

**EUROPEAN DEFENCE AGENCY  
(E D A)**

**Vacancy notice  
(Agency's Seconded National Expert)**

|                              |   |
|------------------------------|---|
| Post:                        | Project Officer Intelligence, Surveillance and Reconnaissance |
| Type of post :               | SNE post  |
| Grade :                      | AD11  |
| Management of staff:         | N.A.  |
| Location:                    | Brussels  |
| Indicative starting date:    | 1 September 2016  |
| Level of Security Clearance: | SECRET UE/EU SECRET   |

|                               |             |
|-------------------------------|-------------|
| Closing date for applications | 27 May 2016 |
|-------------------------------|-------------|

In accordance with the Rules applicable to national experts and military staff on secondment to the European Defence Agency (2004/677/EC), Seconded National Experts are seconded to the Agency while remaining in the service of their national employer and continuing to be paid their national salary by that employer. Therefore, in order to be considered in the selection process, candidates for an SNE post must be sponsored by their national authorities. Confirmation is required in the form of a letter of sponsorship addressed to the Agency as far as possible by the closing date for the receipt of applications; and in any case not later than the recruitment date. The Rules are available on the EDA website <http://www.eda.europa.eu> - vacancies.

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website <http://www.eda.europa.eu> - vacancies. Please note that to make an EDA on-line application you will need to create your EDA profile using a valid e-mail address and a password.

## 1. BACKGROUND

The European Defence Agency was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency.

The Agency has its headquarters in Brussels.

The main task of the EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. Three operational directorates: Cooperation Planning & Support; Capability, Armaments & Technology; and European Synergies & Innovation and the Corporate Services Directorate.

## 2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all the Agency's functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

## 3. THE CAPABILITY, ARMAMENT & TECHNOLOGY DIRECTORATE

The Capability, Armament & Technology directorate prepares the programmes of tomorrow by maximising synergies between capabilities, armaments and Research & Technology. The directorate brings together the Agency's work in the areas of: Information Superiority (Communication & Information Systems, Surveillance & Reconnaissance, Space, Cyber Defence; Air (Remotely Piloted Aircraft Systems, Air-to-Air Refuelling, airlift and aerial systems technologies); Land (Counter-IED, armoured systems, camp protection and land systems technologies); Maritime (Maritime Surveillance, Mine Counter Measures and naval systems technologies); and the Joint domain (mobility,

transport, medical and Ammunition). Particular attention is given to identifying future Critical Defence Technologies needed to support military capabilities.

#### 4. DUTIES

The Project Officer Intelligence, Surveillance & Reconnaissance, under the supervision of the Head of Unit Information Superiority, is responsible for identifying, initiating, coordinating and conducting cooperative initiative and projects in the field of Intelligence, Surveillance & Reconnaissance (ISR). In particular, the Project Officer will contribute to the following activities:

- identify, initiate, coordinate and conduct cooperative initiatives and projects in the field of Intelligence, Surveillance & Reconnaissance (ISR);
- promote, develop and define ISR capability elements for CSDP and EDA's **participating Member States**;
- manage the Project Team (PT) ISR (if necessary acting as a PT Chairman) as well as other related projects, workshops and seminars;
- **manage related EDA Collaboration Platform and Activity Database topics**;
- identify the budgetary requirements and, propose the work plan that will support the activities of the PT ISR;
- **draft technical specifications, launch and follow the tenders and the execution of the contracts related to studies in support of the activities of the PT ISR**;
- seek for civil and military synergies in the domain of ISR, for example in Earth Observation, Geospatial Services, together with relevant stakeholders (e.g. European External Action Service (EEAS), EU Military Staff (EUMS), EU Satellite Center, European Commission, FRONTEX, European Space Agency (ESA));
- contribute to the inter-directorate dialogue in coordination with the Project Officers in the Agency to ensure coherency in the full range of capability development work;
- participate, on behalf of EDA, in conferences, seminars, and other similar activities within his subject matter area.
- take on additional tasks as required in the interest of the service.

Duties may evolve according to development of the EDA's structure and activities, and the decisions of EDA management.

