

EUROPEAN EXTERNAL ACTION SERVICE (EEAS)



VACANCY NOTICE: Head of Section (Legal Matters and Advisory on Rule of Law)

Reference: 2019/161 DEL (AD) HoS KOSOVO

Staff category: EU Staff Members: AD5-12 - Candidates from Member States: AD09

The European Union currently has 141 delegations, eight of which are to international organisations. In all, nearly 1200 officials and about 4400 other staff are currently serving in these delegations.

The EU Delegations are placed under the authority of the High Representative of the Union for Foreign Affairs and Security Policy, who is also Vice President of the European Commission.

The European External Action Service (EEAS) is looking for an individual to fill the following post at the Delegation of the European Union to:

JOB ID N°	COUNTRY CITY	FUNCTION	LCA	POSTING DURATION	TEMPORARY AGENT 2(E) LEVEL POST ¹	OFFICIAL LEVEL POST
287813	Kosovo, Pristina	Head of Section (Legal Matters and Advisory on Rule of Law)	20%	4 years	TA AD09	AD05-12

WE PROPOSE

Under the responsibility of the Head of Office, the individual will assist in fulfilling the mandate of the Head of Office.

1. To serve as a team leader for the staff of the Section and to ensure their operational coherence in support of the EU Office's goals;
2. To be the interlocutor with the Minister of Justice and the Minister of Internal Affairs;
3. To ensure timely internal reporting on activities of the Section;
4. To ensure the consistency and sustainability of the Section strategic advice over time;
5. To undertake any other related tasks as requested by the Head of the EU Office.
6. To identify best practice and lessons learned within the Section's field of responsibility;
7. To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
8. To contribute to the EU Office mandate implementation by monitoring, mentoring and advising relevant Rule of Law institutions in Kosovo;
9. To liaise closely with the EUSR team, EU funded projects in the relevant areas of support to Kosovo, as well as EULEX Kosovo;
10. To liaise, as appropriate, with other external stakeholders;
11. To provide expert contribution to the EU-wide coordinated position on any legislative initiative by the government of interest for the EU (including by-laws).

ELIGIBILITY CRITERIA:

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 institutions of the EU, temporary staff to whom Article 2(e) of the CEOS applies or staff from diplomatic services of the Member States;
2. have the capacity to work in the languages of CFSP (EN, FR) and external relations necessary for the performance of their duties. Knowledge of other EU languages would also be an asset;
3. have proven, pertinent external relations experience - for staff from diplomatic services this experience must have been gained from working in a diplomatic service of one of the Member States.

In the event that no suitable candidate can be found among EEAS staff, EU officials or staff from diplomatic services of Member States, the EEAS may decide to recruit a laureate from an EPSO reserve list.

The EEAS reserves the right to cancel this vacancy notice and to terminate the selection procedure at any stage.

¹ The basic salaries offered by the EU institutions are set out in Article 66 of the Staff Regulations. The current level following the "2018 Annual update of the remuneration and pensions of the officials and other servants of the European Union and the correction coefficients applied thereto", can be accessed via the link: [EUR-Lex - 52018XC1214\(01\) - EN - EUR-Lex](#)

SPECIFIC ELIGIBILITY CRITERIA FOR EU OFFICIALS AND TEMPORARY STAFF TO WHOM ARTICLE 2(e) OF THE CEOS APPLIES (“EU STAFF MEMBERS”)

1. Applications from EU staff members currently in post in a Delegation are not, in principle, eligible.
2. EU staff members currently in their second consecutive post in a Delegation are not eligible, and may apply only in case of career progression. A derogation from this rule may not lead to a consecutive period of service in Delegation of more than 12 years.
3. EU staff members currently in Headquarters who will have completed less than 2 years in Headquarters on the date foreseen for taking up duty are not, in principle, eligible and will only be taken into consideration in case of career progression.
4. TA2(e) staff members should also provide a statement by their Ministry of Foreign Affairs in support of their application for this post including the guarantee of reinstatement required by Article 6(11) of Council Decision 2010/427/EU.

"Career progression" applies to AST staff members who have successfully completed the certification procedure and who are applying for their first AD post.

SPECIFIC ELIGIBILITY CRITERIA FOR CANDIDATES FROM 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 which corresponds to completed university studies attested by a diploma when the normal period of university education is at least three years.
3. have the required full-time professional experience (see table below for minimum number of years required). This experience must have been gained after completing university studies of 4 years, or of 3 years plus one year relevant professional experience, as set out at point 2 above.

Post at level: (MS Candidates) (EEAS Staff/Officials)	AD5 AD5/12	AD7 AD5/12	AD9 AD5/12	AD10 AD5/12	AD11 AD5/12	AD12 AD5/12
External relations experience	≥ 1 year	≥ 2 years	> 3 years	≥ 3 years	≥ 3 years	≥ 3 years
Professional experience (MS candidates)	≥ 1 year	≥ 6 years	> 10 years	≥ 10 years	≥ 10 years	≥ 12 years

GRADING

For posts graded at **AD5-12**, 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 are only possible within the same Institution (Article 7 of SR), therefore EU officials AD13 and AD14 from other Institutions are not eligible.

In the event of a successful application, EU staff members will be appointed at their existing grade.

