

**Vacancy notice 2022/109– HQ (AD)**

**EEAS Vacancy Notice Administrator**

**Co-Deputy Head of Division – Civilian Planning and Conduct Capability**

**(CPCC.1)**

**(EU Staff Members: AD5-12/ Candidates from member states<sup>1</sup>: AD09)**

**Job n. 401267**

**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 Civilian Planning and Conduct Capability (CPCC) plans and conducts civilian Common Security and Defence Policy (CSDP) operations. In that context, it provides assistance and advice to the High Representative and relevant Council bodies, working in close co-operation with relevant EEAS and European Commission services. The Head of the CPCC is presently responsible for 11 civilian operations on three continents with about 2200 staff. CPCC works in close cooperation with the EU Military Staff, the Integrated Approach for Security and Peace (ISP) and Security and Defense Policy (SECDEFPOL) Directorates and other relevant actors in the field of crisis management, including the European Commission.

**We propose:**

The position of Deputy Head of Division in the Conduct of Operations Division (CPCC.1): Administrator - AD5-AD12. Candidates from national diplomatic services: AD09.

Under the authority of the Head of Division, the position of Deputy Head of Division will assist and replace together with the other deputy, the Head of Division in leading and managing the work of the division, in particular in relation to all Planning aspects. The Deputy Head of Division will ensure staff deliver the work required to implement the directorate's work program in an effective way, while enabling the jobholders to develop their potential in order to support in the mission and priorities of the Division.

This position is classified as an "Administrator" type of post<sup>2</sup> in the grade bracket AD 5-12.

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<sup>1</sup> Candidates from the Member States are candidates from the national diplomatic services or from other public administration bodies whose tasks at the national level are similar to the core tasks of this position in line with Art 98(1) of the Staff Regulations.

<sup>2</sup> According to the Annex I of the Staff Regulations

Candidates from the diplomatic services of Member States would be recruited at AD09 level.

The duration of the assignment to the post shall be, in principle, four years.

**Legal basis for recruitment to this position:**

The vacancy is to be filled in accordance with the following articles of the Staff regulations<sup>3</sup> (SR): Article 29(1)(a) SR and Article 98 SR; Article 29(1)(b) SR ; Article 29(1)(c) SR

The successful candidate for this position will be:

- appointed in accordance with Article 29(1)(a) of the Staff regulations (SR) if he or she is an official or a temporary agent to whom Article 2(e) of the Conditions of Employment of Other Servants (CEOS) applies.
- recruited in accordance with Article 98(1), first subparagraph, of the SR if the candidate comes from the national diplomatic service of a Member State; such candidates shall be recruited at the level of AD09.
- recruited in accordance with Article 98(1), second subparagraph, of the SR if the candidate comes from one of the public services of the Member States whose tasks at the national level are similar to the core tasks of this position; such candidates shall be recruited at the level of AD09.
- appointed in accordance with Article 29 (1) (b) of the Staff regulations (SR) if he or she is an official from another institution.
- recruited in accordance with Article 29(1) (c ) if it was not possible to fill the vacant post through any of the previous possibilities mentioned.

**WE LOOK FOR:**

We are looking for a highly motivated and dynamic team player with a background in EU Justice and Home Affairs and/or police, prosecution or correction services. Experience in foreign policy/external relations and international cooperation (e.g. in an Embassy/EU Delegation), as well as in multilateral cooperation and inter-institutional relations, would be strong assets. Excellent oral and written communication and drafting skills are required, complemented by excellent diplomatic and analytical skills, ability to work in a complex interinstitutional environment, sense of organisation and ability to prioritise a diverse range of tasks.

The Division has two Deputies who support and, when required, replace the Head of Division in all functions (both Planning and Conduct), including leading the team and contributing to the management of the different activities of the Division. The Deputy will be expected to be able to work under pressure, disseminate information clearly and timely and manage tight deadlines.

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<sup>3</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>

## **ELIGIBILITY CRITERIA<sup>4</sup>**

### **General**

Further to the conditions set out in Art 28 of the Staff Regulations (SR) or Art 12 of the Conditions of Employment of Other Servants (CEOS), candidates must:

1. be officials of the Union institutions, or temporary agents to whom Article 2(e) of the Conditions of Employment of Other Servants (CEOS) applies, or staff from diplomatic services of the Member States. In exceptional cases and after having exhausted the possibilities to recruit from the above categories, the EEAS may examine, pursuant to Article 98(1), second subparagraph, of the SR, applications from candidates from other public services of the Member States whose professional experience at the national level is directly relevant to the core tasks of this position. Competition EPSO laureates who are on a valid reserve list established in accordance with Article 30 SR may have their candidatures 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;
2. have the capacity to work in the languages (English and French) of the Common Foreign and Security Policy (CFSP) and external relations, necessary for the performance of their duties. Knowledge of other EU languages would also be an asset;
3. have at least two 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.

### **- SPECIFIC ELIGIBILITY CRITERIA FOR EU OFFICIALS AND TEMPORARY AGENTS FROM NATIONAL DIPLOMATIC SERVICES TO WHOM ARTICLE 2(E) OF THE CEOS APPLIES ("EU STAFF")**

1. EU staff members (i.e. EU officials, and temporary staff to whom Article 2(e) of the CEOS applies) applying for this post must occupy a post in the category AD5–AD12 or have occupied such a post as the last post before their change in administrative status in accordance with Article 35 SR or occupy a post AST and be on the list drawn up according to Article 45a(c) SR (certification list).
2. Due to the need to ensure sound financial management of the limited financial resources and given the fact that the assignment of a staff member to a Delegation has important budgetary and business continuity implications, applications from staff members currently serving in a Delegation who are not in rotation in 2022, are in principle not eligible and may only be considered in the interest of the service or in duly justified situations.
3. Candidates who at the moment of the application are EU officials, independently of their administrative status (including officials on leave on personal grounds), cannot request to be recruited as temporary agents under Article 2(e) of the CEOS. In the case of applications from EU officials on leave for personal grounds, successful candidates will be reinstated into active employment in accordance with Articles 35(a) and Article 40 of the Staff Regulations.

