

## **Vacancy notice 2019/176– HQ (AD)**

### **Administrator**

#### **Policy Officer - Early Warning and Conflict Prevention (ISP.2)**

**(EU Staff Members: AD5-12/ Candidates from Member States: AD07)**

**Job n. 308171**

#### **We are:**

The European External Action Service (EEAS), which supports the work of the High Representative (HR) in defining and implementing an effective and coherent EU foreign policy. The EEAS supports the High Representative's tasks of conducting the EU 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 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 Member States, the Council and relevant services of the European Commission.

The recently created "Integrated approach for Security and Peace Directorate" (ISPD) is responsible for coordinating and managing the EEAS overall contribution to integrated approach as identified by the EU Global Strategy combining security, development and diplomatic actions in support of a common set of agreed objectives. In this framework and in cooperation with geographic and thematic EEAS services as well as other EU institutions ISPD ensures effective coordination of EU response throughout the entire conflict cycle, from early warning and horizon scanning to political-strategic planning for crisis management and stabilisation, as well as on the security of EU citizens in crisis zones as appropriate. ISPD ensures that the EU response is conflict sensitive and is based on a proper analysis with a focus on delivering stabilisation and peace.

Within ISPD, ISP.2 "Conflict Prevention and Mediation Support" Division is responsible for ensuring a coordinated approach to conflict prevention, peacebuilding and mediation. In this context, and in close cooperation with other geographic and thematic services, ISP.2 is responsible for: i) Identifying countries at risk of instability and/or violent conflict through the EU conflict Early Warning System, horizon scanning and other means; ii) ensuring systematic joint conflict analyses of countries at risk of/facing conflict or instability and where the EU has ongoing/planned significant engagement; iii) advising on conflict sensitivity of EU responses in fragile contexts; iv) promoting mediation, dialogue and prevention activities to support the EU's efforts to preserve peace at any stage of the conflict cycle; and v) policy development in conflict prevention and areas identified above. ISP.2 promotes adequate attention to the Responsibility to Protect, Children in Armed Conflict, Women Peace and Security, broader aspects relating to gender and conflict and Youth Peace and Security in conflict situations. As an EEAS centre of expertise on conflict prevention, peacebuilding and mediation it advises HQ services and EU Delegations on policy, programming, training, technical support and operational issues.

On all the above issues ISP.2 engages closely with the Commission, the EU Member States and key partners in order to promote an integrated 'whole-of-EU' approach.

#### **We propose:**

The position of Policy Officer in the Conflict Prevention and Mediation Division (ISP.2) under the functional authority of the Head of Division.

ISP.2 is composed of two teams: Conflict Prevention and Mediation Support.

The Policy Officer will join the Conflict Prevention Team which is responsible for ensuring conflict sensitivity of EU engagement in partner countries, and also manages the EU conflict

Early Warning System. The team coordinates and prepares conflict analyses at the request of EEAS/Commission services and Delegations, provides support to EU Delegations and geographic services with regards to developing conflict prevention strategies and actions, and provides training to other services on conflict sensitivity, theory of change methodologies etc. The team also manages the process leading to the identification of early warning priorities and monitors the translation of early warning into early response.

As such the Policy Officer will be expected to provide expertise and guidance on conflict analysis, conflict sensitivity, early warning system and horizon scanning.

Given the specific role of ISP.2, the official will work in close coordination with EEAS and Commission geographic and horizontal services, with EU Delegations as well as in collaboration with regional, international and multilateral organisations, key bilateral partners, research centres, think tanks and civil society.

### **We look for:**

#### Eligibility Criteria<sup>1</sup>

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

1. be officials of the EU Institutions, or temporary staff to whom Article 2 (e) of the Conditions of the Employment of Other Servants of the European Union (CEOS)<sup>2</sup> applies or staff from national diplomatic services of the Member States;
2. 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;
3. have at least 2 years' proven, pertinent external relations experience - for staff from national diplomatic services this experience must have been gained from working in a diplomatic service 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:

4. be nationals of one of the EU Member States;
5. 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.<sup>3</sup>
6. have gained at least 6 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
7. 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, and must be able to finish the full duration of the posting (in principle 4 years) within the maximum duration of engagement in the EEAS, as foreseen in the Council Decision of 26 July 2010 (2010/427/EU).

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

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

<sup>3</sup> 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.

