

Vacancy notice 2018-117 HQ (AD) Head of Division CPCC.2
Chief of Staff / Horizontal Coordination Division

EU Staff Members – AD 9-14 level post – Candidates from the Member States – AD 12 level post

We are:

The European External Action Service (EEAS), which supports the work of the High Representative in defining and implementing an effective and coherent European Union foreign policy. The EEAS supports her tasks of conducting the EU's Common Foreign and Security Policy and chairing the Foreign Affairs Council. It also supports the High Representative in her capacity as Vice President of the Commission with responsibility for the co-ordination of other aspects of the EU's external action. The EEAS works in close cooperation with Member States, the Council and relevant services of the European Commission.

The Civilian Planning and Conduct Capability (CPCC) Directorate is mandated to plan, conduct and support civilian Common Security and Defence operations. Its acts as the Headquarters for the current 10 civilian CSDP Missions and is led by a Director/Civilian Operations Commander.

We propose:

the position of Chief of Staff/Head of Horizontal Coordination Division.

Under the authority of the Civilian Operations Commander (CivOpCdr), the Head of Division holds the overall management responsibility for the activities of CPCC and acts as deputy Civilian Operations Commander.

The Head of Division's main responsibilities are:

- to support the CivOpCdr in exercising the responsibility for the command and control of civilian crisis management Missions;
- represent and assume the tasks of the CivOpCdr in his/her absence including in operational command decision making and the planning and conduct of Missions;
- to manage, organize and coordinate the activities of the CPCC and its staff: translating the direction into specific time specific goals, tasks, priorities and internal procedures;
- to monitor the implementation of goals and tasks assigned to CPCC branches;
- to ensure coordination and information exchange between branches of CPCC and between CPCC and civilian operations in the field;
- to assist in ensuring the fulfilment of the duty of care, inter alia by ensuring that minimum mission security operating procedures are fully complied with;
- to develop, implement and review internal guidelines, standard operating procedures and other strategic tools such as the Mission Implementation Plans and their benchmarks;
- to exchange mission specific information and coordination of activities between CPCC and other bodies within the EEAS, Member States, the European Parliament, the Council Secretariat, European Commission, international organizations and relevant Third States;
- quality and knowledge management, including best practices, development and implementation of performance assessment tools for missions;
- to motivate, coach and lead a multinational team and lead on CPCC human resources and personnel related issues;
- to advise and initiate whenever good practice requires.

We look for:

Eligibility Criteria¹

In accordance with Article 98 of the Staff Regulations (SR)² and in order to meet the needs of the service candidates **must**:

1. be officials of the institutions of the European Union, temporary staff to whom Article 2 (e) of the Conditions of the Employment of Other Servants of the European Union (CEOS)² applies or staff from national administrations of the Member States;
2. have management experience, commensurate with the responsibilities of the post³;
3. have the capacity to work in languages of CFSP and external relations necessary for the performance of their duties. Knowledge of other EU languages would be an asset;
4. have at least three years' proven, pertinent external relations experience - for staff from national administrations this experience must have been gained from working in a national administration of one of the Member States.

Also, in order to satisfy the requirements set out in Article 12 of the CEOS, **Member State applicants must**:

1. be nationals of one of the EU Member States;
2. 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.⁴
3. have gained at least 12 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;
4. provide a statement issued by their Member State Administration (e.g. Ministry of Foreign Affairs) confirming their employment by membership of a diplomatic service as well as mentioning the guarantee of reinstatement of applicants after a possible contract with the EEAS. If candidates are unable to provide this document from their Ministry, their application will be deemed ineligible.
5. Temporary Agents 2(e) must be able to finish the full duration of the posting (4 years) within the maximum duration of engagement in the EEAS of 8 years.
6. Member States candidates/Temporary Agents 2(e) must be able to return to active service in their Member State/home ministry when finishing the contract.

Furthermore, **EU staff members** (i.e. EU officials, and temporary staff to whom Article 2(e) of the CEOS applies) applying for this post **must** be AD9–AD14.

EEAS staff members at AD 8 are eligible to apply if they have at least 2 years seniority at that grade⁵.

¹ All the eligibility criteria must be met on the closing date for applications to this post.

² <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

³ 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.

⁴ 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.

⁵ This possibility is included in light of the up-coming changes to the Middle Management rules.

