Ref. Ares(2026)10142302 - 28/10/2026

Vacancy Notice

Seconded National Expert

EU Delegation Syria

AD level post –cost-shared

Job no. 524288

WE ARE:

The European External Action Service (EEAS) is the European Union's diplomatic service. Since 2011, the EEAS carries out the EU's Common Foreign and Security Policy (CFSP) to promote peace, prosperity, security, and the interests of the EU across the globe. It brings together European civil servants, diplomats from EU Member States, national experts and local staff worldwide.

The EEAS supports the High Representative in the exercise of her mandate to steer the Union's CFSP, including the Common Security and Defence Policy (CSDP), to represent the EU on issues relating to the CFSP and to chair the Foreign Affairs Council. It also supports her as Vice-President of the Commission with regard to her responsibilities within the Commission, including the coordination of other aspects of the EU's external action. The EEAS works in close cooperation with the EU Member States, the General Secretariat of the Council, the services of the Commission and the Secretariat General of the European Parliament.

The EEAS Headquarters are in Brussels. It is also responsible for the management of the network of 145 Union Delegations and Offices worldwide. These Diplomatic Representations play a vital role in representing the EU in the country where they are based, in promoting the values and interests of the EU, and in building networks and partnerships. They are responsible for all policy areas of the relationship between the EU and the host country/organisation.

WE PROPOSE:

Functions and Duties

The position is for a Seconded National Expert (SNE) covering Security/Counter-terrorism issues in Syria at the EU Delegation to Syria (Damascus).

Overall purpose: to monitor counter-terrorism related security developments in Syria, help establish and maintain EU relations with local counterparts on counterterrorism and preventing/countering violent extremism (P/CVE) and transnational or organised crime relating to terrorism in Syria (including illicit financing of terrorism, arms and drugs trafficking); to contribute to analysis and reporting in the fields of security, counterterrorism, rule of law, security sector reform (SSR), border management, within the aim to further strengthening EU-Syria security cooperation under the direct supervision of the Head of the Political section.

Due attention to human rights, the rule of law and the inclusivity of the transition, which are central the EU's approach to countering terrorism, should be given. He/she will, in principle, be based in Damascus and will be required to travel in the country and in the region where necessary, in due respect of security rules enforced.

We are looking for:

The European External Action Service (EEAS) is seeking a highly motivated colleague (SNE) to occupy the post of Seconded National Expert (SNE) at the EU Delegation to **Damascus, Syria.**

The expert will assist / contribute:

• To follow the terrorism landscape and related security developments in Syria and the region and support the EU Delegation, as well as EEAS Headquarters (and other Delegations as appropriate in the region) with advice on matters related to security, with a focus on counterterrorism, (de-)radicalisation and re-integration, and preventing/countering violent extremism; security sector reform; border management and transnational and organised crime as these relate to countering terrorism;

• To provide regular and timely reporting to the EEAS Headquarter (Security and Defence Policy Directorate (CT Division), as well as the Middle East and North Africa Directorate (MENA.5 Division), via the EU Delegation on the above-mentioned topics including monthly reports, early warnings, specific requests, info flashes, "think pieces", as well as responses to specific requests;

• To ensure close coordination with Member States' security advisers, police liaison officers and counterterrorism officers or other counterparts as appropriate, including by participating in and/or convening relevant coordination meetings on matters pertaining to Syria;

• To develop and maintain a network made of the relevant law enforcement institutions, intelligence agencies, Ministries of Interior, Defence and Foreign affairs in Syria, UN agencies, the Global Coalition against Da'esh, local and international civil society, etc.;

• To closely cooperate with the Commission services (including FPI, INTPA, HOME, MENA, etc.) in the identification, formulation and implementation of programmes and activities relating to counterterrorism, P/CVE, SSR, transnational crime activities in Syria, in line with the Security and Defence Policy Directorate (CT Division) strategic advice.…]

<u>Allowances and financial coverage</u>

The EEAS will provide the following allowances and reimburse the following expenses:

- daily allowance **180.65 €/per calendar day** throughout the period of secondment[1];
- monthly allowance calculated on the basis of the distance between the place of origin (the employer's headquarters) and the place of secondment (**between 0 to 1019.33€/month**[2]);

[1] As per Article 17(2) of the EEAS SNE Decision (Decision ADMIN(2026) 18 of 20/07/2026). Seconded National Experts shall be entitled to a daily allowance throughout the duration of the secondment subject to the same criteria as the expatriation allowance for officials referred to in Article 4(1) of Annex VII to the Staff Regulations.

[2] Decision ADMIN(2026) 1 of 19 January 2026 of the Director General for Budget and Administration of the European External Action Service adjusting the allowances provided for in Decision ADMIN(2026) 18 of 20/07/2026.

