



Organization for Security and Co-operation in Europe

The Secretary General

Vienna, 11 March 2025

To: All Heads of Delegations

Subject: Head of the OSCE Mission to Moldova

Delegations are invited to nominate suitably qualified candidates for the above-mentioned seconded position, which will become vacant owing to the end of appointment of the current Head of Mission. The nomination of qualified female candidates for this senior management position is strongly encouraged.

The OSCE Mission to Moldova was established to facilitate a comprehensive and lasting political settlement of the Transdniestrian conflict in all its aspects, consolidating the independence, sovereignty and territorial integrity of the Republic of Moldova within its internationally recognized borders with a special status for Transdniestria that fully guarantees the human, political, economic and social rights of its population.

To this end, the Mission is mandated, among other things, to gather and provide information on the situation in the region, including the military situation, and to provide advice and expertise pertaining to the observance of international human rights obligations.

In 1999, the Mission's mandate was expanded and includes a provision on ensuring the transparency of the removal and destruction of Russian ammunition and armaments, and co-ordination of financial and technical assistance offered to facilitate withdrawal and destruction.

The Mission comprises 53 mission members according to the approved budget in 2021. Please refer to SEC.GAL/118/21 of 13 September 2021 for additional information regarding the Mission's mandate and operation.

The Head of Mission leads the work of the Mission and aligns the Mission's human and material resources to ensure optimal outcomes. She/he provides overall strategic guidance; reports on a regular basis to the Permanent Council and the Chairperson-in-Office; co-ordinates with and updates the Secretary General, the Director of the Conflict Prevention Centre, and respective departments of the OSCE Secretariat; and upholds sound and constructive relations with the host country authorities at all levels, as well as local stakeholders. She/he is responsible for the effective and efficient management of the Mission's human, financial and material resources.

The successful candidate will have proven diplomatic skills at a senior level. She/he will be a senior leader with demonstrated experience in successfully leading and managing a field operation.

The following values and competencies are key success factors for this role:

Core values

Commitment: Actively contributing to achieving organizational goals

Diversity: Respecting others and valuing their diverse perspectives and contributions

Integrity: Acting in a manner consistent with the Organization's core values and organizational principles

Accountability: Taking responsibility for own action and delegated work

Core competencies

Communication: Actively working to achieve clear and transparent communication with colleagues and with stakeholders of the Organization

Collaboration: Working effectively with others on common goals and fostering a positive, trust-based working environment

Planning: Working towards the achievement of goals in a structured and measured manner

Analysis and decision-making: Analysing available information, drawing well-founded conclusions and taking appropriate decisions

Initiative-taking: Proposing and initiating new ideas, activities and projects

Flexibility: Responding positively and effectively to changing circumstances

Managerial competencies

Leadership: Providing a clear sense of direction, building trust and creating an enabling environment

Strategic thinking: Identifying goals that advance the organizational agenda and developing plans for achieving them

Managing performance: Helping to maximize team performance by providing active feedback and skill development opportunities

Assessments for the purpose of this recruitment are conducted remotely. Should candidates be requested to travel to Vienna for eventual interview, please note that all related travel expenses are to be borne by the nominating authorities.

Nominations should be submitted to the Secretary General (email address: pm@osce.org) by **22 April 2025**. Candidates should complete the application form and include their motivation in the cover letter, which can be found in the OSCE website (<https://jobs.osce.org/resources/document/offline-application-form>). Alternatively, candidates may create a profile in Taleo to keep their information in the system.