

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Industry, Synergies and Enablers Directorate (ISE)
Vacancy title	Director Industry, Synergies and Enablers (ISE)
Contract type	Temporary agent
Group	N.A.
Grade	AD14
Indicative starting date	01/12/2025
Security Clearance	SECRET UE/EU SECRET
Management of staff	Yes
Location	Brussels
Closing date for applications	02/09/2025

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website <http://www.eda.europa.eu - vacancies>. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Industry, Synergies and Enablers (ISE); Capability, Armament & Planning (CAP); Research, Technology and Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency's functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

3. THE INDUSTRY, SYNERGIES AND ENABLERS DIRECTORATE (ISE)

The Industry Synergies & Enablers (ISE) Directorate supports a range of activities critical to collaborative defence capability development in Europe.

On top of leading the work on identifying together with Member States' Key Strategic Activities (KSA) at EU level, the ISE Directorate is responsible for the effective engagement with industry across the Agency's activities and in support of related priorities set by Member States.

The ISE Directorate facilitates work to address the implications of EU legislation and policies for the defence sector: REACH, procurement, funding instruments and the analysis of developments influencing governmental and industrial stakeholders. The Directorate is responsible for activities on critical enablers to support defence cooperation and enhance interoperability: military airworthiness, standardisation and certification, defence test & evaluation and education and training. The Directorate provides support to CSDP military and civilian operations and missions and EU Battlegroups.

The Directorate facilitates the coordination of military views from and in support of Member States and the relevant international military organisations in the framework of Single European Sky (SES) and acts as the interface with the EU institutions and related bodies. In the wider context of military aviation, the Directorate supports Member States in their efforts to enable RPAS integration in non-segregated airspace and in harmonising military aviation safety issues using the Total System Approach to Military Aviation.

The ISE Directorate comprises four Units:

- The Industry Strategy & EU Policies (ISP) Unit: engagement of industry in the activities of the Agency, determination of Key Strategic Activities at EU level, defence aspects of EU policies varying from legislation (REACH, procurement) to funding instruments
- The Critical Enablers (CRE) Unit: support defence cooperation and enhance interoperability through the identification, development and maintenance of harmonized safety, certification and standardisation requirements, references to the best practice standards and networking of Defence Test & Evaluation capabilities in all military domains
- The Single European Sky (SES) Unit: facilitation and coordination of military views in the framework of SES; interface with the EU institutions and related bodies to ensure that Military Aviation will continue to provide and further improve effective security and defence in Europe in the changing context of the civil aviation sector
- The Operations, Training & Exercises (OTE) Unit: promotion of the use in CSDP operations of all relevant EDA projects & programmes; development and management of contracted solutions to support CSDP operations and Member States; initiation, development and management of training and exercise activities for rotary and fixed-wing aircraft, including RPAS, with a view to transfer these activities to Member States when mature.

4. DUTIES

The Director of Industry, Synergies and Enablers (ISE) focuses on the early identification of requirements at European level as well as the engagement with defence industry in EDA activities and the through-life aspect of capabilities including harmonisation of standards and certification, joint procurement, test and evaluation, and support to operations. The ISE Director also deals with the military dimension of other wider EU policies and funding instruments.

More specifically, under the supervision of the Chief Executive, the jobholder will be responsible for/contribute to the following activities:

- providing vision, direction and leadership for the ISE Directorate;
- managing, with the support of the Heads of Units, the Directorate's contribution to the Agency's work regarding the outcomes of the Steering Board, Foreign Affairs Council and European Council and ensuring coherence with the work strands and programmes assigned to the Directorate; these include:

- industry engagement in EDA activities and supporting the development of industry strategy and EU policies;
 - monitoring wider EU policies to evaluate impact in defence, to facilitate access to EU funding instruments of military interest;
 - identify key industrial enablers to support defence cooperation and enhance interoperability, through an integrated approach including military airworthiness, standardisation and certification, as well as defence test and evaluation activities;
 - acting as the military interface for SES/SESAR, facilitating the coordination of military views from, and in support of, Member States and informing military planning mechanisms of the requirements stemming from SESAR deployment, as well as evaluating the operational risks and financial implications of the Single European Sky for military aviation;
 - identifying and fostering defence opportunities in the field of education, training and exercises, responding to Member States' needs, involving partners willing and able to take on the responsibility for their implementation and continued development;
 - identifying, developing, promoting and managing tools and procedures, and promoting framework contracts and joint procurement, in support of military preparedness and operations, EUBGs, CSDP civil missions and Member States.
- managing integrated teamwork in cooperation with the other Agency Directorates and in relation with external partners, allocating appropriate resources transversally in the most efficient way possible;
 - developing and sustaining appropriate links with Member States and/or the relevant services of the Council, European Commission, EEAS, EUMC, EUMS, EASA and international organisations including NATO;
 - planning and organising the work and the financial and human resources of the Directorate;
 - developing the competences and skills of the Directorate's personnel and evaluating their performance;
 - take on additional tasks as required in the interest of the service.

Duties may evolve according to the development of EDA's structure and activities, and the decisions of EDA management.

5. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent

authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;

- have 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 a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

For diplomas awarded in non-EU countries, a NARIC recognition is required: <https://www.enic-naric.net/>

Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

For native English speakers, your ability to communicate in another EU language will be tested during the selection process.

