

EEAS Vacancy Notice
Seconded National Expert in the Directorate for Asia and Pacific (ASIAPAC)
Policy Officer, Afghanistan and Pakistan Division (ASIAPAC.2)

COST-FREE

AD level post

Job No 380134

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.

We propose:

The post of a "cost-free" Seconded National Expert (SNE) position as (political) Desk Officer for Afghanistan within the AsiaPac.2 Division of the EEAS. The post offers a highly substantive policy role at the heart of the EU's engagement on Afghanistan, covering migration, human rights, regional stability, and political outreach, in line with EU policy as defined in the relevant Council Conclusions.

The Desk Officer will be responsible for internal and external aspects of migration, working in close cooperation with relevant EEAS Directorates, European Commission services (DGs), EU Member States, and international partners, including engagement with the Taliban in accordance with EU policy parameters.

The successful candidate will join the Asia-Pacific Department, in the division responsible for EU relations with Afghanistan and Pakistan. The Division maintains close and regular cooperation with EU Member States, the European Parliament, and European Commission services, offering a strong inter-institutional and international working environment.

This position offers an excellent opportunity for a motivated and adaptable professional to contribute directly to EU policy-making and coordination on Afghanistan, under the instructions and direct supervision of the Head of Division and the EU Special Envoy for Afghanistan. The role provides significant exposure to high-level policy discussions, regional diplomacy, and coordination with international partners.

Key responsibilities include:

- Actively contributing to and supporting the work of the **AsiaPac.2 Division** and the **EU Special Envoy for Afghanistan**, including at strategic and operational levels;
- Monitoring political, security, humanitarian, and migration-related developments in Afghanistan and the wider region, and contributing to **analytical reporting, policy development, and action-oriented initiatives**, taking into account the **post-August 2021 context**;
- Leading work on **internal and external migration policy issues**, including coordination of EU engagement with the Taliban in line with **EU policy on returns and readmission**, as well as on **forced returns to Afghanistan from Pakistan and Iran**;
- Contributing to the formulation and implementation of the **EU's human rights policy towards Afghanistan**, with a strong focus on the **rights of women and girls**;

- Supporting and contributing to **regional and international efforts** aimed at promoting stability in Afghanistan and ensuring respect for **international obligations and conventions to which Afghanistan is a party**;
- Contributing to the EU's engagement with **regional actors** to address the **spill-over effects of the Afghan crisis**, including through **humanitarian, development, and socio-economic support instruments**;
- Supporting the Division's **coordination and policy-shaping role**, including the development and promotion of EU positions and interests, in close cooperation with relevant Commission services;
- Ensuring effective **coordination and liaison** with other EEAS departments, EU Delegations, Member States, and relevant Commission Directorates-General;
- Preparing **briefing notes, reports, assessments, analytical papers, and policy recommendations** for senior management and political leadership.

The SNE will work in a politically demanding and intellectually stimulating environment, within a collegial, supportive, and efficient team. The post offers direct exposure to EU-level policy formulation and coordination, close interaction with Member States and EU institutions, and practical experience in managing sensitive political files.

The position provides clear added value for the sending administration, in particular through:

- Enhanced expertise in EU foreign, migration, and human rights policy;
- First-hand experience of EU coordination mechanisms and decision-making;
- Strengthened professional networks at EU and international level, directly transferable to future functions in the national administration.

We are looking for:

The position is aimed at highly qualified and motivated candidates with solid policy experience and a strong interest in contributing to the development and coordination of EU external action in a complex and politically sensitive context.

We are looking for a candidate who brings a sound understanding of national and/or EU policy-making and decision-making processes, as well as practical experience in inter-institutional and inter-ministerial coordination, in particular in areas relevant to foreign policy, migration, human rights, crisis response, or regional cooperation. Experience acquired in a national or federal ministry, subordinate authority, or international organisation would be a strong asset.

The successful candidate should demonstrate:

- Strong **analytical and drafting skills**, including the ability to translate complex political developments into concise policy analysis and recommendations;
- Proven ability to work in a **structured, reliable, and solution-oriented manner**, including under time pressure;
- Experience in **coordination with multiple stakeholders**, including national administrations, EU institutions, and international partners;
- Well-developed **communication and networking skills**, enabling effective cooperation in a multicultural environment;
- A high degree of **initiative, flexibility, and professional judgement**, combined with discretion and respect for institutional frameworks.

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 Union or, where justified in the interests of the service, professional training of an equivalent level.¹;
- 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;
- 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:

Candidates should:

A. Professional knowledge

- At least three years in a similar position and in the areas mentioned in the job content;
- Very good knowledge in the fields of migration, human rights, or more general experience working in or with South Asia;
- Relevant background on international relations, multilateral fora, conflict and post-conflict situations ;
- Sound knowledge of EU institutions and institutional relations with EU Member States, decision-making processes, external action and related EU external policies;
- Excellent command of English, including the ability to draft and edit reports.

B. Skills

- Ability to work effectively under time pressure in an international, diplomatic, and multilingual environment, with a high degree of intercultural awareness and sensitivity;
- Strong teamwork and coordination skills, with the ability to engage constructively with a wide range of internal and external stakeholders;

¹ 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>

- Well-developed analytical, drafting, and reporting skills, including the ability to rapidly grasp complex political and policy issues and to identify pragmatic, policy-relevant solutions.

C. Languages

- A thorough command of English, both written and spoken, is required;
- Knowledge of French, Dari and/or Pashto is not required but would be considered a distinct asset.

D. Personal Qualities

- High level of motivation, dynamism, and professional commitment;
- Ability to adjust rapidly to new tasks, evolving priorities, and challenging political contexts, including readiness to undertake missions to Afghanistan and the wider region, as required;
- Strong sense of responsibility, discretion, and resilience.

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-HQ@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.

Conditions of secondment

SNEs shall remain in the service of their employer throughout the period of secondment and shall continue to be paid by that employer.

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)[1] 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, estimated at approximately EUR 18,000 per year and per child) from the Seconded National Expert concerned on a yearly basis. For further information, please contact RM-01-COORDINATION@eeas.europa.eu

Duration of the secondment: 2 years, renewable up to 4 years in total

Vacancy available from: 16 January 2026

Place of secondment: Brussels, Belgium

For further information, please contact:

SNE-HQ@eeas.europa.eu

