

Vacancy notice 2023/209 – HQ (AD)

EEAS Vacancy Notice – Administrator

Administrator – Team Leader – IT/CIS/Cyber Sector

in the DMD.CPCC.4 Division of the EEAS

(Eligibility grade for EU officials and current temporary agents under Article 2(e) of the CEOS: AD 5 – AD 12 / Grade of recruitment for candidates from the Member States¹: AD 7)

Job no. 320242

We are

The European External Action Service (hereafter, the "EEAS") supports the High Representative in the exercise of his mandate to conduct and implement an effective and coherent EU Common Foreign and Security Policy (hereafter, the "CFSP"), to represent the EU and to chair the Foreign Affairs Council.

It also supports the High Representative in his capacity as Vice-President of the Commission with regard to his responsibilities within the Commission in the external relations field, including the coordination of other aspects of the EU's external action. The EEAS works in close cooperation with the EU Member States as well as the General Secretariat of the Council, the services of the Commission and the Secretariat General of the European Parliament.

The Civilian Planning and Conduct Capability (MD.CPCC) is the permanent structure supporting the Civilian Operations Commander. The Civilian Operations Commander is the overall commander at the strategic level of currently 13 civilian CSDP crisis management missions and provides strategic guidance and direction to the Heads of Mission. The Civilian Operations Commander reports directly to the High Representative for Foreign Affairs and Security Policy and through him to the Council of the EU. Under the political control and strategic direction of the Political and Security Committee and the overall authority of the High Representative, the Civilian Operations Commander ensures the effective planning and conduct of civilian CSDP crisis management operations, as well as the proper implementation of all mission-related tasks as well as the discharge of the duty of care.

The Missions Operational Support Division (CPCC.4) is a dynamic Division composed of 31 experts in the fields of Mission Support: Logistics, Digitalisation, CIS, IT, Cybersecurity, Secure Communications Budget, Procurement and Financial aspects of the civilian CSDP Missions. Our job is to provide operational support for about 2.500 staff working on the 13 CSDP Missions operating on the ground in crisis countries.

We propose:

The position of **Team Leader of the IT-CIS-Cyber Sector** in the Division CPCC.4

Under the chain of command of the CivOpsCdr (Civilian Operations Commander CPCC – MD CPCC) and the direct guidance and supervision of the Head of the Division "Mission Operational Support" in CPCC, the Team Leader of the Division IT Sector will lead the CiMA (software development), CIS and Cyber teams, composed of 14 experts under the Mission Support Platform of the Division. Moreover he/she should coordinate the activities of the IT community (around 40 international staff) in the civilian

¹ Candidates from the Member States are primarily candidates from the national diplomatic services, in line with Article 98(1), first subparagraph, of the Staff Regulations. In the alternative, candidates from other national public entities may be considered, in line with the second subparagraph of this provision, in exceptional cases.

missions with a special focus on CIS and Cyber Security, and contribute to the consolidation of the IT management in the Missions.

More specifically, the candidate is expected to perform the following tasks:

- Coordinate the IT sector: 3 teams of CiMA, CIS and Cybersecurity in the Mission Support Platform Division, and reporting directly to the Head of Division.
- Contribute to the definition of the Sector's overall strategic objectives, work program and specific objectives in the Sector areas and ensure that the resources are efficiently allocated to achieve those objectives. The Head of Sector will also propose implementation and/or updates of the work programme according to needs and internal priorities.
- Guide the CiMA team in the design, implementation and operations of development, security and operations' (DevSecOps) principles and services, in particular, continuous integration, delivery and deployment pipelines, also in coordination with other CPCC services.
- Contribute on behalf of CPCC in the definition of security requirements and follow up actions in areas of CIS and cyber for the CSDP Missions.
- Manage the integration of the tools/solutions within the corporate IT environment by: reviewing/agreeing the solutions to integrate with, analysing and selecting integration options, proposing and validating technical and operational procedures;
- Supervise drafting of documentation as cyber reports, guidelines, SOPs, etc. and ensure that deadlines are met. Alignment and coordination with Missions' network might be required in some cases to ensure cohesion among Missions IT environments.
- Advise senior management and Missions' designated personnel on CIS and Cybersecurity requirements, structures and supervise on cybersecurity awareness activities.
- Oversee Division's IT budget and its implementation, while ensuring financial or operational verification.
- Co-ordinate the work of IT staff (CIS and Cyber POC) in Mission Support of the CSDP Missions and ensure the provision of smooth services to the staff. Organise and chair CIS and Cyber coordination meetings, with participation of CSDP Missions staff where relevant.
- Act as the liaison between the field CSDP Missions and Civilian Planning and Conduct Capability (CPCC) for CIS, secure communications and cyber matters. Also, liaise with Military Planning and Conduct Capability (MPCC) counterparts in area of competence.
- Assist in the planning, analysis, design, program and implementation of all cyber aspects and related logistical needs of Civilian Crisis Management Operations and CSDP missions. Manage, as appropriate, rapid development IT stocks/start-up kits, and participate in the relevant work aimed at the definition of standard equipment for Civilian CMOs and CSDP missions.
- Follow and ensure participation in EEAS and EU Institutions exercises involving CSDP missions in the cyber domain where appropriate.
- Implement lessons learnt and follow-up actions in the domain of Cyber security, incident handling and business continuity. Also in cooperation with CERT-EU.

