



EUROPEAN EXTERNAL ACTION SERVICE (EEAS)

ADDENDUM: Management positions at EU Delegations

Vacancy Notices ROTATION 2026

The European External Action Service (EEAS) is looking for individuals for posts of Head of Delegation or Deputy Head of Delegation, which will become vacant in the context of the 2026 rotation exercise.

The European Union currently has 145 delegations, eight of which are to international organisations. In all, more than 440 officials and more than 2300 other staff are currently serving in these Delegations.

The work of a Delegation varies from country to country but, in general, covers political matters, trade, press and information, 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.

All positions are available as from 1 September 2026 unless otherwise indicated. The length of the post is indicated in the respective heading. However, the length is always subject to the evolution of the living and working conditions (LCA) in the respective post.

Within this rotation, a total of 33 Heads of Delegation and 7 Deputy Heads of Delegation posts are published. Below you can find the general description of the main tasks and duties on the function of Head of Delegation and Deputy, followed by general selection criteria. You will find more detailed information on the post or/and eventual specific requirements for the posts in the list with posts available.

GENERAL INFORMATION

For the legal base, the general and specific eligibility criteria, the application and selection procedure, as well as the conditions of employment and recruitment, please refer to the Decision of the High Representative for Foreign Affairs and Security of 1 July 2024 on the periodic service of officials and temporary agents in Union Delegations (ADMIN (2024) 20), the Decision of the High Representative for Foreign Affairs and Security of 10 July 2023 on the Consultative Committee on Appointments to the European External Action Service (ADMIN(2023) 25), as well as the "Guidelines for the 2026 Rotation exercise – AD posts in EU delegations (external publications)".

HEAD OF DELEGATION – main tasks and duties

The Head of Delegation of the European Union assists the High Representative and the Commission in fulfilling their mandates in the field of external relations and, in general, has the following tasks:

- To represent the EU, to ensure the EU local coordination, and to ensure a high degree of consistency between the different areas of the EU's external actions and between these and its other policies;
- To ensure bilateral or multilateral relations, notably in the political, economic, commercial, security and development cooperation fields and to carry out and promote regular political dialogue or negotiate on behalf of the European Union;
- To pursue the EU's policies and their local coherence in all areas, to promote and protect the EU's interests and values, and to promote the visibility of the EU by carrying out press, information and communication activities, including public diplomacy;
- To maintain contacts, exchange information and coordinate with Member States in the implementation of EU policies and to report regularly to the Headquarters of the EEAS and the Commission, as appropriate, on all matters covered by his/her mandate and maintain relations with other EU institutions as well as any regional and international organisations;
- To provide advice to the Headquarters of the EEAS and to the Commission as appropriate on policy issues and developments arising within the framework EU-bilateral or multilateral relations;
- To play an important role with Headquarters (EEAS/INTPA/ENEST/MENA) in the implementation of the multi-yearly programming for the 2021/2027 Financial Perspective in countries where the EU has a cooperation programme;
- To ensure sound management of the Delegation, including, financial management and correct application of the existing rules concerning the security of individuals (including the families of expatriated staff), goods and property, as well as information; manage crises and ensure continuity of Delegation operations, including in the framework of business continuity.
- To ensure effective people management and support the EEAS in further professionalising human resources policies and its management culture, including cultivating a respectful working environment.

DEPUTY HEAD OF DELEGATION – main task and duties

The Deputy Head of Delegation of the European Union assists the Head of Delegation in carrying out his/her tasks as described above, provides advice and support to the Head of Delegation in all key areas and represents him/her in his/her absence. In particular, the Deputy Head of Delegation assists the Head of Delegation in the management of all staff and financial resources.

More specifically, the Deputy Head of Delegation:

- Ensures efficient overall operation of the Delegation by co-ordinating the Delegation's work across all sections and ensures implementation and follow-up of key sectoral, thematic and horizontal tasks;
- Provides guidance and support to the administration section, including security issues;
- Ensures a well-functioning administration of the Delegation, including sound contractual and financial management respecting relevant standards, instructions, rules and regulations within the framework of the sub-delegation of powers as authorising officer and on behalf/in substitution of the Head of Delegation;
- Oversees the preparation of the administrative budget with the Administrative Section and HOD;

- Oversees all procedures related to the implementation of the administrative budget; visa of reports on administrative expenditures (HOD signature);
- Acts as authorising officer by sub-delegation for administrative expenditures.

SELECTION PROCESS

1. PRE-SELECTION PHASE

The applications of the candidates will be screened in the pre-selection phase according to the following general selection criteria and the specific criteria/requirements mentioned under the vacant posts listed below.

Those eligible candidates who best meet the selection criteria on the basis of the requirements of the post shall be invited to an interview by the panel.

1. General skills and competencies

- Have an excellent ability to maintain diplomatic relations at a senior level and to ensure representation, communication and management in a complex, multicultural environment;
- Have an excellent capacity to play a lead role in negotiations in the field of external relations with national authorities, international organisations and EU Member States;
- Have strong communication and analytical skills combined with sound judgement;
- have proven experience in leading and motivating teams, particularly in a multi-disciplinary and multi-cultural environment;
- Have good knowledge and/or experience in budgetary, administrative and financial management.

2. Knowledge/experience in functioning of the European Union

- Have excellent knowledge of the external relations, internal policies and functioning of the Union;
- Have proven experience in and knowledge of CFSP and CSDP-related issues;

3. Regional knowledge and language skills

- Have proven experience in and knowledge of the key areas of activity of the Delegation;
- Have the language skills required for a specific post;

Furthermore,

- Candidates must be able to work in a different socio-cultural environment and to adapt quickly to evolving situations.
- Experience in working in a Delegation or an Embassy, an international organisation, or significant experience of external relations in the field, including CSDP missions, would be a strong asset.

2. INTERVIEW PHASE

Candidates who have been pre-selected will be interviewed by a dedicated selection panel on the general criteria and the specific criteria relevant for the post. Candidates shortlisted after the interview who have not yet been a Head of Delegation of the European Union or a Deputy Head of Delegation classified as management posts, will have to undergo an individual assessment of their management skills by an external independent consultant (Assessment Centre – please see the attached Guidelines and practical Guide on the use of Assessment Centre in selection procedures for management positions in the EEAS). Several behavioural competencies from the EEAS competency framework will be assessed by an external consultant. The dedicated panels will decide on the final shortlist based on the profile, the interview and the assessment centre results (if applicable).

The selection panel will recommend a shortlist of candidates to the appointing authority (AIPN).

The High Representative, in accordance with Article 95(2) of the Staff Regulations, submits the list of shortlisted candidates for each post of Head of Delegation and Deputy Head of Delegation to the College of Commissioners, on the basis of the recommendation of the interview panels.

For Heads of Delegation, the Appointing Authority (AIPN) is the High Representative. For Deputy Heads of Delegation, the Appointing Authority is the Director for Budget and Human Resources.

Once the College of Commissioners has agreed on the shortlists, the High Representative can make her decision. An interview with the AIPN may be part of the selection process.

HEADS OF DELEGATION POSTS

Below are the Heads of Delegation posts that are available in this Rotation.

A. SENIOR MANAGEMENT

1. Head of Delegation to CHINA (REF: EEAS/2026/HOD-CHINA) – 3 year posting Grade: EEAS AD14-15/TA AD14

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 90 staff, of whom 18 are officials/temporary agents) and financial resources (an administrative budget of approximately €6.2M and an operational budget of approximately €20.79M per year).

The relationship with China is at the same time one of the EU's most strategically important and one of the most challenging. The Joint Communication "EU-China: A Strategic Outlook" of March 2019 defined China simultaneously as a cooperation partner, a negotiating partner, an economic competitor and a systemic rival. This multi-faceted approach was reaffirmed by the European Council in October 2020 and June 2023.

Given China's growing international weight in political, economic, diplomatic, military and increasingly also in regulatory terms, the Delegation's activities are broad in scope. They span the full range of political affairs (including China's foreign policy, its position on multilateralism and its role in international organisations, human rights, influence and disinformation), trade and economic matters, the response to global challenges such as climate change and international development (both domestically and internationally), numerous sectoral issues, public diplomacy and communication.

