



EUROPEAN EXTERNAL ACTION SERVICE (EEAS)

Management positions at EU Delegations

Vacancy Notices ROTATION 2027

The European External Action Service (EEAS) is looking for individuals for posts of Head of Delegation or Deputy Head of Delegation, which will become vacant in the context of the 2027 rotation exercise.

The European Union currently has 145 delegations, eight of which are to international organisations. In all, more than 440 officials and more than 2400 other staff are currently serving in these Delegations.

The work of a Delegation varies from country to country but, in general, covers political matters, trade, press and information, aid management and the external aspects of internal EU policies.

The EU Delegations are placed under the authority of the High Representative of the Union for Foreign Affairs and Security Policy, who is also Vice President of the European Commission.

All positions are available as from 1 September 2027 unless otherwise indicated. The length of the post is indicated in the respective heading. However, the length is always subject to the evolution of the living and working conditions (LCA) in the respective post.

Within this rotation, a total of 30 Heads of Delegation and 10 Deputy Heads of Delegation posts are published. Below you can find the general description of the main tasks and duties on the function of Head of Delegation and Deputy, followed by general selection criteria. You will find more detailed information on the post or/and eventual specific requirements for the posts in the list with posts available.

GENERAL INFORMATION

For the legal base, the general and specific eligibility criteria, the application and selection procedure, as well as the conditions of employment and recruitment, please refer to the Decision of the High Representative for Foreign Affairs and Security of 1 July 2024 on the periodic service of officials and temporary agents in Union Delegations (ADMIN (2024) 20), the Decision of the High Representative for Foreign Affairs and Security of 10 July 2023 on the Consultative Committee on Appointments to the European External Action Service (ADMIN(2023) 25), as well as the "Guidelines for the 2027 Rotation exercise – AD posts in EU delegations (external publications)".

HEAD OF DELEGATION – main tasks and duties

The Head of Delegation of the European Union assists the High Representative and the Commission in fulfilling their mandates in the field of external relations and, in general, has the following tasks:

- To represent the EU, to ensure the EU local coordination, and to ensure a high degree of consistency between the different areas of the EU's external actions and between these and its other policies;
- To ensure bilateral or multilateral relations, notably in the political, economic, commercial, security and development cooperation fields and to carry out and promote regular political dialogue or negotiate on behalf of the European Union;
- To pursue the EU's policies and their local coherence in all areas, to promote and protect the EU's interests and values, and to promote the visibility of the EU by carrying out press, information and communication activities, including public diplomacy;
- To maintain contacts, exchange information and coordinate with Member States in the implementation of EU policies and to report regularly to the Headquarters of the EEAS and the Commission, as appropriate, on all matters covered by his/her mandate and maintain relations with other EU institutions as well as any regional and international organisations;
- To provide advice to the Headquarters of the EEAS and to the Commission as appropriate on policy issues and developments arising within the framework EU-bilateral or multilateral relations;
- To play an important role with Headquarters (EEAS/INTPA/ENEST/MENA) in the implementation of the multi-yearly programming for the 2021/2027 Financial Perspective in countries where the EU has a cooperation programme;
- To ensure sound management of the Delegation, including, financial management and correct application of the existing rules concerning the security of individuals (including the families of expatriated staff), goods and property, as well as information; manage crises and ensure continuity of Delegation operations, including in the framework of business continuity.
- To ensure effective people management and support the EEAS in further professionalising human resources policies and its management culture, including cultivating a respectful working environment.

DEPUTY HEAD OF DELEGATION – main task and duties

The Deputy Head of Delegation of the European Union assists the Head of Delegation in carrying out his/her tasks as described above, provides advice and support to the Head of Delegation in all key areas and represents him/her in his/her absence. In particular, the Deputy Head of Delegation assists the Head of Delegation in the management of all staff and financial resources.

More specifically, the Deputy Head of Delegation:

- Ensures efficient overall operation of the Delegation by co-ordinating the Delegation's work across all sections and ensures implementation and follow-up of key sectoral, thematic and horizontal tasks;
- Provides guidance and support to the administration section, including security issues;
- Ensures a well-functioning administration of the Delegation, including sound contractual and financial management respecting relevant standards, instructions, rules and regulations within the framework of the sub-delegation of powers as authorising officer and on behalf/in substitution of the Head of Delegation;
- Oversees the preparation of the administrative budget with the Administrative Section and HOD;

- Oversees all procedures related to the implementation of the administrative budget; visa of reports on administrative expenditures (HOD signature);
- Acts as authorising officer by sub-delegation for administrative expenditures.

SELECTION PROCESS

1. PRE-SELECTION PHASE

The applications of the candidates will be screened in the pre-selection phase according to the following general selection criteria and the specific criteria/requirements mentioned under the vacant posts listed below.

Those eligible candidates who best meet the selection criteria on the basis of the requirements of the post shall be invited to an interview by the panel.

1. General skills and competencies

- Have an excellent ability to maintain diplomatic relations at a senior level and to ensure representation, communication and management in a complex, multicultural environment;
- Have an excellent capacity to play a lead role in negotiations in the field of external relations with national authorities, international organisations and EU Member States;
- Have strong communication and analytical skills combined with sound judgement;
- Have proven experience in leading and motivating teams, particularly in a multi-disciplinary and multi-cultural environment;
- Have good knowledge and/or experience in budgetary, administrative and financial management.

2. Knowledge/experience in functioning of the European Union

- Have excellent knowledge of the external relations, internal policies and functioning of the Union;
- Have proven experience in and knowledge of CFSP and CSDP-related issues;

3. Regional knowledge and language skills

- Have proven experience in and knowledge of the key areas of activity of the Delegation;
- Have the language skills required for a specific post;

Furthermore,

- Candidates must be able to work in a different socio-cultural environment and to adapt quickly to evolving situations.
- Experience in working in a Delegation or an Embassy, an international organisation, or significant experience of external relations in the field, including CSDP missions, would be a strong asset.

2. INTERVIEW PHASE

Candidates who have been pre-selected will be interviewed by a dedicated selection panel on the general criteria and the specific criteria relevant for the post. Candidates shortlisted after the interview who have not yet been a Head of Delegation of the European Union or a Deputy Head of Delegation classified as management posts, will have to undergo an individual assessment of their management skills by an external independent consultant (Assessment Centre – please see the attached Guidelines and practical Guide on the use of Assessment Centre in selection procedures for management positions in the EEAS). Several behavioural competencies from the EEAS competency framework will be assessed by an external consultant. The dedicated panels will decide on the final shortlist based on the profile, the interview and the assessment centre results (if applicable).

The selection panel will recommend a shortlist of candidates to the appointing authority (AIPN).

The High Representative, in accordance with Article 95(2) of the Staff Regulations, submits the list of shortlisted candidates for each post of Head of Delegation and Deputy Head of Delegation to the College of Commissioners, on the basis of the recommendation of the interview panels.

For Heads of Delegation, the Appointing Authority (AIPN) is the High Representative. For Deputy Heads of Delegation, the Appointing Authority is the Director for Budget and Human Resources.

Once the College of Commissioners has agreed on the shortlists, the High Representative can make her decision. An interview with the AIPN may be part of the selection process.

HEADS OF DELEGATION POSTS

Below are the Heads of Delegation posts that are available in this Rotation.

