

## **Vacancy notice 2020-196 HQ (AD) – Head of Division CPCC.1**

### **EEAS Vacancy Notice – Head of Division CPCC.1 – Conduct of Operations**

#### **Type of post "Head of Unit or equivalent"**

#### **EU Staff Members – AD 9-14– Candidates from the Member States – AD 12**

#### **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.

The Civilian Planning and Conduct Capability (CPCC) is the permanent structure supporting the Civilian Operations Commander. The Civilian Operations Commander is the overall commander at the strategic level of currently 11 civilian CSDP crisis management missions and provides strategic guidance and direction to the Heads of Mission. The Civilian Operations Commander reports directly to the High Representative for Foreign Affairs and Security Policy and through her to the Council of the EU. Under the political control and strategic direction of the Political and Security Committee and the overall authority of the High Representative, the Civilian Operations Commander ensures the effective planning and conduct of civilian CSDP crisis management operations, as well as the proper implementation of all mission-related tasks.

#### **We propose:**

The position of Head of Division Conduct of Operations, CPCC.1.

Under the authority of the Civilian Operations Commander (CivOpsCdr)/Director CPCC, and in coordination with the Deputy Civilian Operations Commander/Chief of Staff, the Head of Division holds the overall management responsibility for the activities of the Division.

#### **The main responsibilities are as follows:**

- Support the day-to-day, operational and strategic conduct of civilian CSDP Missions, and, to that end, develop and maintain systematic and coherent management and communication;
- ensure conduct by identifying risks and problems in civilian CSDP Missions in a timely fashion and prepare options for actions to the CivOpsCdr and Chief of Staff;
- Ensure that the instructions from the CivOpsCdr are implemented accurately and timely closely coordinating through the Chief of Staff;
- Support the CivOpsCdr in his overall responsibility for the EU's duty of care over personnel;
- Support the CivOpsCdr in monitoring the proper implementation of the Council's decisions, implementation of mandates, lines of operation and relevant activities through the Chief of Staff;

- Ensure daily support and advice to the Missions in their efforts to implement given mandates especially in the areas of Home Affairs, Police, Criminal Justice and Rule of Law. Ensure the implementation of EU Integrated Approach in these areas with EEAS and Commission services in Brussels and between Missions, EU Delegation and relevant projects in the field;
- Support the CivOpsCdr in keeping the relevant Council bodies informed on the Missions and ensure that the Missions provide the required reporting;
- Actively contribute to the overall lessons and internal review process especially on conduct matters and assisting Missions in providing their contributions to the lessons process;
- Support to the planning and preparation of future CSDP Missions in close cooperation with CPCC Operational Planners through the Chief of Staff;
- Ensure close liaison with all CPCC Divisions especially interlinking conduct of mission related matters with operational planning, horizontal affairs, human resources and mission support issues through the Chief of Staff;
- Through the Chief of Staff, ensure appropriate co-ordination with the European Military Staff and relevant Directorates in the EEAS, the European Commission and the Council Secretariat and liaise with international organisations, foremost the UN, regional organisations like the African Union and other important interlocutors regarding operational conduct aspects of civilian CSDP missions.
- Manage, organise and coordinate the activities of the Division and its staff members; organise the work within the division, establish internal working methods and external partnerships with other EEAS stakeholders, other EU institutions, and relevant counterparts in Member States.
- Define the strategy and policies of the Division, on the basis of instructions received.
- Establish and follow up the Division's organisation. Ensure effective distribution of duties, responsibilities and tasks to the staff on the basis of work demands, taking into account objective and progress.
- Supervise the work of the Division, including quality control and meeting deadlines. Report to the hierarchy on results achieved.
- Manage the staff of the Division (job descriptions, selection, appraisal, promotion proposals, skills gaps identification, training, coaching, advice, encouragement, etc.).
- Represent the Division when required.

This position is a Head of Division Post (AD9-14). Candidates from the national administration of Member States would be recruited at AD 12 level.