EEAS 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 they will be transferred within the EEAS. As a consequence, EU officials AD13 and AD14 from other Institutions are not

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<sup>4</sup> All the eligibility criteria must be met on the closing date for applications to this post.

eligible.

4. Candidates who at the moment of the application are Temporary Agents to whom Article 2(e) of the Conditions of Employment of Other Servants (CEOS) applies must provide a new statement issued by their Ministry of Foreign Affairs containing the same elements as requested for candidates from member states (see specific eligibility criteria for candidates from the Member States, point 2).

**- SPECIFIC ELIGIBILITY CRITERIA FOR CANDIDATES FROM THE MEMBER STATES TO BE RECRUITED IN ACCORDANCE WITH ARTICLE 98 SR.**

In line with Art 12 of the CEOS and in accordance with the needs of the service, candidates from the diplomatic services of Member States of the Union must:

1. 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>

2. have gained at least 6 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;

Candidates must indicate their level of education and professional experience on the application form.

Candidates from national diplomatic services and current temporary agents engaged under Article 2(e) CEOS must be able to return to active service with their Member State after the end of their period of service to EEAS.

The candidates shall provide a statement issued by their Ministry of Foreign Affairs, which contains at least the following elements:

- a. for candidates to be recruited under Art. 98(1), first subparagraph, SR:
  - the post to which the candidate applies;
  - that the candidate is a staff member in active service in the Ministry of Foreign Affairs at the time of application, either as an official or under a permanent employment relation;
  - that the Ministry of Foreign Affairs endorses his/her application to the post;
  - A guarantee of immediate reinstatement in the Ministry of Foreign Affairs after the end of their contract with the EEAS.
- b. for candidates to be recruited under Art. 98(1), second subparagraph, SR:
  - the post to which the candidate applies;
  - that the candidate is a staff member in active service in their Ministry/public administration at the time of application, either as an official or under a permanent employment relation;
  - that the Ministry of Foreign Affairs endorses their application to the post in question;
  - that the Member State in question/the Ministry of origin guarantees the immediate reinstatement of the candidate in question (to the national public service/public administration/the Ministry of origin) after the end of their contract with the EEAS.

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<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 2.

If candidates are unable to provide this document from their Ministry of Foreign Affairs, their application will be deemed ineligible.

Furthermore, candidates who would be recruited as temporary agents under Article 2(e) of the CEOS must be in a position to serve during the full duration of their assignment within the maximum duration of engagement in the EEAS.

3. Candidates from the Member States should be in active employment in their public service of origin at the moment of the application.

### **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 the ability to deputise for the Head of Division both on substance and with regard to both managerial and representational responsibilities, and the ability to lead and motivate teams;
- have an excellent understanding of the EU's CSDP, CFSP and other external relations policies;
- have a very good understanding of the EEAS and of the internal and inter-institutional procedures, together with in-depth knowledge of EU decision-making processes;
- have good teamwork and interpersonal skills; capacity to promote collaborative approaches within and outside of the team;
- have a proven experience in civilian CSDP notably in CPCC and/or in EU Missions or in crises management (Headquarter or in the field), or other relevant international organizations;
- have a very good knowledge of Home Affairs, law enforcement and criminal justice matters and their relevant interface, and/or security sector reform in the wider rule of law area and related EU capacity building support to third countries in these areas;
- have a working proficiency in English and French.

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

would be considered assets.

## **TYPE AND DURATION OF CONTRACT FOR CANDIDATES FROM NATIONAL DIPLOMATIC SERVICES**

If the successful candidate is not an EU staff member, he or she will be required to undergo a medical examination to ensure that she or he is physically fit to perform the duties.

The successful candidate 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).

All newly engaged temporary staff 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 she or he does not already hold EU SECRET level security clearance, in accordance with the relevant security provisions.

Successful candidates from the Member States will be required to sign a conflict of interest form as part of the recruitment process.

## **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 the functional mailbox ([EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu](mailto: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.

## **PROCEDURE<sup>6</sup>**

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

### **1. Application**

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

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<sup>6</sup> 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.html](http://eeas.europa.eu/data_protection/rights/index_en.html)

<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.

In case of connection problems, you can also refer to the complete EU Login user guide: [https://webgate.ec.europa.eu/cas/manuals/EU\\_Login\\_Tutorial.pdf](https://webgate.ec.europa.eu/cas/manuals/EU_Login_Tutorial.pdf)

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 recent statement by their Ministry for Foreign Affairs (issued within the past 6 months) confirming their membership of a diplomatic service, or endorsement in case of candidates to be recruited under Art. 98(1), second subparagraph, SR.

The closing date for the submission of applications is **15 July 2022 at 12.00 midday** (CET - 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: [EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu](mailto:EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu)

## **2. Pre-selection**

The pre-selection will be done by a panel 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 make a recommendation to the AIPN, who will make the final selection.

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.

**CONTACT:** Office of the Deputy Secretary General  
[CSDPCR@eeas.europa.eu](mailto:CSDPCR@eeas.europa.eu)

**POST AVAILABLE:** 01/09/2022