A. SENIOR MANAGEMENT

1. Head of Delegation to UN New York (REF: EEAS/2027/HOD-UN NY) – 4-year posting Grade: EEAS AD15-16/TA AD15

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 60 staff, of whom 36 are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €8.5 M).

The Head of the EU Delegation in New York represents the EU at the UN headquarters as well as vis-à-vis the Permanent Missions of the EU's Member States and third countries, civil society organisations, and other stakeholders. She/he is entrusted with ensuring the unity, consistency and effectiveness of the EU's multilateral action, strengthening the EU-UN strategic partnership, and operationalising the EU's commitment to effective multilateralism.

The key areas of activity of the Delegation are political matters (including matters related to peace and security, sustainable development, migration, humanitarian action, and human rights as well as legal matters, UN reform and the UN system's budget), external aspects of internal EU policies and trade-related issues and press and information. The Delegation coordinates the EU27 Member States and delivers EU statements on their behalf on most if not all these matters.

The Delegation maintains relations with the Security Council, General Assembly and other UN structures and bodies, the UN Secretariat, as well as New York based agencies, funds and programmes such as UNDP, UN Women, UNICEF and UNFPA.

The candidate should have multilateral experience, preferably with the UN.

Good knowledge of French is an asset.

Place of employment: New York, USA

2. Head of Delegation to Bosnia and Herzegovina/EUSR (REF: EEAS/2027/HOD-BOSNIA AND HERZEGOVINA / EUSR) – 4 year posting
Grade: EEAS AD14-15/TA AD14

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 89 staff, of whom 11 are officials, temporary agents or contract agents and in his/her capacity as EUSR a further 62 staff of whom 13 international staff). He/she also manages financial resources (an administrative budget of €6M for the Delegation and around €5.4M for the EUSR). Further, under the Instrument for Pre-accession Assistance the Delegation is responsible for implementing programmes amounting up to approximately €70M a year.

The key areas of the Delegation's work are the political and security fields (including CFSP and CSDP), governance and functionality, rule of law and economic affairs, the enlargement strategy and the Stabilisation and Association Process, as well as implementation and management of the EU financial assistance portfolio. Liaison with all relevant EU actors, including Member States and the EUFOR Althea military mission, as well as international partners, is particularly important.

Knowledge of local languages and knowledge of the region is an asset.

Place of employment: Sarajevo, Bosnia and Herzegovina

3. Head of Delegation to Ukraine (REF: EEAS/2027/HOD-UKRAINE) – 3 year posting
Grade: EEAS AD14-15/TA AD14

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 109 staff of whom 24 are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €6.9M, as well as financial cooperation activities under various instruments such as the European Neighbourhood Instrument, the Instrument contributing to Stability and Peace and the European Instrument for Democracy and Human Rights.)

The Head of Delegation represents the EU in Ukraine and ensures regular contacts with the Ukrainian authorities at the highest political level. The Head of Delegation contributes to the EU's response to the Russian military aggression against Ukraine, including the provision of assistance to Ukraine. He/she ensures coordination with like-minded partners on the ground to this end. He/she coordinates the implementation of the EU policies towards Ukraine on the ground, driven notably by Ukraine's candidate status, the continued implementation of the EU-Ukraine Association Agreement, including its Deep and Comprehensive Free Trade Area, as well as the continued implementation by Ukraine of the Visa Liberalisation Action Plan benchmarks. The key areas of reforms and approximation by Ukraine to the EU acquis, where the Delegation facilitates the efforts of the Ukrainian authorities and oversees EU assistance programmes, include: the reform of the judiciary, fight against corruption, human rights, the reform of the law enforcement and security sectors, economic and trade issues, and sectoral cooperation, including a strong focus on digital and green transition.

Languages: Knowledge of Ukrainian and/or Russian is an asset.

Place of employment: Kyiv, Ukraine

B. MIDDLE MANAGEMENT

(a) AFRICA

1. Head of Delegation to Central African Republic (REF: EEAS/2027/CENTRAL AFRICAN REPUBLIC) – 2 year posting Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 14 staff, of whom 8 are officials/temporary agents) and financial resources (an administrative budget of approximately €3.8M).

In addition, the Head of Delegation is responsible for the management of the bilateral development cooperation, financed in particular through the NDICI 2021-2027 (initial allocation of €172M for 2025-2027); and projects under the Rapid response mechanism (€10M).

The key areas of activity of the Delegation are political, press and information matters, public diplomacy, development (basic services, resilience, jobs creation) and humanitarian assistance, peace/reconciliation and security issues, incl. security sector reform, good governance/democratization, rule of law and human rights, elections related issues. StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence. The Delegation work includes domestic dialogue/facilitation/mediation, via through regular contacts with the main political forces and with civil society stakeholders, as well as close cooperation with regional and international actors (AU/ECCAS/UN). The Delegation is also responsible for the coordination of consular affairs with resident (only FR), and non-resident MS. In addition to CAR, the Delegation is accredited to CEMAC (Communauté économique et monétaire de l'Afrique centrale). The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Experience with EU CSDP will be an asset.

Very good knowledge of French is an essential requirement.

Place of employment: Bangui, Central African Republic

2. Head of Delegation to the Republic of the Congo (REF: EEAS/2027/HOD-REPUBLIC OF CONGO) – 3 year posting Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 32 staff, of whom 7 are officials/temporary agents) and financial resources (an administrative budget of approximately €3.6M and an operational budget of approximately €20M per year).

The key areas of activity of the Delegation are political relations - including regional and multilateral issues -, press and information matters, co-operation with associated policy dialogue, support to national reforms and capacity building activities, and support to human rights and civil society. StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence.

The Head of Delegation is responsible for the management of the bilateral development cooperation, driven by the Global Gateway strategy, promoting a "Team Europe" approach, roping EIB and Member States initiatives, and aimed at supporting structuring sectors, including energy, infrastructure, logistical corridors, forest, and governance through digitalisation. Furthermore s/he manages a considerable portfolio of thematic budget lines such as the European Instrument for Democratisation and Human

Rights. The Head of Delegation conducts an active public diplomacy. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Very good knowledge of French is an essential requirement.

Place of employment: Brazzaville, Republic of the Congo

3. Head of Delegation to Djibouti (REF: EEAS/2027/HOD-DJIBOUTI) – 3 year posting
Grade: EEAS AD9-14/TA AD12 - post available as of 1 January 2028

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 31 staff, of whom 6 are officials/temporary agents) and financial resources (an administrative budget of approximately €2.6M and an operational budget of €135 M, in addition to several regional / multicounty projects that are of relevance to and/or of which Djibouti is part.

The key areas of activity of the Delegation are political CFSP/CSDP including cooperation with Operations ASPIDES and ATALANTA, the EPF, development cooperation and assistance (including several Global Gateway projects) supported through NDICI and FPI, trade, economic reform and governance, press and information, crisis management, migration and regional integration. StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence.

Djibouti has grown into a key partner for the EU's maritime operations in the Red Sea and Northwestern Indian Ocean which are of key importance for the EU. Facilitating ASPIDES and ATALANTA notably in their relations with Djibouti but also in the wider region and building the EU's maritime security partnership with Djibouti through EPF, FPI and NDICI assistance, will be a key priority for the Delegation. Beyond bilateral relations, a strong focus on regional issues is expected as the Delegation is responsible for relations with IGAD, and where Djibouti is a key driver of IGAD, AU, regional mediation efforts and regional cooperation, including the Horn of Africa Initiative. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Very good knowledge of French is an essential requirement.

