

## EEAS VACANCY NOTICE

2022/086 DEL (AD) HoS IRAQ (ERBIL Section)

EU Liaison Office Erbil, Delegation Iraq

Type of post: Administrator – post no. 161338)

EU Staff Members: AD9-12 – Candidates from the Member States<sup>1</sup>: AD9

### We are:

The European Union currently has 144 Delegations, eight of which are to international organisations. In all, 6200 staff are currently serving in these Union Delegations.

The work of a Delegation varies from country to country but, in general, covers political matters, press and information, trade, aid management and the external aspects of internal EU policies.

The EU Delegations are placed under the authority of the High Representative of the Union for Foreign Affairs and Security Policy, who is also Vice President of the European Commission.

### We propose:

The position of Head of Section in the European Union Delegation to Iraq, Erbil Liaison Office.

**PLACE OF EMPLOYMENT:** Erbil, IRAQ

**LIVING CONDITIONS ALLOWANCE:** 40%

**POSTING DURATION:** 2 years (non-family posting)

**POST AVAILABLE/TAKE-UP DUTY:** 1 September 2022

Under the responsibility of the Head of Delegation in Baghdad, the selected candidate will assist in fulfilling the Delegation's mandate. In particular, the jobholder will have the following tasks among others:

1. Monitor, analyse, prepare and contribute to Delegation reports on political and security developments, regional issues, foreign and/or other policy areas of relevance for the EU interests and values, in particular in particular affecting the Kurdistan Regional Government (KRG) and Kurdish issues;
2. Contribute to the work of the Delegation in the management of the EU Presidency functions including by chairing EU coordination groups in the Area of Responsibility (AoR), notably the EU heads of representations meetings;
3. Represent the Delegation in the AoR as required, including by maintaining close working relations with local authorities and relevant stakeholders such as diplomatic community, the media, civil society, and regional/international organisations in the Kurdistan Region of Iraq (KRI);
4. Pursue the EU's policies in all areas, promoting and protecting the EU's interests and values, and promoting the visibility of the European Union in the AoR;
5. Contribute to an effective coordination of the EU response to the Iraqi crisis and stabilisation efforts with regional and international actors present in Erbil/the KRI;
6. Coordinate and cooperate with all sections of the Delegation;
7. Manage the EU Liaison Office in Erbil;
8. Contribute to the public diplomacy activities of the Delegation, provide briefing files and carrying out press, information and communication activities, as requested by EEAS Headquarters and the Delegation;
9. Prepare and provide support to visits from EU institutions to the KRI.

### LEGAL BASIS

The vacancy is to be filled in accordance with the following articles of the Staff Regulations<sup>2</sup> (SR): Article 29(1)(a) SR and Article 98 SR; Article 29(1)(b) SR; Article 29(1)(c) SR.

This Vacancy Notice is based on ADMIN(2021)221 Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 01/07/2021 on the periodic serving of Officials and Temporary Agents in Union Delegations.

<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.

<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>

**We look for:**

### **GENERAL ELIGIBILITY CRITERIA<sup>3</sup>**

Further to the conditions set out in Article 28 SR and 12 CEOS and ADMIN(2021)221 Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 01/07/2021 on the periodic serving of Officials and Temporary Agents in Union Delegations, candidates must:

1. be a national from an EU Member State;
2. be officials of the institutions of the EU, temporary staff to whom Article 2(e) of the CEOS applies, or staff from national diplomatic services of the Member States;
3. have the capacity to work in the languages of CFSP (EN, FR) necessary for the performance of their duties;
4. have proven, pertinent external relations experience - for staff from diplomatic services this experience must have been gained from working in a diplomatic service of one of the Member States.

In the event that no suitable candidate can be identified among EEAS staff, EU officials or staff from diplomatic services of Member States the EEAS may decide to recruit a laureate from an EPSO reserve list.

For posts **graded** at AD5-12, EU staff members must be in one of the grades AD5 to AD12 and have the Type of Post of the Person "ADMINISTRATOR" (AD5-AD12), or they must be AST officials who have successfully passed the certification procedure.

