



Hybrid CoE

The European Centre of Excellence
for Countering Hybrid Threats

●●● CALL FOR SECONDMENT

DIRECTOR OF TRAINING AND EXERCISES for a four-year term from June 2026

The European Centre of Excellence for Countering Hybrid Threats (Hybrid CoE) is seeking a DIRECTOR OF TRAINING AND EXERCISES to lead the Centre's Training and Exercises (T&E) function.

The T&E function focuses on building the practical competences of the Participating States, the EU and NATO in countering hybrid threats through scenario-based learning, wargaming, training, and operational preparedness. Activities such as Hybrid 101 training sessions, workshops for security practitioners, and exercises addressing for instance disinformation, economic coercion, and deterrence help participants enhance their responses to hybrid threat incidents and improve civil–military cooperation.

The position calls for a strong background in security policy and countering hybrid threats, as well as experience in planning and organizing exercises and training programmes in this field. The successful candidate should be well networked within both the European and transatlantic contexts. Solid experience in a branch of government relevant to the management of security policy/hybrid threat issues, or in a suitable academic position, is required, as is substantial leadership experience. A relevant university degree, together with strong cooperation and communication skills, is also essential. Citizenship of one of Hybrid CoE's Participating States and a good command of spoken and written English are additional key requirements. A security clearance will be required.

We offer an interesting and dynamic position in a stimulating international environment. The Director of Training and Exercises acts in close cooperation with the Centre's leadership and is a member of its Executive Team. The postholder will lead an international team of 5–6 experts. Hybrid CoE is a vibrant and growing organization addressing key security policy challenges facing the Euro-Atlantic community. As a supportive and inclusive workplace with a focus on wellbeing, the Centre offers all staff an internal training programme. Hybrid CoE's core values are excellence, integrity and respect.

Proposals for secondment should be sent to Director Teija Tiilikainen (teija.tiilikainen@hybridcoe.fi) **no later than 10 April 2026 at 16.00 CET**.

For further information, please contact Director Teija Tiilikainen (teija.tiilikainen@hybridcoe.fi).