Place of employment: Djibouti, Djibouti

4. Head of Delegation to Ethiopia (REF: EEAS/2027/HOD-ETHIOPIA) – 3 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 76 staff, of whom 12 are officials/temporary agents) and financial resources (an administrative budget of €6M and an operational budget of a total value of up to €900M).

The key areas of activity of the Delegation are political relations - including in the framework of the Strategic Engagement signed in 2016 -, press and information matters, the Global Gateway framework (in areas like green energy, digitalisation, agribusiness as well as health), migration, support to national reforms and capacity building activities, and support to human rights and civil society. StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence. The Head of Delegation should also ensure close coordination with Member States, international financial institutions, UN agencies and other development partners to maximise the impact and coherence of EU engagement. Emphasis should be placed on supporting conflict prevention and resilience-building efforts.

Ethiopia, the second most populated country in Africa, is a key partner for the EU in the Horn of Africa and more broadly on the continent. Its overall stability, territorial integrity, as well as peaceful

development and realising its economic development potential, are key for Ethiopia, the region and for the EU. Attention should be paid to the political and security situation and dynamics within Ethiopia and in the Horn of Africa region. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Very good knowledge of English is an essential requirement.

Place of employment: Addis Ababa, Ethiopia

5. Head of Delegation to Gabon and to Sao Tome e Principe (REF: EEAS/2027/HOD-GABON) – 3 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 20 staff, of whom two are officials/temporary agents) and financial resources (administrative budget of approximately €2.45M, and two Multi-Annual Indicative Programmes 2021-2027 of €16,5M for Gabon and €20M for São Tomé e Príncipe in cooperation with the EU Delegation in Cameroon as regional hub). The Delegation also manages thematic budget lines such as the European Instrument for Democracy and Human Rights.

The Delegation's main areas of activity are bilateral political relations (including human rights, rule of law, governance, peace and stability), external aspects of EU internal policies (in particular fisheries and maritime security, environment and forestry, climate change and trade), dialogue on multilateral issues of common interest, business relations, and development cooperation. The Delegation plays a key role in public diplomacy, communicating about the EU and its policies and promoting a cultural diplomacy agenda. StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence.

The Delegation is also accredited to the Economic Community of Central African States (ECCAS). It manages political relations with ECCAS and facilitates the monitoring of cooperation programmes (notably the Regional Indicative Programme for Sub-Saharan Africa under the NDICI), for which the Delegation in Cameroon is responsible. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Very good knowledge of French is an essential requirement. Portuguese is an asset.

Place of employment: Libreville, Gabon

6. Head of Delegation to Mauritania (REF: EEAS/2027/HOD-MAURITANIA) – 3 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all 38 staff (of whom 5 are officials / temporary staff) from the EEAS, DG INTPA, DG MARE, DG HOME and DG ECHO. At least two additional staff from a planned CSDP initiative is expected to be hosted in the Delegation too - although these are not formally part of the Delegation, they are subject to the political guidance of the Head of Delegation who ensures the overall consistency of EU action in Mauritania.

Most of the cooperation programmes are expected to be managed from the regional hub in Dakar, but the Head of Delegation in Nouakchott remains the authorising officer for these funds (INTPA) as well as for the Delegation's administrative funds (EEAS).

The key areas of the Delegation's work are political matters (including human rights and governance), peace and security, trade and economic relations, cooperation programmes (energy, agriculture, digitalisation and health) and budget support, as well as external aspects of other Union policies (in

particular fisheries and migration). The Head of Delegation needs to demonstrate flexibility and openness when engaging with authorities on governance and sensitive issues such as human rights. StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Very good knowledge of French is an essential requirement. Some knowledge of Arabic would be an asset.

Place of employment: Nouakchott, Mauritania

7. Head of Delegation to Mauritius and Seychelles (REF: EEAS/2027/HOD-MAURITIUS) – 4 year posting

Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 36 staff, of whom 8 are officials/temporary agents), based at the Delegation in Mauritius and financial resources (an administrative budget of approximately €1.9M; cooperation budget of approximately €11M over the 2 countries for the period 2021-2027). The delegation hosts dedicated trade and fisheries attachés.

The key areas of activity of the Delegation are political and co-operation matters, including promotion of maritime security and fight against piracy, trade relations, sectoral policy dialogue in areas such as climate change, environment, energy and migration, tax administration, regional integration, connectivity and fisheries, including the negotiation of fisheries partnership agreements. StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence.

Mauritius is a key partner on issues such as maritime security, climate change, and environmental protection, fisheries and ocean governance, green transition and renewable energies. It has important potential as an ally for reform in the African Union and African regional organizations.

Mauritius is a member and hosts the Secretariats of the Indian Ocean Commission (IOC) and of the Indian Ocean Rim Association (IORA). Seychelles is also an important partner in the blue economy, maritime security and fisheries. Seychelles and the EU also cooperate, both domestically and in global forums—most notably in co-chairing the High Ambition Coalition for the Biodiversity Beyond National Jurisdiction (BBNJ) Treaty. Both countries have often been aligned with the EU in multilateral settings (UN) but are intensely courted by other players such as Russia and India. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Very good knowledge of English and French is an essential requirement.

Place of employment: Port Louis, Mauritius

8. Head of Delegation to Namibia (REF: EEAS/2027/HOD-NAMIBIA) – 4 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 23 staff, of whom 5 are officials/temporary agents) and financial resources (an administrative budget of approximately €865,814 and an average annual budget of €15M for development cooperation (NIP as well as regional and thematic/horizontal programmes).

The key areas of the Delegation's work are political matters (including human rights and governance), trade and economic relations, cooperation programmes including global gateway (in particular in

relation to the Strategic Partnership on sustainable raw materials value chains and renewable hydrogen), as well as external aspects of other Union policies (e.g. fisheries and migration). StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence.

Namibia's political stability, democratic governance, strong potential in oil and gas and renewables and promising economic outlook make it a valuable partner for the EU in Southern Africa, but at the same time it remains an economically and environmentally fragile country, with high inequality, youth unemployment and food insecurity and limited regional influence.

Relations with the EU have fluctuated in recent years, with difficult political engagement, but good results in cooperation on trade, green transition, energy and critical raw materials. Namibia is a key partner for Team Europe in realising Global Gateway, as well as on multilateralism, with a visible profile on climate change, Women, Peace and Security, and the Pact for the Future. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Very good knowledge of English is an essential requirement.

Place of employment: Windhoek, Namibia

9. Head of Delegation to Sierra Leone (REF: EEAS/2027/HOD-SIERRA LEONE) – 3 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 42 staff, of whom 8 are officials/temporary agents) and financial resources (an annual administrative budget of approximately €1.92M), in close cooperation with the future regional hub in Abidjan (4 staff are expected to move to the hub for Sierra Leone, and 2 to join HQ). The Delegation is responsible for the implementation of EU bilateral funding (€245M under the 2021-2027 MIP), and numerous projects funded by various EU thematic budget lines and West Africa regional projects.

Sierra Leone is one of the world's most aid-dependent countries. Despite progress since the end of the civil war in 2002, the Human Development Index ranks Sierra Leone 181/189 (2019) and places it amongst the 10 least developed countries in the world. The key areas of the Delegation are political matters (including human rights, peace and stability, reconciliation and governance); trade and economic relations; cooperation programmes (main areas: governance, education, agriculture and infrastructure); as well as external aspects of the Union policies (in particular fisheries). StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Very good knowledge of English is an essential requirement.

