

EEAS Vacancy Notice

Seconded National Expert in the Peace, Partnerships and Crisis Management Directorate (EEAS.MD-PSD.PCM)

Policy officer, Integrated Approach for Peace & Security (PCM.1) / sector 1 Human Security and Governance

COST-FREE

AD level post

Job No 500420

We are:

The European External Action Service (EEAS) supports the High Representative in the exercise of her mandate to conduct and implement an effective and coherent EU Common Foreign and Security Policy (CFSP), of representing the EU and of chairing the Foreign Affairs Council. It also supports the High Representative in her capacity as Vice-President of the Commission with regard to her 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 General Secretariat of the Council, the services of the Commission and the Secretariat General of the European Parliament.

We propose:

The position of Policy Officer – Security & Defence Transition (DDR and Veterans Reintegration, Ukraine)

The successful candidate will join the PCM.1 Division (Sector 1) and play a key role in advancing the EU's integrated ('whole-of-EU') approach to conflict prevention, crisis response and stabilisation. The position sits at the intersection of security and defence transition, security sector governance and reform, and broader resilience-building efforts, contributing to shaping EU policy and operational engagement in complex and high-priority contexts. The post will drive forward policy and concept development, strategic analysis, and the provision of high-quality, context-specific advice, while strengthening knowledge management and coherence across EU instruments and actors. It requires close coordination with EEAS geographical and horizontal services, EU Delegations, EU Special Representatives and Special Envoys, CSDP structures, Commission services, and key international partners.

The core focus of the position is on the EU policy on Disarmament, Demobilisation and Reintegration of ex-combatants (DDR), as a central pillar of post-conflict security and defence transition. In this context, the post will contribute to shaping EU approaches to reintegration, including the strategic role of veterans in stabilisation, recovery, and the transformation of the civilian security sector. Particular emphasis will be placed on priority country contexts, notably Ukraine, where the scale and complexity of current and future demobilisation and reintegration challenges place this portfolio at the forefront of the EU's political, security, and policy agenda.

The EU's approach to Disarmament, Demobilisation and Reintegration (DDR) mobilises the full range of instruments under the Integrated Approach to Conflicts and Crises, in alignment with the UN Integrated DDR Standards. It positions DDR as a strategic enabler of security and defence transition, contributing to peacebuilding and strengthening the resilience of conflict-affected societies. The effectiveness and sustainability of DDR processes depend on their integration with broader political and security efforts, including dialogue, mediation, and security sector governance and reform.

Functions and Duties:

- Shape and drive EU policy under the Integrated Approach to conflicts and crises, with a particular focus on Disarmament, Demobilisation and Reintegration (DDR) as a core component of security and defence transition and governance;
- Lead the development of country-specific DDR strategies and policy orientations, including a strong focus on veterans' reintegration in Ukraine at scale, addressing its implications for security, economic recovery, social cohesion, and the transformation of the civilian security sector;
- Ensure coherence and strategic alignment across EU instruments and policies, working at the nexus of DDR, security sector governance and reform, stabilisation, inclusive and sustainable development, transitional justice, prevention of violent extremism, organised crime, and small arms and light weapons control;
- Mainstream and support the implementation of EU policy on Women, Peace and Security (WPS) as a cross-cutting priority, ensuring gender-responsive approaches to DDR and reintegration, including attention to the specific needs and roles of women ex-combatants, veterans, and affected communities;
- Act as a key coordination and engagement hub, building and sustaining strong partnerships across EEAS services, civilian CSDP missions, EU Delegations, Member States, international organisations, and leading think tanks and academia;
- Contribute to EU external action and decision-making, including through the preparation and shaping of policy initiatives, briefings, and inputs to inter-institutional processes;
- Produce high-quality analytical and policy outputs, including strategic briefings, policy papers, methodological guidance, and programming inputs that inform EU engagement on the ground;
- Implement missions to conflict affected countries to support EU Delegations and CSDP missions in particular on DDR and veteran reintegration (Ukraine);
- Support senior management in steering this priority policy area, including through contributions to strategic planning, high-level meetings, and cross-cutting initiatives.

We are looking for:

We are seeking a highly motivated and forward-looking policy professional to join a dynamic and collaborative team at the centre of the EU's external action. The successful candidate will contribute to shaping and advancing the EU's Integrated Approach to external conflicts and crises, strengthening the Union's ability to mobilise its full range of expertise and instruments, and to work in close partnership with Member States to deliver meaningful impact in fragile and conflict-affected environments.

The post requires solid expertise in Disarmament, Demobilisation and Reintegration (DDR), including a strong understanding of the DDR landscape, key stakeholders, and the political, security and operational dynamics that shape reintegration processes. Familiarity with the EU institutional framework and relevant policy areas – in particular security sector governance and reform (SSR) – is highly desirable. Experience working on or with Ukraine would be considered a strong asset. Knowledge of the Women, Peace and Security agenda would be considered an asset.

We are looking for a candidate who combines strategic thinking with sound judgement, the ability to operate effectively in complex and sensitive environments, and a strong sense of initiative, teamwork and delivery.

