

EEAS Vacancy Notice

Co-financed seconded national expert

AD level post

Job No 299026

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 co-financed Seconded National Expert **to the EU Office in Kosovo**, i.e. salary, insurances, schooling and other costs to be paid by the EU MS as appropriate and specific allowances to be paid by the EEAS.

We are looking for:

A seconded National Expert (policy officer – integrated border management – rule of law)

To monitor, mentor and advise Kosovo Police and relevant Kosovo institutions in the area of integrated border management, trafficking in human beings, smuggling and transnational organized crime.

POLICY DEVELOPMENT - Contribution to policy development

- To support and advise Kosovo Police in conducting its functions, including amongst others on strategic and institutional development;
- To advise Kosovo Police, including Kosovo Border Police, on organizational reforms, including security sector reform, and to provide strategic guidance related to annual, multi-annual, and long-term planning;
- To advise the relevant interlocutors on the management and further development of customs and border control regimes, introducing working methods aimed at maximizing the efficiency of customs and border security checks, whilst ensuring movement of persons and effective trade facilitation;
- To advise and assist the relevant interlocutors in improving the capability of their respective border control officers to detect all forms of border crimes, including smuggling offences, human trafficking, irregular migration, and customs frauds;
- To guide and assist the Ministers of Internal Affairs and Finance decision-making process from the integrated border management perspective;
- To monitor and analyze the political situation in Kosovo, in particular in relation to the rule of law;
- To coordinate and liaise with the colleagues of the political section of the EU Office and European Union Special Representative, and with the task managers of the cooperation section managing projects in the rule of law area;
- To undertake any other related tasks as requested by the Head of Section.

INTERNAL COMMUNICATION - Reporting to Headquarters

- To identify best practices and lessons learned within the field of responsibility;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.

INSTITUTION REPRESENTATION and NEGOTIATION - Representation activities

- To contribute in his/her field of expertise to the EU Office mandate implementation by monitoring, mentoring and advising at a strategic level the institutions in the area of integrated border management, trafficking in human beings, smuggling and transnational organized crime;
- To liaise closely with the EU funded projects in the area of support to the Kosovo Police and relevant Kosovo institutions;

- To liaise, as appropriate, with other external stakeholders;
- To provide expert contribution to the work of the Legislative Review Mechanism with a view of helping establishing the EU-wide coordinated position on any legislative initiative by the government of interest for the EU (including by-laws).

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 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.
- 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 and experience

The expert should have professional experience pertinent to the duties to be carried out of at least ten years. The expert should be a senior officer from a Member State's Ministry of Interior, the police, or custom authorities with international experience, particularly in areas with multi-national and international organisations. The qualification should be in the field of border crimes, customs and integrated border management, on a strategic policy level. Experience from previous work in Kosovo is an advantage.

- Professional experience pertinent to the duties to be carried out of at least ten years
- Senior officer from Member State Ministry of Interior /police /customs
- Extensive experience in organizational reforms in law enforcement authorities
- Strong background in analysis and information processing
- Solid knowledge of customs and border management
- Experience in cooperation and liaison with international law enforcement agencies

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>

- Experience with the Schengen evaluation mechanism and Frontex cooperation would be an asset
- Solid experience in strategic planning at the national level, including multi-annual frameworks
- Experience in designing and delivering trainings
- International experience, particularly in crisis areas with multi-national and international organisations
- Knowledge of EU institutions, related decision processes, CFSP-CFSD, JFS, EU external action and related EU external policies (geographic and thematic) as well as knowledge of the geographic area in question and relevant regional integration processes

B. Skills

Capacity to work and communicate under time constraints in an international diplomatic and multilingual environment. Very good communication skills, both written and oral.

Teamwork and coordination. Proven ability to mentor and motivate local counterparts, especially at management level.

Solid analytical capability as well as drafting and reporting skills. Rapid grasp of problems and capacity to identify issues and solutions.

Track record in change management.

C. Languages

Thorough knowledge (capacity to write and speak) in English is required. Knowledge of the (official/working) language of the host country (or of the region) is an advantage.

D. Personal Qualities

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

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

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. The EEAS will provide for the allowances in order to contribute to cover the SNE's living expenses in the place of secondment on a flat-rate basis. These allowances shall not be construed as remuneration paid by the EEAS.

Duration of the secondment: Initial period up to two years, renewable up to 4 years.

Co-financed SNEs shall be entitled to a:

- Daily allowance (**175.38€**/ calendar day) throughout the period of secondment;
- Monthly allowance calculated according to the distance between the point of origin of the employer and the place of secondment (between 0 to **989.64 €**/month);
- Living Condition Allowance in the case of SNE posted in Kosovo: **20%**)

The EEAS will cover for certain security costs and missions costs incurred by the SNE posted in the EU Delegation. Other costs such as removal costs, salary, insurance, schooling, etc. shall **not** be covered by the EEAS.

Vacancy available from: 01/09/2025

For further information, please contact:

SNE-DELEGATIONS@eeas.europa.eu
