

Vacancy notice 2025 -209 HQ (AD) – DMD AFRICA

EEAS Vacancy Notice – Deputy Managing Director/ Director AFRICA

Type of post "Director"

EU Officials (AD 14 – AD 15) – Candidates from the Member States¹ (AD 14)

We are:

The European External Action Service (EEAS) supports the High Representative in exercising her mandate to conduct and implement an effective and coherent EU Common Foreign and Security Policy (CFSP), to represent the EU, and to chair the Foreign Affairs Council.

It also supports the High Representative in her capacity as Vice-President of the Commission with regard to her responsibilities within the Commission in the field of external relations, including the coordination of other aspects of the EU's external action. The EEAS works in close cooperation with the EU Member States as well as with the General Secretariat of the Council, the services of the Commission and the Secretariat-General of the European Parliament.

MD AFRICA covers the EU's external policy towards West, East, Southern and Central Africa, encompassing 49 countries (46 EUDELS) as well as the relations with the African Union (AU), the Organisation of African, Caribbean and Pacific States (OACPS) and sub-regional organisations (i.a. ECOWAS, ECCAS, IGAD, SADC). MD AFRICA's role is to shape relations with Africa towards strategic and global objectives. MD AFRICA supports the HRVP to ensure consistency and coherence of the EU's external action in Africa. MD AFRICA is composed of 5 divisions (Africa 1/horizontal issues and relations with the AU and OACPS; Africa 2/Southern Africa and Indian Ocean; Africa 3 / West Africa; Africa 4 / Central Africa; Africa 5/ Horn and East Africa), 3 EUSRs (Sahel, Horn of Africa and Great Lakes) and the Africa Working Party (COAFR).

MD Africa's vision is to see Europe and Africa working in ever closer partnership towards shared strategic and global objectives, to strengthen sustainable prosperity, resilience, security, inclusive governance and the rule of law. MD Africa's mission is to promote and protect EU interests and lead an ambitious EU policy towards Africa, building on our unique network of Delegations, with pro-active policy proposals.

We propose:

The position of **Deputy Managing Director/ Director AFRICA**.

The Deputy Managing Director works under the political and administrative authority, guidance and strategic orientation of the Managing Director. She/he will be responsible for providing direction and day-to-day management of the Directorate. Together with the Managing Director, the Director will define the priorities of the Directorate and manage its resources effectively, ensuring high standards of service delivery and effective implementation of the decisions of the High Representative / Vice-President.

The main tasks of the Director, under the authority of the Managing Director are to:

- Shape the EU's relations with West, Central, South and Eastern Africa, comprising 49 countries (46 EUDELS) as well as the relations with the African Union (AU), the Organisation of African, Caribbean and Pacific States (OACPS) and sub-regional organisations (i.a. ECOWAS, ECCAS, IGAD, SADC).
- Provide overall strategic orientation and guidance to relevant divisions within the framework set by the Managing Directorate's mission statement and annual management plan.

¹ Temporary Agents from national diplomatic services of the Member States to whom Article 2(e) of the CEOS applies will also be reclassified to this grade if selected for the post.

- Define the priorities of the Directorate and support the management of the human resources effectively, ensuring high standards of service delivery and effective implementation of the decisions of the High Representative.
- Ensure effective co-ordination between the concerned departments at Headquarters, as well as with the relevant EU Delegations, and work in close cooperation with Commission services to ensure internal/external coherence, maintain high-level communication with the Member States, and other key stakeholders.
- Support and deputise as required for the Managing Director on all subjects and responsibilities of the Department covering Africa, including on policy formulation and implementation as well as on staffing and administrative files to ensure the smooth running of the Department.
- Support the High Representative, Commission and Council/European Council in their dealings with countries, offer timely information and advice, lead and assist negotiations, programme development assistance, respond swiftly to crises and manage and support the EU Delegations, all in the context of the EU's comprehensive approach and in co-operation with the Member States.
- Reinforce the role and visibility of the EEAS on the international scene; contribute to building common positions and promote the EU's interests in relation to the Africa region and coordinate closely with the services of the Commission, Council and Member States, and the European Parliament in pursuing and developing the EU's policy objectives.

More specifically, under the authority of the Managing Director, the Director will:

- Follow up on decisions and priorities set, ensure effective distribution of duties and responsibilities to Directorate staff, in order to achieve the expected results and outputs using the resources allocated in the most effective way, in order for the Directorate to deliver on its mission, both in terms of daily service and policy. The Director will create and supervise conditions in the directorate to the fulfilment of objectives.
- Elaborate and contribute towards the definition of EU policies in coordination with Commission Services and EU member States. In this context, the Director will be asked to attend and brief Ambassadors at PSC meetings.
- Keep staff informed on all relevant policy and strategic aspects affecting the Directorate's work, provide feedback and maintain interactive communication with the team at HQ, keeping close contacts with relevant Delegations.
- Maintain regular contacts and exchanges with the relevant services or departments of other EU institutions (notably DG INTPA, DG TRADE, DG ECHO, DG GROW, DG MARE, FPI), in some cases, coordinate and interface with the HRVP Cabinet and PEC cabinet, ensure high quality briefings for the hierarchy and follow-up to their decisions.
- Represent the Directorate and explain EU's policy towards the region at international conferences.