- reimbursement of travel expenses at the start and end of the secondment on a flat-rate basis (if not paid by the employer);
- living condition allowance[3] : **Syria : 40%**

These allowances and reimbursements shall not be construed as remuneration paid by the EEAS.

Seconded National Experts (hereafter, "SNEs") shall be entitled to:

- reimbursement of mission expenses incurred during the secondment;
- accident insurance policy[4], however accident coverage is not extended to family members.
- The EEAS will cover the accommodation for this posting

Start date and duration of secondment

The start date of the secondment shall be the first day of service at the place of secondment.

The initial period of secondment may not exceed two years and may be extended successively up to a period not exceeding four years in total. At the request of the relevant Managing Director or equivalent, the Director responsible for Human Resources may authorise, in exceptional cases and in the interest of the service, one or more extensions of the secondment for a maximum of two years at the end of the four-year period. The total duration of the secondment shall in no case exceed six years.

Position indicatively available from : **To be determined**

Place of secondment

Damascus, Syria (this is a non-family posting)

The place of secondment shall be Damascus. Depending on the evolution of the situation in Syria, and subject to the ongoing assessment of the relevant EEAS authorities, a change in the place of secondment may be considered as per Art.6 of the SNE Decision ADMIN(2026) 18.

LEGAL BASIS:

This vacancy is to be filled in accordance with the Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 20/07/2026 on the rules applicable to National Experts seconded to the European External Action Service – ADMIN(2026) 18.

WE ARE LOOKING FOR:

Eligibility criteria:

Candidates must:

a) Have the nationality of an EU Member State;

[3] As per Article 23(2) of the EEAS SNE Decision (Decision ADMIN(2026) 18 of 20/07/2026) and the Decision of the Director-General for Resource Management of the European External Action Service of 23 December 2025 fixing the allowance for living conditions referred to in Article 10 of Annex X to the Staff Regulations - 2026 Exercise.

[4] European Union and Institutions FWC PMO/2021/OP/0004.

b) Be drawn from Member States' public administrations. In exceptional cases, and with prior authorisation by the Director General for Resource Management, the EEAS may agree to the secondment of national experts from non-EU States' public administrations, non-profit organisations (such as research centres or think tanks) or from international organisations;

c) Be in the active service of the employer on a permanent or contract basis;

d) Have a level of education which corresponds to completed university studies of at least three years attested by a diploma, or where justified in the interest of the service, professional training of an equivalent level;

e) Have at least three years' full-time experience of administrative, scientific, technical, advisory or supervisory functions equivalent to those of function group AD as defined in the Staff Regulations of Officials of the European Union (hereinafter the "Staff Regulations");

f) Have the capacity to work in the languages of the CFSP and external relations (English and French) at a level necessary for the performance of their duties;

g) Have a security clearance issued by the national security authority of an EU Member State that is equivalent at least to the level EU SECRET/SECRET UE[5], notwithstanding the authorised delayed submission of such security clearance as per Article 6(3) of Decision ADMIN(2025) 42 of the Secretary-General of the European External Action Service of 20 November 2025[6];

h) Not have been seconded to the EEAS during a period of two years preceding the application for the post. When the former secondment lasted less than six years, a new secondment, which does not exceed the unexpired part of the total six-year period, may exceptionally be accepted less than two years after the end of the prior secondment.

Selection criteria

A. Professional knowledge

• Have a professional experience of at least 5 years, preferably in the Ministry of Interior, Ministry of Defence, Foreign Affairs, Police, Justice & Intelligence Area, and specific experience in counter-terrorism/transnational crime/prevention & deradicalisation/ or related issues; experience in conflict/post-conflict situations is an asset.

• Extensive knowledge of the above-mentioned policy areas is required, including conflict sensitive analytical capacities, international security cooperation, security/CT policies in Member States. A good working knowledge of the EU (institutional) environment and instruments in the area of external and cooperation policy is required. Proven reporting and analysis capacity is required.

• Relevant experience in international and regional (Middle East) affairs, preferably in Syria or in the Levant/Gulf region; a prior professional experience abroad in a diplomatic mission, CDSP civil/military operation is an asset.

[5] Ref. Appendix B 'Equivalent of Security Classification' to the Council Decision of 23 September 2013 on the security rules for protecting EU classified information (2013/488/EU) (OJ L 274, 15.10.2013, p. 1). A description of the EU classified information levels is also available under Decision ADMIN(2025) 42 of the Secretary-General of the European External Action Service of 20 November 2025 on Implementing Rules and Procedures for Personnel Security measures for protection of EU Classified Information, and in Annex A I of the Decision ADMIN(2023) 18 of the High Representative of the Union for Foreign Affairs and Security Policy of 19 June 2023 on the security rules of the EEAS (OJ C 263, 26 July 2023, p.16).