Place of employment: Freetown, Sierra Leone

10. Head of Delegation to South Sudan (REF: EEAS/2027/HOD-SOUTH SUDAN) – 2 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of the Diplomatic Presence Delegation (DPD) with a Deputy Head of Mission/Head of Administration, and four local staff.

The Head of Delegation is responsible for providing advice to Headquarters as appropriate on policy issues and developments arising within the framework of the bilateral relations; to maintain contacts,

exchange information and coordinate with Member States accredited in the country on the implementation of EU policies; to carry out press, information and communication activities as well as public diplomacy.

The key areas of activity of the Delegation are political (supporting the peace process and implementation of the Revitalised Agreement on Resolution of the Conflict in South Sudan/R-ARCSS), democracy, human rights and governance issues (including support for civil society and accountability, anti-corruption and economic reform), development (support to rural development and food security, health and education), and humanitarian (providing humanitarian support to high numbers of Internally Displaced Persons, providing food assistance to significant numbers suffering from famine or malnutrition). StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Experience in peace processes is an advantage. Prior experience of hardship posts and experience in the region is an asset.

Compound based posting. Family members are not, at the present time, permitted to join staff at the Delegation in South Sudan.

Very good knowledge of English is an essential requirement.

Place of employment: Juba, South Sudan.

11. Head of Delegation to Uganda (REF: EEAS/2027/HOD-UGANDA – 4 year posting Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for the management of all staff (EEAS and Commission: 56 staff, of whom 8 are officials/temporary agents) and financial resources (an administrative budget of approximately €3.7M and an operational budget (MIP 2021-27) of approximately €540M). The ECHO Office, with two expatriate staff, is co-located with the Delegation, which is moving to a new office building during first half of 2027.

The key areas of the Delegation's work are political matters (including human rights and governance), trade and economic relations, cooperation programmes most importantly on three priority areas – job creation, green transition and good governance and social inclusion – including several Global Gateway programmes and often in Team Europe configuration; positioning the EU as a predictable and reliable partner to Uganda. StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

The delegation coordinates and proactively engages with EU Member States (including non-resident) along the lines and potential of EU common foreign and security policy; reporting on political developments of interest for the EU. Special attention is to be devoted to diplomacy and Uganda's regional engagement and foreign policy; Uganda is a member of the East African Community (common market) and of the Great Lakes region, and the promotion of regional security and economic development is relevant for the EU (as is the promotion of African Union – European Union cooperation). Uganda is a key actor in AU policy in Somalia, and overall, a central interlocutor and stakeholder regarding peace prospects in the Horn of Africa, the Great Lakes, the Central African Republic, and South Sudan/Sudan. The peace-development-humanitarian nexus is of particular interest in Uganda, which remains a major host of African refugees.

Very good knowledge of English is an essential requirement.

Place of employment: Kampala, Uganda

12. Head of Delegation to Zambia (REF: EEAS/2027/HOD-Zambia) – 4 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 52 staff, of whom 10 are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €2.7M); the delegation is responsible for the implementation of a large development programme €512M under the NDICI-GE for the period 2021-2027.

The key areas of the Delegation are political matters (bilateral relations, close coordination within the SADC region, Africa and at multilateral level), trade and economic relations, public diplomacy/communication, regional economic integration with COMESA as well as external aspects of the Union policies. StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Thematically, the main goals are to deepen cooperation with Zambia on issues such as implementation of the Global Gateway Strategy (e.g. Lobito Corridor), critical raw materials partnership, sustainable growth, governance, including fight against corruption and rule of law, among others. The Head of Delegation in Zambia is also the EU representative to COMESA; therefore the Delegation is also responsible for the relations and cooperation with the organisation, which is based in Lusaka.

Very good knowledge of English is an essential requirement.

Place of employment: Lusaka, Zambia

(b) AMERICAS

1. Head of Delegation to Costa Rica (REF: EEAS/2027/HOD-COSTA RICA) – 4 year posting
Grade: EEAS AD09-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 41 staff, of whom 7 are officials/temporary agents) and financial resources (an administrative budget of approximately €1.8M and cooperation portfolio under various instruments approx. €14 M for bilateral programmes, and additional regional programmes).

Costa Rica has a long-standing commitment to democracy, human rights and multilateralism. It is an important partner for the EU in Central America, and in multilateral affairs it is an influential player when it comes to key areas of the green agenda. Relations with Costa Rica are largely developed within the regional framework of the EU-Central America Association Agreement. The two sides have also concluded a Memorandum of Understanding, which foresees annual bilateral consultations.

The key areas of activity of the Delegation are political affairs, press information and public diplomacy, trade and economics, governance, human rights and sustainable and inclusive development. The external aspects of EU policies (such as climate action, environment, digitalisation, blue governance, migration, taxation, anti-money laundering/counter terrorism financing) are also part of the Delegation's core business.

Good knowledge of Spanish is an essential requirement.

Place of employment: San Jose, Costa Rica

(c) ASIAPAC

1. Head of Delegation to Cambodia (REF: EEAS/2027/HOD-CAMBODIA) – 4 year post Grade: EEAS AD09-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 41 staff, of whom 8 are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €1.4M, and a total amount of external assistance of €235M for 2021-2027 under the Neighbourhood, Development and International Cooperation Instrument).

The key areas of activity of the Delegation are political matters, external assistance, trade, as well as external aspects of Union policies: development cooperation, human rights, climate change, energy, environment and IUU.

Place of employment: Phnom Penh, Cambodia

2. Head of Delegation to the Pacific Region/Fiji (REF: EEAS/2027/HOD-FIJI) – 3 year posting Grade: EEAS AD09-14/TA AD12 - post available as of 1 January 2028

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 76 staff in total located in the Fiji regionalised Delegation and its office in New Caledonia, of whom 37 are officials/temporary agents) an operational budget of approximately €832M distributed across 146 projects and an administrative budget of approximately €3.2M per year.

The Head of Delegation is accredited as Ambassador to 13 Pacific Island Countries. The key areas of activity of the Delegation are political and policy dialogue with these 13 countries and regional organisations, Member States coordination, and the development of economic, business and trade relations. As the Delegation serves as a regional hub, the management of aid at bilateral and regional level covers 14 countries, including Papua New Guinea, and 3 Pacific Overseas Countries and Territories (OCTs), including coordination with all stakeholders (governments, civil society, international and regional organisations, multilateral development banks) and other development partners.

Place of employment: Suva, Fiji.

(d) EURCA

1. Head of Delegation to Armenia (REF: EEAS/2027/HOD-ARMENIA) – 4 year posting Grade: EEAS AD09-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 34 staff, of whom 7 are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €1.3M and a yearly allocation for bilateral cooperation of around €45M (co-operation portfolio of around €180M for the period 2021-2024).