#### 5. QUALIFICATIONS AND EXPERIENCE REQUIRED

##### a. Conditions for eligibility

General

- be a national of a Member State participating in the Agency;
- **be entitled to his/her rights as a citizen**;
- have fulfilled any obligations imposed on him/her by the laws concerning military service;
- produces the appropriate character references as to his/her suitability for the performance of his/her duties;
- be physically fit to perform his/her duties;
- have a thorough knowledge of one of the languages of the participating Member States and an satisfactory knowledge of another of these languages to the extent necessary to discharge his/her duties;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years **or be a graduate of a national or international Defence College**;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of his/her duties within the Agency;
- hold a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate' (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (CONFIDENTIEL UE/EU CONFIDENTIAL or above), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate.);

##### b. Essential selection criteria:

(1) Professional

The candidate will have to demonstrate a thorough understanding of and professional experience in:

- past and/or on-going operations in the area of Joint Headquarter Intelligence (J2);
- ISR requirements from strategic down to the tactical level;
- key ISR concepts for operations;
- effective short- and long-term capability development in the Computer Command Control Communication (C4) ISR domain;
- systems, procedures, and methods of analysing, compiling, reporting and disseminating intelligence, surveillance and reconnaissance

data;

- ISR systems and principal assets (sensors and platforms);
- ISR technologies in the military and commercial off-the-shelf domain, for EU and NATO;
- working in an international environment;
- the EU (e.g. Council of the EU, European External Action Service, European Commission, ESA) and/or NATO Command Control Communication structures (C3);
- a very good knowledge of English.

## (2) Personal

All staff must be able to fit into the Agency's way of working (see par. 2). Other attributes important for this post include:

- ability to elaborate and manage large projects;
- ability to work in a team in an international environment;
- **good leadership and management skills;**
- results-orientation, and strong motivation;
- flexibility and innovativeness;
- genuine commitment to the Agency's objectives;
- strong conceptual, compositional, interpersonal, and analytical skills.

## c. Desirable

The following elements would constitute additional assets:

- familiarity with the CSDP Capability Development mechanism;
- a track record of delivering successful business outcomes;
- a Project Management qualification.

## 6. INDEPENDENCE AND DECLARATION OF INTEREST

The Project Officer Intelligence, Surveillance and Reconnaissance will be required to make a declaration of commitment to act independently in the Agency's interest and to make a declaration in relation to interests that might be considered prejudicial to his/her independence.

## 7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT

The Project Officer Intelligence, Surveillance and Reconnaissance will be appointed by the Chief Executive, upon recommendation of the Chairman of the Selection Committee.

**Secondment will be for a three-year period** (unless a shorter period is mutually agreed between the parties). Renewal is possible within the limits set out in the EDA SNE Rules. The successful candidate will be seconded as AD11.

Applications are invited with a view to establishing a reserve list for the post of Project Officer Intelligence, Surveillance and Reconnaissance at the EDA. This list is valid until 31/12/2017, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a secondment in the EDA according to their competences in relation to the specific requirements of the vacant post.

Inclusion on the reserve list does not imply any entitlement of secondment in the Agency.

## 8. EQUAL OPPORTUNITIES

The EDA is an equal opportunities employer and accepts applications without distinction on the grounds of age, race, political, philosophical or religious conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

## 9. APPLICATION PROCEDURE

Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard copy or ordinary e-mail) will not be accepted. Applications must be submitted no later than midnight. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline.

A selection committee will be appointed. Please note that the selection committee's internal proceedings are strictly confidential and that any contact with its members is forbidden.

If recruited, you will be requested to supply documentary evidence in support of the statements that you make for this application. Do not send any supporting or supplementary information until you have been asked to do so by the Agency.

Please note that once you have created your EDA profile, any correspondence regarding your application must be sent or received via your EDA profile.

For any prior enquiry, please refer to the FAQ (Frequently asked questions) section, or send an e-mail to [recruitment@eda.europa.eu](mailto:recruitment@eda.europa.eu).

## **10. DATA PROTECTION**

Please note that EDA will not return applications to candidates. The personal information EDA requests from candidates will be processed in line with Regulation (EC) N° 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data. The purpose of processing personal data which candidates submit is to manage applications in view of possible pre-selection and recruitment at EDA.

More information on personal data protection in relation to selection and recruitment can be found on the EDA website:

<http://www.eda.europa.eu/jobs/dataprotection>