

EEAS Vacancy Notice

Seconded National Expert in the Peace Partnerships and Crisis Management Directorate (MD-PSD.PCM)

Policy Officer – Evaluation expert

Integrated Approach for Peace and Security Division, PCM.1

CO-FINANCED

AD level post

Job No 505547

We are:

The European External Action Service (EEAS) supports the High Representative in the exercise of her mandate to conduct and implement an effective and coherent EU Common Foreign and Security Policy (CFSP), of representing the EU and of chairing the Foreign Affairs Council. It also supports the High Representative in her capacity as Vice-President of the Commission with regard to her responsibilities within the Commission in the external relations field including the coordination of other aspects of the EU's external action. The EEAS works in close cooperation with the General Secretariat of the Council, the services of the Commission and the Secretariat General of the European Parliament.

Within PCM ('Peace, Partnerships & Crisis Management Directorate'), the 'Integrated Approach for Peace & Security' Division (PCM.1) is responsible for the effective coordination of the EU response throughout the conflict cycle by working with relevant geographic and thematic services of the EEAS and the Commission, in **developing a shared EU strategy and integrated approach in dealing with conflicts and crises**. The division also has the lead in implementing the EU policy on Training for CSDP and is the service of contact with the European Security and Defence College.

PCM.1 is structured along two sectors:

- Sector 1 on Human Security and Governance provides methodological tools and practical support to EU actors in key areas such as SSR (Security Sector Reform), DDR (Disarmament, demobilisation and reintegration of ex-combatants), stabilisation, human security / human rights due diligence, climate and security, as well as Youth, Peace and Security, and develops the necessary policy concepts.
- Sector 2 on Evaluation and Knowledge Management stimulates a culture of continuous learning and development in the area of Peace, Security and Defence, by conducting and supporting impact evaluations, lessons processes, after action reviews and providing methodological guidance. It works on impact evaluation of Civilian CSDP missions and will start the evaluations of the European Peace Facility (EPF) in 2026.

We propose:

The position of Evaluation expert

The successful candidate will join the above-mentioned sector 2 in the PCM.1 Division. The main focus will be on the **impact evaluation of the European Peace Facility**, whereby the selected candidate will bring an important contribution to informed decision-making, planning and implementation of EU activities in this field.

Functions and Duties:

- Development of evaluation methods and tools and in the conduct of independent evaluations of the EPF, in close dialogue with other relevant EEAS and Commission directorates and stakeholders. This includes contributions to developing and revising, whenever necessary, the corresponding EEAS' Evaluation Concept and Methodology;
- Contribute to developing evaluation methods and tools and conducting independent evaluations of EPF, which includes the drafting Terms of reference for specific evaluations, desk-studies and field visits, the drafting of evaluation reports, contributions to the creation of feedback loops as part of the overall work on knowledge management, and any other tasks related to the evaluation of EPF;
- Establish and maintain regular contacts and exchanges with other EU services, including, military CSDP missions and operations, EU Delegations in third countries, as well as with Member States, authorities in partner countries, international organisations, international and national NGOs, research institutions and the academic community at large as relevant;
- Draft reports, briefings, policy, methodological, programming and other documents as appropriate;
- Support the Head of Division in any other tasks as required.

We are looking for:

We are seeking an energetic, proactive and motivated evaluation expert to join our friendly and dynamic team. The successful candidate will contribute to implementing and advancing the EU's Integrated Approach to external crises and conflicts, helping to further strengthen how the EU brings together its expertise and instruments, and works with Member States to deliver greater impact in fragile and conflict-affected contexts.

The expert is expected to have proven technical expertise and experience in evaluating security and defence sector support, and/or a solid understanding of the EU's crisis management toolbox, including its actors, their respective interests, positions and capacities. The role requires conducting field studies, including in high- and critical-risk areas. A good understanding of the EU institutional system and familiarity with the latest EU Security and Defence policy concepts would be highly desirable. Experience and knowledge of the European Peace Facility would be considered a strong asset.

Legal basis:

- This vacancy is to be filled in accordance with the EEAS Decision of the High Representative of the Union for Foreign Affairs and Security Policy HR DEC(2014) 01 of 04/02/2014 establishing the rules applicable to National Experts seconded to the European External Action Service.

Eligibility criteria:

Candidates must:

- a) Be drawn from public administrations in Member States, from international organisations or, only in exceptional cases and with prior authorisation from other sources;
- b) Have at least three years' full-time experience of administrative, scientific, technical, advisory or supervisory functions equivalent to those of function groups AD or AST as defined in the Staff Regulations of Officials of the European Union and the Conditions of Employment of other servants

of the Union¹ or, where justified in the interests of the service, professional training of an equivalent level.²;

- c) Have a thorough knowledge of one Union language and a satisfactory knowledge of a second language for the performance of his/her duties;
- d) Have a security clearance of minimum level **EU-SECRET/SECRET-UE** for the functions that he/she will carry out; [Decision ADMIN\(2023\) 18 on the security rules for the European External Action Service](#)
- e) Remain in the service of the employer throughout the period of secondment and shall be paid by that employer;
- f) Remain subject to the social security legislation applicable to the public administration, international administration or entity which employs the SNE and which will assume responsibility for expenses incurred abroad. In case of posting to an EU Delegation, the employer certifies that the SNE is covered for medical expenses incurred at the place of secondment, as well as costs of repatriation on health grounds throughout the full period of secondment;
- g) Ensure that there is no conflict of interest and that he/she will, at all times, safeguard the independence and coherence of EU foreign policy as well as the integrity and confidentiality of EU documentation, information and procedures.