The Head of Delegation represents the EU in China, ensuring regular contacts with the Chinese authorities and other local stakeholders. Under his/her leadership, the Delegation presents, explains and implements EU policy in China, negotiating according to the mandate and instructions given by headquarters. Particular importance is attached to ensuring local coordination with Member States'

diplomatic representatives, and to maintaining EU unity and cohesion in China. Given the wide-ranging implications and profound impact of China's rise in global affairs, there is keen interest at Headquarters including at political level in the Delegation's reporting and analysis.

The candidate should have a strong track record of high-level diplomatic or political representation. Good knowledge of Mandarin Chinese is an asset.

Place of employment: Beijing, China

2. Head of Delegation to INDIA (REF: EEAS/2026/HOD-INDIA) – 3 year posting **Grade: EEAS AD14-15/TA AD14**

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 68 staff, of whom 157 are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €3.9M, as well as a budget of €90M under the 2021-2027 NDICI Regional Multi-annual Indicative Programme (MIP) for Asia and the Pacific, notably its priority for "Pursuing EU interests with key partners". The same MIP also foresees an allocation for public diplomacy in India, to be managed by the Service for Foreign Policy Instruments (FPI).

The key areas of activity of the Delegation are political matters, including human rights and good governance, regional security; trade; connectivity; the external aspects of Union policies (climate change, environment, energy, science & technology, education, migration, urban development, etc.); as well as press and public relations and diplomacy.

With India's growing geopolitical and economic influence, EU-India relations are rapidly deepening, as exemplified by the unprecedented College of Commissioners visit in early 2025, the development of the new EU-India strategic agenda, the expected conclusion of an FTA and work towards a Security and Defence Partnership. This requires close collaboration between the EU Delegation and Headquarters to ensure consistent policy formulation and implementation. It also requires close attention to India's developing role as a regional and global player, including in the context of the G20, BRICS and the Quad.

The Delegation in Delhi is also in charge of EU relations with Bhutan and the Head of Delegation is accredited to Thimphu. Bhutan is a recipient of EU development cooperation in the amount of €31M for 2021-2024 under the NDICI EU-Bhutan Multi-annual Indicative Programme 2021-2027.

Good knowledge of Asia, notably South Asia, is an asset.

Place of employment: New Delhi, India

3. Head of Delegation to JAPAN (REF: EEAS/2026/HOD-JAPAN) – 4 year posting **Grade: EEAS AD14-15/TA AD14**

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 59 staff, of whom 16 are officials/temporary agents) and financial resources (an administrative budget of approximately €7.4M and an operational budget of approximately € 11.7 M).

Japan is a key like-minded Strategic Partner of the EU in the Indo-Pacific and globally, as well as a G7 and G20 member. Bilateral relations continuing to deepen across a broad spectrum of political and sectoral cooperation with high-level visits and meetings, including at ministerial and Summit level, underscoring the shared commitment to upholding multilateralism and a rules-based international order.

The key areas of activity of the Delegation are political matters (Japan is a Strategic Partner), trade, connectivity, security and defence, external aspects of Union policies (climate change, energy, science & technology, transport, ICTs, industrial policy, competition and macro-economic issues) and public diplomacy.

The candidate should have the leadership, management and organisational competences to ensure the successful implementation of the Strategic Partnership Agreement and Economic Partnership Agreement; enhance cooperation with Japan on CFSP and CSDP matters, Agenda 2030, Paris Agreements well as on key sectoral issues; work with Japan to project shared values and principles in the framework of regional and multilateral bodies and fora; to promote the EU as a global actor, in the political, security, economic/trade and cultural spheres; to foster pro-active public diplomacy and intensified people-to-people exchanges. The Head of Delegation is also the Co-Chair of the Supervisory Board of EU-Japan Centre for Industrial Cooperation.

Good knowledge of the Indo-Pacific region as a whole and of Japanese are an asset.

Place of employment: Tokyo, Japan

4. Head of Delegation to KENYA (REF: EEAS/2026/HOD-KENYA) – 4 year posting **Grade: EEAS AD14-15/TA AD14**

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 97 staff, of whom 19 are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €5.4M).

In addition, the Delegation is responsible for the management of development cooperation, financed through the Neighbourhood, Development and International Cooperation Instrument. The Multiannual Indicative Programme for Kenya allocates EUR 324 million for 2021-2024, out of which EUR 61 million is dedicated to the European Fund for Sustainable Development + (EFSD+) envelope. The allocation for 2025-2027 is EUR 167 Million. It includes three priority areas: Green Transition, Human Development and Governance. Those areas are supported by two Team Europe Initiatives focusing on Green Deal and Digitalisation.

The key areas of activity of the Delegation are political matters (including from a regional perspective), development cooperation, trade, as well as external aspects of Union policies such as climate change, digital, energy, environment, security, science & technology and transport.

Kenya is a key partner for the EU, both in Africa and on multilateral issues like Ukraine and climate change. EU's engagement with Kenya has been growing significantly with the launch of the EU-Kenya Strategic Dialogue in 2022. It is also the economic hub in Eastern Africa and gateway for trade and investment in the region. The entry into force of the EU-Kenya Economic Partnership Agreement (EPA) on 1st July 2024, firmly establishes Kenya as a trade hub for the EU in Eastern Africa. Next general elections in Kenya are planned for August 2027.

The Delegation plays a key role in public diplomacy, communicating about the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to lead local EU interactions with the authorities, to co-ordinate EU Member States represented in Nairobi, to oversee reporting on political and economic developments and to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. Regular contact with other EU institutions and representatives of EU private sector operators is of particular importance in Kenya. Regular contact with other EU Delegations in the region in the context of joint analysis and action on developments in the region is of particular importance.

The Head of Delegation also ensures correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

Place of employment: Nairobi, Kenya

5. Head of Delegation to RUSSIA (REF: EEAS/2026/HOD-RUSSIA) – 3 year posting
Grade: EEAS AD14-15/TA AD14

The Head of Delegation is responsible for the management of all staff (37 staff, of whom 14 are officials/temporary agents/contract agents) and financial resources (an administrative budget of approximately €5.05M per year).

Russia's full-scale invasion of Ukraine has fundamentally changed EU-Russia relations and the context in which the EU Delegation in Moscow operates. Since 2022, the key areas of activity of the Delegation are political, economic, foreign policy and security matters, close EU coordination on the ground, as well as outreach to civil society and third countries.

The Head of Delegation represents the EU in the Russian Federation by maintaining relations with the local stakeholders. Under his/her leadership, the Delegation pursues the values and strategic interests of the EU and the implementation of the EU's policy toward Russia. The Delegation is the channel of communication with the Russian authorities, maintains contacts with the Russian interlocutors (including civil society, academia, media) and communicates about the EU and its policies. The Delegation monitors and reports on political developments in the country, including issues relating to the human rights and economy, as well as on developments in Russia's foreign and defence policy.

Good knowledge of the region as a whole and knowledge of Russian are strong assets.

Place of employment: Moscow, Russia

6. Head of Delegation to SOUTH AFRICA (REF: EEAS/2026/HOD-SOUTH AFRICA) – 4 year posting
Grade: EEAS AD14-15/TA AD14

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 66 staff, of whom 20 are officials/temporary agents/ENDs, 10 expatriate contractual agents and 36 local agents) and financial resources (an administrative budget of approximately €3.6M and an operational budget of approximately €45M per year).

South Africa is the only African country to enjoy the formal status of 'strategic partner' of the EU. Bilateral presidential summits, ministerial meetings and senior official consultations are organised in the context of this framework. These are in addition to frequent high-level bilateral meetings in the margins of international events. The responsibility of the Head of Delegation is to ensure the Delegation's substantive contributions to all the above dialogues and follow up of all activities with the objective of strengthening the strategic nature of the partnership and deepening EU's relationship with the country.