This position is classified as a "Director" type of post² in the grade bracket AD 14 – AD 15.

If selected for the post, candidates from the national diplomatic services of Member States will be recruited at grade AD 14.

If selected for the post, the contract of candidates who, at the time of their application are temporary agents to whom Article 2(e) of the Conditions of Employment of Other Servants (hereafter, the "CEOS") applies, will be amended and, if applicable, these candidates will be reclassified at grade AD14.

² According to the Annex I of the Staff Regulations and the relevant EEAS internal rules.

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

Legal Basis for the recruitment to this position

The successful candidate for this position will be:

- appointed in accordance with Article 29(1) of the Staff Regulations (SR) if he or she is an official;
- recruited in accordance with Article 29(1)(a) and Article 98(1), first subparagraph, of the SR, if the candidate is a member of the national diplomatic service of a Member State or reassigned if he/she is a temporary agent to whom Article 2(e) of the CEOS applies. Such candidates shall be recruited or, if applicable, assigned at grade AD 14 or at their current grade if it is higher.

We look for:

Eligibility Criteria³

- General

Further to the conditions set out in Article 28 of the SR for EU officials and Article 12 of the CEOS for temporary agents, candidates must:

1. be an EU official, or a temporary agent to whom Article 2(e) of the CEOS applies, or a member of staff from national diplomatic services of the Member States;
2. have the capacity to work in the languages of the CFSP and external relations (English and French), necessary for the performance of their duties. Knowledge of other EU languages would also be an asset;
3. have seven years' management experience commensurate with the responsibilities of the post;⁴
4. have at least 10 years' proven, pertinent external relations experience - for staff from national diplomatic services, this experience must have been gained from working in a national administration of one of the Member States.
5. Without prejudice to exemptions authorised by the Appointing Authority for exceptional and justified reasons, the candidate shall be in a position to serve the full duration of the posting within the duration of their service with the EEAS or before reaching the age of retirement foreseen under Article 52(a) of the Staff Regulations.

- Specific eligibility criteria for EU officials

1. EU officials applying for this post must be either:
 - AD14 or AD15 and occupying a type of post "Director", or;
 - AD14 and occupying or having occupied a middle management post⁵ for at least 2 years, or;
 - AD13 and occupying or having occupied a middle management post or equivalent function for at least 2 years, with at least 2 years seniority in the grade AD13.

³ All the eligibility criteria must be met on the closing date for applications for this post.

⁴ In their CVs, applicants should indicate management experience in terms of: (1) title and role of management positions held, (2) numbers of staff overseen in these positions, (3) the size of budgets managed, and (4) numbers of hierarchical layers above and below and number of peers.

⁵ See Decision ADMIN(2024) 19 of the High Representative of the Union for Foreign Affairs and Security Policy, of 22/07/2024, on middle management staff.

In the event of a successful application, EU officials at AD 14 – AD 15 will be appointed at the same grade. EU officials at AD 13 will be promoted to grade AD 14.

2. Due to the need to ensure sound financial management of the limited financial resources and given the fact that the assignment of a staff member to a Delegation has important budgetary and business continuity implications, applications from staff members currently serving in a Delegation and who are not in the annual rotation/ mobility exercise are in principle not eligible and may only be considered in the interest of the service or in case of an application for a higher type of post (further on, "career progression").⁶ In addition, if they wish to apply for a post on the basis of career progression, they should have spent at least 2 years on their current post when they take up duty.
3. Candidates who, at the time of the application, are EU officials, independently of their administrative status under Article 35 of the SR, cannot request to be recruited as temporary agents under Article 2(e) of the CEOS.

In the case of applications from EU officials on leave for personal grounds, successful candidates will be reinstated into active employment within the meaning of Articles 35(a) of the SR.