Legal basis:

- This vacancy is to be filled in accordance with the EEAS Decision of the High Representative of the Union for Foreign Affairs and Security Policy HR DEC(2014) 01 of 04/02/2014 establishing the rules applicable to National Experts seconded to the European External Action Service.

Eligibility criteria:

Candidates must:

- a) Be drawn from public administrations in Member States, from international organisations or, only in exceptional cases and with prior authorisation from other sources;
- b) Have at least three years' full-time experience of administrative, scientific, technical, advisory or supervisory functions equivalent to those of function groups AD or AST as defined in the Staff Regulations of Officials of the European Union and the Conditions of Employment of other servants of the Union¹ or, where justified in the interests of the service, professional training of an equivalent level.²;
- c) Have a thorough knowledge of one Union language and a satisfactory knowledge of a second language for the performance of his/her duties;
- d) Have a security clearance of minimum level **EU-SECRET/SECRET-UE** for the functions that he/she will carry out;
- e) Remain in the service of the employer throughout the period of secondment and shall be paid by that employer;
- f) Remain subject to the social security legislation applicable to the public administration, international administration or entity which employs the SNE and which will assume responsibility for expenses incurred abroad. In case of posting to an EU Delegation, the employer certifies that the SNE is covered for medical expenses incurred at the place of secondment, as well as costs of repatriation on health grounds throughout the full period of secondment;
- g) Ensure that there is no conflict of interest and that he/she will, at all times, safeguard the independence and coherence of EU foreign policy as well as the integrity and confidentiality of EU documentation, information and procedures.

Selection criteria:

A. Qualifications and experience required

- university diploma;
- three years' relevant professional experience and ideally professional experience in multinational organisations;
- have experience and knowledge of CFSP and CSDP, in particular in the policy area of Disarmament, Demobilisation and Reintegration of ex-combatants (DDR);
- have an excellent ability to maintain diplomatic relations and smooth communication in a complex, multicultural environment;
- have an excellent capacity to create constructive working relations with national authorities, international organisations and EU Member States;
- have strong drafting, communication and analytical skills combined with sound judgement;

B. Skills required

- have the ability to remain objective in complex scenarios and to display sensitivity and sound judgement;

¹ Regulation (EEC, Euratom, ECSC) No 259/68 of the Council of 29 February 1968 (OJ L 56, 4.3.1968, p.1) and successive amendments.

² Staff Regulations of Officials (SR) and the Conditions of Employment of Other Servants of the European Union (CEOS). For reference, see: <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1570023902133&uri=CELEX:01962R0031-20190101>

- have good organisational skills, the ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands;
- have excellent drafting and communication skills;
- have excellent negotiating skills in a multinational environment;
- have the ability to work professionally as a member of the division, in mixed-composition task forces and working groups, in an interesting but challenging environment;
- good computer skills are essential, notably in word processing, spreadsheets, presentations software, Internet / Intranet and email systems. Knowledge of other IT tools would be an asset.
- national security clearance at SECRET UE level. Such clearance needs to be obtained from the competent authorities before secondment to the European External Action Service. It must be valid for the entire period of secondment. In its absence, the EEAS reserves the right to refuse the secondment as a national expert.

C. Languages

- thorough knowledge of one EU working language and satisfactory knowledge of another one are required; in practical terms, in order to perform required duties, that means an excellent command of written and spoken English, in particular good report-writing skills; good knowledge of written and spoken French is desirable;

D. Personal Qualities

- maintain the highest standards of personal integrity, impartiality and self-discipline. The expert must exercise the greatest discretion with regard to all facts and information coming to his/her knowledge in the performance of his/her duties;
- possess dynamic motivated and flexible personality. Be able to adapt quickly to new situations and deal with new challenges, including missions in conflict area.

Equal opportunities

- The EEAS is committed to an equal opportunities policy for all its staff and applicants. 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 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 SNE-CSDP@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 1(d) (4) of the Staff Regulations.

Conditions of secondment

Cost-free SNEs shall remain in the service of their employer throughout the period of secondment and shall continue to be paid by that employer.

Duration of the secondment: Initial period up to two years, renewable up to four years.

The EEAS will cover:

- costs of professional travels (missions) incurred by the SNE posted in the EEAS HQ;
- accident insurance 24/7 for SNE (not family members).

Other expenses such as removal costs, allowances, salary, insurance, schooling (while the SNE maintains the right to enrol the children in an [European School Type I](#))^[3] and costs related to the enrolment to the Interinstitutional nurseries or the After-school centre managed by the early childhood centre of the European Commission shall not be covered by the EEAS. However, in case the SNE makes use of these two facilities for their dependent children, the EEAS shall recover any invoiced cost (including the institutional and the parental contribution) from the Seconded National Expert concerned on a yearly basis. For further information, please contact RM-01-COORDINATION@eeas.europa.eu.

Vacancy available from: 16 April 2026

Place of secondment: Brussels, Belgium

For further information, please contact:

Administrative questions: SNE-CSDP@eeas.europa.eu

Selection and profile related questions: Ms Katariina Leinonen, Head of Division PCM.1,
+32 2 584 23 25, [email Katariina.leinonen@eeas.europa.eu](mailto:Katariina.leinonen@eeas.europa.eu)

[3] <https://www.eursc.eu/en/Accredited-European-Schools/About>