

**EEAS Vacancy Notice Administrator**

**Head of Unit or equivalent - Chair of the Committee for Civilian Aspects of Crisis**

**Management (CIVCOM)**

**(EU Staff Members: AD9-14/ Candidates from Member States: AD11)**

**Job n. 173403**

**We are:**

The European External Action Service (EEAS), which supports the work of the High Representative in defining and implementing an effective and coherent foreign policy of the European Union. 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, responsible for external relations within the Commission including the coordination 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 Political Affairs Department, under the leadership of the Political Director, is the main vehicle for political steering and coordination within the EEAS. It is the main channel of contact between the EEAS and Member States most visible through the Foreign Affairs Council and the Political Security Committee. It also ensures policy coordination and policy coherence on the most political files vis à vis Member States and third countries. It brings together functions which are central in the most Foreign Ministries and Permanent Representations such as the role of the Political Director, PSC Ambassador (in the EEAS the permanent PSC Chair), European Correspondent, Antici and Strategic Planning. It also performs many of the tasks which were, prior to the Lisbon Treaty, carried out by the rotating Presidency, such as coordination of statements, demarches and briefings, as well as horizontal coordination of EEAS-chaired Council working groups.

**We propose:**

The position of Chair of the Committee for Civilian Aspects of Crisis Management (CIVCOM).

On behalf of the HR s/he shall ensure the smooth running of the CIVCOM in accordance with the Council rules of procedure and the mandate of the Committee. CIVCOM is the Council working party responsible for assisting and advising the Political and Security Committee (PSC), as well as the other appropriate Council bodies on all aspects related to civilian crisis management, covering i.a. operations, capabilities, concepts, security related conflict prevention, lessons learned, exercises and training.

The Chair of the CIVCOM Working Party is integrated within the Political Affairs Department under the authority of the Chair of the Political and Security Committee (PSC) and works under the guidance of the Chair of the PSC as concerns the planning, processing and substance of dossiers going through the PSC and COREPER/Foreign Affairs Council (FAC). The successful candidate will work in close cooperation with colleagues in the Political Affairs Department, as well as with other relevant departments and directorates, in particular CMPD and CPCC.

The CIVCOM Chair will also act as alternate for the Chair of the Politico-Military Working Party (PMG), as necessary.

## **We look for:**

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

In accordance with Article 98 of the Staff Regulations (SR) and in order to meet the needs of the service candidates must:

1. be officials of the EU Institutions, or 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 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 would be an asset;
3. have **at least 3 years' proven**, pertinent external relations experience - for staff from national diplomatic services this experience must have been gained from working in a diplomatic service 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:

4. be nationals of one of the EU Member States;
5. 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>3</sup>
6. have gained **at least 10 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 officials and temporary staff to whom article 2(e) of the CEOS applies ("EU staff members") must be of one of the grades AD 09 to AD 14, or an AST official at grade AST09 to AST11 and who has successfully completed the certification procedure, or an EEAS staff member at grade AD 08 and with at least 2 years seniority at that grade.

In the event of a successful application, EU staff members at AD 09-14 will be appointed at their existing grade. EEAS staff members at AD 08 will be promoted to AD 09.

Applications from officials currently serving in a Delegation are, in principle, not eligible and may only be considered in the interest of the service or in case of career progression.

## **Selection Criteria**

Candidates should:

- have an excellent ability to maintain diplomatic relations and to ensure representation, communication and management in a complex, multicultural environment;

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<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> 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.

- have an excellent capacity to lead negotiations and to create constructive working relations with national authorities, and international organisations;
- have strong drafting, communication and analytical skills combined with sound judgement;
- have excellent knowledge of external relations, internal policies and functioning of the Union;
- have experience and knowledge of CFSP and CSDP-related issues;
- have knowledge and/or proven experience in the key areas of CIVCOM;
- have experience and knowledge of the work of Council Working groups;
- have the experience and personal qualities so as to command the confidence of CIVCOM.

Furthermore:

- experience of working in an Embassy, a Delegation (or equivalent in an international organisation); and
- experience of working in a team in multi-disciplinary and multi-cultural environment;

would be strong assets.

#### **TYPE AND DURATION OF CONTRACT**

If the successful candidate is an EU staff member, s/he will be appointed according to Articles 29.1.(a)(i) or (ii) and 98.1 of the Staff Regulations and according to the rules on grade set out above.

If the successful candidate is from a national diplomatic service s/he will be offered a contract as temporary agent under Article 2(e) of the CEOS; such contracts have a maximum duration of 4 years. The appointment will be at AD 11 level<sup>4</sup>.

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 members are required to complete successfully a probationary period of 9 months.

#### **PLACE OF EMPLOYMENT**

**Brussels, Belgium**

#### **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.

Successful candidates will be required to act independently in the public interest and to make a declaration of any interests which might be considered prejudicial to their independence, as set out in the Staff Regulation and CEOS.

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<sup>4</sup> The basic salaries offered by the EU institutions are set out in Article 66 of the Staff Regulations. The current level, set out in Regulation n° 423/2014 of the European Parliament and of the Council, can be accessed via the link <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32014R0423&from=EN>

## EQUAL OPPORTUNITIES

The External Action Service applies an equal opportunities policy.

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

Mobility is a fundamental part of EEAS human resources policies, and is required by the EEAS Council Decision. Candidates should be aware that, accordingly, it is not generally in the interests of the service for EEAS Staff Members to apply for jobs which are essentially the same or similar to their current post.

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

### 1. Application

Candidates may apply for one or more of the posts published in the context of this "2018/182 Publications HQ – **Chair of the Committee for Civilian Aspects of Crisis Management (CIVCOM)**" exercise.

**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 from **27 November 2018**. EU staff members with a professional ECAS account should use that account for their application. A helpdesk facility is available by email at [EEAS-IT-HELPDESK@eeas.europa.eu](mailto:EEAS-IT-HELPDESK@eeas.europa.eu).

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 (issued within the past 6 months) issued by their Ministry for Foreign Affairs** 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 **27 November 2018 to 19 December 2018 at 12.00 midday (Brussels time)** **DEADLINE IS EXTENDED UNTIL 10 JANUARY 2019 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 procedure, please use the following email address:

[EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu](mailto:EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu)

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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 EEAS zone (<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)).

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 relevant Appointing Authority. He/she 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.

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