The key areas of activity of the Delegation concern EU-Armenia relations as framed by the Comprehensive and Enhanced Partnership agreement (CEPA) and the Eastern Partnership. These include political, economic and trade relations, cooperation in various sectors, and external assistance programmes, in particular to support democratic reforms, good governance, local development, and green and digital transition. The Delegation supports efforts of the EU Special Representative for the South Caucasus and the crisis in Georgia contributing to conflict-resolution and confidence-building. The Delegation promotes EU values and principles such as democracy, human rights, fundamental freedoms and the rule of law, and ensures coherence between relevant EU policies such as trade, visa

policy, transport, climate action and their external aspects. The Delegation aims to maintain and develop cooperation with authorities, civil society, EU Member States and international organisations.

Knowledge of Russian is an asset.

Place of employment: Yerevan, Armenia

2. Chargé d'affaires to Belarus (REF: EEAS/2027/HOD-BELARUS) – 4 year posting
Grade: EEAS AD09-14/TA AD12

The Chargé d'affaires is responsible for management of all staff (EEAS and Commission: 33 staff, of whom 9 are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €1.4M, as well as co-operation programmes of around €30M per year).

The key areas of activity of the Delegation are political matters, including human rights and sanctions issues, economic issues, as well as external aspects of Union policies (trade, visa policy, climate change, energy, science & technology, transport). Following the falsification of August 2020 presidential elections, the subsequent wave of repression and the involvement of Belarus in Russia's aggression against Ukraine, the EU has scaled down cooperation with Belarusian authorities and recalibrated financial assistance by redirecting it in particular towards non-state actors, to the benefit of civil society organisation, independent media, persons in vulnerable situations, SMEs and youth, both in the country and in exile. The clear stance the EU has taken in favour of democracy and denunciation of human rights abuses has generated strained relations with the Belarusian authorities, who have sought the reduction of EU diplomatic presence in the country. In this difficult context, the delegation aims at promoting EU values and principles such as democracy, human rights, fundamental freedoms and the rule of law and at maintaining effective contacts with the various components of Belarusian society. In carrying out its tasks, the Delegation maintains close collaboration with EU Member States and like-minded partners.

Knowledge of Russian is an asset.

Place of employment: Minsk, Belarus

3. Head of Delegation to Georgia (REF: EEAS/2027/HOD-GEORGIA) – 4 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 52 staff (10 of whom are officials) and large financial resources. While allocations under the 2021-2027 MFF are still under preparation, under the previous MFF the technical assistance budget was up to €120M per year under a number of instruments. Furthermore, the size of the 2021 administrative budget is approximately €1.8M.

The key areas of activity of the Delegation are political and economic, while maintaining a permanent dialogue with the authorities, the opposition and civil society; to monitor the country's compliance with the obligations resulting from the Association Agreement and Deep and Comprehensive Free Trade Area; to design and implement EU assistance programmes; and to contribute to conflict-resolution and confidence-building activities, together with the EU Monitoring Mission and the EU Special Representative for the South Caucasus and the crisis in Georgia.

Place of employment: Tbilisi, Georgia

**4. Head of Delegation to Uzbekistan (REF: EEAS/2027/HOD-UZBEKISTAN) – 3 year posting
Grade: EEAS AD9-14/TA AD12**

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 21 staff, of whom 4 are officials/temporary agents) and financial resources (an administrative budget of approximately €1.2M).

The key areas of activity of the Delegation are political and economic dialogue (with particular focus on the finalization of a new Enhanced Partnership and Cooperation Agreement, the implementation of the EU Strategy on Central Asia and the EU Strategy on Connecting Europe and Asia, as well as on human rights), diplomatic representation, public diplomacy, trade relations (in particular support for WTO accession), and implementation of bilateral EU development assistance programmes, as well as external aspects of Union policies (trade, visa policy, climate change, energy, science & technology, transport and digital connectivity). In carrying out its tasks, the Delegation aims to maintain and develop good and effective contacts with authorities, civil society, EU Member States and international organisations.

Place of employment: Tashkent, Uzbekistan.

(e) MENA

**1. Head of Delegation to Jordan (REF: EEAS/2027/HOD-JORDAN) – 4 year posting
Grade: EEAS AD09-14/TA AD12**

The Head of Delegation is responsible for management of all staff of the Delegation (EEAS and Commission: 84 staff, of whom 12 are officials/temporary agents/SNEs) and its financial resources (administrative budget of approximately €3.8M).

Bilateral EU-Jordan relations are governed by the Association Agreement (2002). The new EU-Jordan Strategic and Comprehensive Partnership of January 2025 aims at supporting Jordan's stability, contributing to its political, economic and administrative modernisation vision, and fostering economic resilience.

The Delegation plays a key role in the partnership with Jordan for the implementation of the European Neighbourhood Policy (ENP) and in managing funds under the Neighbourhood, Development and International Cooperation Instrument (NDICI) with a bilateral envelope for 2021-2027 of €1.12 billion under the Multi-Annual Indicative Programme 2021-2027 (MIP) including both bilateral funding and support in response to the Syrian crisis. The MIP will contribute to enhancing good governance, creating growth and jobs, including through support to green growth, and investing in human development. The Head of Delegation also ensures close coordination with the 27 EU Member States in the country.

Place of employment: Amman, Jordan

**2. Head of Delegation to Kuwait (REF: EEAS/2027/HOD-KUWAIT) – 4 year posting
Grade: EEAS AD09-14/TA AD12**

The Head of Delegation is responsible for management of all staff of the Delegation (EEAS 6 staff, of whom 2 are officials/temporary agents), and its financial resources (administrative budget of approximately €1 million per year).

The key areas of activity of the Delegation are to monitor all key political, social, economic and security developments in Kuwait, to maintain close relations with the authorities and other stakeholders on all aspects of the EEAS-Kuwait Cooperation Arrangement (dialogue and cooperation on trade and investment, digitalisation, energy and green transition, development cooperation and humanitarian

assistance, human rights and democracy, security and counter-terrorism, amongst other themes) and to help implement the Joint Communication on a Strategic Partnership with the Gulf of 2022. A key priority will be to advance the negotiation of the Strategic Partnership Agreement (SPA) between the EU and KSA, which will contribute to elevating EU–Saudi bilateral relations and unlock the full potential of cooperation. Public diplomacy, press, information and strategic communication activities are also important. The Head of Delegation also ensures close coordination with the 27 EU Member States in the country.

Place of employment: Kuwait City, Kuwait

3. Head of Delegation to Lebanon (REF: EEAS/2027/HOD-LEBANON) – 3 year posting
Grade: EEAS AD09-14/TA AD12

The Head of Delegation is responsible for management of all staff of the Delegation (EEAS and Commission: 80 staff, of whom 16 are officials/temporary agents/SNEs) and its financial resources (administrative budget of approximately € 8.2M).

The EU-Lebanon Association Agreement is the basis for EU – Lebanon relations, covering a wide range of areas: political and security matters, development and humanitarian policies, especially in relation to the Syria crisis and the hosting of Syria refugees, trade, as well as external aspects of Union policies (such as climate change, energy, science & technology, transport). Following the Association Council of December 2025, EU and Lebanon resumed the implementation of the bilateral agenda through the organisation of technical subcommittees. A possible Strategic and Comprehensive Partnership could be envisaged in the future. The European Union priorities for Lebanon include support for: Lebanon sovereignty and territorial integrity, the Lebanese government political and economic reforms, the reinstatement of monopoly over weapons and support for Lebanese Armed Forces and a focus on recovery and reconstruction after the multiple crises the country has faced in recent years.

