

EEAS Vacancy Notice

Seconded National Expert in the Peace Partnerships and Crisis Management Directorate (MD-PSD.PCM)

Policy Officer (Human Security and Governance - Climate, Peace and Security)

Integrated Approach for Peace and Security Division, PCM.1

COST-FREE

AD level post

Job No 439722

We are:

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

Within PCM ('Peace, Partnerships & Crisis Management Directorate'), the 'Integrated Approach for Peace & Security' Division (PCM.1) is a Division of 18 staff. The PCM.1 Division plays a critical role in the European Union's response to external conflicts and crises. Its primary aim is to ensure consistency in policies and effective coordination among various EU instruments, operationalising the EU's Integrated Approach to External Conflicts and Crises. The division also has the lead in implementing the [EU Joint Communication on the climate, environment and security nexus](#).

PCM.1 is structured along two sectors:

- Sector 1 on Human Security and Governance provides methodological tools and practical support to EU actors in key areas such as SSR (Security Sector Reform), DDR (Disarmament, demobilisation and reintegration of ex-combatants), stabilisation, human security / human rights, climate and security, as well as youth, peace and security, developing the necessary policy concepts and coordinating their implementation.

- Sector 2 on Evaluation and Knowledge Management stimulates a culture of continuous learning and development in the area of Peace, Security and Defence. It carries out impact evaluations of Civilian CSDP missions, manages an online platform EU Knowledge4Peace (EUK4Peace) and coordinates the implementation of the CSDP training policy. It is also in charge of the EU policy on Training for CSDP and is the service of contact with the European Security and Defence College.

We propose:

The position of Policy Officer (Human Security and Governance - Climate, Peace and Security)

The successful candidate will join the above-mentioned Sector 1 in the PCM.1 Division, and will analyse, monitor, facilitate and coordinate EU's work on climate, peace and security, with a special focus on the implementation of the [EU Joint Communication on the climate, environment and security nexus](#).

Depending on his/her expertise, s/he can also contribute with expertise and provide support, as needed, to other horizontal files, such as stabilisation, human rights, and women, peace and security.

Functions and Duties:

- Support the overall implementation of the EU Joint Communication on the Climate and Security Nexus in close cooperation with relevant EU services, Member States and partners;
- Support the further development of and coordinate, actions relevant to climate change, environmental degradation and security related actions relevant to EU's Common Security and Defence Policy (CSDP);
- Actively work with EU delegations and CSDP missions, providing expertise on the climate, environment and security nexus;
- Liaising with academia, think tanks and civil society to inform about EU policy and benefit from expertise;
- Draft briefings, notes and all other documents relating to climate and security, and deliver presentations on these topics;
- Contribute to the overall work of PCM.1, as deemed useful and depending on the specific expertise offered.

We are looking for:

We are looking for an energetic, proactive, and motivated expert to join our friendly and dynamic team. The ideal candidate will contribute to implementing and advancing the EU's Integrated Approach to external crises and conflicts, strengthening the EEAS' ability to provide for multidimensional responses in fragile and conflict-affected areas, in close cooperation with the Member States.

The expert for this post is expected to have previous professional expertise in the field of climate change and/or environment, peace and security, and a good understanding of the EU crisis management toolbox. A good overview/understanding of the EU system and knowledge of most recent EU policy concepts in the area of crisis management would be desirable. Experience and knowledge of civilian CSDP missions, EU Delegations or Member State Embassies would be considered an asset.

Legal basis:

- This vacancy is to be filled in accordance with the EEAS Decision of the High Representative of the Union for Foreign Affairs and Security Policy 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.²;

¹ Regulation (EEC, Euratom, ECSC) No 259/68 of the Council of 29 February 1968 (OJ L 56, 4.3.1968, p.1) and successive amendments.

² 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>

- 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/SECRET-UE** 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;
- 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 he/she 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:

A. Qualifications and experience required

- university diploma;
- at least three years of relevant professional experience, ideally also in multinational organisations;
- have experience and/or knowledge of CFSP and CSDP;
- relevant experience in area of climate change/environment, peace and security;
- have an excellent capacity to create constructive working relations with different entities, including government representatives and civil society organisations;
- have strong drafting, communication and analytical skills combined with sound judgement.

Furthermore,

- experience of working in a crisis management mission / operation (by EU or other actors such as UN, OSCE, AU etc);
- experience of working in a team in multi-disciplinary and multi-cultural environment;

would be assets for this position.

B. Skills required

- have the ability to remain objective in complex scenarios and to display sensitivity and sound judgement;
- have good organisational skills, the ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands;
- have excellent negotiating skills in a multinational environment;
- have the ability to work as a member of the division, in mixed-composition task forces and working groups, in an interesting and challenging environment;
- national security clearance at SECRET UE level. Such clearance needs to be obtained from the competent authorities before secondment to the European External Action Service. It must be valid for the entire period of secondment. In its absence, the EEAS reserves the right to refuse the secondment as a national expert.

C. Languages

- thorough knowledge of one EU working language and satisfactory knowledge of another one are required; in practical terms, in order to perform required duties, that means an excellent command of written and spoken English, in particular good report-writing skills; good knowledge of written and spoken French is desirable.

D. Personal Qualities

- maintain the highest standards of personal integrity, impartiality and self-discipline. The expert must exercise the greatest discretion with regard to all facts and information coming to his/her knowledge in the performance of his/her duties;
- possess dynamic, motivated, and flexible personality;
- be able to adapt quickly to new situations and deal with new challenges, including missions to countries outside of the EU (3-4 short missions a year).

Equal opportunities

- The EEAS is committed to an equal opportunities policy for all its staff and applicants. 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 SNE-CSDP@eeas.europa.eu in order to accommodate any special needs and provide assistance to ensure the possibility to pass the selection procedure with equal opportunities as 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 1(d) (4) of the Staff Regulations.

Conditions of secondment

Cost-free 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: Initial period up to two years, renewable up to four years.

The EEAS will cover:

- costs of professional travels (missions) incurred by the SNE posted in the EEAS HQ;
- accident insurance 24/7 for SNE (not family members).

Other expenses such as removal costs, allowances, salary, insurance, schooling (while the SNE maintains the right to enrol the children in an [European School Type I](#))^[3] and costs related to the enrolment to the Interinstitutional nurseries or the After-school centre managed by the early childhood centre of the European Commission shall not be covered by the EEAS. However, in case the SNE makes use of these two facilities for their dependent children, the EEAS shall recover any invoiced cost (including the institutional and the parental contribution, estimated at approximately EUR 18,000 per year and per child) from the Seconded National Expert concerned on a yearly basis. For further information, please contact RM-01-COORDINATION@eeas.europa.eu.

Vacancy available from: 16 September 2025

Place of secondment: Brussels, Belgium

[3] <https://www.eursec.eu/en/Accredited-European-Schools/About>

For further information, please contact:

Administrative questions: SNE-CSDP@eeas.europa.eu

Selection and profile related questions: Katariina Leinonen, Head of Division, +32 2 584 23 25
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