

AMLA CALL TO FIUs TO APPOINT FIU DELEGATE

Reference: AMLA/SNE/2025/01

Title of the position:	FIU Delegate
Type of publication:	FIUs internal publication
Type of contract:	Seconded National Expert
Duration of contract:	3 years (renewable once for a fixed period of 3 years)
Place of employment:	Frankfurt, Germany

AMLA is seeking to fill the posts assigned to FIU delegates during the course of 2025 and 2026 (and by no later than September 2026).

1. AMLA'S MANDATE

Money laundering and the financing of terrorism are major concerns for the EU. They pose significant risks to the EU economy, to the integrity of the EU financial system and, even more importantly, to the security of its citizens.

The Anti-Money Laundering and Countering the Financing of Terrorism Authority (AMLA) was established in June 2024 as a new European Union body to safeguard the European Union's financial system and its citizens against money laundering and terrorist financing. It is located in Frankfurt am Main, Germany and will expand to over 400 staff members by the end of 2027. AMLA's key responsibilities include:

- Directly supervising selected financial sector entities that operate on a cross border basis and present a high risk of money laundering and terrorism financing, as well as indirectly supervising other entities in the financial and non-financial sectors.
- Supporting and coordinating the activities of Financial Intelligence Units (FIUs) by, for example, facilitating the joint analyses of cross-border cases, enabling information exchange, providing capabilities, advanced data analytics and managing the FIU.net information system.
- Complementing EU Anti-Money Laundering (AML)/Countering the Financing of Terrorism (CFT) rules by developing regulatory and implementing technical standards and issuing guidelines.

More information about the Authority can be found at the AMLA [website](#).

2. FIU DELEGATE PROFILE

The FIU delegate will work in a dynamic start-up environment and their role will contribute to the success and growth of AMLA. It will offer opportunities to make a meaningful impact within the FIU pillar of AMLA. The FIU delegates will facilitate and improve cooperation between their delegating FIU and AMLA and support the dedicated staff of AMLA in carrying out all the tasks relating to FIUs.

Article 44 and Recital 50 of Regulation (EU) 2024/1620 (the AMLA Regulation) require the Financial Intelligence Unit (FIU) of each Member State to delegate one or more staff members to AMLA. The profile of the FIU delegate is set out in **Annex 1 (Profile and Function of FIU delegates group)**, and is summarised below:

- **Communication:** Serve as a direct communication link between the FIUs and AMLA.
- **Coordination and support:** Support the coordination of the joint analysis exercises, help align efforts between AMLA and national FIUs and cooperation between FIUs, assisting in the notification of cases initiated by FIUs and support the logistical coordination of the exercises in which their home FIU participates. FIU delegates will also work in close cooperation with the Standing committee, and support AMLA in the preparation of ML/TF threat assessments and strategic analyses by facilitating the provision of information by their home FIU to AMLA.
- **Information exchange:** Facilitate the efficient and secure exchange of information, financial intelligence and provision of both operational and strategic support in a timely manner.
- **Advisory role:** Act as AMLA's 'FIU-ambassadors' by advising FIUs on how to benefit from AMLA's services and leverage its resources and capabilities.
- **Informal sharing of best practices.** Table best practices concerning various elements of their work (e.g. prioritisation and analytical processes, tools and methods used, organisational matters cooperation with national and foreign authorities).

4. APPOINTMENT CRITERIA

The FIU delegate designated shall meet the following criteria:

(1) **Professional experience:**

- a) At least five years of experience within an FIU, with a demonstrated knowledge in one or more of the following areas:
 - Financial intelligence analysis;
 - Cross-border information exchanges and analyses (both at national and international level);
 - Legal or policy aspects in the field of FIU tasks;
 - Familiarity with the tools used in the intelligence analysis process, such as analytical software, databases and case management tools.
- b) When compliant with a high level of relevant and practical experience and explained by the delegating FIU (e.g. a specific technical expertise or studying background), this minimum of years can be of three years. Experience in another competent national or international authority pursuant article 2(1) (44) of the Regulation (EU) 2024/1624 would be an asset.
- c) In cases where there is a reason to deviate from the above — for example, due to the unavailability of candidates who meet the required years of experience — the FIU shall still be entitled, at its own discretion, to appoint a candidate for AMLA's designation process. Such a nomination shall be accompanied by a detailed explanation justifying the use of this exception clause.

(2) **Independence and integrity:**

Moral commitment to professional integrity, adherence to professional secrecy and confidentiality obligations, and compliance with ethical standards applicable to FIUs.

(3) **Language proficiency:**

Excellent command of English, with additional EU languages being an asset.