The Delegation plays an essential role in the implementation of the European Neighbourhood Policy (ENP) in Lebanon and in managing funds, principally under the Neighbourhood, Development and International Cooperation Instrument (NDICI) with a bilateral envelope for 2021-2027 of ca. €1.3 billion. Including a sizeable humanitarian support to Lebanon, in addition to support for handling the consequences of the Syrian crisis provided through various EU instruments. The Head of Delegation also ensures close coordination with the 27 EU Member States in the country.

Very good knowledge of French is an essential requirement.

Place of employment: Beirut, Lebanon

4. Head of Delegation to Saudi Arabia (REF: EEAS/2027/HOD-SAUDI ARABIA) – 3 year posting
Grade: EEAS AD9-14/TA AD12

The Head of Delegation is responsible for management of all staff of the Delegation (EEAS and Commission: 21 staff, of whom 7 are officials/temporary agents/SNEs) and its financial resources (administrative budget of approximately €3.2M).

The key areas of activity of the Delegation focus on diplomatic work, analysis, reporting, public diplomacy, cooperation on security, human rights and other sectoral areas and networking with a wide range of State and non-State actors. The implementation of the Joint Communication on A Strategic Partnership with the Gulf together with relations between Saudi Arabia and the broader region, the promotion of the EU Global Agenda and the support to the transformation and diversification of the countries' economies are key priorities for the European Union.

A key priority will be to advance the negotiation of the Strategic Partnership Agreement (SPA) between the EU and KSA, which will contribute to elevating bilateral relations and unlock the full potential of cooperation.

The Head of Delegation will also be accredited to Bahrain. In this framework, the Head of Delegation will also contribute to the development of the EU's partnership with Bahrain, including through the implementation of Cooperation Arrangements and the negotiation of a Strategic Partnership Agreement (SPA) between the EU and Bahrain, which will further forge bilateral cooperation and elevate partnership to a strategic level.

The Head of Delegation will also sustain and deepen the EU's engagement with the Gulf Cooperation Council (GCC) and will act as EU representative to the OIC and Islamic Development Bank and ensures close coordination with the 27 EU Member States in the country.

Working knowledge of Arabic is an asset.

Place of employment: Riyadh, Saudi Arabia

5. Head of Delegation to Syria (REF: EEAS/2027/HOD-SYRIA) – 2 year posting
Grade: EEAS AD09-14/TA AD12

The Head of Delegation to Syria is responsible for management of all staff of the Delegation (EEAS and Commission: around 26 staff – 5 of whom are officials) and its financial resources (administrative budget of approximately €7M). The administrative budget may grow according to the redeployment of staff in Damascus.

Following the fall of the Assad regime in December 2024, the EU has been working to reestablish and revive relations between the EU and Syria, scanning a wide range of policy areas, including political and security matters, development and humanitarian policies, migration, trade and investment, as well as other external aspects of Union policies. The organisation of the first ever EU-Syria High Level Political Dialogue in May 2026 helped to establish a new framework for EU-Syria bilateral relations.

Continued engagement with and support for Syria's political transition during the coming period will be important as the country establishes new institutions and advances reforms throughout its five-year transitional period. The Delegation also plays an essential role in the implementation of the Neighbourhood, Development and International Cooperation Instrument – Global Europe (NDICI-GE) and in managing funds in Syria to support Syria's post-conflict recovery, bilateral support and humanitarian aid with a package of €620 million for 2026-2027. Indeed, as Syria moves beyond 14 years of conflict under the Assad regime, humanitarian interventions in addition to development cooperation will remain essential in supporting the country's recovery and resilience. Looking ahead, the EU hopes to introduce the perspective of negotiating an EU-Syria Association Agreement and advance the reintegration of Syria into Euro Mediterranean cooperation architecture should Syria continue its positive path towards an inclusive transition and state consolidation. The Head of Delegation also ensures close coordination with the 27 EU Member States in the country.

Knowledge of Arabic is an asset.

Place of employment is Damascus, Syria.

**6. Head of Delegation to United Arab Emirates (REF: EEAS/2027/HOD-UAE) – 4 year posting
Grade: EEAS AD09-14/TA AD12**

The Head of Delegation is responsible for management of all staff of the Delegation (EEAS and Commission: 20 staff of whom 7 are officials/temporary agents), and its financial resources (administrative budget of approximately €2.7M).

The key areas of activity of the Delegation are to monitor all key political, social, economic and security developments in UAE and the region, and to maintain close relations with the authorities and other stakeholders (including non-state actors) on all aspects of the EU-UAE Cooperation Arrangement (dialogue and cooperation on trade, economic diversification, digitalisation and artificial intelligence, energy transition and climate change, humanitarian aid and development cooperation, human rights, security and counter-terrorism, amongst other themes) and to help implement the Joint Communication on A Strategic Partnership with the Gulf of 2022. Delegation should also support dedicated dialogues with the UAE authorities on anti-money laundering and counter-terrorism financing and EU restrictive measures (sanctions). Public diplomacy and press and communication activities are also important activities of the Delegation.

A key priority will be to advance the negotiation of the Strategic Partnership Agreement (SPA) between the EU and the UAE, which will contribute to elevating bilateral relations to a new level and unlock the full potential of cooperation, as well as to support ongoing negotiations on a bilateral Free Trade Agreement (FTA).

The Head of Delegation supports the HQ in maintaining close relations with the International Renewable Energy Agency (IRENA) based in Abu Dhabi and ensures close coordination with the 27 EU Member States in the country.

Place of Employment: Abu Dhabi, United Arab Emirates

(e) MULTILATERAL

**1. Head of Delegation to OECD/UNESCO in Paris (REF: EEAS/2027/HOD-OECD) – 4 year posting
Grade: EEAS AD09-14/TA AD12**

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 11 staff, of whom 6 are officials/temporary agents) and financial resources (an administrative budget of €286.757).

The Head of the EU Delegation in Paris serves as the EU's representative to the Organisation for Economic Co-operation and Development (OECD) and to the United Nations Educational, Scientific and Cultural Organization (UNESCO), and also serves as non-resident Ambassador to the Principalities of Andorra and of Monaco. The EU Delegation may also be called upon to act as a contact point for ad-hoc issue-based cooperation with the Organisation Internationale de la Francophonie (OIF). She/He is entrusted with ensuring the unity, consistency and effectiveness of the EU's external action in the international organisations to which she/he is accredited, and operationalising the EU's commitment to effective multilateralism and the rules-based international order, with the United Nations at its core. She/He is also required to promote and enhance political and economic relations between the EU and its close European neighbours Andorra and Monaco.

The key areas of activity of the Delegation are political issues, in particular economic development including trade and investment (in the case of the OECD) and culture, science and education (in the case of UNESCO).

The candidate should have multilateral experience.

Good knowledge of French is a strong asset.

Place of employment: Paris, France

2. Head of Delegation to the International Organisations in Vienna (REF: EEAS/2027/HOD-VIENNA) – 4 year posting
Grade: EEAS AD09-14/TA AD12

The Head of Delegation is responsible for management of all staff (EEAS and Commission: 30 staff, of whom 18 are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €1.0M). The Deputy Head of Delegation is accredited as Ambassador to the OSCE but she/he and the OSCE Section of the Delegation as well as a number of colleagues from the Service for Foreign Policy Instruments (FPI) are administratively placed under the responsibility of the Head of Delegation.

