

**EEAS Vacancy Notice – Head of Division "Integrated Strategic Planning Division" – CMPD.3**

**(EU Staff Members – AD 9-14 – Candidates from the Member States – AD 12)**

**Job no. 151641**

**We are:**

the European External Action Service (EEAS), which supports the work of the High Representative in defining and implementing an effective and coherent European Union foreign policy. The EEAS supports her tasks of conducting the EU's Common Foreign and Security Policy and chairing the Foreign Affairs Council. It also supports the High Representative in her capacity as Vice President of the Commission with responsibility for the co-ordination of other aspects of the EU's external action. The EEAS works in close cooperation with Member States, the Council and relevant services of the European Commission.

The **Integrated Strategic Planning Division (CMPD.3)** is responsible for preparing political decisions on crisis management activities which includes the definition of the political and legal framework of crisis management activities as well as their further review and adaptation. With a team of 30 persons, ISPD is engaged in the strategic planning of possible responses to security crises, incorporating both the civilian and the military aspects of a possible EU answer. This planning work entails operational coordination within the EEAS of all interested services, as well as interaction with external actors (UN, NATO, AU, Regional organisations and Third countries). It results in strategic options for action and Crisis Management Concepts (CMC) for consideration by the High Representative and subsequently Member States in the Political and Security Committee. These documents provide the basis for further operational planning and then conduct of CSDP civilian missions or military operations on the ground. Once launched, the Division is also responsible for the strategic review of CSDP missions and operations as well as ensuring the interface between the "political" and "strategic" levels of operations and missions.

**We propose:**

the position of Head of Division "Integrated Strategic Planning Division –CMPD.3"

Under the authority of the Director for Crisis Management and Planning, the Head of Division holds the overall management responsibility for the activities of the Division.

The main responsibilities are as follows:

- Definition of the Division's strategic objectives in line with the Directorate's mission statement and set objectives, establishment and follow-up of the Division's organisation to ensure effective distribution of duties and responsibilities to achieve expected results and outputs;
- Manage, organise and coordinate the activities of the Division and its staff, monitor and ensure timely implementation of goals and tasks assigned to the Division;
- Ensure effective internal communication and knowledge-sharing with the Division, Directorate and with SG and other EEAS services.
- Report, inform and brief the Director and management on strategic developments and provide advice to the hierarchy and to the Cabinet.
- Represent the Division, Directorate or EEAS on issues of relevance and in external and internal events
- Negotiate satisfactory resolution of problems relevant to the Division or the Directorate with stakeholders or other relevant third parties.

- Maintain regular contacts with relevant internal services and external bodies to represent the interest of the EEAS and keep up-to-date on development of CFSP policies.

## We look for:

### Eligibility Criteria<sup>1</sup>

In accordance with Article 98 of the Staff Regulations (SR)<sup>2</sup> and in order to meet the needs of the service candidates **must**:

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

Also, in order to satisfy the requirements set out in Article 12 of the CEOS, **Member State applicants must**:

1. be nationals 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 relevant professional experience of at least one year when the normal period of university education is at least three years.<sup>4</sup>
3. have gained at least 12 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;

Furthermore, **EU staff members** (i.e. EU officials, and temporary staff to whom Article 2(e) of the CEOS applies) applying for this post **must be AD9–AD14**.

**EU staff members at AD 8** are eligible to apply if they have at least 2 years seniority at that grade.

### Selection Criteria

The ideal candidate should have:

- a highly developed ability to establish and execute a strategic planning for the responsibilities described above;
- a high sense of initiative, strong organisational, analytical, communication, negotiation and interpersonal skills combined with sound judgment;
- proven field experience in crisis management in operations or in headquarters of the European

<sup>1</sup> All the eligibility criteria must be met on the closing date for applications to this post.

<sup>2</sup> <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

<sup>3</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>4</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.

Union, NATO or the United Nations, or other relevant international organisations;

- excellent understanding of the EU's CFSP, CSDP and other external relations' policies and challenges facing the EEAS, including risks and opportunities;
- have a good knowledge of the EU's external action mechanisms;
- proven experience in leading and motivating teams, particularly in a multi-disciplinary and multi-cultural environment.

## **TYPE AND DURATION OF CONTRACT**

If the successful candidate is an **EU staff member** at AD9-AD14 s/he will be appointed according to Articles 29.1.(a)(i) and 98.1 of the SR at their existing grade. If the successful candidate is an EEAS staff member at AD8 s/he will be promoted to AD9 in accordance with Article 29.1.(a)(iii) of the SR.

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 AD12.

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.

The "Type of Post of the Person" will be "Head of Unit or equivalent".

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

## **PLACE OF EMPLOYMENT**

**Brussels, Belgium**

## **JOB AVAILABLE FROM**

As soon as possible – the job is vacant

## **SPECIFIC CONDITIONS OF EMPLOYMENT**

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

The successful candidate will be required to act independently in the public interest and to make a declaration of any interests which might be considered prejudicial to his/her independence, as set out in the Staff Regulations and the CEOS.

## **EQUAL OPPORTUNITIES**

The European External Action Service applies an equal opportunities policy.

## **APPLICATION AND SELECTION PROCEDURE<sup>5</sup>**

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

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<sup>5</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/26243>) and on the EEAS website ([http://eeas.europa.eu/data\\_protection/index\\_en.htm](http://eeas.europa.eu/data_protection/index_en.htm)).

## 1. Application

Candidates may apply for this post published under the label "**2017/04 HQ (AD) Head of Division CMPD.3**".

**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 **from 16 January 2017 until 3 February 2017 at 12h00 (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:

[PUBLICATIONS@eeas.europa.eu](mailto:PUBLICATIONS@eeas.europa.eu)

## 2. Pre-selection

The selection panel will make a pre-selection 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.

## 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 for a final decision by the Appointing Authority. He may decide to interview the candidates on the final shortlist before taking this decision.

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.

Shortlisted candidates might be invited to an Assessment Centre.

## **CONTACT**

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