5. APPOINTMENT AND DESIGNATION PROCESS

The designation and appointment process is detailed in the **Annex II, 'Designation process of FIU Delegates'** and is set out here below:

- AMLA publishes the call on its website (and sends it via email) to the delegating FIUs to appoint their candidate.
- Each national FIU proceeds with the selection and appointment of its candidate according to the respective FIU's procedure on selection.
- Each national FIU identifies and appoints one candidate deemed suitable for secondment to AMLA as FIU delegate under one designation process.
- The appointed candidate shall meet the profile requirements defined under **Annex I "Profile and Function of FIU delegates group"** document, as set out in this call under section 4.
- FIU will provide information to AMLA on the appointed candidate's profile and the appointed candidate shall undergo AMLA's designation process to facilitate the General Board decision on the suitability for the role of FIU delegate.
- The evaluation shall be conducted by 'AMLA Evaluation Panel' which will be composed of one AMLA HR team member, the AMLA FIU Pillar team leader and/or the Executive Director and/or an Executive Board member (including the Chair), applying uniform criteria to ensure fairness, transparency, and consistency across all candidates.
- AMLA Evaluation Panel will organize a light interview with the appointed candidate.
- In case the outcome of the evaluation is a negative recommendation, it shall be preliminarily shared with the delegating FIU, which can decide to withdraw the appointed candidate or further motivate its choice.
- Before appointment is formalised by the Governing Board, the (ad interim) Executive Director will examine whether the candidate has any personal interest such as to impair his/her independence or any other conflict of interest. Designated FIU delegate will inform the (ad interim) Executive Director, using a specific form of any actual or potential conflict of interest. If necessary, the (ad interim) Executive Director of AMLA shall take any appropriate measures.
- AMLA's Evaluation Panel shall provide a recommendation to the AMLA General Board in FIU composition, which shall make the final decision regarding the designation of FIU delegates as SNES.
- The final list of selected candidates shall be subject to a decision of the General Board in its FIU composition, in accordance with Article 44(3) AMLA Regulation.

6. CONDITIONS OF SECONDMENT

- The term of office of FIU Delegates shall be **three years, renewable once** with the consent of the delegating FIU.
- The terms and conditions of secondment of an FIU delegate shall be governed by AMLA's rules applicable to FIU delegates (i.e. **AMLA Rules on Seconded National Experts**).
- A contract of secondment will be concluded between AMLA and the FIU Delegate.
- The place of assignment is Frankfurt, Germany.

- The salary will be covered by the SNE's employer, and the FIU delegate will also receive a **supplementary subsistence allowance** paid by AMLA, as detailed in section 5 below.
- FIU delegates shall have the status of staff of the delegating FIU at the time of their appointment and for the entire duration of their secondment to AMLA.
- While remaining under the authority of their delegating FIU, FIU delegates should be operationally independent and autonomous when carrying out their tasks and duties.
- FIU delegates should not seek nor take instructions from Union institutions, bodies, offices or agencies, or from governments or other public or private bodies.
- Their tasks and duties should be without prejudice to the security and confidentiality rules of FIUs.

5. WHAT WE OFFER

5.1 What to expect in the new AMLA

Joining the AMLA during its start-up phase presents a unique opportunity for individuals seeking new challenges. As we navigate through the initial stages of establishing this important Agency, the FIU delegate will have the chance to contribute their expertise and innovative ideas, playing a pivotal role in shaping the Agency.

5.2 Work-life balance

As we are convinced in AMLA that achieving a work-life balance is crucial for the well-being and efficiency of all our employees, we will foster a work environment that supports a balanced lifestyle. Telework and flexible scheduling will allow employees to adapt work hours and help successfully juggle responsibilities as well as lessen the environmental impact.

5.3 Integration of newcomers

Join Team AMLA and receive a warm welcome from day one! At AMLA, we prioritise successful transition by offering personalised support to help our FIU delegates feel at home - both within our team and in Frankfurt! Through the [WELCOME CENTER HESSEN](#), we streamline administrative onboarding, making the relocation and career start with us as smooth as possible.

5.5 Frankfurt and Schools

AMLA is located in Frankfurt, one of Germany's most international cities. Find more info on the [Living in Frankfurt](#) page of our website.

Frankfurt offers several educational options, including international schools. Among them, the [European School](#) provides high quality education from nursery (from 4 years old) to the European Baccalaureate and is free of charge for children of AMLA's staff.

5.6 SNE allowances

In addition to the salary payable by the delegating FIU, the allowances payable by AMLA to the FIU delegate will comprise a daily subsistence allowance (175.38 euros per day) as well as a monthly allowance, which is calculated based on the distance between the place of origin/recruitment and Frankfurt. Both the daily and monthly subsistence allowance is adjusted by the correction coefficient.

The correction coefficient¹ for Frankfurt is currently 102.2%. This correction coefficient is updated each year (July).

In addition, the FIU delegate is also entitled to compensation for the cost of their travel expenses (where applicable), between their place of origin and Frankfurt at the beginning and end of their secondment.

5.7 Other benefits

As a seconded national expert, the FIU delegate benefits from annual leave (2 days per month), as well as relevant training opportunities offered to AMLA staff.

¹ The correction coefficient is a specific weighting applied to your pay to offset the higher or lower costs of living compared with Brussels.