EEAS staff whose Type of Post of the Person is "Senior administrator in transition" (AD14) and "Principal administrator in transition" (AD13) can also show their interest for these jobs. If selected, the candidate will be transferred in the interest of the service. This transfer in the interest of the service will not modify the grade of the Person. Transfers in the interest of the Service are only possible within the same Institution (Article 7 of SR), therefore EU officials AD13 and AD14 from other Institutions are not eligible.

In the event of a successful application, EU staff members will be appointed at their existing grade.

Please note that a candidate who has formally accepted a post in a Delegation will be, in principle, considered non-eligible for other posts in Delegations published in the same rotation year.

### **SPECIFIC ELIGIBILITY CRITERIA FOR EU OFFICIALS AND TEMPORARY STAFF TO WHOM ARTICLE 2(e) OF THE CEOS APPLIES ("EU STAFF MEMBERS")**

Without prejudice to exemptions authorised by the Appointing Authority for exceptional and justified reasons, an EEAS staff applying for a posting shall be subject to the following conditions by the time of posting:

1. the candidate shall be in a position to serve the full duration of the posting within the duration of their service with the EEAS or before reaching the age of retirement foreseen under Article 52(a) of the Staff Regulations;
2. the candidate serving in a posting at the time of the application is eligible for a new posting if they are included in the rotation or mobility exercises or if the last day for submitting the applications for the vacancy notice is less than six months from the end of their ongoing posting, unless in the case of career progression ;
3. the candidate shall have served a minimum of two years in headquarters after return from two consecutive postings, unless in the case of career progression;
4. the candidate is not eligible for posts/functions to which they have already been assigned in the same Delegation;
5. the candidate is not eligible for a posting in a Delegation in which they have already served unless a minimum of two years would have elapsed between the start of the new posting and the end of a previous posting in that Delegation;
6. the candidate is not eligible for a third posting to the same Delegation, irrespective of the functions;
7. the candidate is not eligible for a non-family, compound-confined posting unless a minimum of two years would have elapsed between the start of the new posting and the end of a previous compound-confined non-family posting.

Please note that officials shall serve in Union Delegations for no more than two consecutive postings. Only in the interest of the service, the Appointing Authority may exceptionally authorize a third consecutive posting, on condition that the total duration of the assignment to Union Delegations, including the duration of an exceptional third consecutive posting, shall not be superior to 12 years and three months. After two, or exceptionally three, postings, the official shall return to headquarters.

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<sup>3</sup> All the eligibility criteria must be met on the closing date for applications to this post.

TA2(e) staff members should provide a statement by their Ministry of Foreign Affairs in support of their application for this post including the guarantee of reinstatement required by Article 6(11) of Council Decision 2010/427/EU.

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.

### **SPECIFIC ELIGIBILITY CRITERIA FOR CANDIDATES FROM THE NATIONAL DIPLOMATIC SERVICES FROM EU MEMBER STATES**

Further to the conditions set out in article 12 CEOS, candidates must:

1. the candidate shall be in a position to serve the full duration of the posting within the duration of their service with the EEAS or before reaching the age of retirement foreseen under Article 52(a) of the Staff Regulations;
2. possess a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is at least three years.
3. have the required full-time professional experience (see table below for minimum number of years required). This experience must have been gained after completing university studies of 4 years, or of 3 years plus one year of relevant professional experience, as set out at point 2 above.

	(MS Candidates) <sup>4</sup> (EEAS Staff/Officials)	AD7 AD5/12	AD9 AD5/12
External relations experience (all candidates)		> 2 years	> 3 years
Professional experience (MS candidates)		> 6 years	> 10 years

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;
  - 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.

### **SELECTION CRITERIA**

#### **1. General skills and competencies**

- excellent ability to maintain diplomatic relations and to ensure representation, communication in a complex, multicultural environment;
- excellent capacity to create constructive working relations with national authorities, international organisations and EU Member States;
- strong drafting, communication and analytical skills combined with sound judgement.