The key areas of activity of the Delegation are political affairs (political bilateral cooperation and close coordination in the SADC region, Africa and at multilateral level), trade and investment relations (very relevant bilateral agenda; implementation and review of EU – SADC EPA; WTO agenda), public diplomacy/communication, sectoral policy dialogue and development cooperation. Thematically, the main goals are to deepen cooperation with South Africa on issues such as peace, security and defence, human rights, cooperation in multilateral fora, trade and investment, environment and climate,

energy and energy transition, the development of clean value chains including raw materials as well as research and innovation.

The Delegation plays a key role in public diplomacy, communicating about the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to lead local EU interactions with the authorities, to co-ordinate EU Member States (22) represented in Pretoria, to oversee reporting on political and economic developments and to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. Regular contact with the European Investment Bank, other European financial institutions and representatives of EU private sector operators is of particular importance in South Africa. Regular contact with other EU Delegations in the region in the context of joint analysis and action on developments in the region is of particular importance. The Head of Delegation also ensures correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

The Head of Delegation will implement the decision of the Commissioners' Group on External Action related the modernisation of the EU Delegations network.

Place of employment: Pretoria, South Africa

7. Head of Delegation to the UNITED KINGDOM (REF: EEAS/2026/HOD-UNITED KINGDOM) – 4 year posting
Grade: EEAS AD14-15/TA AD14

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 50 staff, of whom 33 are officials/temporary agents/contract agents) and financial resources (an administrative budget of approximately €4.4 M).

The key areas of activity of the Delegation relate to political engagement, foreign policy and security matters, public diplomacy, economic cooperation as well as external aspects of Union policies (research & innovation, education, climate change, energy, fisheries, etc.). The Delegation will also assist the Commission and the EEAS in the negotiation process under the renewed EU-UK agenda, and in implementing the EU-UK Security and Defence Partnership.

Place of employment: London, United Kingdom

8. Head of Delegation to the WTO Geneva (REF: EEAS/2026/HOD-WTO) – 4 year posting
Grade: EEAS AD14-15/TA AD14 * (Take up duty date 01/04/2026)

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 30 staff, of whom 13 are officials) and financial resources (an administrative budget of approximately €5M).

The Mission's key area of work is trade within the framework of the EU's Common Commercial Policy, and hence, the Mission works directly with the Commissioner for Trade and with the Commission's Directorate-General for Trade.

The candidate should have trade experience, and ideally multilateral experience. Good knowledge of French is an asset.

Place of employment: Geneva, Switzerland

B. MIDDLE MANAGEMENT

(a) AFRICA

1. Head of Delegation to ANGOLA (REF: EEAS/2026/ANGOLA) – 3 year posting Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 38 staff, of whom 6 are officials, 9 are contract agents and 23 local agents) and financial resources (cooperation budget of EUR 125 million for the period 2025-2027 and an administrative budget of approximately EUR 4.3 million). The Multi-annual Indicative Programme covers three priority areas, namely economic diversification, good governance and human development.

Since 2012, the EU has enjoyed a privileged high-level dialogue with Angola through the “Joint Way Forward” partnership, which aims to take the relationship beyond development cooperation. Key areas of activity of the Delegation include an intense dialogue with stakeholders (government and civil society), as well as international community present in Angola on a wide range of topics. These include peace and security, human rights, alignment in multilateral fora, international cooperation, trade and investments, including energy. Other important files deal with the negotiations and accession of Angola to the EU-SADC Economic Partnership Agreement, implementation of the a Sustainable Investment Facilitation Agreement (SIFA), the Lobito Corridor (a priority for the EU’s Global Gateway strategy) and improving the business context and opportunities for the European private sector.

Angola is a member of the following regional organizations: South African Development Community (SADC), Economic Community of Central African States (ECCAS), Community of Portuguese Speaking Countries (CPLP), International Conference on the Great Lakes Region (ICGLR), and participates in maritime co-operation activities for the Gulf of Guinea.

The key areas of activity of the Delegation are political matters (including from a regional perspective), development cooperation, trade, as well as external aspects of Union policies such as climate change, digital, energy, environment, security, science & technology and transport.

The Delegation plays a key role in public diplomacy, communicating about the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to lead local EU interactions with the authorities, to co-ordinate EU Member States represented in Luanda, to oversee reporting on political and economic developments and to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. Regular contact with other EU institutions and representatives of EU private sector operators is of particular importance in Luanda. Regular contact with other EU Delegations in the region in the context of joint analysis and action on developments in the region is of particular importance.

The Head of Delegation also ensures correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

Very good knowledge of Portuguese language is an essential requirement.

Place of employment: Luanda, Angola

2. Head of Delegation to BOTSWANA and Southern Africa Development Community (SADC) (REF: EEAS/2026/HOD-BOTSWANA) – 4 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 29 staff incl. HoD, of whom 7 incl. HoD are officials/temporary agents, 6 expatriate contractual agents and 15 local agents) and financial resources (an administrative budget of approximately €1.36 million and a total cooperation budget under NDICI Global Europe of approximately €200 million). He/she is in charge of the relations with Botswana and with the Southern Africa Development Community (SADC), whose Secretariat is located in Gaborone.

The key areas of activity of the Delegation are political affairs (political dialogue with Botswana and SADC, regional integration, trade and investment relations (implementation of the EU – SADC EPA), public diplomacy/communication and development cooperation. The main goals are to deepen cooperation with Botswana on issues such as diversification of the economy, digitalization, human rights, biodiversity/wildlife protection/climate change/green transition. Due to falling income from diamonds, Botswana is facing an economic crisis and high unemployment, which can only be overcome with more decisive structural reforms. Reengagement of the European Investment Bank could help in the endeavour.

The Delegation is also in charge of a large cooperation portfolio with SADC Secretariat and SADC Member States. It prepares meetings both at Ministerial and ambassadorial levels with SADC and its double troika.

The key areas of activity of the Delegation are political matters (including from a regional perspective), development cooperation, trade, as well as external aspects of Union policies such as climate change, digital, energy, environment, security, science & technology and transport.

The Delegation plays a key role in public diplomacy, communicating about the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to lead local EU interactions with the authorities, to co-ordinate EU Member States (2 permanently represented in Gaborone plus a large number of non-resident Ambassadors), to oversee reporting on political and economic developments and to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. Regular contact with other EU Delegations in the region in the context of joint analysis and action on developments in the SADC region is of particular importance for this post.

The Head of Delegation also ensures correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

Place of employment: Gaborone, Botswana

3. Head of Delegation to BURUNDI (REF: EEAS/2026/HOD-BURUNDI) – 3 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 40 staff of whom of whom 9 are officials/temporary agents) and for the implementation of an administrative budget of approx. €2.3M, a Multiannual Indicative Programme (2021-27) of €191M and a portfolio of thematic budget lines such as the European Instrument for Democratisation and Human Rights.

In February 2022 the EU lifted its ‘appropriate measures’ imposed on Burundi since 2016 according to Article 96 of the Cotonou Agreement. Since then, the Delegation has been working to fully revitalise the relationship with Burundi.

The key areas of activity of the Delegation are bilateral political relations (including human rights, reconciliation and governance, domestic and regional peace and stability, multilateral issues), development cooperation, trade and economic relations as well as external aspects of EU internal policies. Particular attention is paid to the conflict / security landscape in eastern DRC and issues across the Great Lakes region.

The Delegation is also responsible for the relations with the ICGLR (International Conference on the Great Lakes Region) which has its headquarters in Bujumbura.

The Delegation plays a key role in public diplomacy, communicating on the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to lead local EU interactions with the authorities, to co-ordinate EU Member States represented in Bujumbura, to oversee reporting on political and economic developments and to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. Regular contact with other EU institutions and representatives of EU private sector operators is important. Regular contact with other EU Delegations in the region in the context of joint analysis and action on developments in the region is of particular importance.

The Head of Delegation also ensures correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

Very good knowledge of French is an essential requirement.

