

**Vacancy notice 2020/207 - HQ (AD)**

**EEAS Vacancy Notice Administrator**

**Policy Officer - Coordination of the Secretariat of the Partnership for Security and**

**Stability in the Sahel (P3S) – Integrated Strategic Planning for CSDP and**

**Stabilisation Division, ISP.3 (EU Staff Members: AD5-12/ Candidates from national**

**diplomatic services: AD09)**

**Job n. 342826**

**We are:**

The European External Action Service (EEAS) supports the High Representative in the exercise of his 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 capacity as Vice-President of the Commission with regard to his 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.

**Integrated Strategic Planning for CSDP and Stabilisation Division (ISP.3)** is responsible for political-strategic integrated planning and evaluation of CSDP and CFSP actions under Articles 42/43/44 (CSDP) and 28 TEU (CFSP) and for political-strategic support/advice on security and defence crisis management issues.

In particular, and in liaising with geographic and thematic services as required, ISP.3 is the lead Service for

- (i) the integrated strategic planning of CSDP military and civilian actions, including the development of Crisis Management Concepts (CMC) or similar options/concept papers;
- (ii) producing political strategic planning documents for potential stabilisation actions under Art.28 TUE and evaluating their mandate delivery;
- (iii) evaluating the mandates of CSDP missions/operations through Strategic Reviews and Analysis and ensuring the interface between the political and strategic levels of CSDP actions; and
- (iv) preparing Council Decisions for CSDP and Art.28 activities defining their political, legal and financial framework as well as their further review and potential mandate adaptation.

**We propose:**

The position of Policy Officer - Coordination of the Secretariat of the Partnership for Security and Stability in the Sahel (P3S) in the Integrated Strategic Planning for CSDP and Stabilisation Division (ISP.3)

Administrator – AD5-AD12.

Candidates from national diplomatic services: AD09.

The successful candidate will assess, support and report on progress of the pillars 2 and 3 of the "Sahel Coalition" by preparing the necessary work for mobilising the relevant EU Institutions, EU Member States and all other partners keen to support the Sahel Coalition initiative. He will report to ISP Director and DMD Africa under the guidance of the ISP.3 Head of Division.

In close coordination with the relevant geographic division, **the main duties will include:**

- Leading planning at politico-strategic level, develop planning documents (option papers, political and strategic analysis papers) and to that end, coordinate inputs from all relevant EU and international partners involved in the Sahel region on P3S related issues.

- Coordinating and managing the work of the secretariat's team.
- Drafting notes and all other documents relating to activities for which the secretariat of the P3S is responsible.
- Contributing to the development of horizontal concepts and policy initiatives pertaining to the overall coordination of international support for the security sector of the Sahel G5 within the P3S, ensuring an integrated approach, comprising the strengthening of civilian and military security forces (equipment, infrastructure, advise, training) and security-related stabilisation actions (return of State services in the most fragile areas).
- Analysing, following-up and giving updates on the political, economic, military and/or humanitarian situations in connection with the secretariat of the coalition and of the secretariats of pillars 1 and 4.
- Liaising with the Sahel coalition secretariat and working under the guidance of the EU Sahel Task Force.
- Coordinating the preparation of P3S related meetings at political, politico-strategic and operative level with international organizations such as the UN, the AU, the G5S or ECOWAS, third states, and host nations.
- Assisting with the preparation of meetings of the Council and of its preparatory working parties on P3S related issues.
- Representing the Head of Division at meetings of the Political and Security Committee and the preparatory groups/Working Party on these subjects.
- Ensuring external and internal coordination in the framework of the EU Integrated Approach.
- Other tasks and duties in the interest of service.

### **We look for:**

We are looking for a dynamic colleague to coordinate the newly created Partnership for Security and Stability in the Sahel (P3S) secretariat. This secretariat is a concrete outcome of the adoption of the Joint declaration of the members of the European Council with the Member States of the G5 Sahel on 28 April 2020.

### **Legal basis:**

The vacancy is to be filled in in accordance with the following articles of the Staff regulations<sup>1</sup> (SR): Article 29(1)(a) SR and Article 98 SR; Article 29(1)(b) SR ; Article 29(1)(c) SR

### **Legal basis:**

The vacancy is to be filled in in accordance with the following articles of the Staff regulations<sup>2</sup> (SR): Article 29(1)(a) SR and Article 98 SR; Article 29(1)(b) SR ; Article 29(1)(c) SR

### **ELIGIBILITY CRITERIA<sup>3</sup>**

Further to the conditions set out in Article 28 SR and 12 CEOS, candidates must:

1. be a permanent official of the Union, or a temporary agent to whom Article 2(e) CEOS applies, or staff from a national diplomatic service of a EU Member State, or a laureate of an EPSO competition who is on a valid reserve list established in accordance with Article 30 SR.
2. 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 be an asset;
3. have at least 3 years' proven, pertinent experience in external relations;

Also, in order to satisfy the requirements set out in Article 12 of the CEOS, candidates from

<sup>1</sup> 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>

<sup>2</sup> 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>

<sup>3</sup> All the eligibility criteria must be met on the closing date for applications to this post.

national diplomatic services must:

4. 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>4</sup>.
5. have gained at least 10 years' full time professional experience. This experience must have been gained after obtaining the four-years diploma or after obtaining the three-years diploma and the one year relevant professional experience
6. 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. Furthermore, they 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).