- Assist in the development of policy and procedures for field Mission Support in the domain of IT and Cybersecurity, and towards the secure development of the CiMA platform.
- Participate in the relevant work aimed at the definition of technical specifications for the launching of Framework contracts and other contract.
- When appropriate, follow up with Council Groups and EEAS Task Forces works related to Cybersecurity and assure proper involvement of CSDP missions and related implementing actions.
- Align with European Institutions and Agencies (Council, EC, ENISA) policy works in the domain of Cybersecurity and assure proper involvement of CSDP missions when appropriate.
- Participate in Fact Finding missions, TAMs, technical survey missions etc., as required by the hierarchy.
- Contribute to the preparation of the call for tender and to the management activities related to the CSDP CIS and Cyber, as appropriate.
- Report to Division's Management on progress and results on activities in the area of Cyber and IT matters under Division's remit.

This position is classified as an "Administrator" type of post² in the grade bracket AD 5 – AD 12.

If selected for the post, candidates from the Member States (i.e. from the national diplomatic services or from other national public entities will be recruited at grade AD 7.

In case of recruitment of a temporary agent, the duration of the assignment to the post shall, in principle, be four years.

If selected for the post, the contract of candidates who, at the time of their application, are temporary agents to whom Article 2(e) of the Conditions of Employment of Other Servants (CEOS) applies, will be amended and, if their grade is below the one set for candidates from the Member States, they will be reclassified at grade AD 7.

Current EEAS temporary agents to whom Article 2(e) of the CEOS applies and who have a higher grade than the one determined above for candidates from the Member States shall retain their current grade in case of selection for the post.

Legal basis for recruitment to this position:

The vacancy is to be filled in accordance with the following articles of the Staff Regulations (hereafter, the "SR"): Article 29(1)(a) and Article 98(1); Article 29(1)(b); Article 29(1)(c).

The successful candidate for this position will be:

- appointed in accordance with Article 29(1)(a) of the SR if he/she is currently assigned to the EEAS as an EU official or as a temporary agent to whom Article 2(e) of the CEOS applies;
- recruited in accordance with Article 29(1)(a) and Article 98(1), first subparagraph, of the SR and Article 2(e) of the CEOS if the candidate comes from the national diplomatic service of a Member State;

² According to Annex I to the Staff Regulations and the relevant EEAS internal rules.

- recruited in accordance with Article 29(1)(a) and Article 98(1), second subparagraph, of the SR and Article 2(b) of the CEOS if the candidate comes from a national public entity other than the diplomatic service;
- appointed in accordance with Article 29(1)(b) of the SR if he/she is an EU official from another institution;
- recruited in accordance with Article 29(1)(c) of the SR if it was not possible to fill the vacant post through any of the previous possibilities mentioned.

WE LOOK FOR:

ELIGIBILITY CRITERIA³

- General

In addition to the conditions set out in Article 28 of the SR for EU officials or in Article 12 of the CEOS for temporary agents, candidates must:

1. Be an EU official, a temporary agent to whom Article 2(e) of the CEOS applies or a member of staff from the national diplomatic service of a Member State. In exceptional cases and after having exhausted the possibilities to recruit from the above categories, the EEAS may examine, pursuant to Article 98(1), second subparagraph, of the SR, applications from candidates from other public entities of the Member States whose professional experience at the national level is directly relevant to the core tasks of this position. EPSO competition laureates who are on a valid reserve list established in accordance with Article 30 of the SR may have their applications considered only in the event that no suitable candidate can be found among candidates covered by Article 29(1)(a) and Article 98(1) of the SR, or by Article 29(1)(b) of the SR.
2. Have proven knowledge of Computer Information System, Cybersecurity, IT and Overall Information Assurance (IAO)

- Specific eligibility criteria for EU officials and temporary agents to whom Article 2(e) of the CEOS applies