Place of employment: Bujumbura, Burundi

**4. Head of Delegation to CAMEROON AND EQUATORIAL GUINEA (REF: EEAS/2026/HOD-CAMEROON) – 3 year posting
Grade: EEAS AD9-14/TA AD12**

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 66 staff of whom 13 are officials/temporary agents) and for the implementation of an administrative budget of approx. €2.7M, a Multiannual Indicative Programme 2021-27 of €244M, projects funded under the Regional Indicative Programme (2021-27) of €85M (so far), previously contracted funds under the 11th EDF (2014-20), and a portfolio of thematic budget lines (e.g. EIDHR, CSO-LA).

The Head of Delegation is also responsible for projects under EIDHR and CSO-LA for Equatorial Guinea (both approx. €4M). The Finance and Contracts section of the Delegation also has responsibilities for Gabon and São Tomé e Príncipe.

The Delegation follows and manages bilateral political relations with both Cameroon and Equatorial Guinea (including human rights and democracy, governance, domestic and regional peace and stability, multilateral issues – particular attention paid to the conflict in the far North and the security crisis in the North West and South west regions), development cooperation, trade and economic relations including the implementation of the European Partnership Agreement with Cameroon, as well as external aspects of EU internal policies.

The Delegation plays a key role in public diplomacy, communicating about the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to lead local EU interactions with the authorities, to co-ordinate EU Member States represented in Yaounde and Malabo, to oversee reporting on political and economic developments and to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. Regular contact with other EU institutions and

representatives of EU private sector operators is important. Regular contact with other EU Delegations in the region in the context of joint analysis and action on developments in the region is of particular importance.

The Head of Delegation also ensures correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

Very good knowledge of French is an essential requirement. Spanish is an asset.

Place of employment: Yaoundé, Cameroon

**5. Head of Delegation to the DEMOCRATIC REPUBLIC OF THE CONGO (REF: EEAS/2026/HOD-DRC) – 3 year posting – take up duty as soon as possible
Grade: EEAS AD9-14/TA AD12**

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 71 staff of whom 11 are officials/temporary agents) and for the implementation of an administrative budget of approx. €6.7M. a Multiannual Indicative Programme (2021-27) of €642M, and a portfolio of thematic budget lines such as the European Instrument for Democratisation and Human Rights.

The Delegation follows and manages bilateral political relations (including human rights, reconciliation and governance, domestic and regional peace and stability, multilateral issues), development cooperation, trade and economic relations, well as external aspects of EU internal policies. Particular attention is paid to the conflict / security landscape in eastern DRC and issues across the Great Lakes region.

The Delegation plays a key role in public diplomacy, communicating about the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to lead local EU interactions with the authorities, to co-ordinate EU Member States represented in Kinshasa, to oversee reporting on political and economic developments and to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. Regular contact with other EU institutions and representatives of EU private sector operators is important. Regular contact with other EU Delegations in the region in the context of joint analysis and action on developments in the region is of particular importance.

The Head of Delegation also ensures correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

Very good knowledge of French is an essential requirement.

Place of employment: Kinshasa, Democratic Republic of the Congo

Please note that the take up duty for this post is as soon as possible

**6. Head of Delegation to LIBERIA (REF: EEAS/2026/HOD-LIBERIA) – 3 year posting
Grade: EEAS AD9-14/TA AD12**

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 34 staff, of whom 8 are officials/temporary agents) and financial resources (an administrative budget of approximately € 1.7 M); the Delegation is responsible for the implementation of the EU development programme (€ 279 M under the 11th EDF; and an allocation of €191m 2021-24 under the NDICI,

as well as numerous other projects funded by various EU thematic budget lines and West Africa regional projects).

The key areas of work for the Delegation cover political matters (including elections, human rights, gender equality, peace and stability, reconciliation, and governance/corruption, dialogue with civil society), trade and economic relations (including mining), development (main areas: natural resources, promoting jobs and inclusive growth, and improving financial and democratic governance), as well as external aspects of the Union policies (in particular fisheries – which touches on the wider issue of shipping - and forestry).

The Delegation promotes an agenda aimed at deepening improvements in governance, through regular political dialogue and election observation. On some critical human rights issues (death penalty, for example) and international relations (solidarity with Ukraine), there is a largely like-minded approach which could serve as a basis for strengthened relations. The election of Liberia as non-permanent UNSC Member for the period 2026-2027 will also be closely monitored.

The key areas of activity of the Delegation are political matters (including from a regional perspective), development cooperation, trade, as well as external aspects of Union policies such as climate change, digital, energy, environment, security, science & technology and transport.

The Delegation plays a key role in public diplomacy, communicating about the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to lead local EU interactions with the authorities, to co-ordinate EU Member States represented in Monrovia, to oversee reporting on political and economic developments and to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. Regular contact with other EU institutions and representatives of EU private sector operators is important. Regular contact with other EU Delegations in the region in the context of joint analysis and action on developments in the region is of particular importance.

The Head of Delegation also ensures correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

Place of employment: Monrovia, Liberia

7. Head of Delegation to MOZAMBIQUE (REF: EEAS/2026/HOD-MOZAMBIQUE) – 4 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 56 staff, of whom 10 are officials/temporary agents, 17 expatriate contractual agents, 1 SNE and 28 local agents). He/she also disposes of financial resources (cooperation budget of EUR 177 million for the period 2025-2027 and an administrative budget of approximately EUR 3 million). The Multi-annual Indicative Programme covers three priority areas, namely 1) green growth 2) youth and 3) governance, peace and a just society.

The key areas of activity of the Delegation is conducting political and policy dialogues, fostering trade and economic relations, implementing humanitarian actions and development co-operation focused on reforms in key sectors. The EU has been present in the country as regards CSDP missions, firstly with the EU Military Training Mission in Mozambique (EUTM MOZ) and currently with the EU Military Assistance Mission in Mozambique (EUMAM MOZ), which have been instrumental to build a strong security cooperation with Mozambique. In addition, the Delegation is engaging with Mozambique on regional and multilateral issues. The Head of Delegation has a large variety of local interlocutors

including the government, political parties, the military, non-state actors, private sector actors, NGOs, academic and research actors, etc.

Poverty reduction and achievement of the Sustainable Development Goals remain key priorities: Mozambique is one of the ten countries in the world with the lowest Human Development Index, marked by persistent and rising inequalities, macroeconomic fragilities and vulnerability to natural and man-made disasters.

The key areas of activity of the Delegation are political matters (including from a regional perspective), development cooperation, trade, as well as external aspects of Union policies such as climate change, digital, energy, environment, security, science & technology and transport.

The Delegation plays a key role in public diplomacy, communicating about the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to lead local EU interactions with the authorities, to co-ordinate EU Member States represented in Maputo, to oversee reporting on political and economic developments and to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. The Head of Delegation ensures also the correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

In the light of the ongoing crisis in northern Mozambique, the Head of Delegation is further expected to ensure local coherence in the delivery of the EU integrated approach, encompassing humanitarian, development, security and peacebuilding elements, and to give political support to the CSDP advisory mission.

Very good knowledge of Portuguese language is an essential requirement.

Place of employment: Maputo, Mozambique

8. Head of Delegation to RWANDA (REF: EEAS/2026/HOD-RWANDA) – 4 year posting **Grade: EEAS AD9-14/TA AD12**

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 40 staff of whom 8 are officials/temporary agents) and for the implementation of an administrative budget of approx. €1.7M, a Multiannual Indicative Programme (2021-27) of €394M and numerous other projects funded by various thematic budget lines.

The Delegation follows and manages bilateral political relations (including human rights, reconciliation and governance, domestic and regional peace and stability, multilateral issues), development cooperation, trade and economic relations, as well as external aspects of EU internal policies. Particular attention is paid to the conflict / security landscape in eastern DRC and issues across the Great Lakes region.

The Delegation is also responsible for the relations with the Economic Community of the Great Lakes Countries (CEPGL) which has its headquarters in Rubavu.

The Delegation plays a key role in public diplomacy, communicating on the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to lead local EU interactions with the authorities, to co-ordinate EU Member States represented in Kigali, to oversee reporting on political and economic developments and to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. Regular contact with other EU institutions and representatives

of EU private sector operators is important. Regular contact with other EU Delegations in the region in the context of joint analysis and action on developments in the region is of particular importance. The Head of Delegation also ensures correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

Good knowledge of French is an essential requirement.

