

**EEAS Vacancy Notice Administrator**

**Policy Officer - Conflict prevention and mediation support Division, ISP.2**

**(EU Staff Members: AD5-12/ Candidates from national diplomatic services: AD07)**

**Job n. 337779**

**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 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 Division for Conflict Prevention and Mediation Support (ISP.2)** is responsible for ensuring a coordinated approach to conflict prevention, peacebuilding and mediation. In close cooperation with other relevant geographic and thematic services, incl. outside the EEAS, it is responsible for:

- Identifying countries at risk of instability or violent conflict through the EU conflict Early Warning System, horizon scanning and other means;
- ensuring joint conflict analyses of countries at risk of or facing conflict or instability and where the EU has ongoing or planned significant engagement;
- advising on conflict sensitivity of EU responses in fragile contexts;
- promoting mediation, dialogue and conflict prevention activities to support the EU's efforts to preserve peace at all stages of the conflict cycle; and
- managing external relations and policy development in conflict prevention and the areas identified above.

As an EEAS 'Centre of Expertise' on conflict prevention, peacebuilding and mediation, ISP.2 advises HQ services and EU Delegations on policy, programming, training, technical support and operational issues.

**We propose:**

The position of policy officer in ISP.2 division: Administrator - AD5-AD12. Candidates from national diplomatic services: AD07.

A challenging position as a member of the Conflict Prevention Team to provide technical and operational support in conflict analysis, peace processes and mediation contexts, and to identify concrete EU actions to be undertaken in fragile or conflict contexts.

**We look for:**

A dynamic and motivated candidate to join the ISP2 Conflict Prevention Team.

The main duties will be to:

**POLICY COORDINATION**

- Follow up, monitor, assess and/or analyse policy activities within the EEAS (and other relevant services such as the Commission, the FPI) in the area of conflict prevention and peace building, with a particular focus on conflict sensitivity.
- Co-ordinate and contribute to the coherence of new policy development activities and their implementation with the political objectives and priorities of the EEAS.
- Monitor, promote and co-ordinate proposals in the area of conflict prevention and peace building, uphold relations with the Member States.

- Provide advice and input on the implementation of the EU's integrated approach to peace and security.

#### POLICY DEVELOPMENT

- Contribute to the development, management, monitoring and evaluation of policies of the EEAS and the Commission, related to conflict prevention and peace building, with specific thematic focus on conflict sensitivity.

#### ANALYSIS AND ADVICE

- Coordinate the analysis of conflict risks in selected countries, in particular in the framework of the NDICI programming cycle, and advise on policy options to prevent and mitigate conflicts.
- Provide operational support to EEAS geographical divisions and EU Delegations in preventing and mitigating conflicts.
- Contribute to the development of systems and processes to help bridge the gap between early warning and early action in the EEAS.
- Contribute to a training package on conflict prevention and analysis for EEAS and Commission staff.

#### INTER-SERVICE COORDINATION AND CONSULTATION – Internal coordination of policy activities

- Co-ordinate and implement the activities falling within the work programme while ensuring their coherence and compatibility with the policies of the EU/EEAS.
- Liaise with other Directorates-General on issues relevant to the field of competence of the EEAS.
- Ensure the participation of the EEAS in relevant committees and working group meetings.
- Supervise the contribution of the EEAS to inter-service consultations.

#### RELATIONS WITH MEMBER STATES, CIVIL SOCIETY AND OTHER ORGANISATIONS

- Maintain regular contacts and exchanges of information with public and professional organisations in Member States and other countries, with which professional and technical relationships exist, with international organisations and with national and international stakeholders on issues relating to conflict prevention and peace building.

#### INTER-INSTITUTIONAL RELATIONS – Organise and ensure follow-up

- Organise and ensure follow-up of relations with the European Parliament, the Council of The European union and other EU institutions.

#### MISSIONS, MEETINGS and VISITS

- Prepare, attend and follow-up meetings of the European Parliament and its Committees, the Council of the European Union, Coreper and its working parties, and other institutions as relevant.
- Procure reports, opinions and other relevant documents in advance of meetings and draft reports thereof.

### **Legal basis:**

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

### **ELIGIBILITY CRITERIA<sup>1</sup>**

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

1. be nationals of one of the EU Member States;
2. 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 Member State, or a laureate of an EPSO competition who is on a valid reserve list established in accordance with Article 30 SR.
3. have the capacity to work in languages of the CFSP and external relations necessary for the performance of their duties. Knowledge of other languages would be an asset;
4. have at least 2 years' proven, pertinent experience in external relations. Experience in conflict analysis, prevention or resolution and from working in fragile or conflict-prone countries would be considered assets ;

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

Also, in order to satisfy the requirements set out in Article 12 of the CEOS, candidates from national diplomatic services must:

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>2</sup>.
6. have gained at least 6 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
7. 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>3</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

---

<sup>2</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>3</sup> In accordance with Article 35 SR

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.

- Competition EPSO laureates may express their interest for this job, provided that they meet the eligibility requirements set out at points 3 and 4 above. Their candidatures will be considered only in the event that no suitable candidate can be found among candidates covered by article 29 (1) (a) and article 98 SR or article 29 (1) (b) SR. 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 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 through experience and knowledge of CFSP;
- have knowledge and/or proven hands-on experience in the key areas of conflict analysis, peace building and conflict prevention.

Furthermore:

- 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 in conflict analysis, prevention or resolution and from working in fragile or conflict-prone countries;
- experience in managing EU external assistance contracts and budgets;
- knowledge of Spanish, Arabic, Russian or other non EU languages would be an asset,

would be considered strong assets.

### **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 7 <sup>4</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.

### **POST AVAILABLE**

---

<sup>4</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)

Position to be filled immediately

## **PLACE OF EMPLOYMENT**

**Brussels, Belgium**

## **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 EEAS is committed to an equal opportunities policy for all its employees and applicants for employment. As an employer, the EEAS is committed to promoting gender equality and to preventing discrimination on any grounds. It actively welcomes applications from all qualified candidates from diverse backgrounds and from the broadest possible geographical basis amongst the EU Member States. We aim at a service, which is truly representative of society, where each staff member feels respected, is able to give their best and can develop their full potential.

Candidates with disabilities are invited to contact ([EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu](mailto:EEAS-HQ-APPLICATIONS-AD@eeas.europa.eu)) in order to accommodate any special needs and provide assistance to ensure the possibility to pass the selection procedure in equality of opportunities with other candidates. If a candidate with a disability is selected for a vacant post, the EEAS is committed to providing reasonable accommodation in accordance with Art 1d.4 of the Staff Regulations.

## **APPLICATION AND SELECTION PROCEDURE<sup>5</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 "Candidates may apply to the post of **"2020/282– HQ (AD) –Policy Officer– ISP.2"**.

**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>**

---

<sup>5</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)

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 **24 November 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.

Applications may be made at any point during the period from **24/11/2020 to 15/12/2020 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.

**CONTACT: René VAN NES - Head of ISP.2 Division**  
**Tel: +32 (0) 2 584 5022 Email: [Rene.VAN-NES@eeas.europa.eu](mailto:Rene.VAN-NES@eeas.europa.eu)**