

01/EEAS Vacancy Notice

Seconded National Expert in the Peace, Partnerships and Crisis Management Directorate (MD-PSD.PCM)

Policy Officer – Analysis / Evaluation expert, Division for the Integrated Approach for Peace and Security (PCM.1)

COST-FREE

AD level post

Job No 471496

We are:

The European External Action Service (EEAS) supports the High Representative in the exercise of her 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 her capacity as Vice-President of the Commission regarding her 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.

Within the Peace, Partnerships and Crisis Management Directorate (PCM), the Integrated Approach for Peace and Security Division (PCM.1) supports the implementation of the EU Integrated Approach to external conflicts and crises. It works with relevant geographic and thematic services, within and beyond the EEAS, to promote coherent EU engagement across the conflict cycle, including through analysis, policy development, coordination and knowledge management/impact evaluation. The Division leads on the civilian EU CSDP Policy, including CSDP Training, and serves as the EEAS focal point for the European Security and Defence College (ESDC), including the chairing of its Steering Committee.

PCM.1 is structured along two sectors:

- Sector 1 on Human Security and Governance provides methodological tools and practical support to EU actors in SSR (Security Sector Reform), DDR (Disarmament, demobilisation and reintegration of ex-combatants), stabilisation, human security / human rights due diligence, climate and security, as well as Youth, Peace and Security, and develops and leads the implementation of the related policy concepts.
- Sector 2 on Civilian CSDP Policy, Impact Evaluation and Knowledge Management promotes a culture of continuous learning and improvement by leading civilian CSDP policy, including CSDP training, conducting impact evaluations of civilian CSDP missions and European Peace Facility (EPF) assistance measures, supporting lessons processes and after-action reviews, and providing methodological guidance.

We propose:

The position of Evaluation Expert

The overall purpose of this position is to contribute to the objectives of the EU's external action in the fields of peace, security and defence by strengthening the effectiveness and efficiency of EU action through the development of policies, methodologies and tools, in particular in the areas of evaluation,

civilian CSDP policy and knowledge management. The post holder will primarily support the evaluation of the impact of civilian CSDP missions and European Peace Facility (EPF) assistance measures, generating evidence to inform planning, identify lessons and support strategic decision-making by the EEAS and Member States. The successful candidate, as part of the evaluation team within the sector, will be expected to take part in the specific impact evaluations carried out, including initial planning, execution, report writing and presentation of findings.

Functions and Duties:

- Contribute to developing evaluation methods and tools and conducting independent evaluations of civilian CSDP missions and European Peace facility Assistance measures, which includes the drafting Terms of reference for specific evaluations, desk-studies and field visits, the drafting of evaluation reports, contributions to the creation of feedback loops as part of the overall work on knowledge management, and any other tasks related to the evaluation of impact;
- Contribute to the further development and application of conceptual thinking on the theory of change for EU Peace, Security and Defence activities;
- Support the development of the methodology with regards to impact evaluations of EPF Assistance Measures;
- Explore possibilities with regards to developing ways to synchronise impact evaluation in theatres with several EU CFSP tools and instruments deployed;
- Draft and update relevant analysis and reports, including evaluations, knowledge products, annual policy reports and briefings;
- Promote organisation-wide knowledge sharing in the EEAS within the area of peace, security and defence, to share know-how, information and experience inside the EEAS, as well as with relevant Commission Services and EU Member States;
- Contribute to, as appropriate, the consultations with Member States (including through CIVCOM and PMG Council working Groups) on the development of EU policies in the area of evaluation as well as participate in advisory, management and / or regulatory committees and / or any other ad-hoc groups;
- Establish and maintain regular contacts and exchanges with other EU services, including, military CSDP missions and operations, EU Delegations in third countries, as well as with Member States, authorities in partner countries, international organisations, international and national NGOs, research institutions and the academic community at large;
- Draft reports, briefing notes, policy papers, methodological guidance, and other documentation as required;
- Provide support to the Head of Sector and/or Head of Division in the delivery of additional tasks and priorities as required.

