

Vacancy notice 2020/275– HQ (AD)

EEAS Vacancy Notice Administrator

Head of Sector - Sanctions Policy - SG.AFFGEN.8

(EU Staff Members: AD5-12/ Candidates from national diplomatic services: AD07)

Job n. 325848

We are:

The European External Action Service (EEAS) supports the High Representative in the exercise of his 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 his capacity as Vice-President of the Commission with regard to his 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.

The Sanctions Policy Division currently consists of a Head of Division, a Deputy Head of Division, a Head of Sector, six policy officers and two administrative assistants. The Division is in charge of the EU's policy as regards restrictive measures (sanctions) in pursuit of specific foreign and security policy objectives of the EU. This includes the development and maintenance of both UN and EU autonomous measures covering more than 30 regimes globally. Restrictive measures are an important tool for the EU in pursuing its policy goals in accordance with the principles of the UN Charter and of the CFSP.

We propose:

The position of Head of Sector (sanctions) in the Sanctions Policy division:
Administrator - AD5-AD12.
Candidates from national diplomatic services: AD07.

This is an interesting opportunity in a high profile and very dynamic team, which is expanding consequently. This is a challenging position offering the possibility to manage one of the concrete EU's tools to promote the CFSP and to deal with a large range of political and legal issues. This Head of Sector post involves team coordination responsibilities, legal guidance and review of draft legal documents and the opportunity to deal with a wide range of issues within the Division.

We look for:

We are looking for a dynamic, proactive and highly motivated colleague with excellent communication, negotiation and coordination skills. S/he will be responsible for:

Horizontal Coordination

- Providing support and assistance to policy officers regarding the preparation of policy and legal documents related to EU sanctions, in ensuring the quality and consistency of policy and legal work
- Advising on the negotiation of sanctions regimes, including legal acts, in relevant Council bodies;
- Drafting reports and/or briefings for management;
- Advising and support the Head and Deputy Head of Division in defining the Division's overall strategic objectives, work programme and specific objectives and ensure that the Division's resources are efficiently allocated to achieving those objectives;
- Assisting and, in their absence, replacing the Head and Deputy Head of Division, including on matters such as staffing, time management and quality control.

- Ensuring coordination of horizontal issues such as data protection and access to documents.

Legal Analysis, Advice and Assistance

- Providing support and assistance to policy officers regarding the preparation of policy and legal documents related to EU sanctions and reviewing all draft legal acts (HR Proposals) in order to ensure the quality and consistency of policy and legal work across different sanctions regimes. Advising on the transposition of UNSC sanctions as required;
- Providing support and assistance regarding policy and legal practice notably to newcomers in the Division, including by maintaining and developing an EEAS sanctions policy practice manual;
- Assessing policy, legal and practice developments in the area of sanctions in third countries, notably the United States, and contributing to the EU response and outreach on these issues;
- Monitoring trends and developments in the area of sanctions policy including analysis of legal developments and impact assessment of the Court of Justice rulings. Lead internal communication and knowledge sharing within the Division and provide the Council Legal Service and other relevant stakeholders with materials to support their interventions in legal challenges relevant to UN and EU sanctions regimes.

Sanctions Policy

- Contributing to the elaboration and further development of EU policies and activities in the area of sanctions policy, including general, institutional, legal and horizontal aspects;
- Providing input to ensure the coherence and compatibility of EU sanctions policy with the EU Common Foreign and Security and other EU policies;
- Contributing to developing awareness and capacities and provide policy guidance and training in the area of policy and legal practice regarding sanctions within the EEAS, including EU Delegations, to other European Union institutions and to Member States;
- Contributing to the assessment of existing sanctions regimes to ensure they are well targeted, implemented and in line with their political objectives, bearing in mind the risk of unintended negative consequences and the political, legal, financial and economic context in which they are imposed;
- Developing proposals for the improvement of the effectiveness and credibility of the EU's designation policy. Strengthening the Division's capacity on evidence gathering and elaboration of listings proposals.

Representation, Dialogue and Outreach

- Supporting partnerships with the UN, and third countries in the areas of EU sanctions policy, including through participation in dialogue and outreach;
- Establishing, organising and maintaining relations, coordination and regular contacts and exchanges and outreach with other EU institutions, Member States, public and/or private international organisations and/or with research institutions and the academic community at large and financial and economic operators in the area of its responsibility;
- Participating and/or representing the Division in meetings with such stakeholders;
- Contributing to communication tools and activities as well as awareness raising initiatives in the area of sanctions within the EEAS and with other EU institutions, Member States, third countries, civil society and media.

Legal basis:

The vacancy is to be filled in in accordance with the following articles of the Staff regulations¹ (SR): Article 29(1)(a) SR and Article 98 SR; Article 29(1)(b) SR ; Article 29(1)(c) SR.

ELIGIBILITY CRITERIA²

Further to the conditions set out in Article 28 SR and 12 CEOS, candidates must:

¹ 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>

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

1. be a permanent official of the Union, or a temporary agent to whom Article 2(e) CEOS applies, or staff from a national diplomatic service of a EU Member State, or a laureate of an EPSO competition who is on a valid reserve list established in accordance with Article 30 SR.
2. have the capacity to work in languages of the CFSP necessary for the performance of their duties. Knowledge of other EU languages would be an asset;
3. have at least 2 years' proven, pertinent experience in external relations;

Also, in order to satisfy the requirements set out in Article 12 of the CEOS, candidates from national diplomatic services must:

4. 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 years³.
5. have gained at least 6 years' full time professional experience. This experience must have been gained after obtaining the four-years diploma or after obtaining the three-years diploma and the one year relevant professional experience
6. candidates from national diplomatic services and current temporary agents according to Article 2(e) CEOS must be able to return to active service in their Member State after the end of their period of service to EEAS. Furthermore, they must be in a position to serve during the full duration of their assignment within the maximum duration of engagement in the EEAS, as foreseen in Article 50b(2) SR and the Council Decision of 26 July 2010 (2010/427/EU).