Place of employment: Kigali, Rwanda

9. Head of Delegation to SENEGAL (REF: EEAS/2026/HOD-SENEGAL) – 4 year posting Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 79 staff, of whom 10 are officials/temporary agents) and financial resources (an administrative budget of approximately €4 M and an operational budget of approximately €550M from the 11th EDF and the EU Trust fund). From 2026, the Delegation will be reinforced to host regional expertise designed to support surrounding Delegations, resulting in an increase in staff and administrative budget.

EU relations with Senegal are dynamic. The country is an element of stability in an unstable regional context. Senegal is also a trusted partner on regional and international files. The internal political situation considerably evolved in 2024 after the election and the arrival of a new leadership. The EU and Senegal are no in the process of a renewed and enhanced partnership in various fields. Senegal is also active on the regional stability and ECOWAS.

The key areas of cooperation are (i) green and sustainable growth for job creation (sustainable value chains and resilient infrastructures, private sector, TVET & Training); ii) human development (water and sanitation, social protection and health); (iii) good governance, security and migration.

The Delegation plays a key role in public diplomacy, communicating about the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to lead local EU interactions with the authorities, to co-ordinate EU Member States represented in Dakar, to oversee reporting on political and economic developments and to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. Regular contact with other EU institutions and representatives of EU private sector operators is important. Regular contact with other EU Delegations in the region in the context of joint analysis and action on developments in the region is of particular importance.

The Head of Delegation also ensures correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

Good knowledge of French is an essential requirement.

Place of employment: Dakar, Senegal

10. Head of Delegation to TANZANIA (REF: EEAS/2026/HOD-TANZANIA) – 4 year posting Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 53 staff, of whom 10 are officials/temporary agents, SNEs) and financial resources (an administrative budget of approximately €1.9M, as well as management of the financial assistance portfolio. The multiannual indicative programme (MIP 2021-2027), with a EUR 426 million allocation until 2024 focuses on: (1) Green Deal, (2) Human Capital and Employment and (3) Governance. Priorities are implemented through two Team Europe Initiatives: (1) Blue Economy for job creation and climate change adaption.

The key areas of activity of the Delegation are bilateral political relations (including human rights, rule of law, governance, peace and security) and development cooperation as well as trade and investment issues relating to the business environment and treatment of EU companies. The Head of Delegation is also accredited to the East African Community (Arusha).

The Delegation plays a key role in public diplomacy, communicating about the EU and its policies and promoting an agenda for cultural diplomacy.

The Head of Delegation is expected to coordinate EU Member States represented in Tanzania and lead local EU interactions with the authorities. He/she is to oversee reporting on political, economic and consular developments. He/She is responsible for security arrangements of staff. The Head of Delegation is expected to collaborate with EU Delegations in the capitals of the African Union, SADC and EAC member states.

He/She is to ensure correct and effective execution of co-operation programmes in his/her function as Authorizing Officer by sub-delegation. The Head of Delegation ensures also the correct and effective implementation of the administrative budget allocated to the Delegation for its smooth functioning.

The posting will involve frequent travel to Dodoma, Zanzibar and Arusha as well as missions to project events.

Place of employment: Dar-es-Salam, Tanzania

(b) AMERICAS

1. Head of Delegation to NICARAGUA (REF: EEAS/2026/HOD-NICARAGUA) – 3 year posting Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 28 staff, of whom 7 are officials/temporary agents) and financial resources (an administrative budget of approximately € 2.25M). EU Development cooperation for which the Head of Delegation is Authorizing Officer by Sub Delegation (AOSD) (thus excluding regional programmes) amounts to approximately €20M/year.

The key areas of activity of the Delegation are political matters, press and information, public diplomacy, development cooperation, regional integration and trade, as well as external aspects of the European Union's policies (sustainable development, climate change, energy, science & technology, transport, etc.).

Relations with Nicaragua are largely developed within the regional framework of the EU-Central America Association Agreement (AA) which has fully entered into force on 1/5/2024 (the trade pillar has been provisionally applied since > 10 years).

Very good knowledge of Spanish language is an essential requirement.

Place of employment: Managua, Nicaragua

2. Head of Delegation to PANAMA (REF: EEAS/2026/HOD-PANAMA) – 4 year posting Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 12 staff, of whom 6 are officials/temporary agents) and financial resources (an administrative budget of approximately €660.000 and an operational budget of approximately €25M/year).

The key areas of activity of the Delegation are political affairs, press information and public diplomacy, trade and economics, governance, human rights and sustainable and inclusive development. The external aspects of European Union policies (such as climate change action, digitalisation, blue governance, taxation, anti-money laundering/counter terrorism financing) are also part of the Delegation's core business.

Relations with Panama are largely developed within the regional framework of the EU-Central America Association Agreement (AA) which has fully entered into force on 1/5/2024 (the trade pillar has been provisionally applied since > 10 years). Moreover, the EU and Panama in June 2021 signed a Memorandum of Understanding that allows for annual bilateral consultations, a *de facto* political dialogue alternating between Brussels and Panama City, in order to strengthen political relations.

Very good knowledge of Spanish is an essential requirement.

Place of employment: Panama City, Panama

(c) ASIAPAC

1. Chargé d’Affaires to AFGHANISTAN (REF: EEAS/2026/HOD-AFGHANISTAN) – 2 year posting Grade: EEAS AD9-14/TA AD12

The Chargé d’Affaires is responsible for the management of all staff (EEAS and Commission: 50 staff, of whom 8 are officials/temporary agents) and financial resources (an administrative budget of approximately €6.8M and an operational budget of approximately €300 per year). Due to the security arrangements in the EU compound in Kabul the staff of the EU Delegation, including the Chargé d’Affaires, operates on the basis of rotation shifts alternating their presence in Kabul with work from HQ in Brussels, respectively in DG INTPA and EEAS buildings.

The role of the EU Delegation in Kabul is amplified by the fact that, since the take-over of Kabul by the Taliban *de facto* authorities, it remains the only diplomatic representation of the EU with a physical presence in Afghanistan. EU Member States' foreign services regularly call on the EU Delegation to help with the logistics of visits, to organise and host meetings, but also in case of consular matters related to EU nationals.

In the context of the ongoing political developments in the country, the focus of the EU Delegation is very much on the delivery of political messages to the Taliban interim government on issues related to the strategic EU priorities. The EU Delegation remains active on the respect of fundamental rights, notably of the rights of women and girls as well as minority groups, and the delivery of basic services. Ensuring the security of the Delegation staff members and of the premises of the EU Delegation will require a particular attention by the post holder.

Good knowledge of the region and prior experience of a hardship post are assets.

Family members are not, at the present time, permitted to join staff at the Delegation in Afghanistan.

Place of employment: Kabul, Afghanistan

2. Head of Delegation to ASEAN (REF: EEAS/2026/HOD-ASEAN) – 3 year posting

Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (5 staff, of whom 3 are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €246,000).

The key areas of activity of the Delegation are political matters, in particular cooperation on regional security (including in the ASEAN Regional Forum), trade, economic issues and human rights. The Association of Southeast Asian Nations (ASEAN) is an important regional and international player, bringing ten (soon to be eleven) diverse nations together in a politically, economically and culturally influential bloc. There is considerable international competition for attention from ASEAN, especially during its twice-yearly Summit weeks, and this requires diplomatic heavy lifting. As ASEAN is represented externally only through its member states, this places more emphasis on diplomatic representation in Jakarta as the primary conduit for engagement between ASEAN and its external partners. The Head of Delegation is responsible for building and maintaining close relationships with the ASEAN Secretariat, ASEAN member state representations, and other members of the diplomatic community in Jakarta, notably like-minded partners, while also assuring cover for ASEAN meetings across the region, and (working with the respective bilateral EU Delegation) good contacts with the current ASEAN chair (the Philippines and Singapore in 2026 and 2027 respectively) and the ASEAN coordinating country for the EU (until 2027 Brunei).