[6] Decision ADMIN(2025) 42 of the Secretary-General of the European External Action Service of 20 November 2025 on Implementing Rules and Procedures for Personnel Security measures for protection of EU Classified Information.

B. Skills required

• Have the capacity to work and communicate under time constraints in an international diplomatic and multilingual environment. Intercultural sensitivity skills and the ability to build a strong professional network in a post-conflict setting are required.
• Be a team worker and have good coordination and communication skills
• Have solid analytical capability as well as drafting and reporting skills. Rapid grasp of problems and capacity to identify issues and solutions.

C. Languages

• Thorough knowledge (capacity to write and speak) of English is required. Satisfactory knowledge of a second language (Arabic) for the performance of his/her duties and local language(s) is a strong asset.

D. Personal Qualities

Dynamic. Motivated and flexible personality. Able to adapt quickly to new situations and deal with new challenges, including missions in conflict areas.

CONDITIONS OF SECONDMENT:

Conflict of interest

The EEAS shall examine whether the candidates have any actual or potential conflict of interest or personal interest such as to impair their independence. To that end, the candidates shall inform the EEAS of any actual or potential conflict of interest, taking also into account their professional situation and their family circumstances, in particular their own or their family's professional activities or financial interests. In this context, all candidates shall fill with their application a declaration of potential conflict of interest (Annex I).

As a matter of policy, applications by individuals who have dual nationality of which one of a non-EU country, will be considered on a case-by-case basis taking account in particular of the functions attributed to the vacant post. The EEAS shall also take into account any specific local and global-security context, issues with diplomatic status or other concerns about risks to the personal security of the candidate or to the security interests of the Union.

Personnel Security Clearance

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 Annex A of the Decision ADMIN(2023) 18 on the security rules of the EEAS[7].

The selected candidate should hold a valid PSC issued by the national security authority of an EU Member State that is equivalent at least to the level indicated in the preceding paragraph, for the duration of the secondment to the EEAS.

Accordingly, all candidates shall fill with their application a declaration of possession of a PSC at the appropriate level (Annex II).

In exceptional cases, for reasons duly justified by the seconding authority and after approval by the EEAS Security Authority, the required PSC issued by the national security authority of

[7] OJ C 263, 26 July 2023, p.16.

an EU Member State may be submitted no later than 6 months after the start date of the secondment[8].

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.

Visa

The EEAS shall cooperate with the relevant authorities of the receiving State where the Union Delegation is located in order to obtain all authorisations necessary for the SNEs to fulfil their duties. The start date of the secondment of the SNE in a Union Delegation is subject to the delivery of such authorisations and/or the fulfilment of entry visa requirements set by the relevant authorities of the receiving State, in order to allow the SNE to take up duties in the place of secondment.

If any of these authorisations and/or visa is denied or not obtained within a reasonable time that takes account of the interest of the service, the EEAS shall withdraw the secondment offer. In exceptional circumstances and in the interest of the service, the EEAS may, instead, determine another place of secondment through a further exchange of letters with the employer of the SNE.

HEAT

Hostile Environment Awareness Training **(HEAT)** is recommended for this posting.

EQUAL OPPORTUNITIES:

The EEAS strives to be a dynamic, respectful and inclusive Service. We value the talent and professional excellence of our staff and are committed to building an organisation where gender equality and the respect of diversity are core values, as set out in the EEAS Mission Statement and the EEAS Agenda for Diversity and Inclusion. The EEAS is committed to achieving gender balance within its workforce and strives to avoid any form of discrimination during this selection procedure, as per Article 1(d) of the Staff Regulations. We actively welcome applications from all qualified candidates without any discrimination based on any ground. We commit to recruit candidates with the highest standard of ability, efficiency and integrity, carrying out a selection based on merits required for the post and from the broadest possible geographical basis among the EU Member States.

The EEAS is committed to working with people with disabilities in the terms of Staff Regulations. If, by virtue of your medical condition or special needs, you require reasonable accommodation for a part or the entirety of this selection process, please send us an email to SNE-Delegations@eeas.europa.eu . Your request will be treated in strict confidence and no record will be kept. If a candidate with a disability is selected for a vacant post, the EEAS is committed to providing reasonable accommodation in accordance with Article 1(d)(4) of the Staff Regulations.

All selected candidates are expected to adhere to the Principles of Professional Behaviour of the EEAS, which outline the need for integrity, transparency, respect, professionalism and accountability, and a zero-tolerance approach to any form of harassment.

