

2022–101 HQ (AD) Managing Director of the Civilian Planning and Conduct Capability

EEAS Vacancy Notice

EU Staff Members - AD 15-16 Level post

Candidates from the Member States – AD 15 Level post

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 Managing Director of the Civilian Planning and Conduct Capability.

Working under the authority of the Deputy Secretary General for CSDP and Crisis Response, the main tasks of the Managing Director are:

- To manage the Civilian Planning and Conduct Capability (CPCC), defining its strategic objectives within the overall EU policy framework and ensuring coherence with the approved political-strategic objectives at all planning stages.
- To provide assistance and advice on developments in CPCC's field of responsibility to the senior management of the EEAS and the High Representative, as well as the relevant Council bodies;
- To contribute to crisis response operational planning in the civilian field;
- To ensure effective co-ordination between the CPCC and concerned departments in Headquarters as well as between Missions and EU Delegations, maintaining high-level communication with key stakeholders.
- To contribute to the development, implementation and co-ordination of activities which further develop the EU's civilian crisis management capabilities and partnerships, including horizontal aspects of EU crisis management, as well as concepts, training, exercises and lessons;
- To oversee the development and implementation of relevant policies and policy objectives, including the implementation of the civilian Compact;
- To ensure that the CPCC is soundly organised and its human resources managed so as to ensure an effective distribution of duties and responsibilities in order to achieve the expected results, while working to keep staff well informed of the CPCC priorities and motivated;
- To provide support to Chairs of Council working groups active in crisis management, to represent the CPCC and/or EEAS as necessary in Council and at relevant external and internal events, and to build and maintain relations with other EU bodies and relevant counterparts.

He/she will coordinate closely with the services of the Commission, Council and Member States in pursuing and developing the EU's policy objectives in these areas.

This position is a Director General type of post (AD 15-16 Level). Candidates from the diplomatic services of the Member States would be recruited at AD 15 Level.

The post in principle will be for a four-year duration. The post involves extensive travel.

Legal Basis

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

We look for:

ELIGIBILITY CRITERIA²:

- 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)¹, candidates **must**:

1. be permanent officials of the Union institutions, or temporary agents to whom Article 2(e) of the Conditions of Employment of Other Servants (CEOS)¹ applies, or staff from diplomatic services of the Member States;
2. have the capacity to work in languages of the CFSP and external relations necessary for the performance of their duties. Knowledge of other EU languages would also be an asset;
3. have proven, pertinent external relations experience of at least 12 years – for staff from diplomatic services this experience must have been gained from working in the diplomatic service of one of the Member States;
4. have management experience of at least 9 years at relevant level commensurate with the responsibilities of the post. Candidates must indicate in their CV's, at least for the minimum 9 years required: (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; candidates are invited to focus in their motivation letters also on their management and interpersonal skills and illustrate these with concrete examples;

- 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) must be either:
 - AD15 or AD16 and occupying a post at the level of Director General/Managing Director or;
 - AD15 and occupying a post at the level of Director or equivalent function, with seniority of at least 2 years in that post or;
 - AD14 and occupying or having occupied a post at the level of Director or equivalent function, with seniority of at least 2 years in that post and in that grade.

In the event of a successful application, EU staff members at AD15 or AD16 will be appointed at the same grade. EU staff members at AD14 will be promoted to AD15.

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, applications from staff members currently serving in a Delegation and who are not in rotation, are, in principle, not eligible and may only be considered in the interest of the service or

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.

in case of an application for a higher type of post (further on, "career progression")³. In addition, if they wish to apply for a post on the basis of career progression they should have spent at least 2 years on their current post when they take-up-duty.

2. 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, i.e. staff seconded from national diplomatic services of the Member States.

In the case of candidatures from EU officials on leave for personal grounds, provided they are eligible for the post, successful candidates will be reinstated into active employment in accordance with Articles 35 (a) and 40 of the Staff Regulations.

3. 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 DIPLOMATIC SERVICES OF THE MEMBER STATES

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. (i) possess a level of education which corresponds to completed university studies, attested by a diploma, when the normal period of university education is four years or more;
or
(ii) possess a level of education which corresponds to completed university studies, attested by a diploma, plus relevant professional experience of at least one year, when the normal period of university education is at least three years;
2. Have at least 15 years full-time professional experience. This experience must have been gained after completing university studies of four years, or of three years plus one year relevant professional experience, as set out at point 1 above.