1. EU officials or temporary staff to whom Article 2(e) of the CEOS applies must occupy a post in the grade bracket AD 5 – AD 12, or have occupied such a post before their change in administrative status in accordance with Article 35 of the SR, or occupy an AST post and be on the list drawn up according to Article 45a(c) of the SR (certification list).
2. Due to the need to ensure sound financial management of the limited financial resources and given the fact that the assignment of a staff member to a Delegation has important budgetary and business continuity implications, applications from staff members currently serving in a Delegation are not eligible unless they are included in the rotation or mobility exercises and if the day for submitting the applications for the vacancy notice is less than six months from the end of their ongoing posting. Other applications may only be considered in the interest of the service or in duly justified situations.
3. Candidates who, at the time of the application, are EU officials, independently of their administrative status under Article 35 of the SR, cannot request to be recruited as temporary agents under Article 2(e) of the CEOS. In the case of applications from EU officials on leave for personal grounds, successful candidates will be reinstated into active employment within the meaning of Article 35(a) of the SR.

³ All the eligibility criteria must be met on the closing date for applications for this post.

4. Candidates who, at the time of the application, are temporary agents to whom Article 2(e) of the CEOS applies, must provide a new certificate issued by their Ministry of Foreign Affairs⁴ (hereafter, the "MFA") containing the same elements as requested for candidates from the Member States (see specific eligibility criteria for candidates from the Member States, point 2(a)).

- Specific eligibility criteria for candidates from the Member States to be recruited in accordance with Article 98(1) of the SR

In line with Article 12 of the CEOS and in accordance with the needs of the service, candidates from the Member States must:

1. Possess a level of education:
 - a. which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more; OR
 - b. which corresponds to completed university studies attested by a diploma and relevant professional experience of at least one year when the normal period of university education is at least three years⁵.
2. Have gained at least 6 years' full time professional experience. This experience must have been gained after obtaining the four-year diploma or after obtaining the three-year diploma and the one year relevant professional experience.

Candidates must indicate their level of education and professional experience on the application form.

The candidates shall provide a certificate issued by the MFA of their Member State of origin, which contains at least the following elements:

- a. for candidates to be recruited under Article 98(1), first subparagraph, of the SR and Article 2(e) of the CEOS:
 - the post for which the candidate applies;
 - confirmation that the candidate is a staff member in active service in their national diplomatic service at the time of the application, either as a government official/civil servant or under a permanent employment relationship with the MFA; or that they have the same status/employment relationship at another national administration of their Member State and are on formal secondment to their MFA or an entity placed under the authority of the MFA such as an embassy, a permanent representation or a mission of the Member State accredited to an international organisation;
 - endorsement by the MFA of their application for the post;
 - a guarantee of immediate reinstatement at the end of their period of service with the EEAS, as required under Article 50b(2) of the CEOS.

Model of the abovementioned certificate is provided in Annex I of this vacancy notice.

- b. for candidates to be recruited under Article 98(1), second subparagraph, of the SR and Article 2(b) of the CEOS:
 - the post for which the candidate applies;
 - confirmation that the candidate is a staff member in active service in a public entity of their Member State of origin (other than the MFA) at the time of application, either as an official or under a permanent employment relationship;
 - endorsement by the MFA of their application for the post;
 - a guarantee of immediate reinstatement in their parent administration

⁴ Notwithstanding national terminology that may vary from one Member State to another.

⁵ The minimum of one year of professional experience required under (b) counts as an integral part of the above qualification and cannot be included in the professional experience required under point 2.

at the end of their period of service with the EEAS.

Model of the abovementioned certificate is provided in Annex II of this vacancy notice.

If candidates are unable to provide this document from the MFA of their Member State of origin, their application will be deemed ineligible.

Furthermore, candidates who would be recruited as temporary agents under Article 2(e) of the CEOS must be in a position to serve during the full duration of their assignment within the maximum duration of engagement in the EEAS.

SELECTION CRITERIA:

Candidates should:

- have an excellent ability to maintain diplomatic relations and to ensure representation, communication in a complex, multicultural environment;
- have an excellent capacity to create constructive working relations with national authorities, international organisations and the Member States;
- have strong drafting, communication and analytical skills combined with sound judgement;
- have excellent knowledge of IT governance and compliance frameworks;
- have experience of working in a team in multi-disciplinary and multi-cultural environment;
- have knowledge and/or proven experience in the key areas of working at middle/upper level management in IT and cyber security related matters;
- have project management skills possibly with a PM2 certification, ITIL Service Management skills possibly with a certification;
- have knowledge of CFSP and CSDP-related issues and in particular experience of IT and cybersecurity matters related to varied and/or large-scale IT systems in the area of civilian CSDP missions.

