

**EEAS Vacancy Notice**  
**Director, Deputy Managing Director Russia, Eastern Partnership, Central Asia and OSCE**  
**EU Staff Members - AD 14-15 Level post**  
**Candidates from the Member States – AD 14 Level post**

**We are:**

The European External Action Service (EEAS) supports the work of the High Representative of the Union for Foreign Affairs and Security Policy in defining and implementing an effective and coherent Union foreign policy. The EEAS works in close cooperation with Member States, the Council, the European Commission and the European Parliament. The Russia, Eastern Partnership, Central Asia and OSCE Directorate contribute to the definition of EU policy, strategies and programmes in these countries and across the region.

**We propose:**

The position of Director, Deputy Managing Director Russia, Eastern Partnership, Central Asia and OSCE.

Working under the authority of the Managing Director for Europe and Central Asia, the Director, Deputy Managing Director will be responsible for providing the Directorate with strategic guidance and for its day-to-day management.

The main tasks of the Director are to:

- Together with the other Deputy Managing Director, deputize for the Managing Director.
- Formulate and co-ordinate policy, ensuring coherence and co-ordination within the EEAS and with Commission services and Member States and reinforcing the coherence between EU external and internal policies;
- Define the priorities of the Directorate and manage its human resources effectively;
- Develop and coordinate the implementation of EU policy towards the countries in the region across the whole range of relationships;
- Provide guidance on the management and development of the relationship with Russia;
- Provide guidance on the management of the Eastern Partnership, both in its bilateral and multilateral dimensions;
- Provide guidance on the management and development of the relationship with the countries of Central Asia;
- Step up engagement with the OSCE making full use of the potential for cooperation in its areas of competence;
- Step up EU engagement in regional cooperation, notably with regard to the Arctic region, the Northern Dimension as well as the Black Sea;

- Reinforce the role and visibility of the EEAS on the international scene, representing the EU effectively in policy dialogues with third countries, and in meetings with Member States, multilateral organisations, civil society, and the European Parliament;
- Provide guidance to EU Delegations in the region as well as to the EU Delegation in Vienna on OSCE matters;
- Contribute to building common positions, working in close coordination with the EU's multilateral delegations in Geneva, Vienna, Strasbourg, Paris and New York; and
- Working under the authority of the Managing Director for Europe and Central Asia, provide strategic guidance on the above issues to the EEAS management, in particular to the Secretary General and the HRVP whenever necessary, and ensure the effective implementation of their decisions.

The post is graded at AD 14-15 level. The post involves extensive travel.

**We look for:**

**Selection criteria:**

Applicants who should:

- Have an established track-record of leading a large department/directorate in an international/multilateral context, with the capacity to lead and inspire, including in high-pressure situations, and solid managerial and decision-making abilities;
- Have an excellent ability to maintain diplomatic relations at senior level and to ensure representation, communication and management in a complex multicultural environment, and in negotiations with Member States, third countries and International Organisations;
- Have an in-depth knowledge and understanding of the EU's external as well as internal policies, its decision-making processes, and key issues relating to the Department's mission statement and multilateral institutions;
- Have a clear understanding of the political situation and challenges in the EU, its Member States, and the wider world, with a good sense for political developments and the ability to implement political orientations swiftly and efficiently;
- Have strong analytical skills combined with sound political judgement, as well as excellent oral and written presentation, communication and negotiation skills;
- Have a strong capacity for strategic thinking, developing policy concepts and prioritising, combined with the ability to formulate effective strategies to communicate those policies;
- Have the ability to create and maintain a strong network of contacts with internal and external stakeholders (including Member States, the European Parliament, third countries, International Organisations, NGOs);
- Have the ability to put into practice human resources management principles and maintain a strong team spirit, ensuring high performance levels in stressful situations and against tight deadlines; and

- Have an established track record of leading work in the area of crisis management, conflict resolution and reconciliation.

Past experience of working in a Delegation/Embassy (or equivalent in an international organisation) would be an asset.

### Eligibility Criteria:

In accordance with Article 98 of the Staff Regulations (SR)<sup>1</sup> and in order to meet the needs of the service, candidates **must**:

1. be officials of the institutions of the European Union, or temporary staff to whom Article 2(e) of the Conditions of the Employment of Other Servants of the European Union (CEOS)<sup>1</sup> applies, or staff from the diplomatic services of the Member States;
2. have the capacity to work in languages of CFSP and external relations necessary for the performance of their duties. Knowledge of other EU languages as well as of languages spoken in the region would be an asset;
3. have proven, pertinent external relations experience of at least 4 years – for staff from diplomatic services this experience must have been gained from working in the diplomatic service of one of the Member States
4. have management experience of at least 5 years at senior level, commensurate with the responsibilities of the post<sup>2</sup>.

