

COST-FREE**Seconded National Expert****Delegation of the European Union to Congo (Kinshasa)****AD level post****Job No 385653****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.

We propose:

The position of Seconded National Expert (Advisor on Peace and Stabilisation) at the **EU Delegation to Congo (Kinshasa)** as a “**cost free**” secondment, i.e. salary, insurances, accommodation, schooling and other costs are to be paid by the EU MS as appropriate.

Overall purpose : Under the authority of the EU Head of Delegation, and in cooperation with Directorates concerned within the European External Action Service (EEAS) such as MD Africa and ISP, the expert will provide high-quality technical and operational support to the EU and its partners engaged in peace and stabilisation in the Democratic Republic of Congo (DRC) with a geographical focus on the Eastern provinces and a thematic focus on strengthening EU's stabilisation capacities in Kinshasa. In particular, he/she will be responsible for the following duties:

We are looking for:

The European External Action Service (EEAS) is seeking a highly motivated colleague (SNE) to occupy the post of Seconded National Expert (SNE) to the **EU Delegation to Congo (Kinshasa)**.

The expert will assist / contribute:

- Advise the EU Head of Delegation and the relevant sections of the Delegation on peace and stabilisation issues;
- Advise EEAS MD ISP and Africa, in coordination with the EUDEL Political and Cooperation Sections on peace and stabilisation, in particular in Eastern DRC
- Assess and propose process design options to improve the effectiveness of peace and stabilisation efforts supported by the EU, in close cooperation with the political section, the cooperation unit and the FPI services ;
- Enhance EU leadership in coordination, and to act as repository of knowledge on peace and stabilisation in the East;
- Identify and strengthen concrete EU added value on peace and stabilisation activities related to the Integrated approach;
- Actively work with the DRC Presidency, Government, Parliament and civil society organizations, with a view to transforming the DDRC-S process into a sustainable peacebuilding practice;
- Work with security actors and specialists to ensure an integrated approach to peace;

- Work as a strategic interface with MONUSCO and the UN Country Team as well as other key strategic and implementing partners to streamline approaches and strategies for the East;
- Commission studies, organise expert deployments, communicate findings and organise meetings on P&S; Design and ensure the successful implementation of mediation support assignments, including drafting of Terms of References for experts, consultants and service providers;
- Assist with the design and implementation of EU-financed initiatives in the East;
- Build and maintain networks and maintain close and constructive working relationships with key partners, such as the UN (MONUSCO and the UN Country Team), other Regional Organisations such as the Peace, Security and Cooperation Framework for the DRC and the Great Lakes region (PSCF), ICGLR, civil society, private sector, mediators, expert organisations, and academic institutions;
- Identify and leverage coherent pertinent actions such as local ceasefire, preservation of natural resources, building awareness on the impact of the conflict on climate and environment and trauma healing as part of peacebuilding etc.
- Engage in short- to medium-term missions to the Eastern DRD and the Great Lakes Region, where the EU is engaged in conflict prevention, mediation or peace processes as relevant to conflict transformation in the DRC;
- Ensure in-depth reporting to EEAS and liaise regularly with EEAS to enhance effective coordination, in particular with the EU Delegations in neighbouring countries.

Preventing violent conflict and preserving peace is at the heart of the EU's external action as set out by the Treaty (Article 21-2 (c)). The next two years: 2022/2023 are decisive for the EU to advance peace in the DRC. Enhanced capacities will enable the EU to play a more influential political role with the authorities and thus give further leverage to promote much needed change in the country. In this context, the EU is developing its integrated approach, also to tackle the root causes of instability and promote a reform agenda: protecting human rights, fighting gender-based sexual violence, promoting gender equality and women's empowerment, strengthening democratic institutions at central, provincial and local levels, restoring the rule of law and fighting impunity, countering illegal exploitation of natural resources, promoting good governance and combatting corruption, addressing the socio-economic and humanitarian needs ("nexus approach"). Reinforced EU expertise and presence on the ground, to better understand local dynamics, as well as a reinforced EU-DRC accountability framework is a much needed step to bolster the capacity of the EU Delegation. The senior advisor will also assist the process to develop a Political Framework for a Crisis Approach (PFCA).