To assess your foreign language levels, see: <https://europa.eu/europass/en/common-european-framework-reference-language-skills>

6. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

Candidates will be required to demonstrate the following qualifications:

- a minimum of 15 years of professional experience relevant to the duties, acquired after the award of the qualification required as a condition of eligibility;
- knowledge of and experience in defence and its international environment;
- knowledge of and experience in multinational organisations;
- knowledge of and experience with the European institutional framework, EU programmes and policies;
- knowledge of armaments cooperation in a European context;
- knowledge of the European Defence Technological and Industrial Base and procurement procedures;
- knowledge and experience in engagement with defence industry from institutional perspective;
- a proven track record in management at senior level;
- very good command of written and spoken English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see para. 2). Other attributes important for this post include:

- excellent leadership and managerial skills;
- excellent interpersonal, influencing and networking skills;
- excellent negotiation and chairing skills;
- excellent public speaking and presentation skills;
- strong analytical skills;

- ability to adapt to changing circumstances;
- ability to prioritise and organise tasks and resources;
- genuine commitment to the Agency's objectives and the ability to communicate these.

B. Desirable

The following will be considered an advantage:

- experience in the management of multi-national teams.

7. INDEPENDENCE AND DECLARATION OF INTEREST

Selected candidates will be required to make a declaration of commitment to act independently in the Agency's interest and to make a declaration in relation to interests that might be considered prejudicial to their independence.

Please note that for this position restrictions (including prohibition) on post-employment activities may be applied.

For two (2) years after leaving the Agency, members of staff remain bound to seek clearance from EDA as soon as the post-employment activity is known and in due time to allow for authorisation before engaging in another activity. If that activity is related to the work carried out during the last three (3) years of service at EDA and it could lead to conflict with the legitimate interests of EDA, the Agency can give its approval subject to any conditions it deems fit, or forbid the activity.

In its assessment, EDA will in particular look at the nature of the future position, the quality of the future employer, the level of interaction with EDA staff on EDA activities, likelihood of involvement in decision taking of a financial/commercial nature and the level of conflict with the legitimate interests of the Agency.

For senior staff, an additional ban of 12 months will apply on lobbying or advocacy vis-à-vis Agency staff for their business, clients or employers on matters for which they were responsible during their last three (3) years of service.

Candidates are referred to the relevant section in EDA's Ethics Framework, available on EDA's website:

<https://eda.europa.eu/who-we-are/transparency/ethics-and-conduct>

8. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

The Director Industry, Synergies and Enablers (ISE) will be appointed by the Chief Executive. Recruitment will be as a member of the contractual staff of the Agency for a 3-year period. Renewal is possible only once for an additional period of 2 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Temporary Agent, grade AD14. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 18.150,61€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax at source is paid.

PENSION ARRANGEMENTS SPECIFIC TO EDA

Prospective staff members considering a career at the European Defence Agency (EDA) should be aware that EDA has its own pension provisions and is not part of the EU institutions' pension scheme (PSEUI).

In addition, EDA staff have several flexible options regarding their pension contributions at the end of their contract, under certain conditions, such as:

- transfer to a public pension scheme;

- transfer to a private pension scheme;
- direct payment as a severance grant.

For further information on working conditions please refer to: <https://eda.europa.eu/jobs/what-we-offer>

9. EQUAL OPPORTUNITIES

EDA is an equal opportunities employer and accepts applications without distinction on the grounds of age, race, political, philosophical or religious conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Director Industry, Synergies and Enablers (ISE) at EDA. This list will be valid until 31/12/2026, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency.

Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard copy or ordinary e-mail) will not be accepted. Applications must be submitted no later than midnight. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline. Please note that once you have created your EDA profile, any correspondence regarding your application must be sent or received via your EDA profile. For any prior enquiry, please refer to the FAQ (Frequently asked questions) section, or send an e-mail to recruitment@eda.europa.eu.

When applying, candidates from Ministries of Defence or other governmental entities are encouraged to inform their national administration.

A selection panel will be appointed. Please note that the selection panel's internal proceedings are strictly confidential and that any contact with its members is forbidden. Each application will be screened based on the requirements of the job profile stated in the vacancy notice. The most suitable applicants will be called for an interview and a written test. Candidates may also be requested to take part in an assessment centre, participating in a number of individual and group activities related to the competences required for the post.

EDA will not accept any phase of the selection & recruitment process prepared or assisted, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. EDA reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI tools may be rejected without further consideration at EDA's sole discretion, and EDA reserves the right to take further steps in such cases as appropriate.

If recruited, candidates will be requested to supply documentary evidence in support of the statements made in their application. They should not send any supporting or supplementary information until asked to do so by the Agency. Candidates are advised that part of the recruitment process includes medical analyses and physical check-up with the Agency's Medical Adviser.

Staff members employed at EDA require a Personnel Security Clearance Certificate (PSCC). The process to obtain a PSCC can be initiated only by EDA on behalf of the staff member. Failure to obtain the requisite security clearance certificate before the expiration of the probationary period may be cause for termination of the contract.

11. DATA PROTECTION

Please note that EDA will not return applications to candidates. The personal information EDA requests from candidates will be processed in line with Regulation (EU) N° 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) 45/2001 and Decision No. 1247/2002/EC.

The purpose of processing personal data which candidates submit is to manage applications in view of possible pre-selection and recruitment at EDA. More information on personal data protection in relation to selection and recruitment can be found on the EDA website: <http://www.eda.europa.eu/jobs/dataprotection>