A core task for the Head of Delegation is to maintain good relations with other EU member state representations to ASEAN and with other stakeholders, including the EU business community. Outreach to ASEAN and its member states to raise the profile of the EU is also an essential task. There is keen interest in Headquarters for political reporting on ASEAN as it strives to carve out a role for itself in a challenging regional and international context.

Administration for the EU Delegation to ASEAN is served by the Administration section of the EU Delegation to Indonesia.

Place of employment: Jakarta, Indonesia

**3. Head of Delegation to AUSTRALIA (REF: EEAS/2026/HOD-AUSTRALIA) – 4 year posting
Grade: EEAS AD9-14/TA AD12**

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 20 staff, of whom 6 are officials/temporary agents) and financial resources (an administrative budget of approximately €1.6M per year and an operational budget – for press and information – of approximately €105.000 per year).

The key areas of activity of the Delegation are political, economic and trade, follow-up of EU policies in all sectors, CFSP demarches and outreach, and press and public diplomacy activities.

The candidate should have the leadership, management and organisational competences to develop the political and economic partnership with Australia by effectively implementing the Framework Agreement, and to accompany the Free Trade Agreement negotiations; to promote cooperation and dialogue on CSDP matters; to foster cooperation and dialogue on development assistance in the region of the Pacific; to develop cooperation in key areas of EU policies (climate change, S&T, energy, migrations); to project shared values and principles through cooperation in the framework of multilateral and regional fora.

Good knowledge of the Pacific and East Asia region as a whole, and of the regional organisations' architecture, is an asset.

Place of employment: Canberra, Australia

4. Head of Delegation to INDONESIA and BRUNEI DARUSSALAM (REF: EEAS/2026/HOD-INDONESIA) – 3 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 52 staff – 12 of whom are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €3.4M); EU (regional and thematic) development cooperation portfolio of approximately € 90 million).

The role of the EU Head of Delegation to Indonesia is crucial in navigating the complex political and economic landscape of one of the world's largest democracies and emerging global economies. The Head of Delegation is tasked with maintaining and enhancing EU-Indonesia relations, with the overarching goal of elevating the EU-Indonesia bilateral relationship to a strategic level, capitalising on the advancement in the EU-Indonesia Comprehensive Economic Partnership Agreement (CEPA) negotiations.

The key areas of activity of the Delegation are political, economic and trade issues, including high level negotiations, cooperation on counter-terrorism, crisis management, human rights, interfaith dialogue, education, governance, supporting trade talks, environmental protection (in particular deforestation) and climate change (in particular the phase out of coal). Also the specific issue of Palm Oil is a major priority of the HoD.

Place of employment: Jakarta, Indonesia

5. Head of Delegation to NEPAL (REF: EEAS/2026/HOD-NEPAL) – 3 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 32 staff, of whom 6 are officials/temporary agents) and financial resources (an administrative budget of approximately €1,2M and a cooperation budget of €209M for 2021-2024 under the NDICI EU-Nepal Multiannual Indicative Programme 2021-2027).

The Head of Delegation is also responsible for building effective relations with government, civil society, business and like-minded partners and takes the lead in building the EU's public diplomacy profile.

The key areas of activity of the Delegation are political (including post-conflict situation), economic and trade, with special relevance to Nepal's graduation from LDC status, connectivity, external assistance implementation (financial and technical), CFSP as well as press and public relations. Furthermore, the Head of Delegation should engage, where appropriate, on regional matters and represents the EU at the South Asian Association for Regional Cooperation (SAARC) and the SAARC secretariat located in Kathmandu.

Working language with the Nepalese authorities is mainly English.

Place of employment: Kathmandu, Nepal

6. Head of Delegation to SRI LANKA (REF: EEAS/2026/HOD-SRI LANKA) – 3 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 32 staff, of whom 7 are officials/temporary agents) and financial resources (an administrative budget

of approximately €1.4M and financial cooperation activities under various instruments such as the Development Cooperation Instrument, the Instrument contributing to Stability and Peace, and other thematic instruments).

The Head of Delegation plays a leading role in advancing EU engagement on GSP+ matters. The Head of Delegation is also responsible for building effective relations with government, civil society, business and like-minded partners and takes the lead in ensuring a positive public diplomacy profile for the EU.

The key areas of activity of the Delegation are inter alia: supporting efforts to promote human rights, good governance, democracy and the rule of law; increasing cooperation in the fields of trade, migration, environment and climate change, humanitarian and civil protection, fisheries and other thematic issues; strengthening dialogue and cooperation on addressing global issues of common concern; and implementing EU assistance to Sri Lanka and the Maldives. The Head of Delegation should have a good knowledge of Asia, notably South Asia.

Place of employment: Colombo, Sri Lanka

(d) EURCA

1. Head of Delegation to ALBANIA (REF: EEAS/2026/HOD-ALBANIA) – 4 year posting Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 72 staff, of whom 32 are officials/temporary agents/contract agents/seconded national experts) and financial resources (an administrative budget of approx. €3.1M and a cooperation budget of approx. € 80M per year).

The key areas of activity of the Delegation are political matters, promotion of EU-related reforms, public diplomacy, economy and management of EU financial assistance. Albania being a candidate country, the Delegation follows closely the country's accession-related reforms and commitments, with priority on progress in the EU accession negotiation process, continued foreign policy alignment and security and defence cooperation, and political and social development including strengthening of rule of law, human rights and democracy as well as education and environment. The Delegation also closely follows Albania's relations with other countries in the region and beyond. The Head of Delegation has high visibility in the country, which brings also a certain exposure.

Place of employment: Tirana, Albania

2. Head of Delegation to NORWAY (REF: EEAS/2026/HOD-NORWAY) – 4 year posting Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (12 EEAS staff, of whom 3 are officials/temporary agents) and financial resources (an administrative budget of approximately €1.2M).

Norway is a member of the European Economic Area and an important like-minded foreign policy partner for the EU. Cooperation on security and defence increased during the past years, with a focus on security and defence, Arctic matters, multilateral cooperation. The key areas of activity of the Delegation are foreign policy and security relations, economic and trade relations, fisheries, energy, climate change, environment, UN matters, the Arctic, justice and home affairs, democracy and human rights, science, research and innovation, as well as public diplomacy and communication.

Good knowledge of the region would be an asset.

Place of employment: Oslo, Norway

**3. Head of Delegation to TURKMENISTAN (REF: EEAS/2026/HOD-TURKMENISTAN)
– 3 year posting
Grade: EEAS AD9-14/TA AD12**

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 10 staff, of whom 3 are officials/temporary agents), and an administrative budget of approximately € 460.000.

The key task of the Head of Delegation is to maintain and further develop the bilateral relations between the EU and Turkmenistan based on the EU Strategy on Central Asia. Several Union policies are particularly relevant to Turkmenistan: the promotion of democracy and human rights, green energy, climate change, including the reduction of methane emissions, green economy, trade, connectivity, including digital connectivity, education, and security in particular with regard to the situation in Afghanistan. The Delegation's tasks comprise political dialogue and reporting on developments in these and other policy fields of interest for the EU. The Delegation also aims at developing cooperation with Turkmenistan in a regional and international context. Public diplomacy will be an important and crosscutting aspect of its work. In carrying out its tasks, the Delegation will maintain and develop good and effective contacts with the Turkmen authorities, EU Member States, European and International Financial Institutions and international organisations (particularly OSCE and UN agencies) as well as civil society and universities. The Delegation supports efforts of the EU Special Representative for Central Asia.

Good knowledge of Russian is an asset.

Place of employment: Ashgabat, Turkmenistan

(e) MENA

**1. Head of Delegation to LIBYA (REF: EEAS/2026/HOD-LIBYA) – 2 year posting
Grade: EEAS AD9-14/TA AD12**

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 31, of whom 13 are officials/temporary agents) and financial resources (an administrative budget of approximately €4M).