<sup>4</sup> For information on remuneration, please consult "2022 intermediate update of the remuneration and pensions of the officials and other servants of the European Union and the correction coefficients applied thereto." Link to salary grid table: [OJ C 231, 15.06.2022, p. 4-9](#)

## **2. Knowledge/experience in functioning of the European Union**

- excellent knowledge of the EU's internal and external policies and instruments; and of the functioning of the Union and its inter-institutional framework;
- experience and knowledge of CFSP and CSDP-related issues;
- knowledge of the key areas of the delegation's activities.

## **3. Regional knowledge and language skills**

- significant experience of external relations in the field, including CSDP field missions;
- proven experience in working in a Delegation or an Embassy (or equivalent in an international organisation) would be assets;
- good knowledge of the MENA region in general and the Gulf region in particular would be assets;
- working level knowledge of Arabic would also be an important 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 she or he is physically fit to perform her/his duties, she or 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 conditions of appointment will be those laid down in the CEOS for temporary agents of AD12.

In accordance with Article 6(11) of Council Decision 427/2010, each Member State shall provide its staff officials who will 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

## **POSTING POLICY<sup>5</sup>**

EEAS career development policy places the need for staff to develop a mix of competences at its core, e.g. working in various fields of expertise and responsibilities in the course of a person's career, including postings at Headquarters and Delegations. Therefore, staff members are encouraged to alternate between Delegation and Headquarters postings.

A posting in an EU Delegation is generally for 4, 3, or 2 years. Posting duration may be extended by one year or shortened by one year. Call for interest to apply for extension or early rotation will be launched annually prior to the publication of the rotation exercise. Staff are reminded that extension and early rotation are not a right.

For posts with a LCA<sup>6</sup> of 25% or less, the posting will in principle be for **4 years**.

For posts where the living and working conditions are defined as "difficult" and "very difficult" (30%-40% LCA) the posting will be in principle for **3 years**.

For non-family postings<sup>7</sup> the posting is reduced to **2 years**.

For candidates currently in compound-confined, non-family posting, please refer to Article 6, point 2(g) of the Decision ADMIN(2021)221.

Applications from officials currently serving in a Delegation who are not included in the 2022 rotation list will be eligible only in the interest of the service. 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.

Officials shall serve in Union Delegations for no more than two consecutive postings. Only in the interest of the service, the Appointing Authority may exceptionally authorise a third consecutive posting, on condition that the total duration of the assignment to Union Delegations, including the duration of an exceptional third consecutive posting, shall not be superior to 12 years and three months. After two, or exceptionally three, postings, the official shall return to headquarters.

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<sup>5</sup> ADMIN (2021) 221 Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 01/07/2021 on the periodic serving of Officials and Temporary Agents in Union Delegations

<sup>6</sup> Living conditions allowance

<sup>7</sup> Countries presently designated as "non-family postings": Afghanistan, Central African Republic, Iraq, Libya, Somalia, South Sudan, Syria and Yemen. In the case of relocated delegations (e.g. Syria and Yemen) the posting will in principle be for 3 years.

Candidates currently in HQ are expected to have served at least two years in HQ by the expected time of posting in Delegation. Derogation to this rule may only be granted in the interest of the service.

It is in the interest of the service to ensure that staff members in Delegations are able to complete **full postings** before reaching the age of retirement. Before taking any final decisions on nominations, the appropriate Appointing Authority will ensure on a case-by-case basis, in accordance with the Staff Regulations (SR) and Conditions of Employment of Other Servants to the Union (CEOS)<sup>8</sup> that the successful candidates will indeed be able to complete the relevant full posting for the post for which they were selected. As stated in Article 6, Point 2(a), applications from candidates not fulfilling this requirement will be examined by the Appointing Authority for exceptional and justified reasons and in the interest of the service.

## PROCEDURE

It is recalled, that if the interest of the service so requires, the selection procedures can be terminated at any stage and that the post could be filled by a re-assignment according to Article 7 SR.

### 1. Application

Before submitting their application, candidates should carefully check whether they meet all the eligibility criteria in order to avoid exclusion from the selection procedure. Candidates must exclusively apply through the online system, *e-Application*: <https://webgate.ec.europa.eu/eapplication/index.cfm>

To log on, an EU LOGIN is required; a helpdesk facility is available here: [Help \(europa.eu\)](http://help.europa.eu).