The Head of Delegation represents the EU in Vienna vis-à-vis the UN bodies, specialised agencies, Permanent Missions of EU Member States and third countries, civil society, and other stakeholders. She/He is entrusted with ensuring the unity, consistency and effectiveness of the EU's external action in the international organisations to which she/ he is accredited, and operationalising the EU's commitment to effective multilateralism and the rules-based international order, with the United Nations at its core.

The key areas of activity of the Delegation are political matters (including matters related to peace and security, sustainable development, and migration), technical internal EU policies, including their external aspects (energy, including nuclear matters, justice and home affairs, trade) covered by the Vienna based organisations, and press and information, as well as representing the EU and ensuring the EU Presidency. The Delegation ensures EU representation and coordination within as well as relations with the following organisations the International Atomic Energy Agency (IAEA), the Preparatory Commission for the Comprehensive Nuclear-Test-Ban-Treaty Organization (CTBTO), the United Nations Office on Drugs and Crime (UNODC), the United Nations Industrial Development Organization (UNIDO), the United Nations Office for Outer Space Affairs (UNOOSA), the United Nations Commission on International Trade Law (UNCITRAL), and the Organisation of Petroleum Exporting Countries (OPEC) as well as the confidence-building and export control regimes (Hague Code Of Conduct, Nuclear Suppliers Group, Zangger Committee and Wassenaar Arrangement) and the Energy Community.

The candidate should have multilateral experience, with UN experience being a strong asset.

Place of employment: Vienna, Austria

DEPUTY HEADS OF DELEGATION POSTS

Below are the Deputy Heads of Delegation posts that are available in this Rotation.

1. Deputy Head of Delegation to Bosnia And Herzegovina (REF: EEAS/2027/DHOD-BOSNIA AND HERZEGOVINA) - 4 year posting
Grade: EEAS AD9-14/TA AD12

The Deputy Head of Delegation assists the Head of Delegation/EU Special Representative in all tasks, including the management of all staff and financial resources (EEAS and Commission: 155 staff, of whom 11 are officials, and in the Head of Delegation's capacity as EUSR a further 70 staff, of whom

15 are International staff). The administrative budget for the EUSR current 24 months mandate is €12.80M.

The key areas of the Delegation's work are political affairs (including CFSP and CSDP), rule of law and economic affairs, the enlargement process, along with the Stabilisation and Association Process and pre-accession assistance.

Place of employment: Sarajevo, Bosnia and Herzegovina

2. Deputy Head of Delegation to Brazil (REF: EEAS/2027/DHOD-BRAZIL) – 4 year posting Grade: EEAS AD9-14/TA AD12

The Deputy Head of Delegation assists the Head of Delegation in all tasks, including the management of 52 staff (of whom 22 are officials/temporary agents) and financial resources (an administrative budget of approximately €3M in addition to financial co-operation activities under various EU financial cooperation instruments).

Brazil is a Strategic Partner for the EU. The key areas of activity of the Delegation are political affairs, democracy and governance, human rights, press information and public diplomacy, trade and economic affairs, global issues (peace and security-related matters, climate change, environment and forest protection, sustainable development, energy, critical raw materials supply chains, UN matters, internet governance, cyber security, digital transformation, and Brazilian participation in regional and international initiatives), as well as the management of cooperation activities in these areas. The Delegation serves as a hub covering several countries in the region with regard to the management of projects funded (under the 2014-2021 Developing Countries Instrument, the Partnership Instrument and the new NDICI-Global Europe instrument).

The Delegation works closely with the diplomatic representations of the EU Member States in Brazil, and has an active dialogue with a wide range of state and non-state stakeholders, including the Federal and State governments, civil society organisations, human rights defenders and the private sector, as well as with the international community.

Good knowledge of Portuguese is an essential requirement.

Place of employment: Brasilia, Brazil

3. Deputy Head of Delegation to China (REF: EEAS/2027/DHOD-CHINA) – 3 year posting Grade: EEAS AD9-14/TA AD12

In addition to deputising the Head of the Delegation, the Deputy Head of Delegation also assists the Head of Delegation in all tasks, including the management of all staff (EEAS and Commission: 91 staff, of whom 34 are officials/temporary agents/SNEs) and financial resources (an EEAS administrative budget of approximately €6M and a Commission operational budget of approximately €18M paid in 2025). As the Delegation Security Coordinator, the DHoD is also leading the Security Management Team meetings.

The Delegation's activities are broad in scope. They span the full range of political affairs (including China's foreign policy, its position on multilateralism and its role in international organisations, human rights, influence and disinformation), trade and economic matters, the response to global challenges such as climate change and international development (both domestically and internationally), numerous sectoral issues, public diplomacy and communication.

The Delegation operates in a context of sustained political control which makes the Delegation's management as well as the capacity to meaningfully engage with China challenging. The current

political context has nevertheless reinforced the role of the Delegation in projecting a credible and coherent image of the EU in China. Given the wide-ranging implications of China's rise in global affairs and the impact of China's economic policies and choices on global economic imbalances, the Delegation is the centre-point for observing and monitoring these developments and for providing sound policy advice on key challenges for the EU security and prosperity. The Delegation also plays a leading role in ensuring a good flow of information between Member States and with European institutions. Particular importance is attached to ensuring local coordination with Member States' diplomatic representatives, and to maintaining EU unity and cohesion on China.

Knowledge of Mandarin Chinese is an asset.

Place of employment: Beijing, China

**4. Deputy Head of Delegation to Egypt (REF: EEAS/2027/DHOD-EGYPT) – 4 year posting
Grade: EEAS AD9-14/TA AD12**

The Deputy Head of Delegation assists the Head of Delegation in all tasks, including in the management of all staff of the Delegation and its financial resources (administrative budget of approximately €6.0M).

The Delegation's key areas of activity are political, socio-economic, trade, security and financial assistance issues, and as well as ensuring the EU local coordination on the ground.

Within the framework of the European Neighbourhood Policy and the EU – Egypt Partnership priorities (adopted in June 2022), the key areas of activity of the Delegation are political relations, analysis and reporting, cooperation in a large array of policy areas of common interest, security, migration, relations with civil society and non-state actors and public diplomacy. The relations between Egypt and the broader region, the promotion of the EU human rights agenda, and economic, structural and institutional reforms, and the support to the intensification of economic and commercial relations are key priorities for the European Union. The Delegation ensures the monitoring, follow up and implementation of the six pillars of the Strategic and Comprehensive Partnership and the deliverables of the biannual Leaders' Summits, in close cooperation with EEAS and COM. In the framework of the Association Agreement, the Delegation supports Headquarters in the implementation of the Partnership Priorities and organisation and follow-up of Sub-Committees, Association Committees and Association Councils.

The Delegation is also accredited to the League of Arab States and covers EU-League of Arab States relations. It also ensures EU local coordination on the ground.

The Delegation plays an essential role in the implementation of the European Neighbourhood Policy (ENP) in Egypt and in managing funds, principally under the Neighbourhood, Development and International Cooperation Instrument (NDICI) with a bilateral envelope for 2024-2027 of around €600M (of which €200M for migration) as well as ensuring synergies at a regional level through the framework of the Pact for the Mediterranean.

Knowledge of Arabic is an asset.