[8] During such a period, specific measures shall be taken, including but not limited to those described in Article 7 of the Decision ADMIN(2025) 42 of the Secretary-General of the European External Action Service of 20 November 2025 on Implementing Rules and Procedures for Personnel Security measures for protection of EU Classified Information. Until the PSC is issued by the competent authority of the Member State concerned, the selected candidate will not be authorised to access EUCI at the level of CONFIDENTIEL UE/EU CONFIDENTIAL or above, or to participate in any meetings or workflow where EUCI is processed.

For queries related to the functions and duties please refer to:
Anna Strzaska, Special Envoy for Counter-terrorirsm anna.strzaska@eeas.europa.eu or Christian Jokinen, Head of CT Experts' Network Sector Christian.jokinen@eeas.europa.eu

For administrative queries related to the selection process, please refer to:
SNE-Delegations@eeas.europa.eu

ANNEX I

DECLARATION OF POTENTIAL CONFLICT OF INTEREST TO BE FILLED BY CANDIDATES

The Decision ADMIN(2026) 18 of the High Representative of the Union for Foreign Affairs and Security Policy of 20 July 2026 establishing the rules applicable to National Experts seconded to the EEAS (hereinafter, the 'EEAS SNE Decision') states:

- in Article 2(3): "*The EEAS shall examine whether candidates have any actual or potential conflict of interest or personal interest such as to impair their independence. To that end, candidates, using a dedicated form, shall inform the EEAS of any actual or potential conflict of interest, taking also into account their professional situation and their family circumstances, in particular their own or their family's professional activities or financial interests. On the basis of the assessment conducted, the EEAS may decide not to proceed with the secondment".*

- in Article 8(1)(c): "*During the secondment, the SNE shall immediately inform their line manager if, in the performance of their duties, they become aware of an actual or potential conflict of interest, or are called upon to give a decision on the handling or the outcome of a matter in which, directly or indirectly, they have a personal interest such as to impair their independence, and, in particular, family's professional activities or financial interests".*

It is the candidates' duty to inform through this form the EEAS of any actual or potential conflict of interest regarding their future tasks. They shall be broad in their identification of actual or potential conflict of interests. It is reminded that it will be up to the administration, and not to the candidates themselves, to assess on this basis whether they are sources of conflict of interests and, if applicable, whether they constitute an issue for the secondment.

Title/First Name/Last Name:

……..

Position applied for:

……..

Job number:

……

Division:

……

Candidate status: ☐ Candidate from a Member State ☐ Candidate from a non-EU country ☐ Candidate from an international organisation ☐ Candidate from a non-profit organisation	
Current and former EU/non-EU nationality(ies):	
Current employer:	
Spouse/partner's EU/non-EU nationality(ies):	
Spouse/partner's professional activities:	
Dependents' nationality(ies):	

In your opinion, do you have any personal interest, in particular a family or financial interest, or do you represent any other interests of third parties which could actually or potentially impair your independence in the course of your duties in the specific vacancy at the EEAS and which may thus lead to any actual or potential conflict of interest relevant to that position?

YES ☐ NO ☐

If yes, please detail:

I hereby certify that the information provided in this form is correct and complete and that my curriculum vitae is correct and duly updated.

I understand that any infringement of the above requirements under the EEAS SNE Decision may lead to the withdrawal of a secondment offer or the termination of the secondment.

Date and signature:

PLEASE FILL IN, PRINT, SIGN AND SCAN

To be returned <u>with the application</u>

ANNEX II

DECLARATION OF POSSESSION OF A PERSONNEL SECURITY CLEARANCE (PSC)

Pursuant to point 19 of Annex A I to the EEAS Security Rules[9] and Article 6(1) of the Decision ADMIN(2025) 42 of the Secretary-General of the European External Action Service of 20 November 2025[10], national experts seconded to the EEAS for a position listed under Article 3(1) and (2) of Decision ADMIN(2025) 42 shall have a valid PSC for access to EUCI in the EEAS prior to taking up their assignment.

I, Mr/Ms _____, hereby declare to be in possession, for the duration of my secondment to the EEAS, of a valid PSC issued by the national security authority of an EU Member State that is equivalent at least to the EU level requested for the published post.

YES ☐ NO ☐

If no, please detail:

I hereby certify that the information provided in this form is correct and complete.

I understand that any infringement of the above requirements under the EEAS SNE Decision may lead to the withdrawal of a secondment offer or the termination of the secondment.

Date and signature:

PLEASE FILL IN, PRINT, SIGN AND SCAN

To be returned with the application

[9] Decision ADMIN(2023) 18 of the High Representative of the Union for Foreign Affairs and Security Policy of 19 June 2023 on the security rules for the European External Action Service.

[10] Decision ADMIN(2025) 42 of the Secretary-General of the European External Action Service of 20 November 2025 on Implementing Rules and Procedures for Personnel Security measures for protection of EU Classified Information.