Furthermore:

- experience of working in an Embassy, a Delegation (or equivalent in an international organisation);
- experience of negotiations, and the ability to work in both English and French
- experience on general Services and IT/Cybersecurity, seen from field deployment, on crisis management operations, preferably in the context of CSDP;

would be considered assets.

TYPE AND DURATION OF CONTRACT FOR NEW TEMPORARY AGENTS

If the successful candidate is not an EU official or a temporary agent currently employed under Article 2(e) of the CEOS, he/she will be required to undergo a medical examination to ensure that he/she is physically fit to perform the duties.

As regards candidates who applied under Article 98(1), first subparagraph, of the SR (i.e. candidates from the national diplomatic services), the successful candidate will be offered a contract of temporary agent under Article 2(e) of the CEOS. Such

contracts may not exceed 4 years in duration; their expiry will as far as possible be aligned with the usual date of mobility at Headquarters (currently 31 August each year). The contract of successful candidates who are temporary agents under Article 2(e) of the CEOS currently employed in the EEAS will be amended and renewed for a 4 year period, within the limits provided for by Article 50b(2) of the CEOS.

As regards candidates who applied under Article 98(1), second subparagraph, of the SR (i.e. candidates from national public entities other than the diplomatic services), the successful candidate will be offered a contract of temporary agent under Article 2(b) of the CEOS. Such contracts will have an initial duration of maximum 4 years, and can be renewed only once for a maximum of 2 additional years.

All newly engaged temporary staff will be required to complete a probationary period of 9 months, in accordance with Article 14 of the CEOS.

PLACE OF EMPLOYMENT

Brussels, Belgium

SPECIFIC CONDITIONS OF EMPLOYMENT

The requested level of security clearance for this post is: SECRET UE/EU SECRET. A description of the EU classified information levels is available under Article 2 of Annex A of the [Decision ADMIN\(2023\) 18 on the security rules of the EEAS](#)⁶.

A valid Personnel Security Clearance (PSC)⁷ allowing access to classified information, issued by the competent national authority in accordance with national laws and regulations, is mandatory at the moment of application in order to enter the selection process.

The selected candidate may still be required to obtain a new PSC for the present post in accordance with national laws and regulations and with the procedure laid down in the [Decision ADMIN\(2019\)7 on Security Clearance Requirements and Procedures for the EEAS of 08 March 2019](#) and in Annex A I of the [Decision ADMIN\(2023\) 18 on the security rules of the EEAS](#). Until the new PSC is issued, the selected candidate may not be authorised to access EUCI at the level of CONFIDENTIEL UE/EU CONFIDENTIAL or above, or to participate in any meetings or workflow where EUCI is processed.

Please note that the necessary procedure for obtaining a PSC can be initiated on request of the employer only, and not by the individual candidate.

In case of failure to obtain or renew the required PSC, the AACC may take the appropriate measures in accordance with Article 3(3) of the [Decision ADMIN\(2019\) 7 on Security Clearance Requirements and Procedures for the EEAS of 08 March 2019](#).

Successful candidates from the Member States will be required to sign a conflict of interest form as part of the recruitment process.

EQUAL OPPORTUNITIES

The EEAS is committed to an equal opportunities policy for all its employees and applicants for employment. As an employer, the EEAS is committed to promoting gender equality and to preventing discrimination on any grounds. It actively welcomes applications from all qualified candidates from diverse backgrounds and from the broadest possible geographical basis amongst the EU Member States. We aim at a

⁶ OJ C 263, 26 July 2023, p.16.

⁷ The 'Personnel Security Clearance' is defined under point 2 of Annex A I of the Decision ADMIN(2023) 18 on the security rules of the EEAS as "a statement by a competent authority of a Member State which is made following completion of a security investigation conducted by the competent authorities of a Member State and which certifies that an individual may, provided his 'need-to-know' has been determined, be granted access to EUCI up to a specified level (CONFIDENTIEL UE/EU CONFIDENTIAL or above) until a specified date; the individual thus described is said to be 'security cleared'."

service which is truly representative of society, where each staff member feels respected, is able to give their best and can develop their full potential.

Candidates with disabilities are invited to contact the functional mailbox (EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu) in order to accommodate any special needs and provide assistance to ensure the possibility to pass the selection procedure with equal opportunities as other candidates. If a candidate with a disability is selected for a vacant post, the EEAS is committed to providing reasonable accommodation in accordance with Art 1d(4) of the SR.

PROCEDURE⁸

The selection procedure will take place in three different and successive steps:

1. Application

Before submitting their application, candidates should carefully check whether they meet all the eligibility criteria applicable to their situation in order to avoid automatic exclusion from the selection procedure.

