

EEAS Vacancy Notice
Director Civilian Planning and Conduct Capability / Civilian Operations Commander
EU Staff Members – AD14 – 15 Level post
Candidates from the Member States – AD 14 Level post

We are:

The European External Action Service (EEAS) supports the High Representative in the exercise of his/her mandate to conduct and implement an effective and coherent EU Common Foreign and Security Policy (CFSP), of representing the EU and of chairing the Foreign Affairs Council.

It also supports the High Representative in his/her capacity as Vice-President of the Commission with regard to his/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 the General Secretariat of the Council, the services of the Commission and the Secretariat General of the European Parliament.

The Civilian Planning and Conduct Capability (CPCC) Directorate plans and conducts civilian Common Security and Defence Policy (CSDP) operations. In that context, it provides assistance and advice to the High Representative and relevant Council bodies, working in close co-operation with relevant EEAS and European Commission services. The Director of the CPCC also functions as Civilian Operations Commander, exercising command and control at the strategic level of all civilian CSDP missions. S/he is presently responsible for 10 civilian operations on three continents with about 2200 staff. CPCC works in close cooperation with the EU Military Staff, the Integrated Approach for Security and Peace (ISP) and Security and Defense Policy (SECDEFPOL) Directorates and other relevant actors in the field of crisis management, including the European Commission.

We propose:

The position of Director Civilian Planning and Conduct Capability / Civilian Operations Commander.

- A. Working under the authority of the Deputy Secretary General for CSDP and Crisis Response. The main tasks of the Director are:
- To manage the Directorate responsible for the Civilian Planning and Conduct Capability (CPCC), defining its strategic objectives within the overall EU policy framework and ensuring coherence with the approved political-strategic objectives at all planning stages.
 - To provide assistance and advice on developments in CPCC's field of responsibility to the senior management of the EEAS and the HR, as well as the relevant Council bodies;
 - To contribute to crisis response operational planning in the civilian field;
 - To contribute to the development, implementation and co-ordination of activities which further develop the EU's civilian crisis management capabilities and partnerships, including horizontal aspects of EU crisis management, as well as concepts, training, exercises and lessons;
 - To ensure that the Directorate is soundly organised and its human resources managed so as to ensure an effective distribution of duties and responsibilities in order to achieve

the expected results, while working to keep staff well informed of the Directorate's priorities and motivated;

- To provide support to Chairs of Council working groups active in crisis management, to represent the Directorate and/or EEAS as necessary in Council and at relevant external and internal events, and to build and maintain relations with other EU bodies and relevant counterparts.

B. As Civilian Operations Commander –

- To exercise, under the responsibility of the Council and the High Representative, the command and control at the strategic level of civilian crisis management missions, including exercising the authority transferred from Member States over the personnel and units they make available.
- To conduct operational planning for the civilian crisis management missions.
- To ensure that the duty of care for the personnel of the missions is discharged in accordance with agreed policies.

He/she will coordinate closely with the services of the Commission, Council and Member States in pursuing and developing the EU's policy objectives in these areas.

This position is a Director type of post (AD 14-15 Level). Candidates from the diplomatic services of the Member States would be recruited at AD 14 Level.

The place of employment is Brussels. The post involves extensive travel.

The post will, in principle, be for a four-year duration.

LEGAL BASIS:

The vacancy is to be filled in in accordance with the following articles of the Staff regulations¹ (SR): Article 29(1)(a) SR and Article 98 SR; and Article 29(1)(b) SR.

We look for:

Selection criteria:

Applicants who:

- Have an established track record of leading a department/directorate in an international/multilateral context, with the capacity to lead and inspire, including in high-pressure situations, and have solid managerial and decision-making abilities;

¹ Staff Regulations of Officials (SR) and the Conditions of Employment of Other Servants of the European Union (CEOS). For reference, see <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1570023902133&uri=CELEX:01962R0031-20190101>

- Have a professional background and established track record in leading work in the areas of:
 - Civilian crisis management and planning
 - Coordination of crisis management with other relevant instruments and policies including development cooperation
- Have an in-depth knowledge and understanding of the EU's external, as well as internal, policies and instruments including CSDP structures and procedures, as well as knowledge of related financial arrangements;
- Have field experience in an international mission or operation
- Have an excellent ability to maintain diplomatic relations at a senior level and to ensure representation, communication and coordination in a complex multicultural environment;
- Have an excellent capacity to play a lead role in negotiations with national authorities, international organisations and member states;
- Be able and prepared to work under time pressure and changing operational and political environments, while remaining accountable at all times for the delivery, by Heads of civilian CSDP missions, of their mandates;
- Have the ability to create and maintain a strong network of contacts with internal and external stakeholders (including Member States, the European Parliament and third countries);
- Have strong communication and analytical skills combined with sound judgement, as well as excellent oral and written presentation, communication and negotiation skills;
- Have a strong capacity for strategic thinking, developing policy concepts and prioritising, combined with the ability to formulate effective strategies to communicate those policies;

ELIGIBILITY CRITERIA²:

- GENERAL

Further to the conditions set out in Art 28 of the Staff Regulations (SR) or Art 12 of the Conditions of Employment of Other Servants (CEOS)¹, candidates **must**:

1. be nationals of one of the EU Member States and enjoy full rights as a citizen;
2. be permanent officials of the Union institutions, or temporary agents to whom Article 2(e) of the Conditions of Employment of Other Servants (CEOS)¹ applies, or staff from diplomatic services of the Member States;
3. have the capacity to work in languages of the CFSP and external relations necessary for the performance of their duties. Knowledge of other EU languages would also be an asset;

² All the eligibility criteria must be met on the closing date for applications to this post.