Place of employment: Cairo, Egypt with regular missions to the New Administrative Capital (NAC)

**5. Deputy Head of Delegation to the Pacific Region/Fiji (REF: EEAS/2027/DHOD-FIJI) – 3 year posting
Grade: EEAS AD9-14/TA AD12**

The Deputy Head of Delegation assists the Head of Delegation in all tasks, including the management of approximately 76 staff (of whom 37 are officials/temporary agents) and of administrative financial resources (administrative budget to be managed: EUR 3.2M).

The key areas of activity of the Delegation are political and policy dialogue with the 13 countries covered by the Delegation, as well as with regional organisations, Member States coordination, and the development of economic, business and trade relations. The Delegation also manages the cooperation with 14 countries, including Papua New Guinea and 3 Pacific Overseas Countries and Territories (OCTs), that amounts to an operational budget of approximately EUR 832 million distributed across 146 projects.

Place of employment: Suva, Fiji.

**6. Deputy Head of Delegation to Morocco (REF: EEAS/2027/DHOD-MOROCCO) – 4 year posting
Grade: EEAS AD9-14/TA AD12**

The Deputy Head of Delegation to Morocco assists the Head of Delegation in carrying out all the tasks, including in the management of all staff of the Delegation (EEAS and Commission: 77 staff, of whom 18 are officials/temporary agents/SNEs) and its financial resources (administrative budget of approximately €5.4M), provides advice and support to the Head of Delegation in all key areas and represents him/her in his/her absence.

In addition to the follow up of political and socio-economic developments, including analysis and reporting, the Deputy Head of Delegation will also follow policy dialogues in all sectoral areas included in the EU-Morocco Association Agreement and the joint political Declaration and assists in the preparation and subsequent implementation of a Strategic and Comprehensive Partnership. Key specific areas of interest and activity include migration and mobility, trade, energy/environment and climate change, digital and security, including counterterrorism and regional stability.

The Deputy Head of Delegation is also responsible for the implementation of cooperation programmes and management of funds, principally under the Neighbourhood, Development and International Cooperation Instrument (NDICI) with a bilateral envelope for 2024-2027 of around €625M.

Very good knowledge of French is an essential requirement.

Place of employment: Rabat, Morocco.

**7. Deputy Head of Delegation to Pakistan (REF: EEAS/2027/DHOD-PAKISTAN) – 3 year posting
Grade: EEAS AD9-14/TA AD12**

The Deputy Head of Delegation supports the Head of Delegation in all tasks, including the management of 55 EEAS and Commission staff members, of whom 23 are officials or temporary agents, and financial resources comprising an administrative budget of approximately €3.8M and oversight of substantial EU cooperation funding for Pakistan. The EU is a major humanitarian donor to Pakistan, with an ECHO office in Islamabad employing seven staff under the administrative authority of the Head of Delegation.

The Delegation's key areas of activity cover political and security matters, including counterterrorism and non-proliferation, international partnerships, trade, external aspects of Union policies such as migration, climate change and energy, and strengthening rule of law, human rights and governance. These priorities are increasingly pursued through Global Gateway and Team Europe, including support for climate resilience, human capital development and TVET.

The EU is Pakistan's second-largest trading partner and its leading export destination. Pakistan remains a beneficiary of the EU's GSP+ trade preferences under the current scheme and is likely to reappraise for

the new GSP+ Regulation. Following Pakistan's general elections in February 2024, electoral reform, democratic governance and institutional strengthening remain important areas of engagement.

Place of employment: Islamabad, Pakistan

**8. Deputy Head of Delegation to South Africa (REF: EEAS/2027/DHOD-SOUTH AFRICA)
– 4 year posting
Grade: EEAS AD9-14/TA AD12**

The Deputy Head of Delegation assists the Head of Delegation in all tasks, including the management of all staff (EEAS and Commission: 64 staff, of whom 15 are officials/temporary agents/SNEs) and financial resources (an administrative budget of approximately €3.4M and bilateral envelope for development cooperation of approximately €212M for the period 2021 - 2027). With the move to the regional hub since 1 September 2026, the number of staff will have grown to over 90, and as a Reinforced Delegation it will support Diplomatic Presence Delegations (Eswatini and Lesotho), as well as International Partnerships Sections in a set of Standard Delegations: Botswana, Madagascar, Namibia and Mauritius and Office Comoros. The EU Delegation provides also overall diplomatic coverage for the ECHO regional office in Pretoria.

The key areas of activity are political affairs (bilateral cooperation and close coordination in the SADC region, Africa and at multilateral level), trade and investment (very relevant bilateral agenda; implementation and review of EU – SADC EPA; WTO agenda), public diplomacy/communication, sectoral policy dialogues and development cooperation. StratCom work is also very relevant, combining media engagement, representation and creative use of social media and local amplifiers to strengthen the EU's visibility and influence. The work of the delegation contributes to the HRVP's priority of building and consolidating partnerships.

Thematically, the main goals are to deepen cooperation with South Africa on peace, security and defence, human rights, climate change/green deal agenda & clean energy transition, connectivity, research and innovation, in line with the Global strategy for the EU's foreign and security policy and the European Commission's main priorities. The implementation of the Just Energy Transition Partnership, the Global Gateway investment package, the Clean Trade and Investment Partnership (CTIP) and the Sustainable Minerals and Metals partnership are key priorities.

Very good knowledge of English is an essential requirement.

Place of employment: Pretoria, South Africa

**9. Deputy Head of Delegation to Türkiye (REF: EEAS/2027/DHOD-TÜRKIYE) – 4 year posting
Grade: EEAS AD9-14/TA AD12**

The Deputy Head of Delegation assists the Head of Delegation in all tasks, including the management of all staff (EEAS and Commission: 180 staff, of whom 19 are officials/temporary agents/SNEs), and financial resources (an administrative budget of approximately €8.4M).

The key areas of activity are political (including CFSP/CSDP), institutional development and pre-accession matters, including the management of financial assistance.

Experience in managing crisis situations and knowledge of the Turkish language are assets for this post.

Place of employment: Ankara, Türkiye

10. Deputy Head of Delegation to the UN New York (REF: EEAS/2027/DHOD-UN-NEW YORK) – 4 year posting

Grade: EEAS AD9-14/TA AD12

The Deputy Head of Delegation assists the Head of Delegation in all tasks, including the management of all staff (EEAS and Commission: 62 staff, of whom 34 are officials/temporary agents), and financial resources (an administrative budget of approximately € 6.2M).

The Deputy Head of the EU Delegation in New York assists the Head of Delegation in representing the EU at the UN headquarters as well as vis-à-vis the Permanent Missions of the EU's Member States and third countries, civil society organisations, and other stakeholders.

She/He is entrusted with helping to ensure the unity, consistency and effectiveness of the EU's multilateral action, strengthening the EU-UN strategic partnership, and operationalising the EU's commitment to effective multilateralism and the rules-based international order, with the United Nations at its core.

The key areas of activity of the Delegation are political matters (including matters related to peace and security, sustainable development, humanitarian action, migration and human rights, as well as legal matters, UN reform and the UN system's budget), external aspects of internal EU policies and trade-related issues and press and information. The Delegation coordinates the EU27 Member States and delivers EU statements on their behalf on most if not all these matters. The Delegation maintains relations with the Security Council, General Assembly and other UN structures and bodies, the UN Secretariat, as well as New York based agencies, funds and programmes such as UNDP, UN Women, UNICEF and UNFPA.

The candidate should have multilateral experience, preferably with the UN.

Place of employment: New York, USA.