Candidates must apply through the online system:

<https://webgate.ec.europa.eu/eapplication/index.cfm>

To log on to the system, an ECAS (European Commission Authentication Service) password is required; candidates without a password can register to get one through the afore-mentioned link. EU staff members with a professional ECAS account should use that account for their application. A helpdesk facility is available via the "Contact Support" function within the online system.

In case of connection problems, you can also refer to the complete EU Login user guide: https://webgate.ec.europa.eu/cas/manuals/EU_Login_Tutorial.pdf

During the online application procedure, candidates will have to upload their CV and motivation letter (in English or French). Candidates are invited to use the "Europass" CV format (<https://europa.eu/europass/en/create-europass-cv>) for their applications.

Candidates from the Member States will, in addition, have to upload a copy of their passport/ID and the certificate issued (within the past 6 months) by the MFA of their Member State of origin.

Candidates will have the opportunity to follow the progress of their application through the online system.

The closing date for the submission of applications is **27 November 2023 at 12:00** (CET - Brussels' time). Please note that the only way to submit an application is using the online system.

As the system may experience peak activity around the deadline, candidates are strongly advised to submit their application as early as possible. Late applications will not be accepted.

For correspondence concerning the selection procedures, please use the following email address: EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu

2. Pre-selection

The pre-selection will be done by a panel on the basis of the qualifications and the professional experience described in the CV and motivation letter. The panel will produce a shortlist of a limited number of eligible candidates who best meet the selection criteria for the post.

⁸ Your personal data will be processed in accordance with Regulation (EC) 2018/1725. The privacy statement is available on EEAS webpage: http://eeas.europa.eu/data_protection/rights/index_en.html

3. Selection

The candidates who have been shortlisted will be invited for an interview so that the selection panel can evaluate them objectively and impartially on the basis of their qualifications, professional experience and linguistic skills, as listed in the present vacancy notice. The selection panel will recommend a shortlist of candidates to the Appointing Authority/Authority Authorised to Conclude Contracts of Employment that will make the final selection.

It is recalled that, if the interest of the service so requires, the selection procedure can be terminated at any stage and the post be filled by a transfer in accordance with Article 7 of the SR.

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POST AVAILABLE AS OF: 01/11/2023



ANNEX I

CERTIFICATE OF ADMINISTRATIVE STATUS, ENDORSEMENT AND REINSTATEMENT¹

Staff from national diplomatic services of the Member States (Article 98(1), first subparagraph, of the Staff Regulations)

It is certified herewith that for the purposes of the application for the post(s) of *Click or tap here to enter text.*, Mr/Ms *Click or tap here to enter text.* is employed on a permanent basis by the national diplomatic service² of *insert Member State*.

The Ministry of Foreign Affairs³ of *insert Member State* endorses the application of Mr/Ms *Click or tap here to enter text.* for the above post(s).

In accordance with Article 6(11) of the Decision 2010/427/EU of the Council and Article 50b(2) of the Conditions of Employment of Other Servants of the European Union, Mr/Ms *Click or tap here to enter text.* has a guarantee of immediate reinstatement in active service at the end of his/her period of service to the EEAS.

¹ To be completed and certified by the competent authority of the national diplomatic service.

² Candidates having a permanent employment relationship with a government ministry of their Member State, other than the Ministry of Foreign Affairs or equivalent, and who, at the time of their application, are on formal secondment to their Member State's MFA or an entity placed under the authority of the MFA (such as a Permanent representation or a mission of the Member State accredited to an international organisation) may also be considered as member of the national diplomatic service of that Member state.

³ Notwithstanding national terminology that may vary from one Member State to another.



ANNEX II

CERTIFICATE OF ADMINISTRATIVE STATUS, ENDORSEMENT AND REINSTATEMENT¹

Technical support staff at AD level (Article 98(1), second subparagraph, of the Staff Regulations)

It is certified herewith that for the purposes of the application for the post(s) of *Click or tap here to enter text.*, Mr/Ms *Click or tap here to enter text.* is employed on a permanent basis by the following national administration : *Click or tap here to enter text.* of *insert Member State* and is in active service on the date of signature of the present certificate.

The Ministry of Foreign Affairs²*Click or tap here to enter text.* of *Click or tap here to enter text.* endorses the application of Mr/Ms *Click or tap here to enter text.* for the above post(s).

Mr/Ms *Click or tap here to enter text.* has a guarantee of immediate reinstatement in active service within his/her administration of origin at the end of his/her period of service to the EEAS.

¹ To be completed and certified by the administration of employment.

² Notwithstanding national terminology that may vary from one Member State to another.