

EEAS Vacancy Notice

Seconded National Expert in the Gender and Diversity Team of the EEAS (SG.GENDER AND DIVERSITY)

Gender Equality and Women, Peace and Security Expert (SG.GENDER AND DIVERSITY)

COST-FREE

AD level post

Job No 380621

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 post of a "cost-free" Seconded National Expert (SNE) on the position of an Advisor and Expert on Gender Equality and Women, Peace and Security. The successful candidate will work under the direct supervision of the EEAS Ambassador for Gender and Diversity on the development, implementation and follow-up of EU policies on gender and equality and women's and girls' empowerment in the EU external action. The Expert will provide analysis and reporting on the overall situation and development of the implementation of the Gender Action (GAP) III with a specific emphasis on the Women, Peace and Security part.

The portfolio of the Expert includes coordinating relationships within the EEAS (Headquarter, Delegations, CSDP Missions and Operations) as well as with bilateral, regional and multilateral partners and stakeholders. The Expert will also be responsible for the monitoring and reporting, in close coordination with the European Commission (Direction General of International Partnership – DG INTPA). The Expert will have a deep knowledge and experience of gender mainstreaming and the implementation of the WPS agenda at all levels including in political dialogue, policy-making and in crisis management..

Functions and Duties:

Under the authority of the Ambassador for Gender and Diversity, the SNE is expected to perform the following tasks and responsibilities:

- Coordinate the EEAS implementation, monitoring and reporting of the Gender Action Plan (GAP) III, 2021-2025, giving strategic and operational advice in particular on the EU policy framework on Women, Peace and Security.
- Coordinate the EEAS contribution to any update of the GAP III and the EU policy framework on WPS.
- Engage with the EC on matters related to GAP III and WPS.

- Support the EEAS'activities in developing effective methods and tools for ensuring gender-responsive policies in the EU external action.
- Conduct and contribute to the analysis and follow up on gender equality and WPS and actively work towards that the Gender equality/WPS perspective is integrated all EU external action including for the council working groups, diplomacy, political and human rights dialogues with third countries and international/regional organisations.
- Contribute to the monitoring and reporting of the policies and plans related to gender equality, women's empowerment and diversity. Coordinate the reporting requirements of the GAP III.
- Plan and coordinate the works of the EU Task Force on WPS and chair its sessions at working-level.
- Support the setting up of a functioning network of Gender Focal Points, both at EEAS HQ and in the Missions/Operations/ EU delegations in third countries.
- Suggest initiatives, programs and plans to engage the Delegations/Missions in the rolling out of Gender Equality and Diversity initiatives, liaising with other multilateral and regional organisations and other relevant actors such as academia, civil society and private sector.
- Support, and engage with, the CSDP structures including EUMS, MPCC and CPCC on matters related to GAP III and WPS.
- Provide advice and expertise to the delegations/missions, on how to implement and follow up local strategies on Gender Mainstreaming, Diversity, Inclusion and Anti-Harassment including Sexual exploitation and abuse and Sexual Harassment.
- Liaise and collaborate with multilateral and regional partners (such as the UN, NATO, AU, OSCE, G7, ARF) within established and future partnerships on Women, Peace and Security aiming at facilitate cooperation and exchange of best practices.
- Establish and manage relations with key stakeholders in the context of the overall gender portfolio. Contribute to organising and maintaining relations, co-ordination, and contacts with the Presidency, Member States, relevant Council Working groups, civil society and other EU institutions.
- Perform ad-hoc tasks as appropriate upon instruction of the Ambassador for Gender and Diversity.

We are looking for:

The European External Action Service (EEAS) is seeking a dynamic, proactive and highly self-motivated colleague with strong analytical, networking and communication skills to occupy the post of Seconded National Expert (SNE). In addition, we seek a team-player, who understands the challenges of working in a political environment and a multilateral context as well as having good ability in prioritising tasks.

The candidate should have a thorough knowledge of developments in the field of Gender Equality, and Women, Peace and Security, as well as a solid understanding of EU policy-making and decision-making processes. The candidate preferably possesses an understanding of inter-institutional relations as well as relevant political experience in the proposed areas. The candidate will be working in a friendly and dynamic environment and contribute to the work of the SG Gender and Diversity team. The candidate will have to work in an international and multicultural environment in close synergy with Member States and EU institutions.

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 as defined in the Staff Regulations of Officials of the European Union and the Conditions of Employment of other servants of the Union or, where justified in the interests of the service, professional training of an equivalent level.¹;
- 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:

Candidates should:

A. Professional knowledge

- Have a professional experience of at least 10 years, preferably in the Ministry of Interior/Police, Foreign Affairs, Defence or in the Police, Military or Justice area or
- Have a professional experience of at least 10 years working with gender equality and WPS including experience from being deployed in an UN, NATO, EU or OSCE mission/operation.
- Professional experience in working in, and/or with multilateral or regional organisations such as the UN, EU, NATO or OSCE.
- Good understanding of the European Union decision making processes, policies and procedures and, in particular in the area of external action and security policy.

B. Education and Training:

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>

- Have a Master's Degree, preferably in International Relations, Political Science, Human Rights, Gender-, Security-, Development or Humanitarian Studies.

C. Skills

- Have the capacity to work and communicate under time constraints in an international diplomatic and multilingual environment. Intercultural sensitivity skills are required.
- Have the ability to work in team as well as independently when required, to coordinate and to communicate effectively.
- Have solid analytical capability as well as drafting and reporting skills. Rapid grasp of problems and capacity to identify issues and solutions.
- Have solid experience with public speaking and from delivering education and training.

D. Languages

- A thorough knowledge (capacity to write and speak) in English (main working language) and in French is required.

E. Personal Qualities

- Be dynamic. Motivated and flexible personality. Able to adapt quickly to new situations and deal with new challenges, including missions in conflict and crisis areas.

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-HQ@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.

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, renewable up to 4 years in total

Vacancy available from: 01/12/2021

Place of secondment: Brussels, Belgium

For further information, please contact:

SNE-HQ@eeas.europa.eu