During the on-line application procedure candidates must complete the application form, and upload:

- **CV** (in English or French, preferably using the Europass format <http://europass.cedefop.europa.eu/htm/index.htm>).
- a **motivation letter** (maximum 2 pages) in either English or French.
- the **certificate** from the Minister of Foreign Affairs (for current temporary agents applying for a renewal of their contract and for candidates from EU national diplomatic services): In accordance with Article 6(11) of Council Decision 427/2010, each Member State shall provide its officials who have become or renew their contract as 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.
- copy of **passport/ID** (candidates from the diplomatic services of the EU Member States).
- the **"absence of conflict of interest form"** annexed to this vacancy notice adequately filled in (Annex 1). Additional details on the absence of conflict of interest may be requested at a later stage from the selected candidates.

Deadline for submitting applications is Tuesday 12 July **2022 at 12h00 CET** (Brussels time). Candidates are encouraged not to wait until the last minute to submit their application.

### **Late applications will not be accepted.**

For correspondence with the EEAS Human Resources Directorate concerning the selection procedure, please use the following email address: [EEAS-AD-NON-MANAGEMENT-DELEGATIONS@eeas.europa.eu](mailto:EEAS-AD-NON-MANAGEMENT-DELEGATIONS@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 in the motivation letter. The panel will then establish a list of a limited number of eligible candidates who in its opinion best meet the selection criteria for each 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 vacancy notice. The selection panel will recommend a shortlist of candidates for a final decision by the relevant Appointing Authority.

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<sup>8</sup> <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

## SPECIFIC CONDITIONS OF RECRUITMENT AND EMPLOYMENT

### SECURITY CLEARANCE

A candidate selected for a posting shall be assigned or appointed on condition that they are granted **Personnel Security Clearance (PSC)** at EU SECRET level in accordance with Decision ADMIN(2019) 7 of the Director General for Budget and Administration of the EEAS of 8 March 2019 on Security Clearance Requirements and Procedures for the European External Action Service. A selected candidate that is not in possession of the required PSC shall initiate the process for requesting the PSC in accordance with Article 5 of Decision ADMIN(2019) 7 within **ten working days** from the notification of their selection for the post, in line with Art 11 of the EEAS Rotation Decision.

As a matter of policy, applications of individuals who have **dual nationality** of the host country or the partner of whom has the nationality of the host country will be considered on a case-by-case basis. The EEAS examines if there could be a conflict of interest and the consequence of a possible refusal by the host country to grant diplomatic immunity to the staff member and/or to **partner** and family, as well as possible security risks. The Human Resources Directorate may ask for additional information from the applicant in this context.

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.

### MEDICAL CLEARANCE

A candidate selected for a posting shall be assigned or appointed on condition that they are fit to perform their duties in the post of assignment certified by the **medical clearance**, in line with Art 10 of the EEAS Rotation Decision.

Furthermore, successful candidates will be contacted by our services in order to fulfil the relevant medical requirements for the post as appropriate, including a psychological assessment which the Appointing Authority/Authority Authorised to Conclude Contracts reserves the right to request notably for hardship posts (countries with 30% Living Conditions Allowance or higher).

Should the AA/AACC decide, at the end of the selection process, to propose one of the posts mentioned in annex to the candidates, please note that:

A valid EU Digital COVID Certificate is required before taking up duty and for the entire assignment in EU Delegations especially in such hardship postings<sup>9</sup>, having regard to the duty of care of the EEAS for its staff and taking account of the need to ensure appropriate health and safety standards in the country of posting<sup>10</sup>. Additionally, please be aware that the domestic legislation of third countries hosting EU Delegations may at any time require, *inter alia*, a valid vaccination certificate in order to work or to obtain an entry visa. It is the obligation of the successful candidate to comply with the national rules in force<sup>11</sup>. Failing to do so, the AA/AACC may decide to withdraw its decision on the selection.

A medical visit might not be required for EEAS staff:

- a) When moving from one EU Delegation to another, unless the Living Conditions Allowance for the new posting is 30% or higher;
- b) When moving from HQ to a delegation in equivalent countries (with no Living Conditions Allowance).

