

## **2019 – 03 HQ (AD) Head of Division Security and Defence Policy**

### **Head of Division - Security and Defence Policy Division**

#### **EU Staff Members – AD 9-14 level post**

#### **Candidates from the Member States – AD 12 level post**

#### **We are:**

The European External Action Service (EEAS) 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 Security and Defence Policy Division is responsible for developing the EEAS' overall policy to address external security threats and support efforts to implement the EU Global Strategy in the area of security and defence. This comprises work on strategic issues and policy areas, in particular cyber security, hybrid, maritime security, as well as defence policy and initiatives aimed at deepening defence cooperation (e.g. PESCO as well as coherence with CARD and EDF), notably through its participation in the PESCO Secretariat and developing civilian and military capabilities in order to enhance the EU's role as security and defence provider able to address both traditional and new security threats and contribute to global peace and security<sup>1</sup>. In doing so, it contributes to pursue Common Foreign and Security Policy objectives and to further develop the EU's Common Security and Defence Policy. The Security and Defence Policy Division also acts as the EEAS focal point in the policy areas of competence and interacts with other relevant EU institutions/services dealing with these matters, including relevant Commission services and agencies.

#### **We propose:**

The position of **Head of Division of the Security and Defence Policy Division**.

Under the authority of the Director of the Security and Defence Policy Directorate, the Head of Division holds the overall management responsibility for the activities of the Security and Defence Policy Division.

The Head of Division's main responsibilities are to:

- Contribute to strategic conception, development and implementation of security and defence policies and initiatives, also in the context of the implementation of the EU Global Strategy in area of security and defence, and provide professional support and advice to the HRVP and the EEAS management on these policies.

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<sup>1</sup> Counter-terrorism and non-proliferation and disarmament are excluded, as covered by separate Divisions within the same Directorate.

- Elaborate and contribute to the definition of relevant EU policies and development of policy documents in co-ordination with Commissions, other EU institutions/agencies, including EDA, and Member States; as well as international organisations, as appropriate;
- Ensure the development and effective implementation of initiatives aimed at enhancing both civilian and defence capability development, including in the context of the civilian CSDP Compact and Permanent Structured Cooperation (notably through participation in the PESCO Secretariat), as well as strengthening the European Defence Industrial Technological Base and military mobility;
- Contribute to developing awareness and capacities within the EEAS and other services and provide policy guidance in the areas under the Division's responsibility;
- Represent the EEAS in contacts with Member States, third countries, EU institutions and international organisations and conduct outreach to relevant counterparts as required; represent the EEAS at high level meetings on security and defence policies as well as in inter-institutional mechanisms and structures dealing with issues under the Division's responsibility (notably the Project Team Defence Union, the Security Union Task Force); support the work of relevant Council Working groups and the preparation of relevant Ministerial or high-level meetings;
- Monitor and ensure the timely implementation of goals and tasks assigned to the Division;
- Motivate, coach and lead a multinational team and ensure efficient staff and personnel management in the Division.

#### **We look for:**

#### **Selection Criteria**

The ideal candidate should have:

- In-depth knowledge of relevant security and defence policy issues including security policies, defence cooperation and civilian crisis management
- In-depth knowledge of the defence sector and the interactions between EEAS, Commission, EDA and other relevant stakeholders
- In-depth knowledge of the internal/external security nexus implications, including the interaction between the EEAS and Justice and Home Affairs (JHA) actors
- Experience with the development of new initiatives and managing the coherent implementation of different work strands
- Good knowledge of Council working groups' working procedures and processes
- Excellent inter-personal skills and proven ability to maintain diplomatic relations and to ensure representation, communication in a complex, multicultural environment;
- Strong drafting, communication and analytical skills combined with sound judgement;
- Excellent knowledge of external relations, internal policies and functioning of the Union;

#### **Specific requirements:**

- The heavy workload resulting from the diversity of the files handled in this division calls for real availability in terms of working hours.

## Eligibility Criteria<sup>2</sup>

In accordance with Article 98 of the Staff Regulations (SR)<sup>3</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>4</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 administrations 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>5</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;
4. provide a statement issued by their Member State Administration (e.g. Ministry of Foreign Affairs) confirming their employment by membership of a diplomatic service as well as mentioning the guarantee of reinstatement of applicants after a possible contract with the EEAS. If candidates are unable to provide this document from their Ministry, their application will be deemed ineligible.
5. Member States candidates/Temporary Agents 2(e) must be able to return to active service in their Member State/home ministry when finishing the contract.

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<sup>2</sup> All the eligibility criteria must be met on the closing date for applications to this post.

<sup>3</sup> <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

<sup>4</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>5</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.

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.

EEAS staff members at AD 8 are eligible to apply if they have at least 2 years seniority at that grade<sup>6</sup>.

## **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 administration 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.<sup>7</sup>

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**

The post is available as of 01 March 2019.

## **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.

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<sup>6</sup> This possibility is included in light of the up-coming changes to the Middle Management rules.

<sup>7</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>

## APPLICATION AND SELECTION PROCEDURE<sup>8</sup>

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

### 1. Application

Candidates may apply for this post published under the label "2019-03 HQ (AD) Head of Division Security and Defence policy".

**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. Temporary Agents in the EEAS should apply as EU Staff Members. 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 and Temporary Agents will, in addition, have to upload a copy of their **passport/ID** and a **statement issued by their Ministry for Foreign Affairs** confirming their membership of a national administration.

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

The deadline for applications is 18 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 procedures, please use the following email address:

[CCA-SECRETARIAT@eeas.europa.eu](mailto:CCA-SECRETARIAT@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

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<sup>8</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)).

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.

The shortlisted candidates might be invited to the Assessment Centre.

## **CONTACT**

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