In order to satisfy the requirements set out in Article 12 of the Conditions of the Employment of Other Servants of the European Communities (CEOS)<sup>1</sup>, **Member State applicants** must also:

1. be a national of one of the EU Member States;
2. 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 appropriate professional experience of at least one year when the normal period of university education is at least three years.<sup>3</sup>
3. have gained at least 15 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; and
4. be senior officials in the diplomatic service of one of the EU Member States.

Furthermore **EU staff members** (i.e. EU officials, and temporary staff to whom Article 2(e) of the CEOS applies) must be either:

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<sup>1</sup> <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

<sup>2</sup> In their CVs applicants should indicate management experience in terms of: (1) title and role of management positions held, (2) numbers of staff overseen in these positions, (3) the size of budgets managed, and (4) numbers of hierarchical layers above and below and number of peers.

<sup>3</sup> 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 3.

- AD14 or AD15 and occupying a post at the level of Director or equivalent function, or;
- AD14 and occupying or having occupied a middle management post for at least 2 years, or;
- AD13 and occupying or having occupied a middle management post for at least 2 years, with at least 2 years seniority at AD13.

## **APPOINTMENT OF EU STAFF MEMBERS**

In the event of a successful application, EU staff members at AD14 or AD15 will be appointed at the same grade while EU staff members at AD13 will be promoted to AD14, all under Article 29(1) (a) point (i) or (iii), and Article 98.1 of the Staff Regulations.

## **TYPE AND DURATION OF CONTRACT FOR NEW TEMPORARY AGENTS**

If the successful candidate is from a national diplomatic service and subject to successfully undergoing a medical examination to ensure that s/he is physically fit to perform her/his duties, s/he will be offered a temporary contract 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 to the usual date of mobility at Headquarters (currently 31 August each year). The salary and conditions of appointment will be those laid down in the CEOS for temporary agents of AD14.

In accordance with Article 6(11) of Council Decision 427/2010, each Member State shall provide its officials who have become temporary agents in the EEAS under Article 2(e) of the CEOS with a guarantee of immediate re-instatement at the end of the period of service to the EEAS.

All newly engaged temporary staff are required to complete successfully a probationary period of 9 months. A management probationary period is also required.

## **PLACE OF EMPLOYMENT**

Brussels (Belgium)

## **SPECIFIC CONDITIONS OF EMPLOYMENT**

The successful candidate will be required to undergo security vetting if he/she does not already hold security clearance to an appropriate level, in accordance with the relevant security provisions.

Successful candidates from the Member States will be required to make a declaration of their commitment to act independently in the public interest and a declaration of any interests which might be considered prejudicial to their independence.

## **EQUAL OPPORTUNITIES**

The European External Action Service applies an equal opportunities policy.

## PROCEDURE<sup>4</sup>

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 in order to avoid automatic exclusion from the selection procedure.**

Candidates must apply through the on-line 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 on-line system.

During the on-line application procedure candidates will have to upload their **CV** and **motivation letter** (in English or French). Candidates from the Member States will, in addition, have to upload a copy of their **passport/ID** and a **recent statement by their Ministry for Foreign Affairs (issued within the past 6 months)** confirming their membership of a diplomatic service.

All candidates will have the opportunity to follow the progress of their application through the on-line system.

Applications may be made at any point during the period **from 8 January to 5 February 2016 at 12.00 midday (Brussels time)**. Please note that the only way to submit an application is using the on-line 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:

[cca-secretariat@eeas.europa.eu](mailto:cca-secretariat@eeas.europa.eu).

### 2. Pre-selection

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

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<sup>4</sup> Your personal data will be processed in accordance with Regulation (EC) 45/2001, as implemented by decision of the High Representative of the Union for Foreign Affairs and Security Policy of 8 December 2011. The privacy statement is available on EEASzone (<http://webgate.eeas.testa.eu/eeas/eeaszone/?q=node/26247>) and on the EEAS website ([http://eeas.europa.eu/data\\_protection/rights/index\\_en.htm](http://eeas.europa.eu/data_protection/rights/index_en.htm)).

### 3. Selection

The candidates who have been shortlisted will be invited for an interview so that the selection panel (the Consultative Committee on Appointments) 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 High Representative, who will make the final selection.

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

#### **CONTACT**

Mr Bjorn Larsson, Director Human Resources

email: [Bjorn.Larsson@eeas.europa.eu](mailto:Bjorn.Larsson@eeas.europa.eu)