- **Specific eligibility criteria for candidates from the national diplomatic services of the member states to be recruited in accordance article 98(1), first subparagraph, of the SR.**

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

1. possess a level of education
 - a. which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more,OR
 - b. which corresponds to completed university studies attested by a diploma and relevant professional experience of at least one year when the normal period of university education is at least three years.⁷
2. have gained at least 15 years' full time professional experience. This experience must have been gained after obtaining the four-year diploma or after obtaining the three-year diploma and the one year relevant professional experience;

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

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

The candidates shall provide a statement issued by their national diplomatic service, which contains at least the following elements:

- the post to which the candidate applies;
- that the candidate is a staff member in active service in the national diplomatic service of their respective member state at the time of application, either as an official or under a permanent employment relation;
- that the national diplomatic service endorses his/her application to the post;
- A guarantee of immediate reinstatement in the national diplomatic service after the end of their contract with the EEAS/ the end of their secondment.

If candidates are unable to provide this document from their national diplomatic service, their application will be deemed ineligible.

⁶ 'Career progression' refers to applications for a higher type of post according to Annex I of the SR. It is designed to allow staff to develop within the organisation. In this case, it refers to "Head of unit or equivalent" in grade AD 13 with 2 years seniority in this grade, who are applying to a "Director" type of post for the first time.

⁷ The minimum of one year of professional experience required under (b) counts as an integral part of the above qualification and cannot be included in the professional experience required under point 3.

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

Candidates from the national diplomatic services of Member States, who have served continuously 8 or up to the maximum of 10 years as Temporary Agents under Article 2(e) of the CEOS pursuant to Article 50b(2) of the CEOS, are not eligible before a lapse of at least 2 years from the termination of their last contract under Article 2(e) of the CEOS⁸.

- **Specific eligibility criteria for temporary agents to whom Article 2(e) of the CEOS applies**

Due to the need to ensure sound financial management of the limited financial resources and given the fact that the assignment of staff to a post of the establishment plan in Delegation or in Headquarters has important budgetary and business continuity implications, applications from temporary agents currently employed in the EEAS under Article 2(e) of the CEOS will be considered only during the third year of their first contract, unless they apply for a higher type of post.

They must provide a statement issued by their national diplomatic service containing the elements provided for by the specific eligibility criteria for candidates from national diplomatic services of the Member States.

Candidates from national diplomatic services who, at the time of their application, are Temporary Agents to whom Article 2(e) of the CEOS applies, are eligible to apply, irrespective of their current grade, provided that they fulfil the general eligibility criteria.

Selection Criteria

- Have an established track-record of leading a large department/directorate in a national or international/multilateral context, with the capacity to lead and inspire, including in high-pressure situations, and solid managerial and decision-making abilities;
- Have an excellent ability to maintain diplomatic relations at senior level and to ensure representation, communication and management in a complex multicultural environment, and in negotiations with Member States, third countries and International Organisations;
- Have an in-depth knowledge and understanding of the EU's external as well as internal policies, its decision-making processes and inter-institutional mechanisms, and key issues relating to the Department's mission statement and multilateral institutions;
- Have a clear understanding of the political situation and challenges in the EU, its Member States, and the wider world, with a good sense for political developments and the ability to implement political orientations swiftly and efficiently;
- Have strong analytical skills combined with sound political judgement, as well as excellent oral and written presentation, communication and negotiation skills;
- Have a strong capacity for strategic thinking, developing policy concepts and prioritising, combined with the ability to formulate effective strategies to communicate those policies;
- Have the ability to create and maintain a strong network of contacts with internal and external stakeholders (including the Commission, Member States, the European Parliament, third countries, International Organisations, NGOs, think tanks and academia);
- Have the ability to put into practice human resources management principles and maintain a strong team spirit, ensuring high performance levels in stressful situations and against tight deadlines.

⁸ ADMIN(2023) 24 on the maximum duration of engagement by the European External Action Service of non-permanent staff under successive limited duration contracts of different types, and on the minimum lapse of time between successive contracts under Article 2(e) of the CEOS

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

TYPE AND DURATION OF CONTRACT FOR TEMPORARY AGENTS

If the successful candidate is not an EU official, or a temporary agent currently employed in the EEAS under Article 2(e) of the CEOS, he or she will be required to undergo a medical examination to ensure that he or she is physically fit to perform the duties.

The successful candidate will be offered a temporary contract under Article 2(e) of the CEOS. Such contracts may not exceed 4 years in duration; their expiry will as far as possible be aligned with the usual date of mobility at Headquarters (currently 31 August of each year). The contract of successful candidates who are temporary agents under Article 2(e) CEOS currently employed in the EEAS will be amended and renewed for a 4 years period, within the limits provided for by Article 50(b)(2) of the CEOS.

All newly engaged temporary staff will be required to complete a probationary period of 9 months in accordance with Article 14 of the CEOS.

PLACE OF EMPLOYMENT

Brussels (Belgium)

SPECIFIC CONDITIONS OF EMPLOYMENT

The requested level of security clearance for this post is: SECRET UE/EU SECRET. A description of the EU classified information levels is available under Article 2 of the [Decision ADMIN\(2023\) 18 on the security rules of the EEAS](#).