Clarifications:

- The present position is classified, according to section A of Annex I SR, as a post of Administrator. Candidates who are EU officials in the function group AD must therefore occupy at the moment of the application (or have occupied as the last post before their change in administrative status<sup>5</sup>) a post of "Administrator" grades AD5-AD12 or be an EU official in the function group AST who is on the list drawn up according to Article 45a (c) SR ("certification procedure").
- Officials assigned according to Article 30 of the annex XIII SR to the type of post "Senior Administrator in transition" (AD14) or "Administrator in transition" (AD13) can apply for posts which correspond to the type of post of Administrator. 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.
- Candidates who at the moment of the application are EU officials, independently of their administrative status, 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
- 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 an application for a higher type of post ("career progression"). This is 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.
- "Career progression" refers to applications for a higher type of post according to Annex I SR. In this case it refers to EU officials in the function group AST who are on the list drawn up according to Article 45a(c) SR ("certification procedure") and apply for their first AD post.
- In order to be considered as a candidate from national diplomatic service in the sense of Article 98 SR, such candidates shall provide at the moment of their application a certificate from their national diplomatic service which will clearly state that they are staff from national diplomatic service, as well as a guarantee of "immediate reinstatement at the end of their period of service to the EEAS" in accordance with Article 50b(2) CEOS.

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<sup>4</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 6.

<sup>5</sup> In accordance with Article 35 SR

## **SELECTION CRITERIA:**

Candidates should:

- have an excellent ability to maintain diplomatic relations and to ensure representation, communication in a complex, multicultural environment;
- have an excellent capacity to create constructive working relations with national authorities, international organisations and EU Member States;
- have strong drafting, communication and analytical skills combined with sound judgement;
- have excellent knowledge of external relations, internal policies and functioning of the Union;
- have experience and knowledge of CFSP and CSDP-related issues;
- have an excellent experience and knowledge of the Sahel and P3S related domains;
- have a sound experience in working methods at strategic, national or international level;
- have experience at headquarters level, including in an international organisation;
- have management competencies of a small team;
- be able to work very flexibly to meet needs of crisis management, including participation in long-term missions, possibly to high-risk areas;
- have an advanced proficiency in French and English.

Furthermore the following would be considered strong assets:

- experience of working in an Embassy, a Delegation (or equivalent in an international organisation);
- experience of working in a team in multi-disciplinary and multi-cultural environment;
- experience of negotiations, and
- knowledge of EU languages other than English and French.

## **TYPE AND DURATION OF CONTRACT FOR CANDIDATES FROM NATIONAL DIPLOMATIC SERVICES**

In accordance with Article 50b CEOS, if the successful candidate is from a national diplomatic service, she or he will be offered a contract as temporary agent under Article 2(e)CEOS at the level AD 9<sup>6</sup> for a maximum period of four years which can be renewed for a maximum period of four years.

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**

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<sup>6</sup> The basic salaries offered by the EU institutions are set out in Article 66 of the Staff Regulations. The current level, can be accessed via the link: [https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52018XC1214\(01\)&from=EN](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52018XC1214(01)&from=EN)

## **SPECIFIC CONDITIONS OF EMPLOYMENT**

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

The successful candidate must undergo a medical examination to ensure that she or he is physically fit to perform her/his duties.

The successful candidate will be required to act independently in the interest of the Union and to make a declaration of any interests which might be considered prejudicial to her or his 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>7</sup>**

High degree of 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 post of "**2020/207 – HQ (AD) – Policy Officer – ISP.3**".

**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 from **29 July 2020**. 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 are invited to use the "Europass" CV format (<https://europass.cedefop.europa.eu/documents/curriculum-vitae>) for their applications.

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** (issued within the past 6 months) confirming their membership of a diplomatic service, the Ministry's support for the candidate's application for this post, 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.

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

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<sup>7</sup> 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](http://eeas.europa.eu/data_protection/rights/index_en.htm)

Applications may be made at any point during the period from **29/07/2020 to 15/09/2020 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. The Appointing Authority 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 re-assignment.

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