

END/SNE – JOB DESCRIPTION

Job Framework

Job Title: END/SNE – (costs free) Hybrid Policy Officer

Job Location: Security and Defence Policy Directorate Security and Defence Policy Division (SECDEFPOL I)

Job Number: 323537

Area of activity: Countering Hybrid Threats

Duration of secondment: 2 years, renewable 2 years.

Job Content

Overall purpose: monitor and contribute to

- Coordinate, promote and support the EEAS work on countering hybrid threats;
- Conduct analysis and reporting on hybrid issues and prepare briefings, reports and discussion papers on activities in the area of maritime security;
- Carry out policy development, planning, and research in the field of countering hybrid threats and contribute to related exercise and training activities.

Functions and Duties: under the supervision of the Head of Division:

- Coordinate policy and concept development in line with the Joint Framework for Countering Hybrid Threats and the Joint Communication on Increasing Resilience and Bolstering Capabilities to Address Hybrid Threats (2018) under the supervision of the Head of Sector and the (Deputy) Head of Division;
- Ensure cooperation and daily coordination with other EEAS structures, the EDA and Commission services in the area of countering hybrid threats, as well as with NATO as appropriate;
- Support development of Hybrid scenarios within the EEAS Exercises and Training programme, including in the context of the Joint Declaration on EU/NATO cooperation and support the preparation and conduct phases of EU exercises/scenario based policy discussions in a hybrid context;
- Support the EU's participation at the European Centre for Countering Hybrid Threats steering board activities, work programme and, if relevant, at various events.
- Support ESDC initiatives and training courses on the subject of countering hybrid threats;
- Act as the SECDEFPOL.I PoC for the EU Hybrid Fusion Cell and the European Centre of Excellence on Countering Hybrid Threats. Represent, as required, Head of Sector and (Deputy) Head of Division at meetings and presentations related to countering hybrid threats;
- Support the Hybrid Sector's work in relation to the New Horizontal Working Party (Enhancing Resilience and Countering Hybrid Threats);
- Support the Hybrid Sector's work with the newly created EEAS Hybrid Task Force;
- Participate in the preparation and execution of Hybrid Risk Surveys in partners.

The ideal candidate should:

- Have a sound knowledge and experience in the elaboration and implementation of security and defence policies in particular in the area of hybrid threats.
- Have good analytical and drafting abilities, as well as strategic thinking and sound political judgement.
- Have a sound knowledge of EU countering hybrid threats frameworks and global security issues and understand the linkages with other related security policies.
- Have strong inter-personal and networking skills, given the importance of building relationships of trust with a wide range of EEAS and Commission colleagues, as well as external players.
- Have the ability to work under pressure when necessary and to prioritise effectively when dealing simultaneously with multiple tasks, ready to deal also with other security related issues.

Job Requirements

Education and Training:

University Diploma in law, political science, economy, engineering, business administration or any other related issue.

Knowledge and Experience:

Experience of at least 3 years in the above mentioned areas at institutional level; Knowledge of EU institutions, related decisional processes, EU external action and related EU external policies, in particular Common Foreign and Security Policy (CFSP) and Common Security and Defence Policy (CSDP).

Past experience in an EU (or international) maritime security operational service would be an asset

Have security clearance at minimal level SECRET EU, or undergo security vetting if s/he does not already hold security clearance at the appropriate level, in accordance with the relevant security provisions

Skills

Linguistic skills:

Have the capacity to work in languages of CFSP and external relations necessary for the performance of their duties. Knowledge of other EU languages would be an asset.

Communication skills:

Capacity to work and communicate under time constraints in an international diplomatic and multilingual environment.

Interpersonal skills:

Ability to work professionally as a team member, in taskforces and working groups with mixed composition; drafting and reporting skills. Rapid grasp of problems and capacity to identify issues and solutions.

Intellectual skills:

Solid analytical capability as well as drafting and reporting skills. Rapid grasp of problems and capacity to identify issues and solutions. To exercise greatest discretion with regard to all facts and information coming to his/her knowledge in the course of or in connection with the performance of his/her duties

Personal Qualities

Dynamic. Motivated and flexible personality. To adapt quickly to new situations and deal with new challenges.