Selection Criteria

The ideal candidate should:

- have senior command experience, preferably in an operational environment and proven ability to lead and motivate a multicultural team;
- have a good knowledge of civilian crisis management mechanisms;
- have previous international crisis management experience, including in the field;
- possess the necessary managerial capabilities needed for the operation of a large team working under considerable pressure;
- possess organisational skills, have a sense of initiative, have an aptitude for communication and interpersonal relations and, in particular, be able to act as a team player within CPCC and the EEAS;
- excellent understanding of the EU's CFSP, CSDP and other external relations policies;
- a very good understanding of the EEAS and of the internal and inter-institutional procedures, together with in-depth knowledge of EU decision-making processes.

Specific requirements:

- The heavy workload resulting from the diversity of the files handled in this division calls for real availability in terms of working hours;
- Candidates must be prepared to travel on mission to potential crisis areas and to do so at short notice.

TYPE AND DURATION OF CONTRACT

If the successful candidate is an **EU staff member** at AD9-AD14 s/he will be appointed according to Articles 29.1.(a)(i) and 98.1 of the SR at their existing grade. If the successful candidate is an EEAS staff member at AD8 s/he will be promoted to AD9 in accordance with Article 29.1.(a)(iii) of the SR.

If the successful candidate is from a national administration and subject to successfully undergoing a medical examination to ensure that s/he is physically fit to perform her/his duties, s/he 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 to the usual date of mobility at Headquarters (currently 31 August each year). The salary and conditions of appointment will be those laid down in the CEOS for temporary agents of AD12⁶.

In accordance with Article 6(11) of Council Decision 427/2010, each Member State shall provide its officials who have become temporary agents in the EEAS under Article 2(e) of the CEOS with a guarantee of immediate re-instatement at the end of the period of service to the EEAS.

The "Type of Post of the Person" will be "Head of Unit or equivalent".

All newly engaged temporary staff are required to complete successfully a probationary period of 9 months. A management probationary period of the same duration is also required.

PLACE OF EMPLOYMENT

Brussels, Belgium

⁶ The basic salaries offered by the EU institutions are set out in Article 66 of the Staff Regulations. The current level, set out in Regulation n° 423/2014 of the European Parliament and of the Council, can be accessed via the link <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32014R0423&from=EN>

JOB AVAILABLE FROM

1 October 2018

SPECIFIC CONDITIONS OF EMPLOYMENT

The successful candidate will be required to undergo security vetting if (s)he does not already hold security clearance to an appropriate level, in accordance with the relevant security provisions.

The successful candidate will be required to act independently in the public interest and to make a declaration of any interests which might be considered prejudicial to his/her independence, as set out in the Staff Regulations and the CEOS.

EQUAL OPPORTUNITIES

The European External Action Service applies an equal opportunities policy.

APPLICATION AND SELECTION PROCEDURE⁷

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

1. Application

Candidates may apply for this post published under the label "**2018-117 HQ (AD) Head of Division CPCC.2**".

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 on-line system

<https://webgate.ec.europa.eu/eapplication/index.cfm>.

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 afore-mentioned link. EU staff members with a professional ECAS account should use that account for their application. Temporary Agents in the EEAS should apply as EU Staff Members. A helpdesk facility is available via the "Contact Support" function within the on-line system.

During the on-line application procedure candidates will have to upload their **CV** and **motivation letter** (in English or French). Candidates from the Member States and Temporary Agents will, in addition, have to upload a copy of their **passport/ID** and a **statement issued by their Ministry for Foreign Affairs** confirming their membership of a national administration.

All candidates will have the opportunity to follow the progress of their application through the on-line system.

Applications may be made at any point during the period **from 26 July 2018 until 14 September 2018 at 12.00 midday (Brussels time)**. Please note that the only way to submit an application is using the on-line 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

⁷ Your personal data will be processed in accordance with Regulation (EC) 45/2001, as implemented by decision of the High Representative of the Union for Foreign Affairs and Security Policy of 8 December 2011. The privacy statement is available on EEASzone (<http://webgate.eeas.testa.eu/eeas/eeaszone/?q=node/26243>) and on the EEAS website (http://eeas.europa.eu/data_protection/index_en.htm).

2. Pre-selection

The selection panel will make a pre-selection on the basis of the qualifications and the professional experience described in the CV and motivation letter, and will 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 selection panel can evaluate them objectively and impartially on the basis of their qualifications, professional experience and linguistic skills, as listed in the present vacancy notice. The selection panel will recommend a shortlist of candidates for a final decision by the Appointing Authority. He may decide to interview the candidates on the final shortlist before taking this decision.

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.

The shortlisted candidates might be invited to the Assessment Centre.

CONTACT:

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