We are looking for

We are seeking an energetic, proactive and motivated evaluation expert to join our dynamic team. The successful candidate will contribute to implementing and advancing the EU's Integrated Approach to external crises and conflicts, helping to further strengthen how the EU brings together its expertise and instruments, and works with Member States to deliver greater impact in fragile and conflict-affected contexts.

The expert is expected to have proven technical expertise and experience, preferably in evaluating security and defence sector support also having a solid understanding of the EU's crisis management toolbox, including its actors, their respective interests, positions and capacities. The role involves conducting field studies, including in high- and critical-risk areas. A good understanding of the EU institutional system and familiarity with the latest EU Security and Defence policies is necessary. Experience and knowledge of CSDP and/or the European Peace Facility would be considered a strong asset.

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:

- Have a thorough knowledge of one Union language and a satisfactory knowledge of a second language for the performance of his/her duties;
- National security clearance at SECRET UE level. Such clearance needs to be obtained from the competent authorities before secondment to the European External Action Service. It must be valid for the entire period of secondment. In its absence, the EEAS reserves the right to refuse the secondment as a national expert.
- Remain in the service of the employer throughout the period of secondment and shall be paid by that employer;
- 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;
- 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:

- **Qualifications and experience required**
 - University diploma, or equivalent level of education;
 - Relevant professional experience in the field of evaluation;
 - Proven experience of 5 years and expertise in the security and defence sector, with preferable knowledge of the CSDP;
 - Experience of working in a team in multi-disciplinary and multi-cultural environment would be assets for this position.
- **Skills required**
 - Have strong drafting, communication and analytical skills combined with sound judgement;
 - Have good organisational skills, the ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands;
 - Have the ability to remain objective in complex scenarios and to display sensitivity and sound judgement;
 - Good computer skills are essential, notably in word processing, spreadsheets, presentations software, Internet / Intranet and email systems. Knowledge of other IT tools would be an asset.
- **Languages**
 - Thorough knowledge of one EU working language and satisfactory knowledge of another one are required; in practical terms, in order to perform required duties, that means an excellent command of written and spoken English, in particular good report-writing skills; good knowledge of written and spoken French is desirable.

- **Personal Qualities**

- Maintain the highest standards of personal integrity, impartiality and self-discipline. The expert must exercise the greatest discretion with regard to all facts and information coming to his/her knowledge in the performance of his/her duties.
- Possess dynamic motivated and flexible personality and be able to adapt quickly to new situations and deal with new challenges, including missions in post-conflict or conflict 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-CSDP@eeas.europa.eu in order to accommodate any special needs and provide assistance to ensure the possibility to pass the selection procedure with equal opportunities as 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 1(d) (4) of the Staff Regulations.

Conditions of secondment

Cost-free 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: Initial period up to two years, renewable up to four years.

The EEAS will cover:

- costs of professional travels (missions) incurred by the SNE posted in the EEAS HQ;
- accident insurance 24/7 for SNE (not family members).

Other expenses such as removal costs, allowances, salary, insurance, schooling (while the SNE maintains the right to enrol the children in an [European School Type I](#))^[3] and costs related to the enrolment to the Interinstitutional nurseries or the After-school centre managed by the early childhood centre of the European Commission shall not be covered by the EEAS. However, in case the SNE makes use of these two facilities for their dependent children, the EEAS shall recover any invoiced cost (including the institutional and the parental contribution) from the Seconded National Expert concerned on a yearly basis. For further information, please contact RM-01-COORDINATION@eeas.europa.eu.

Vacancy available from: 01/09/2026

Place of secondment: Brussels, Belgium

For further information, please contact:

Administrative questions: SNE-CSDP@eeas.europa.eu

Selection and profile related questions: Ms Katariina Leinonen, Head of Division PCM.1, Tel: +32 2 584 23 25 **email :** Katariina.leinonen@eeas.europa.eu

^[3] <https://www.eursc.eu/en/Accredited-European-Schools/About>