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 Foreign Ministry at the time of application, either as an official or under a permanent employment relation.
 - that the Foreign Ministry endorses his/her application to the post
 - A guarantee of immediate reinstatement in the Foreign Ministry after the end of their contract with the EEAS/the end of their secondment.
- b. for candidates to be recruited under Art. 98(1), second subparagraph, SR:
 - the post to which the candidate applies

³ "Career progression" refers to applications of for a higher type of post according to Annex I SR. It is designed to allow staff to develop within the organisation. In this case, it refers to staff members with at least 2 years of seniority in a Director position who are applying for a Director General post. It is in the interest of the service that EU staff members in a delegation and who wish to apply for a post on the basis of career progression should have spent at least 2 years on their current post when they take-up duty.

- 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 Foreign Ministry 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/secondment to the EEAS.

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

Furthermore, candidates from national diplomatic services and current temporary agents according to Article 2(e) CEOS 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).

3. Candidates from national diplomatic services of the Member States should be in active employment in their diplomatic service at the moment of the application.

SELECTION CRITERIA:

Applicants should:

- Have an established track-record of leading a large department/directorate in an international/multilateral context, with the capacity to manage, lead and inspire, including in high-pressure situations; excellent managerial and decision-making abilities;
- Have an excellent ability to maintain diplomatic relations at senior level and to ensure representation, communication and management in a complex multicultural environment, and in negotiations with Member States, third countries and International Organisations;
- Have a professional background and established track record in leading work in the areas of:
 - Civilian crisis management and planning
 - Coordination of crisis management with other relevant instruments and policies including development cooperation
- Have an in-depth knowledge and understanding of the EU's external as well as internal policies, its decision-making processes, and key issues relating to the Department's mission statement and multilateral institutions;
- have an excellent knowledge of external relations, internal policies and the functioning of the Union;
- Have a clear understanding of the political situation and challenges in the EU, its Member States, and the wider world, with a good sense for political developments and the ability to implement political orientations swiftly and efficiently;
- Have proven work experience in the areas of security and defence – including deep knowledge of the CSDP, CSDP structures and procedures, as well as knowledge of related financial arrangements.
- Have an established track record of leading work in the area of crisis management, conflict resolution and reconciliation.
- Have a strong capacity for strategic thinking, developing policy concepts and prioritising, combined with the ability to formulate effective strategies to communicate those policies;
- Have strong analytical skills combined with sound political judgement, as well as excellent oral and written presentation, communication and negotiation skills;
- Have an excellent capacity to play a lead role in negotiations with national authorities, international organisations and member states;
- have an established track record in managing human and financial resources. Knowledge of EU budgetary, administrative and human resources policies would be a strong asset;
- Have the ability to create and maintain a strong network of contacts with internal and external stakeholders (including Member States, the European Parliament, third countries, International Organisations, NGOs);

- Have the ability to put into practice human resources management principles and maintain a strong team spirit, ensuring high performance levels in stressful situations and against tight deadlines; and

Experience of working in a Delegation/Embassy (or equivalent in an international organisation) would be a strong asset.

TYPE AND DURATION OF CONTRACT FOR NEW TEMPORARY AGENTS

If the successful candidate is from a national diplomatic service 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. The salary and conditions of appointment will be those laid down in the CEOS for temporary agents of AD15.

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 are required to complete successfully a probationary period of 9 months. A management probationary period is also required.

PLACE OF EMPLOYMENT

Brussels (Belgium)

SPECIFIC CONDITIONS OF EMPLOYMENT

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

Successful candidates from the Member States will be required to make a declaration of their commitment to act independently in the public interest and a declaration of any interests which might be considered prejudicial to their independence.

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 (cca-secretariat@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.

PROCEDURE⁴

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.

⁴ 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

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. 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

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.

The closing date for the submission of applications is **12 July 2022 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 write to: cca-secretariat@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 (the Consultative Committee on Appointments) 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 to the AIPN, who will make the final selection.

Shortlisted candidates might be invited to an Assessment Centre.

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

POST AVAILABLE: 1 September 2022