The place of employment is Brussels. The post in principle will be for a four year duration and involves travel.

### **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; and Article 29(1)(b) SR.

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<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>

**We look for:**

## **Eligibility Criteria<sup>2</sup>**

### **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), candidates must:

1. be permanent officials of the Union institutions, or temporary agents to whom Article 2(e) of the Conditions of Employment of Other Servants (CEOS) applies, or staff from national administration of the Member States;
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 also be an asset;
3. have three years' management experience, commensurate with the responsibilities of the post;<sup>3</sup>
4. have at least six years' proven, pertinent external relations experience - for staff from national services this experience must have been gained from working in a national administration of one of the Member States;

### **- 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) applying for this post must be AD9–AD14:<sup>4</sup>

EU staff members (i.e. EU officials, and temporary staff to whom Article 2(e) of the CEOS applies) at AD 8 are eligible to apply if they have at least 2 years seniority at that grade.

In the event of a successful application, EU staff members at AD9-14 will be appointed at the same grade. EU staff members at AD8 will be promoted to AD9.

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 in 2020, 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").<sup>5</sup>

3. candidates who at the moment of the application are EU officials, independently of their administrative status (including officials on leave on personal grounds), cannot request to be

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

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> '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 "Administrators" AD8 who are applying to a "Head of Unit or equivalent" type of post for the first time.

recruited as temporary agents under Article 2(e) of the CEOS, i.e. staff seconded from national administration of the Member States.

In the case of candidatures from EU officials on leave for personal grounds, provided they are eligible for the post, successful candidates will be reinstated into active employment in accordance with Articles 35 (a) and 40 of the Staff Regulations.

#### **- SPECIFIC ELIGIBILITY CRITERIA FOR CANDIDATES FROM THE NATIONAL ADMINISTRATION OF THE MEMBER STATES**

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

1. 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>6</sup>
2. 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;

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

Candidates from national 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 confirming their membership of a national administration, 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 administration 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).

3. Candidates from a national administration of the Member States should be in active employment in their service at the moment of the application.

#### **SELECTION CRITERIA:**

Candidates should:

- Have an excellent understanding of the EU's CSDP, CSFP and other external relations policies.
- Have 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.
- Have proven experience in leading and motivating teams, particularly in a multi-disciplinary and multi-cultural environment and be able to demonstrate the capacity to manage upwards.

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<sup>6</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.

- Have good teamwork and interpersonal skills; capacity to promote collaborative approaches within and outside of the team.
- Have a proven solid experience in civilian CSDP notably in CPCC (or other relevant EEAS departments) and/or in EU Missions or in crises management in the United Nation (Headquarter or in the field), or other relevant international organizations.
- Have proven work experience (at least of 4 years) in the field of EU Justice and Home Affairs and/or police, prosecution and correction services.
- Have a very good knowledge of Home Affairs, law enforcement and criminal justice matters and their relevant interface, and/or security sector reform in the wider rule of law area and related EU capacity building support to third countries in these areas.
- Have a working proficiency in English and French.

Furthermore the following would be considered strong assets:

- Experience in working in a multi-national environment (especially in an EU context).

### **TYPE AND DURATION OF CONTRACT FOR NEW TEMPORARY AGENTS**

If the successful candidate is from a national administration and subject to successfully undergoing a medical examination to ensure that she or he is physically fit to perform her/his duties, she or 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 conditions of appointment will be those laid down in the CEOS for temporary agents of AD12.

In accordance with Article 6(11) of Council Decision 427/2010, each Member State shall provide its staff officials who will 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 of the same duration is also required.

### **PLACE OF EMPLOYMENT**

Brussels (Belgium)

**POST AVAILABLE:** 01/09/2020.

### **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.

## PROCEDURE<sup>7</sup>

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 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 recent statement by their Ministry (issued within the past 6 months) 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.

The closing date for the submission of applications is **7 September 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](mailto: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 AIPN, who will make the final selection.

Shortlisted candidates might be invited to an Assessment Centre.

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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)

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.

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