Furthermore, in order to be eligible, **EU staff members** must be in one of the grades **AD5 to AD12** and have the Type of post of the person "ADMINISTRATOR" (AD5-AD7) or "PRINCIPAL ADMINISTRATOR" (AD8-AD12), or they must be AST officials who have successfully passed the certification procedure.

EEAS staff whose Type of Post of the Person is "Senior administrator in transition" (AD14) and "Principal administrator in transition" (AD13) can also show their interest for this job. If selected, she/he will be transferred in the interest of the service. This transfer in the interest of the service will not modify the Type of Post of the Person. Transfers in the interest of the service under Article 7 SR are only possible within the same Institution, therefore EU officials AD13 and AD14 from other Institutions are not eligible.

Applications from officials currently serving in a Delegation are, in principle, not eligible and may only be considered in the interest of the service or in case of career progression.

In the above paragraph, "career progression" includes AST staff members who have successfully completed the certification procedure and who are applying for their first AD post.

Competition EPSO laureates may express their interest for this job, provided that they meet the eligibility requirements set out at points 2 and 3 above. Their candidatures will be considered only in the event that no suitable candidate can be found among EEAS staff, EU officials or staff from diplomatic services of Member States. Should a competition laureate be selected for this job, she/he will be subject to the same obligations of mobility as other EEAS staff members.

#### **SELECTION CRITERIA:**

Candidates should:

- have ability to maintain diplomatic relations and to ensure representation and communication in a complex, multicultural environment;
- have capacity to create constructive working relations in the field of external relations with national authorities, international organisations and EU Member States;
- have strong drafting, communication and analytical skills combined with sound judgement;
- have knowledge of external relations, internal policies and functioning of the Union;
- have knowledge and/or proven experience in the key areas of conflict prevention, conflict analysis and / or early warning;
- have a good working proficiency in English.

Furthermore:

- experience of working in an Embassy, a Delegation (or equivalent in an international organisation);
- have experience and knowledge of CFSP and CSDP-related issues;
- experience with managing a team;
- experience of working in a team in multi-disciplinary and multi-cultural environment;
- knowledge of French; and
- capacity to work and communicate under time constraints in an international diplomatic and multilingual environment;

would be strong assets.

#### **TYPE AND DURATION OF CONTRACT**

If the successful candidate is an EU staff member, s/he will be appointed according to Articles 29.1.(a)(i) or (ii) and 98.1 of the Staff Regulations and according to the rules on grade set out above.

If the successful candidate is from a national diplomatic service s/he will be offered a contract as temporary agent under Article 2(e) of the CEOS; such contracts have a maximum duration of 4 years. The appointment will be at AD 7 level<sup>4</sup>.

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.

All newly engaged temporary staff members are required to complete successfully a probationary period of 9 months.

## **PLACE OF EMPLOYMENT**

**Brussels, Belgium**

## **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.

Successful candidates will be required to act independently in the public interest and to make a declaration of any interests which might be considered prejudicial to their independence, as set out in the Staff Regulation and CEOS.

## **EQUAL OPPORTUNITIES**

The External Action Service applies an equal opportunities policy.

## **APPLICATION AND SELECTION PROCEDURE<sup>5</sup>**

Mobility is a fundamental part of EEAS human resources policies, and is required by the EEAS Council Decision. Candidates should be aware that, accordingly, it is not generally in the interests of the service for EEAS Staff Members to apply for jobs which are essentially the same or similar to their current post.

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

### **1. Application**

Candidates may apply to the posts of **"2019/176– HQ (AD) – Policy Officer Conflict Prevention and Early Warning"**.

**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>

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<sup>4</sup> 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>

<sup>5</sup> 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 EEAS zone (<http://webgate.eeas.testa.eu/eeas/eeaszone/?q=node/26247>) and on the EEAS website ([http://eeas.europa.eu/data\\_protection/rights/index\\_en.htm](http://eeas.europa.eu/data_protection/rights/index_en.htm)).

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 from **18 September 2019**. EU staff members with a professional ECAS account should use that account for their application. 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 will, in addition, have to upload a copy of their **passport/ID** and a **statement by their Ministry for Foreign Affairs** confirming their membership of a diplomatic service and the Ministry's support for the candidate's application for this post.

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 **18/09/2019 to 09/10/2019 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 procedure, please use the following email address:

**[EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu](mailto:EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu)**

## 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 pre-selected 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 relevant Appointing Authority. He/she 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.

**CONTACT: Rene van NES - Head of Division ISP.2**

**Tel:** +32 (0) 2 584 5022 **Email:** Rene.VAN-NES@eeas.europa.eu