4. have proven, pertinent external relations experience of at least 10 years – for staff from diplomatic services this experience must have been gained from working in the diplomatic service of one of the Member States;

5. have management experience of at least 7 years at relevant level, commensurate with the responsibilities of the post (candidates must indicate in their CV's, at least for the minimum 7 years required: (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; candidates are invited to focus in their motivation letters also on their management and interpersonal skills and illustrate these with concrete examples);

- SPECIFIC ELIGIBILITY CRITERIA FOR EU OFFICIALS AND TEMPORARY AGENTS FROM NATIONAL DIPLOMATIC SERVICES TO WHOM ARTICLE 2(E) OF THE CEOS APPLIES ("EU STAFF")

1. EU staff members (i.e. EU officials, and temporary staff to whom Article 2(e) of the CEOS applies) must be either³:

- AD14 or AD15 and occupying a post at the level of Director or equivalent function, or;
- AD14 and occupying or having occupied a middle management post for at least 2 years, or;
- AD13 and occupying or having occupied a middle management post or equivalent function for at least 2 years, with at least 2 years seniority at AD13.

In the event of a successful application, EU staff members at AD14 to AD15 will be appointed at the same grade. EU staff members at AD13 will be promoted to AD14.

2. Due to the need to ensure sound financial management of the limited financial resources, given the fact that the assignment of a staff member to a Delegation has important budgetary and business continuity implications, applications from staff members currently serving in a Delegation and who are not in rotation, are, in principle, not eligible and may only be considered in the interest of the service or in case of an application for a higher type of post (further on, "career progression")⁴.

³ Notwithstanding this criterion, and in order to ensure equality of treatment between candidates from the different statutory sources of EEAS recruitment, the Appointing Authority may, in exceptional and duly justified cases and solely in the interests of the service, decide to accept an application for a post from EU staff members whose grade would otherwise exceed the bracket specified for the post in question. Such decision may only be made within the limits contained in the EEAS establishment plan.

⁴ "Career progression" refers to applications of for a higher type of post according to Annex I SR. It is designed to allow staff to develop within the organisation. In this case, it refers to staff members with at least 2 years of seniority in Middle Management who are applying for a Director post. It is in the interest of the service that EU staff members in a delegation and who wish to apply for a post on the basis of career progression should have spent at least 2 years on their current post when they take-up duty.

3. EU officials in active service at the moment of the application cannot request to be recruited as Temporary Staff to whom Article 2(e) of the CEOS applies, i.e. staff seconded from national diplomatic services of the Member States.

- SPECIFIC ELIGIBILITY CRITERIA FOR CANDIDATES FROM THE DIPLOMATIC SERVICES OF THE MEMBER STATES

In line with Art 12 of the CEOS and in accordance with the needs of the service, candidates from the diplomatic services of Member States of the Union must:

1. (i) possess 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

(ii) possess a level of education which corresponds to completed university studies, attested by a diploma, plus relevant professional experience of at least one year, when the normal period of university education is at least three years;

2. Have at least 15 years full-time professional experience. This experience must have been gained after completing university studies of four years, or of three years plus one year relevant professional experience, as set out at point 1 above.

Candidates must indicate their level of education and professional experience on the application form.

Candidates from national diplomatic services and current temporary agents according to Article 2(e) CEOS must be able to return to active service in their Member State after the end of their period of service to EEAS. The candidate shall provide a statement issued by her or his Ministry of Foreign Affairs confirming their membership of a diplomatic service, and indicating the post applied for 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.

Furthermore, candidates from national diplomatic services and current temporary agents according to Article 2(e) CEOS must be in a position to serve during the full duration of their assignment within the maximum duration of engagement in the EEAS, as foreseen in Article 50b(2) SR and the Council Decision of 26 July 2010 (2010/427/EU).

TYPE AND DURATION OF CONTRACT FOR NEW TEMPORARY AGENTS

If the successful candidate is from a national diplomatic service 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. The salary and conditions of appointment will be those laid down in the CEOS for temporary agents of AD14.

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 are required to complete successfully a probationary period of 9 months. A management probationary period is also required.

PLACE OF EMPLOYMENT

Brussels (Belgium)

The post is available as of 1 April 2020.

SPECIFIC CONDITIONS OF EMPLOYMENT

The successful candidate will be required to undergo security vetting if he/she does not already hold EU SECRET level security clearance, in accordance with the relevant security provisions.

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.

EQUAL OPPORTUNITIES

The European External Action Service applies an equal opportunities policy.

PROCEDURE⁵

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

1. Application

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. 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 **recent statement by their Ministry for Foreign Affairs (issued within the past 6 months)** confirming their membership of a diplomatic service.

⁵ Your personal data will be processed in accordance with Regulation (EC) 2018/1725. The privacy statement is available on EEAS webpage: http://eeas.europa.eu/data_protection/rights/index_en.htm

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

The closing date for the submission of applications is **Monday 24 February 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

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 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 (the Consultative Committee on Appointments) 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 to the High Representative, who will make the final selection.

Shortlisted candidates might be invited to an Assessment Centre.

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

Mr Pawel HERCZYNSKI, Acting Deputy Secretary General for CSDP and Crisis Response
Email: pawel.herczynski@eeas.europa.eu