

## **EEAS Vacancy Notice**

### **Seconded National Expert (SNE) in the Security and Defence Policy Directorate – MD-PSD.SECDEFPOL**

#### **Policy officer – Hybrid threats in MD-PSD.SECDEFPOL.2/Hybrid threats sector**

**COST-FREE**

**AD level post**

**Job No 425792**

#### **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.

#### **We propose:**

The post of a “cost-free” Seconded National Expert on the position of Policy officer – Hybrid threats in SECDEFPOL.2/Hybrid threats sector. The Policy Officer will join the Hybrid Threats and Cyber Division, Hybrid Threats Sector, to implement activities of the Sector under the guidance and supervision of the Head of Division in order to support the EEAS in the elaboration and further development of EU policies and activities in the area of security and defence, in particular in the area of countering hybrid threats. She/he will contribute to step-up the EEAS' efforts, capacities, and to further strengthen the way the EU brings together its expertise and instruments on countering hybrid threats. She/he will work in a friendly and dynamic environment of a newly created division, in close synergy with Member States and relevant EU agencies, bodies and institutions.

#### **Functions and Duties:**

Under the functional authority of the Head of the Hybrid Threats and Cyber Division, the Policy Officer will perform the following main functions and duties:

- Support the EEAS policy and concept development, in line with the Joint Framework for Countering Hybrid Threats (2016), the Joint Communication on Increasing Resilience and Bolstering Capabilities to Address Hybrid Threats (2018), the Security Union Strategy (2020) and the Strategic Compass for Security and Defence (2022), in close cooperation with the relevant EEAS and other EU services and institutions, Member States and international organisations, as appropriate;
- Support the implementation of the EU's instruments to address hybrid threats, including the EU Hybrid Toolbox (2022) and support the EU's partnerships in this area.
- Draft reports, papers and briefings related to countering hybrid threats, participate in workshops, conferences, training courses and meetings, including of Council preparatory bodies, and provide presentations related to countering hybrid threats;
- Monitor international trends and policy developments at national level in Member States and third states in the area of hybrid threats;
- Contribute to developing awareness and capacities within the EEAS and the Commission services on hybrid threats;
- Conduct activities with stakeholders, including the European Centre of Excellence for Countering Hybrid Threats (Hybrid CoE), in line with the EU's observer status;

- Establish and maintain regular contacts and exchanges with other EU institutions, bodies and agencies, Member States, as well as with third countries, international organisations and multilateral forums, research institutions and the academic community at large in the area of hybrid threats and strengthening resilience.
- Seek and reinforce synergies between the respective domains constituting a hybrid threat.

### **We are looking for:**

- dynamic, proactive and motivated candidate with strong analytical and diplomatic skills and a good understanding of the EU policy and decision-making procedures, as well as understanding of the EU inter-institutional relations in addition to relevant experience on the EU policy on countering hybrid threats;
- good team player with excellent inter-personal and communication skills and a flexible attitude with regard to quickly changing agenda;
- self-motivated person interested in constantly improving her/his skills through continuous learning.

### **Legal basis:**

- This vacancy is to be filled in accordance with the EEAS Decision of the High Representative of the Union for Foreign Affairs and Security Policy HR DEC(2014) 01 of 04/02/2014 establishing the rules applicable to National Experts seconded to the European External Action Service.

### **Eligibility criteria:**

Candidates must:

- a) Be drawn from public administrations in Member States, from international organisations or, only in exceptional cases and with prior authorisation, from other sources;
- b) Have at least three years' full-time experience of administrative, scientific, technical, advisory or supervisory functions equivalent to those of function groups AD or AST as defined in the Staff Regulations of Officials of the European Union and the Conditions of Employment of other servants of the Union<sup>1</sup> or, where justified in the interests of the service, professional training of an equivalent level<sup>2</sup>;
- c) Have a thorough knowledge of one Union language and a satisfactory knowledge of a second language for the performance of his/her duties;
- d) Have a security clearance of minimum level **EU-SECRET/SECRET-UE** for the functions that he/she will carry out;
- e) Remain in the service of the employer throughout the period of secondment and shall be paid by that employer;
- f) Remain subject to the social security legislation applicable to the public administration, international administration or entity which employs the SNE and which will assume responsibility for expenses incurred abroad. In case of posting to an EU Delegation, the employer certifies that the SNE is covered for medical expenses incurred at the place of secondment, as well as costs of repatriation on health grounds throughout the full period of secondment;
- g) Ensure that there is no conflict of interest and that he/she will, at all times, safeguard the independence and coherence of EU foreign policy as well as the integrity and confidentiality of EU documentation, information and procedures.