Legal basis:

This vacancy is to be filled in accordance with EEAS Decision of the High Representative of the Union for Foreign Affairs and Security Policy Decision HR DEC (2014)01 of 04/02/2014 establishing the rules applicable to National Experts seconded to the European External Action Service.

Eligibility criteria:

Candidates must:

- a) Be drawn from public administrations in Member States, from international organisations or, only in exceptional cases and with prior authorisation from other sources;
- b) Have at least three years' full-time experience of administrative, scientific, technical, advisory or supervisory functions equivalent to those of function groups AD or AST as defined in the Staff Regulations of Officials of the European Union and the Conditions of Employment of other servants of the Union¹ or, where justified in the interests of the service, professional training of an equivalent level.
- c) Have a thorough knowledge of one Union language and a satisfactory knowledge of a second language for the performance of his/her duties.
- d) Have a security clearance of minimum level **EU-SECRET** for the functions that he/she will carry out.
- e) Remain in the service of the employer throughout the period of secondment and shall be paid by that employer.

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>

- f) Remain subject to the social security legislation applicable to the public administration, international administration or entity which employs the SNE and which will assume responsibility for expenses incurred abroad. In case of posting to an EU Delegation, the employer certifies that the SNE is covered for medical expenses incurred at the place of secondment, as well as costs of repatriation on health grounds throughout the full period of secondment
- g) Ensure that there is no conflict of interest and that they will, at all times, safeguard the independence and coherence of EU foreign policy as well as the integrity and confidentiality of EU documentation, information and procedures.

Selection criteria:

Candidates should:

A. Professional knowledge

- Minimum of 15 years of experience in the field of international mediation, stabilisation, mediation support and peace process design. Evidenced ability to act as advisor on peace and stabilisation to senior officials and diplomats, with convening capacity. Proven facilitation of complex political processes. Very good understanding of strategic communication. Excellent knowledge of EU institutions, related decisional processes. Ability to work with financing instruments, excellent grasp of EU foreign policy.
- Understanding of the EU Integrated Approach and its instruments. Ability to commission studies, deployments and write policy communications. Very good understanding of UN operations. Solid understanding of the DRC context. Operational experience in conflict environment a plus.
- Solid/expert understanding of peace and transition processes, DDR, CoH, and Stabilisation. Expertise in climate security/environmental peacemaking a plus. Excellent understanding of peacebuilding practice and NGO community; Prior experience on the African continent would be an asset.

B. Skills

- Capacity to work and communicate under time constraints in an international diplomatic, multilingual and multicultural environment. Capacity to communicate technical or specialised information and to advise senior members of government, or diplomatic actors as well as civil society and security actors. Ability to work within the digital context and strategic communications are assets.
- Teamwork, coordination and communication skills as well as a flexible and hands on attitude.
- Experience in leading strategic policy development processes; solid analytical capability as well as drafting and reporting skills. Rapid grasp of problems and capacity to identify issues and solutions. Experience in negotiations
- Experience in leading and motivating teams and of working in multi-disciplinary and multi-cultural environment.

C. Security

HEAT (Hostile Environment Awareness Training) training is **strongly recommended** for this posting

D. Health

The SNE must be fully vaccinated against Covid-19

E. Languages

Thorough knowledge (capacity to write and speak) in French and French is required.

F. Personal Qualities

Dynamic. Motivated and flexible personality that is able to work proactively and in teams within a multi-cultural environment. Must be willing to take short to medium term missions.

G. 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 that 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 (SNE-Delegations@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.

H. Conditions of secondment

SNEs shall remain in the service of their employer throughout the period of secondment and shall continue to be paid by that employer.

Duration of the secondment: 2 years (possibility of extension)

The EEAS will cover security and missions costs incurred by the SNE posted in the EU Delegation.

Other costs such as removal costs, salary, insurance, accommodation, schooling, etc. shall not be covered by the EEAS.

Available: immediately

For further information, please contact: SNE-DELEGATIONS@eeas.europa.eu
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