The key areas of activity of the Delegation are political relations, analysis and reporting, security policy, migration policy, cooperation in a limited array of policy areas of common interest, relations with civil society and non-state actors and public diplomacy. The Head of Delegation plays a key role in developing and implementing the EU's approach to the Libyan conflict, in close coordination with locally-represented Member States, non-EU diplomatic missions and with the UN Special Representative and the UN agencies.

The Head of Delegation also coordinates the Delegation's work with the EU's CSDP actors in Libya (EUNAVFOR MED IRINI and EUBAM) and ensures the political coherence of the EU presence on the ground.

The Head of Delegation is responsible for ensuring the Delegation's role in the implementation of the EU-funded assistance and cooperation programmes funded under DG MENA, FPI, and ECHO.

Family members are not, at the present time, permitted to join staff at the Delegation in Libya.

Working knowledge of Arabic is an asset.

Place of employment: Tripoli, Libya

2. Head of Delegation to QATAR (REF: EEAS/2026/HOD-QATAR) – 4 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 9 staff, of whom 3 are officials/temporary/contract agents) and financial resources.

The key areas of activity of the Delegation are: enhancing bilateral relations with a focus on political and regional issues, cooperating on Global Agenda, security and counter terrorism, mediation, human rights, engagements with CSOs, labour reform, trade, investment, international assistance coordination, research, climate change and energy transition, aviation cooperation and the identification of new sectors of cooperation. Key areas of work of the delegation also includes the implementation of the Cooperation Arrangement between the EEAS and the Qatari Ministry of Foreign Affairs, following progress on the Strategic Partnership Agreement with Qatar, as well as bilateral aspects of the EU-GCC Cooperation Agreement.

Working knowledge of Arabic is an asset.

Place of employment: Doha, Qatar

3. EU Representative to the WEST BANK, the GAZA STRIP and UNWRA (REF: EEAS/2026/HOD-WEST BANK AND GAZA STRIP) – 3 year posting
Grade: EEAS AD9-14/TA AD12

The EU Representative is responsible for the management of all staff (EEAS and Commission: 80 staff, of whom 16 are officials/temporary agents/SNEs), and financial resources (an administrative budget of approximately €8.2M and a co-operation budget of around €300 M).

The key areas of activity of the Office of the European Union Representative for the West Bank, the Gaza Strip, and UNRWA are bilateral diplomatic and political relations as well as development cooperation, state-building and basic service delivery. The Office also serves as local Presidency coordination. The EU, as the biggest provider of external assistance to the Palestinians, also funds various infrastructure projects, judicial and financial reform initiatives, and programmes supporting Palestinian security, health and education systems. EU financial support is aimed at establishing accountable institutions for a reformed Palestinian Authority, supporting the prospects of a future Palestinian State and the emergence of a self-sustaining economy.

The EU Representative plays a key role in developing and implementing the EU's approach vis à vis the Palestinians, in close coordination with locally-represented Member States and non-EU diplomatic missions.

Working knowledge of Arabic is an asset.

Place of employment: East Jerusalem

(e) MULTILATERAL

1. Head of Delegation to the COUNCIL OF EUROPE/STRASBOURG (REF: EEAS/2026/HOD-COE) – 4 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 8 staff, of whom 4 are officials/temporary agents) and financial resources (an administrative budget of approximately €332.000 and an operational budget of €45.000 for press and information).

The key areas of activity of the Delegation are linked to the relations between the EU and the Council of Europe related notably to human rights, democracy and the rule of law, external aspects of internal EU policies (including digital governance, migration and fighting human trafficking, the sexual exploitation of children and violence against women), and press and information. Managing relations with the relevant EEAS and Commission services and local EU co-ordination are central aspects of the Head of Delegation's work.

The candidate should have multilateral experience and/or experience in international representation, coordination and negotiations, and an aptitude for managing relations not only with EU Member States but also with the non-EU member countries of the Council of Europe.

Good knowledge of French is a strong asset.

Place of employment: Strasbourg, France

DEPUTY HEADS OF DELEGATION POSTS

Below are the Deputy Heads of Delegation posts that are available in this Rotation.

1. Deputy Head of Delegation to BARBADOS (REF: EEAS/2026/DHOD-BARBADOS) - 4 year posting
Grade: EEAS AD9-14/TA AD12

The Deputy Head of Delegation of the European Union assists the Head of Delegation in carrying out his/her tasks, provides advice and support to the Head of Delegation in all key areas and represents him/her in his/her absence. In particular, the Deputy Head of Delegation assists the Head of Delegation in the management of all staff (EEAS and Commission: 50 staff, of whom 10 are officials/temporary agents) and financial resources (an administrative budget of approximately €3.4M).

The Delegation manages the 11th EDF (2014 – 2020) allocation for Barbados (€3.5M), Antigua and Barbuda (€3M), Dominica (€4M), Grenada (€5M), St. Kitts and Nevis (€2.8M), St. Lucia (€6.9M), St. Vincent and the Grenadines (€5.98M + €0.9M support measures) and for the Caribbean Regional Indicative Programme (€346M). Some of the countries are benefitting from reserve funds (€ 39.7M in total) after natural disasters. From 2026, the Delegation will be reinforced to host regional expertise designed to support surrounding Delegations, resulting in an increase in staff and budget.

In addition to the general tasks, the key areas of activity of the Delegation are to develop the bilateral and regional relations with Barbados and the OECS countries in the areas of EU policies, economy and external assistance cooperation; to develop relations with CARICOM and CARIFORUM in close cooperation with the EU Delegation to Guyana accredited to both; to maintain and increase the visibility, awareness and understanding of the EU in Barbados and the OECS countries and vis-à-vis the regional organisation; to implement the EU Human Rights Strategy.

Place of employment: Bridgetown, Barbados

**2. Deputy Head of Delegation to CÔTE D'IVOIRE (REF: EEAS/2026/DHOD-CÔTE D'IVOIRE)
- 3 year posting
Grade: EEAS AD9-14/TA AD12**

The Deputy Head of Delegation of the European Union assists the Head of Delegation in carrying out his/her tasks, provides advice and support to the Head of Delegation in all key areas and represents him/her in his/her absence. In particular, the Deputy Head of Delegation assists the Head of Delegation in the management of all staff (EEAS and Commission: 55 staff, of whom 11 are officials/temporary agents) and financial resources, including an administrative budget of approximately €4.5M and a development assistance portfolio, including a MIP allocation from the NDICI for 2021 – 2024 amounting to €228 M. Additional finance of around €11.7 M is provided by the FPI; and support is provided from the EPF. From 2026, the Delegation will be reinforced to host regional expertise designed to support surrounding Delegations, resulting in an increase in staff and budget.

The Deputy Head of Delegation assists the Head of Delegation in providing advice to Headquarters as appropriate on policy issues and developments arising within the framework of the bilateral relations; to maintain contacts, exchange information and coordinate with Member States accredited in the country on the implementation of EU policies; to carry out press, information and communication activities as well as public diplomacy; to ensure sound management of the Delegation and to motivate and supervise its staff.

The Deputy Head of Delegation actively contributes to advancing and delivering on EU's strategic interests and political priorities, including supporting the 7th AU-EU Summit in late 2025 and the 4th AU-EU Ministerial in 2027: a) Reaffirm a partnership of equals based on mutual interests between the two continents; b) Demonstrate that the EU is a reliable, consistent and consequential partner; c) Define in a spirit of co-creation key priorities for years to come. Priority areas agreed in the "Joint Vision 2030" declaration from the 6th EU-AU Summit in Brussels in 2022 remain valid, but implementation needs to be strengthened and scaled up, taking into account geopolitical developments since 2022 and emerging opportunities and challenges; d) Ensure more global visibility to the partnership between the EU and Africa.

The EU Delegation's activities are focused on ensuring that the EU is a credible and reliable political partner based on sound governance, democracy, rule of law and human rights. In a context where Côte d'Ivoire is a key interlocutor of the EU the key areas of the Delegation are political matters (the promotion of democracy, human rights, and gender equality), trade and investment (improvement of the business environment, and the interim Economic Partnership Agreement); development cooperation (human capital, inclusive and sustainable growth, and governance) peace and security (notably through preventive actions in the north of the country). In addition, the external dimensions of the EU's politics are also addressed (notably on deforestation/cocoa), as well as better migration management (where the Côte d'Ivoire is one of the countries frequently identified for improved cooperation).