The selected candidate will be required to obtain a Personnel Security Clearance (PSC) at the level required for the present post in accordance with national laws and regulations of his or her Member State and with the procedure laid down in the [Decision ADMIN\(2019\)7 on Security Clearance Requirements and Procedures for the EEAS of 08 March 2019](#) and in Annex A I of the [Decision ADMIN\(2023\) 18 on the security rules of the EEAS](#).

Please note that the necessary procedure for obtaining a PSC can be initiated on request of the employer only, and not by the individual candidate.

In case of failure to obtain or renew the required PSC, the AACC may take the appropriate measures in accordance with Article 3(3) of the [Decision ADMIN\(2019\) 7 on Security Clearance Requirements and Procedures for the EEAS of 08 March 2019](#).

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

EQUAL OPPORTUNITIES

The EEAS is committed to an equal opportunities policy for all its employees and applicants for employment. As an employer, the EEAS is committed to promoting gender equality and to preventing discrimination on any grounds. It actively welcomes applications from all qualified candidates from diverse backgrounds and from the broadest possible geographical basis amongst the EU Member States. We aim at a service which is truly representative of society, where each staff member feels respected, is able to give their best and can develop their full potential.

Candidates with disabilities are invited to contact the functional mailbox (CCA-SECRETARIAT@eeas.europa.eu) in order to accommodate any special needs and provide assistance to ensure the possibility to pass the selection procedure in equality of opportunities with other candidates. If a candidate with a disability is selected for a vacant post, the EEAS is committed to providing reasonable accommodation in accordance with Art 1d.4 of the Staff Regulations.

PROCEDURE⁹

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

1. Application

Before submitting their application, candidates should carefully check whether they meet all the eligibility criteria in order to avoid automatic exclusion from the selection procedure.

Candidates must apply through the online system

<https://eapplication.eeas.europa.eu>

To log on to the system, an ECAS (European Commission Authentication Service) password is required; candidates without a password can register to get one through the aforementioned link. EU staff members with a professional ECAS account should use that account for their application. A helpdesk facility is available via the "Contact Support" function within the online system.

In case of connection problems, you can also refer to the complete EU Login user guide:

https://webgate.ec.europa.eu/cas/manuals/EU_Login_Tutorial.pdf

During the online application procedure, candidates will have to upload their CV and motivation letter (in English or French). Candidates are invited to use the "Europass" CV format (<https://europass.cedefop.europa.eu/documents/curriculum-vitae>) for their applications.

Candidates from the national diplomatic services of the Member States will, in addition, have to upload a copy of their passport/ID and a recent statement by their Ministry for Foreign Affairs (issued within the past 6 months) confirming they are part of a national diplomatic service.

All candidates will have the opportunity to follow the progress of their application through the online system.

The closing date for the submission of applications is **1 December 2025 12.00 midday** (CET - Brussels' time). Please note that the only way to submit an application is using the online system.

As the system may experience peak activity around the deadline, candidates are strongly advised to submit their application as early as possible. Late applications will not be accepted.

For correspondence concerning the selection procedures, please use the following email address: cca-secretariat@eeas.europa.eu

2. Pre-selection

Pursuant to Article 1(2)(i) of the Decision ADMIN(2023) 25 of the High Representative of the Union for Foreign Affairs and Security Policy, of 10/07/2023, on the Consultative Committee on Appointments to the European External Action Service, the pre-selection will be done by the Consultative Committee on Appointment (CCA), in its core composition, on the basis of the qualifications and the professional experience described by the candidates in their CVs and motivation letters. The CCA will then produce a shortlist of a limited number of eligible candidates who best meet the selection criteria for the post.

3. Selection

The candidates who have been shortlisted will be invited for an interview so that the CCA can evaluate them objectively and impartially on the basis of their qualifications, professional experience and linguistic skills, as listed in the present vacancy notice. On the basis of a comparative assessment of their merits, the CCA will recommend a shortlist of candidates to the High Representative who, acting as AA/AACC and, if appropriate, after interviewing the candidates, will make the final selection

Shortlisted candidates will be invited to an Assessment Centre, as appropriate, according to the procedure set out in Article 3 of the Decision ADMIN(2023) 25.

⁹ Your personal data will be processed in accordance with Regulation (EC) 2018/1725. The privacy statement is available on EEAS webpage: http://eeas.europa.eu/data_protection/rights/index_en.htm

It is recalled, that if the interest of the service so requires, the selection procedures can be terminated at any stage and the post be filled by a transfer in accordance with Article 7 of the SR.

CONTACT: Ms Patricia LLOMBART-CUSSAC Managing Director AFRICA, patricia.llobart-cussac@eeas.europa.eu

POST AVAILABLE: 16 January 2026.