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<sup>1</sup> Regulation (EEC, Euratom, ECSC) No 259/68 of the Council of 29 February 1968 (OJ L 56, 4.3.1968, p.1) and successive amendments.

<sup>2</sup> 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>

## **Selection criteria:**

### **A. Qualifications and experience required**

- university diploma;
- five years' relevant professional experience and ideally professional experience in multinational organisations;
- have experience and knowledge of CFSP and CSDP;
- relevant experience in the area of hybrid threats and/or security and defence policy.

### **B. Skills required**

- have the ability to remain objective in complex scenarios and to display sensitivity and sound judgement;
- have good organisational skills, the ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands;
- have excellent drafting and communication skills;
- have excellent negotiating skills in a multinational environment;
- have the ability to work professionally as a member of the division, in mixed-composition task forces and working groups, in an interesting but challenging environment;
- good computer skills are essential, notably in word processing, spreadsheets, presentations software, Internet / Intranet and email systems. Knowledge of other IT tools would be an asset.
- national security clearance at SECRET UE level. Such clearance needs to be obtained from the competent authorities before secondment to the European External Action Service. It must be valid for the entire period of secondment. In its absence, the EEAS reserves the right to refuse the secondment as a national expert.

### **C. Languages**

- thorough knowledge of one EU working language and satisfactory knowledge of another one are required; in practical terms, in order to perform required duties, that means an excellent command of written and spoken English, in particular good report-writing skills; good knowledge of written and spoken French is desirable;

### **D. Personal Qualities**

- maintain the highest standards of personal integrity, impartiality and self-discipline. The expert must exercise the greatest discretion with regard to all facts and information coming to his/her knowledge in the performance of his/her duties;
- possess dynamic motivated and flexible personality Be able to adapt quickly to new situations and deal with new challenges, including missions in conflict area.

## **Equal opportunities**

- The EEAS is committed to an equal opportunities policy for all its staff and applicants. 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 [SNE-CSDP@eeas.europa.eu](mailto:SNE-CSDP@eeas.europa.eu) in order to accommodate any special needs and provide assistance to ensure the possibility to pass the selection procedure with equal opportunities as 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 1(d) (4) of the Staff Regulations.

## **Conditions of secondment**

Cost-free SNEs shall remain in the service of their employer throughout the period of secondment and shall continue to be paid by that employer.

**Duration of the secondment:** Initial period up to two years, renewable up to four years.

**The EEAS will cover:**

- costs of professional travels (missions) incurred by the SNE posted in the EEAS HQ;
- accident insurance 24/7 for SNE (not family members).

Other expenses such as removal costs, allowances, salary, insurance, schooling (while the SNE maintains the right to enrol the children in an [European School Type I](#))<sup>[3]</sup> and costs related to the enrolment to the Interinstitutional nurseries or the After-school centre managed by the early childhood centre of the European Commission shall not be covered by the EEAS. However, in case the SNE makes use of these two facilities for their dependent children, the EEAS shall recover any invoiced cost (including the institutional and the parental contribution, estimated at approximately EUR 18,000 per year and per child) from the Seconded National Expert concerned on a yearly basis. For further information, please contact [RM-01-COORDINATION@eeas.europa.eu](mailto:RM-01-COORDINATION@eeas.europa.eu).

**Vacancy available from: 01/10/2024**

**Place of secondment: Brussels, Belgium**

**For further information, please contact:**

**Administrative questions:** [SNE-CSDP@eeas.europa.eu](mailto:SNE-CSDP@eeas.europa.eu)

**Selection and profile related questions:** **Manon Le Blanc**, Deputy Head of Division, +32 2 584 4061  
[manon.le-blanc@eeas.europa.eu](mailto:manon.le-blanc@eeas.europa.eu)

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[3] <https://www.eursec.eu/en/Accredited-European-Schools/About>