Experience in the region is an asset.

Good knowledge of French is an essential requirement.

Place of employment: Abidjan, Côte d'Ivoire

**3. Deputy Head of Office to KOSOVO/EUSR (REF: EEAS/2026/DHOD-KOSOVO) – 4 year posting
Grade: EEAS AD9-14/TA AD12**

The Deputy Head of Office assists the Head of Office in all tasks, including staff management (EEAS and Commission: 105 posts in the EU Office, of whom 40 are officials, temporary agents, contract agents or seconded national experts, and as EUSR a further 43, of whom 15 international) and financial resources: administrative budget: approx. €3.5M for the EU Office and €2.75M for the EUSR; cooperation approx. €60-65M a year.

The key areas of activity of the Delegation are political and security issues, crisis management, the enlargement strategy and the Stabilisation and Association Process, including promotion of EU related reforms and implementation of the Stabilisation and Association Agreement, public diplomacy and trade. Liaison with all relevant EU actors, including Member States and the EULEX rule of law mission, as well as international partners, is particularly important. Experience in managing crisis situations is an asset.

Place of employment: Pristina, Kosovo

4. Deputy Head of Delegation to SENEGAL (REF: EEAS/2026/DHOD-SENEGAL) - 4 year posting

Grade: EEAS AD9-14/TA AD12

The Deputy Head of Delegation of the European Union assists the Head of Delegation in carrying out his/her tasks, provides advice and support to the Head of Delegation in all key areas and represents him/her in his/her absence. In particular, the Deputy Head of Delegation assists the Head of Delegation in the management of all staff (EEAS and Commission: 79 staff, of whom 10 are officials/temporary agents) and financial resources (an administrative budget of approximately €4M and an operational budget of approximately €550M from the 11th EDF and the EU Trust fund). From 2026, the Delegation will be reinforced to host regional expertise designed to support surrounding Delegations, resulting in an increase in staff and budget.

The Deputy Head of Delegation assists the Head of Delegation in providing advice to Headquarters as appropriate on policy issues and developments arising within the framework of the bilateral relations; to maintain contacts, exchange information and coordinate with Member States accredited in the country on the implementation of EU policies; to carry out press, information and communication activities as well as public diplomacy; to ensure sound management of the Delegation and to motivate and supervise its staff, including the regional FPI team and other Commission staff posted in Dakar.

The Deputy Head of Delegation actively contributes to advancing and delivering on EU's strategic interests and political priorities, including supporting the 7th AU-EU Summit in late 2025 and the 4th AU-EU Ministerial in 2027: a) Reaffirm a partnership of equals based on mutual interests between the two continents; b) Demonstrate that the EU is a reliable, consistent and consequential partner; c) Define in a spirit of co-creation key priorities for years to come. Priority areas agreed in the "Joint Vision 2030" declaration from the 6th EU-AU Summit in Brussels in 2022 remain valid, but implementation needs to be strengthened and scaled up, taking into account geopolitical developments since 2022 and emerging opportunities and challenges; d) Ensure more global visibility to the partnership between the EU and Africa.

EU relations with Senegal are dynamic, in particular in light of the change of President and government in 2024, which needed a renewed and comprehensive strategic partnership. The country is an element of stability in a complex West African context, and an important player on regional or international files. The key areas of the Delegation are political matters (the promotion of democracy and the rule of law, human rights, and gender equality), trade and investment (improvement of the business environment, and the interim Economic Partnership Agreement); peace and security (notably through existing and potential actions in the East of the country, at the Malian border); migration management (Senegal is one of the countries frequently identified for improved cooperation, and one of the main countries of origin in the region). The key areas of cooperation are (i) green and sustainable growth for job creation (sustainable value chains and resilient infrastructures, private sector, TVET & Training);

ii) human development (water and sanitation, social protection and health); (iii) good governance (economic and democratic governance, migration).

Experience in the region is an asset.

Good knowledge of French is an essential requirement.

Place of employment: Dakar, Senegal

**5. Deputy Head of Delegation to SERBIA (REF: EEAS/2026/DHOD-SERBIA) – 4 year posting
Grade: EEAS AD9-14/TA AD12**

The Deputy Head of Delegation assists the Head of Delegation in all tasks, including the management of 115 EEAS and Commission members of staff (of whom 43 are officials/temporary agents/contract agents/seconded national experts) and financial resources (an administrative budget of approximately €5.2M and an operational of approximately €200M per year).

The key areas of activity of the Delegation are political matters, crisis management promotion of EU related reforms, economy and trade, public diplomacy, as well as implementation and management of a significant EU financial assistance portfolio. Serbia being a candidate country, the Delegation follows closely the country's accession-related reforms and where key areas include political and social development including strengthening of rule of law, human rights and democracy and media freedom, foreign policy alignment and comprehensive normalisation of relations with Kosovo through the EU-facilitated Dialogue. Among other important areas are energy, connectivity, CFSP/CSDP cooperation, migration, and environment. The Delegation also closely follows Serbia's relations with other countries in the region and globally.

Place of employment: Belgrade, Serbia

**6. Deputy Head of Delegation to THAILAND (REF: EEAS/2026/DHOD-THAILAND) – 4 year posting
Grade: EEAS AD9-14/TA AD12**

The Deputy Head of Delegation assists the Head of Delegation in all tasks, including the management of 79 EEAS and Commission members of staff (of whom 14 are officials/temporary agents) and financial resources (an administrative budget of approximately €5.7M as well as a small operational budget specifically for Thailand).

The key areas of activity of the Delegation are political affairs (including in relation to ASEAN and regional affairs), trade and investment, external aspects of EU policies (e.g. climate change, energy, transport, science & technology, industrial policy, consumer issues), and public diplomacy. The EU Delegation interacts with the Royal Thai Government in all areas under the EU's remit, promotes EU policies, including in relation to ASEAN, and defends the EU's core values and interests. The Delegation analyses and reports on political, economic and social developments, carries out demarches, and manages external assistance programmes. The Delegation also serves as a regional hub, supporting the management of assistance, trade policy and EU foreign policy (through the Foreign Policy Instruments service). The Deputy Head of Delegation coordinates EU member states' deputy heads of mission and interacts with like-minded missions, the private sector, civil society organisations and the UN family (many UN agencies are represented in Bangkok; the Delegation is also an observer at UN ESCAP). The Deputy Head of Delegation also has significant interaction for administrative/management purposes with ECHO (co-located, 20 staff) and EUIPO offices (two expatriate staff). Some Myanmar EU Delegation staff and families have been temporarily relocated to Bangkok following the coup in Myanmar; the Delegation also has the duty of care for these additional staff members.

Place of employment: Bangkok, Thailand

7. Deputy Head of Delegation to the International Organisations in Vienna (REF: EEAS/2026/DHOD-Vienna) – 4 year posting
Grade: EEAS AD9-14/TA AD12

The Deputy Head of Delegation assists the Head of Delegation in all tasks, including the management of all staff (EEAS and Commission: 32 staff, of whom 15 are officials or temporary agents) and financial resources (an administrative budget of approximately €1.0M).

The key areas of activity of the Delegation are political matters (including matters related to peace and security, development and human rights), external aspects of internal EU policies and trade-related issues, and press and information, as well as representing the EU and ensuring the EU Presidency.

The Delegation maintains relations with Vienna-based multilateral organisations, including UN organisations and the OSCE.

The Deputy Head of Delegation serves as Permanent Representative to the OSCE. In this context, the Deputy Head of Delegation supervises in particular OSCE-related activities led by the Delegation's OSCE section, including representation tasks and coordination with Member States.

The OSCE remains a vital forum for dialogue, accountability, and security cooperation in Europe, even amid ongoing geopolitical tensions.

The candidate should have multilateral experience, in particular on security, human rights and/or international accountability.

Place of employment: Vienna, Austria