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SELECTION CRITERIA:

Candidates should:

1. have an excellent ability to maintain diplomatic relations and to ensure representation, communication in a complex, multicultural environment;
2. have an excellent capacity to create constructive working relations with national authorities, international organisations and EU Member States;
3. have strong drafting, communication and analytical skills combined with sound judgement;
4. have excellent knowledge of the external relations, internal policies and functioning of the Union;
5. have experience and knowledge of CFSP and CSDP-related issues;
6. have knowledge of the key areas of the office's activities;
7. Furthermore: Experience in working in an Embassy, a Delegation, an international organisation or significant experience of external relations in the field, including CSDP field missions and good knowledge of the country, its culture, and the region as a whole would be assets.

APPLICATION AND SELECTION PROCEDURE

1. Application procedure²

Before submitting their application, candidates should carefully check whether they meet all the eligibility criteria in order to avoid exclusion from the selection procedure. Candidates must apply through the online system: <https://webgate.ec.europa.eu/eapplication/index.cfm>

To log on, an EU LOGIN is required; a helpdesk facility is available by email at EEAS-IT-HELPDESK@eeas.europa.eu.

During the on-line application procedure candidates will have to complete the application form, upload their **CV** (in English or French, preferably using the Europass format <http://europass.cedefop.europa.eu/htm/index.htm> or eCV from SYSPER for EU officials) as well as a **motivation letter** (maximum 2 pages) in either English or French.

Candidates from the diplomatic services of the Member States will, in addition, have to upload a copy of their passport/ID and a statement by their Ministry of Foreign Affairs confirming their membership of a diplomatic service and the Ministry's support for the candidate's application for this post as well as mentioning the guarantee of reinstatement required by Article 6(11) of Council Decision 2010/427/EU.

Applications may be made at any point **until Wednesday, 4 December at 12h00**, Brussels time. 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 with the EEAS Human Resources Directorate concerning the selection procedures, please use the following email address: EEAS-AD-NON-MANAGEMENT-DELEGATIONS@eeas.europa.eu

2. Pre-selection

The pre-selection will be done by a Panel on the basis of the qualifications and the professional experience described in the CV, and in the motivation letter. The Panel will then produce a shortlist of a limited number of eligible candidates who in its opinion best meet the selection criteria for each 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 vacancy notice.

The Selection Panel will recommend a shortlist of candidates for a final decision by the relevant Appointing Authority.

The EEAS applies an equal opportunities policy.

² Your personal data will be processed in accordance with the new [Data Protection Regulation \(EC\) 2018/2018](#), (EUDPR), in force since 11 December 2018. More information is available on the EEAS website: (http://eeas.europa.eu/data_protection/index_en.htm). Direct link to the the privacy statement [click here](#). EEAS Intranet: [e-DPO](#)

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CONDITIONS OF EMPLOYMENT

EEAS career development policy places the need for staff to develop a mix of competences at its core, e.g. working in various fields of expertise and responsibilities in the course of a person's career, including postings at Headquarters and Delegations. Therefore, staff members are encouraged to alternate between Delegation and Headquarters postings.

Successful candidates from the Member States will be required to make a declaration of their commitment to act independently in the public interest and a declaration of any interests which might be considered prejudicial to their independence.

If the successful candidate is from a national diplomatic service, a contract as temporary agent under Article 2(e) of the CEOS will be offered; such contracts have a maximum duration of four years. The exact end date of the contract will be aligned with the annual Rotation Exercise.

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 reinstatement at the end of the period of service to the EEAS.

The newly engaged temporary staff is required to complete successfully a probationary period of 9 months.

As a matter of policy, applications of individuals who have dual nationality of the host country or the partner of whom has the nationality of the host country will be considered on a case-by-case basis. The EEAS examines if there could be a conflict of interest and the consequence of a possible refusal by the host country to grant diplomatic immunity to the staff member and or his/her partner and family, as well as possible security risks e.g. refusal of security clearance (EU SECRET). The HR Department may ask for additional information from the applicant in this context.

It is in the interests of the service to ensure that staff members in the Delegations are able to complete full postings before reaching the age of retirement. Before taking any final decisions on nominations, the appropriate Appointing Authority will ensure on a case-by-case basis that the successful candidates will indeed be able to complete the relevant full posting for the post for which they have been selected.

Successful candidates must undergo a medical examination to ensure that they are physically fit to perform their duties.

Candidates are deemed to be fully aware of the local living conditions, including i. a. information concerning security, health care, education, employment opportunities for spouses and the accommodation provided (Annex X, Article 5 or 23), before applying. Individual post reports are available from EEAS.BA.HR3, Rights and Obligations:

RIGHTS-AND-OBLIGATIONS@eeas.europa.eu

Candidates should also ensure that they are fully aware of the relevant security provisions. All posts in an EU Delegation require a Personal Security Clearance (EU SECRET).

Candidates must be able to work in a different socio-cultural environment and to adapt quickly to evolving situations.

PLACE OF EMPLOYMENT:	KOSOVO, Pristina
TARGET TAKE-UP DUTY DATE:	ASAP, JOB VACANT
DEADLINE FOR APPLICATIONS:	04/12/2019 at 12h00 (CET).