Selection criteria:

A. Qualifications and experience required

- university diploma, or equivalent level of education;
- three years' relevant professional experience in the field of evaluation;
- have experience and knowledge of the security and defence sector, international human rights law and/or international humanitarian law;
- knowledge of defence issues, including arms export control legislation, the functioning of EU institutions and the Union and CFSP/CSDP or other experience deemed relevant, such as programme management in the security and defence domain, would be an asset;
- have an excellent capacity to create constructive working relations with foreign entities, including defence sector actors, government representatives and civil society organisations;
- have strong drafting, communication and analytical skills combined with sound judgement.

B. Skills required

- have the ability to remain objective in complex scenarios and to display sensitivity and sound judgement;
- have good organisational skills, the ability to work under pressure and with tight deadlines and to manage multiple tasks simultaneously;
- have excellent drafting and communication skills;
- have excellent negotiation skills in a multilateral environment;
- have the ability to work effectively as a member of the division, in mixed-composition task forces and working groups, in an interesting but challenging environment;
- good computer skills are essential, notably in word processing, spreadsheets, presentations software, Internet / Intranet and email systems. Knowledge of other IT tools would be an asset;
- national security clearance at SECRET UE level. Such clearance needs to be obtained from the competent authorities before secondment to the European External Action Service. It must be

¹ Regulation (EEC, Euratom, ECSC) No 259/68 of the Council of 29 February 1968 (OJ L 56, 4.3.1968, p.1) and successive amendments.

² Staff Regulations of Officials (SR) and the Conditions of Employment of Other Servants of the European Union (CEOS). For reference, see: <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1570023902133&uri=CELEX:01962R0031-20190101>

valid for the entire period of secondment. In its absence, the EEAS reserves the right to refuse the secondment as a national expert;

- must be willing to travel, including to areas affected by insecurity.

C. Languages

- thorough knowledge of one EU working language and satisfactory knowledge of another one are required; in practical terms, in order to perform required duties, that means an excellent command of written and spoken English, in particular good report-writing skills; good knowledge of written and spoken French is desirable.

D. Personal Qualities

- maintain the highest standards of personal integrity, impartiality and self-discipline. The expert must exercise the greatest discretion regarding all facts and information coming to his/her knowledge in the performance of his/her duties;
- possess dynamic motivated and flexible personality Be able to adapt quickly to new situations and deal with new challenges, including missions in conflict area.

Equal opportunities

- The EEAS is committed to an equal opportunities policy for all its staff and applicants. 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 SNE-CSDP@eeas.europa.eu in order to accommodate any special needs and provide assistance to ensure the possibility to pass the selection procedure with equal opportunities as 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 1(d) (4) of the Staff Regulations.

Conditions of secondment

Cost-free SNEs shall remain in the service of their employer throughout the period of secondment and shall continue to be paid by that employer. The EEAS will provide for the allowances in order to contribute to cover the SNE's living expenses in the place of secondment on a flat-rate basis. These allowances shall not be construed as remuneration paid by the EEAS.

Duration of the secondment: Initial period of two years, renewable up to 4 years.

Co-financed SNEs shall be entitled to:

- daily allowance (**43.84 €/per calendar day for the distance 0-150km or 175.38 €/calendar day for the distance >150 km³**) throughout the period of secondment;
- monthly allowance calculated on the basis of the distance between the place of origin (the employer's head office) and the place of secondment (**between 0 to 989.64 €/month⁴**);
- reimbursement of travels take up duties/end of secondment on a flat-rate basis (if not paid by the employer).

³ Daily allowance Decision of the Director General for Budget and Administration of the European External Action Service adjusting the allowances provided for in Decision HR DEC(2014) 01 of 4 February 2014 - ADMIN(2025) 14 of 07/05/2025

⁴ Monthly allowance Decision of the Director General for Budget and Administration of the European External Action Service adjusting the allowances provided for in Decision HR DEC(2014) 01 of 4 February 2014 - ADMIN(2025) 14 of 07/05/2025

The EEAS will cover:

- costs of professional travels (missions) incurred by the SNE posted in the EEAS HQ;
- accident insurance 24/7 for SNE (not family members).

Other expenses such as removal costs, allowances, salary, insurance, schooling (while the SNE maintains the right to enrol the children in an [European School Type I](#))^[5] and costs related to the enrolment to the Interinstitutional nurseries or the After-school centre managed by the early childhood centre of the European Commission shall not be covered by the EEAS. However, in case the SNE makes use of these two facilities for their dependent children, the EEAS shall recover any invoiced cost (including the institutional and the parental contribution) from the Seconded National Expert concerned on a yearly basis. For further information, please contact RM-01-COORDINATION@eeas.europa.eu.

Vacancy available from: immediately

Place of secondment: Brussels, Belgium

For further information, please contact:

Administrative questions: SNE-CSDP@eeas.europa.eu

Selection and profile related questions: Ms Katariina Leinonen, Head of Division PCM.1,
Tel: +32 (0) 2 584 2325 or (cell) +32 460 84 2325, email: Katariina.LEINONEN@eeas.europa.eu

^[5] <https://www.eursec.eu/en/Accredited-European-Schools/About>