Clarifications:

- The present position is classified, according to section A of Annex I SR, as a post of Administrator. Candidates who are EU officials in the function group AD must therefore occupy at the moment of the application (or have occupied as the last post before their change in administrative status⁴) a post of "Administrator" grades AD5-AD12 or be an EU official in the function group AST who is on the list drawn up according to Article 45a (c) SR ("certification procedure").
- Officials assigned according to Article 30 of the annex XIII SR to the type of post "Senior Administrator in transition" (AD14) or "Administrator in transition" (AD13) can apply for posts which correspond to the type of post of Administrator. If selected, she/he will be transferred in the interest of the service. This transfer in the interest of the service will not modify the Type of Post of the person. Transfers in the interest of the service under Article 7 SR are only possible within the same Institution; therefore EU officials AD13 and AD14 from other Institutions are not eligible.
- Candidates who at the moment of the application are EU officials, independently of their administrative status, cannot request to be recruited as temporary staff to whom Article 2(e) of the CEOS applies, i.e. staff seconded from national diplomatic services of the Member States
- 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 an application for a higher type of post ("career progression"). This is due to the need to ensure sound financial management of the limited financial resources, given the fact that the assignment of a staff member to a Delegation has important budgetary and business continuity implications.

³ 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 6.

⁴ In accordance with Article 35 SR

- "Career progression" refers to applications for a higher type of post according to Annex I SR. In this case it refers to EU officials in the function group AST who are on the list drawn up according to Article 45a(c) SR ("certification procedure") and apply for their first AD post.
- In order to be considered as a candidate from national diplomatic service in the sense of Article 98 SR, such candidates shall provide at the moment of their application a certificate from their national diplomatic service which will clearly state that they are staff from national diplomatic service, as well as a guarantee of "immediate reinstatement at the end of their period of service to the EEAS" in accordance with Article 50b(2) CEOS.
- Competition EPSO laureates may express their interest for this job, provided that they meet the eligibility requirements set out at points 3 and 4 above. Their candidatures will be considered only in the event that no suitable candidate can be found among candidates covered by article 29 (1) (a) and article 98 SR or article 29 (1) (b) SR. Should a competition laureate be selected for this job, she/he will be subject to the same obligations of mobility as other EEAS staff members.

SELECTION CRITERIA:

Candidates should:

- have an excellent ability to maintain diplomatic relations and to ensure representation, 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;
- have excellent knowledge of external relations, internal policies and functioning of the Union;
- have experience and knowledge of CFSP-related issues;
- have experience or knowledge of sanctions;
- experience and/or knowledge of legal issues and drafting;
- have coordination skills;
- have an ability to combine an eye for technical detail with a profound understanding of the political context within which sanctions operate;
- be flexible, adaptable and highly organised; willing to take on diverse tasks; and able to work on several issues in parallel while sometimes having to meet very short deadlines;
- have proven interpersonal skills.

Furthermore:

- experience of working in an Embassy, a Delegation (or equivalent in an international organisation);
- experience of working in a team in multi-disciplinary and multi-cultural environment;
- experience of negotiations,
- experience and/or knowledge of financial issues as they relate to economic and financial sanctions;
- a creative approach to problem-solving;
- experience in teams coordination;

would be considered strong assets.

TYPE AND DURATION OF CONTRACT FOR CANDIDATES FROM NATIONAL DIPLOMATIC SERVICES

In accordance with Article 50b CEOS, if the successful candidate is from a national diplomatic service, she or he will be offered a contract as temporary agent under Article 2(e)CEOS at the level AD 7⁵ for a maximum period of four years which can be renewed for a maximum period of four years.

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.

POST AVAILABLE

Position to be filled immediately.

PLACE OF EMPLOYMENT

Brussels, Belgium

SPECIFIC CONDITIONS OF EMPLOYMENT

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

The successful candidate must undergo a medical examination to ensure that she or he is physically fit to perform her/his duties.

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

EQUAL OPPORTUNITIES

The EEAS is committed to an equal opportunities policy for all its employees and applicants for employment. As an employer, 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 (EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu) in order to accommodate any special needs and provide assistance to ensure the possibility to pass the selection procedure in equality of opportunities with 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 1d.4 of the Staff Regulations.
lies an equal opportunities policy.

⁵ The basic salaries offered by the EU institutions are set out in Article 66 of the Staff Regulations. The current level, can be accessed via the link: [https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52018XC1214\(01\)&from=EN](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52018XC1214(01)&from=EN)

APPLICATION AND SELECTION PROCEDURE⁶

High degree of 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 to the post of **"2020/275 – HQ (AD) –Head of Sector–SG.AFFGEN.8"**.

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 **13 November 2020**. 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 are invited to use the "Europass" CV format (<https://europass.cedefop.europa.eu/documents/curriculum-vitae>) for their applications.

Candidates from the Member States will, in addition, have to upload a copy of their **passport/ID** and a **statement by their Ministry for Foreign Affairs** (issued within the past 6 months) confirming their membership of a diplomatic service, the Ministry's support for the candidate's application for this post, 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.

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 **13/11/2020 to 04/12/2020 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

⁶ Your personal data will be processed in accordance with Regulation (EC) 2018/1725. The privacy statement is available on EEAS webpage: 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 pre-selected 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. The Appointing Authority 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 re-assignment.

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