### OTHER

Candidates are deemed to be fully aware of the provisions of **Annex X** of the Staff Regulations, which applies to staff serving in Delegations located outside the European Union, regarding their rights and obligations (leave entitlements, allowances, reimbursement of expenses, social security benefits).

Candidates are deemed to be fully aware of the **local living conditions**, including i.a. information concerning security, health care, education, social acceptance of sexual orientation, employment opportunities for spouses and the accommodation provided (Annex X, Article 5 or 23), before applying. Candidates are strongly encouraged to consult the relevant [Country Post reports](#) which are available from EEAS.RM.HR.3, Rights, Obligations and Medical Cell Division: [Rights-and-Obligations@eeas.europa.eu](mailto:Rights-and-Obligations@eeas.europa.eu).

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<sup>9</sup> Hardship postings' are determined in accordance with Article 10(1) of Annex X of the Staff Regulations of Officials of the European Union, which requires the AA/AACC to take into account *inter alia* the 'health and hospital environment' when determining the allowance for living conditions.

<sup>10</sup> Article 1e(2) of the Staff Regulations of Officials of the European Union

<sup>11</sup> Article 41 of the Vienna Convention on Diplomatic Relations provides: "*Without prejudice to their privileges and immunities, it is the duty of all persons enjoying such privileges and immunities to respect the laws and regulations of the receiving State.*"

All postings will in principle be **aligned with the rotation cycle and have the 31 August** of a given year as end date. The end date of a Temporary Agent contract will normally be aligned with the annual rotation/mobility date in the EEAS, irrespective of the starting date and within the overall limit of four years.

Successful candidates shall participate in all compulsory pre-posting **training**. All posts in an EU Delegation require the successful completion of BASE, a security e-learning.

Considering that the Head of Section could act as Chargé d'Affaires ad interim in the absence of the Head of Delegation, the selected candidate will need to successfully follow the required trainings (including ABAC) allowing him/her to receive the temporary sub-delegation on the budget managed by the Delegation.

### **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 us 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. Contact: [EEAS-AD-NON-MANAGEMENT-DELEGATIONS@eeas.europa.eu](mailto:EEAS-AD-NON-MANAGEMENT-DELEGATIONS@eeas.europa.eu).

### **CONTACT FOR FURTHER INFORMATION ON THE POST:**

Anna-Maria PANAGIOTAKOPOULOU, Head of Division MENA.4 - Arabian Peninsula and Iraq

E-mail: [Anna-Maria.PANAGIOTAKOPOULOU@eeas.europa.eu](mailto:Anna-Maria.PANAGIOTAKOPOULOU@eeas.europa.eu)

## EUROPEAN EXTERNAL ACTION SERVICE

**DECLARATION OF ABSENCE OF CONFLICT OF INTEREST**

*As per art. 6 in the Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 1st of July 2021 on the periodic serving of Officials and Temporary Agents in Union Delegations (EEAS Rotation Decision), candidates shall “not have any conflict of interest such as to impair their independence if selected for the post. To this end, the candidates shall submit with their application a form declaring that they are free from any such conflict and detailing any actual or potential conflict of interest. This form shall also contain information on the nationalities, professional activities and other relevant facts concerning the spouse of the candidate or dependents living in the same household with the candidate”.*

Title/First name/NAME	
Nationality	
Candidate status:	
<input type="checkbox"/> Permanent official of the Institutions of the European Union <input type="checkbox"/> Current Temporary Agent serving in the EEAS <input type="checkbox"/> Candidate from a Member State	
Current employer:	
Nationality of partner/spouse:	
Professional activities of partner/spouse	

**ASSESSMENT TO BE FILLED BY CANDIDATE**

*In your opinion, do you have any personal interest, in particular a family or financial interest, or do you represent any other interests of third parties which would actually or potentially impair your independence in the course of your duties in the eventuality of your posting in a EU delegation and which may thus lead to any actual or potential conflict of interest relevant to that position?*

YES  NO

*If yes, please detail:*

**I hereby certify that the information provided in this form is correct and complete and that my curriculum vitae is correct and duly updated.**

Date and signature:

**TO BE UPLOADED IN e-APPLICATION (“ATTACHED DOCUMENTS” TAB, “OTHERS”)**