA Application (company) Popescu Ion 2", etc.).
- The files in electronic format shall be submitted by the same date and time set for the submission of the application file in physical format to the registry of the General Secretariat of the Government.

**Documents required for application:**

Applications shall contain the following documents:

- a. List of documents (only in the paper file);
- b. Curriculum vitae;
- c. Medical certificate;
- d. Criminal record;
- e. Tax record;
- f. Copy of identity card;
- g. Copy of marriage certificate or other documents, only if the name on the documents submitted is different from the name on the ID;
- h. Copies of university/college diplomas (according to the cycle of studies: short, bachelor, master, MBA, doctoral). Copies of diplomas or certificates of participation in short training programs will not be submitted;
- i. Copies of documents proving the required professional experience (extract, Reges/Revisal, copy of work record book, mandate/management contracts, attestations issued by employers, certificate of attestation on the individual issued by the ONRC, other documents endorsed by signature and stamp of the issuer, etc.)
- j. Forms:
  - **F1** - Application form
  - **F2** - Affidavit concerning the conformity of the documents and information provided in the application file, the absence of conflict of interest and the absence of incompatibilities;
  - **F3** - Agreement to obtain data for verification of information;
  - **F4** - Consent to process personal data;

- **F5** - Declaration of interests;

The documents required in the recruitment and selection process as well as the declaration forms can be found on the website of the Public Supervisory Authority, the General Secretariat of the Government: <https://www.sgg.gov.ro>

**Further information can be obtained at the General Secretariat of the Government, 1 Victoriei Square, Sector 1, Bucharest, Romania, Tel: 021 314 34 00, int. 1134/1023.**