STATO MAGGIORE DELLA DIFESA

I Reparto Personale

Allegati: 2 (due).
Annessi: 4 (quattro).

00187 Roma

OGGETTO: Ricerca di personale per quattro posizioni a connotazione "*Temporary Agent*" presso l'*European Defence Agency* (EDA) in BRUXELLES (BEL).

A **ELENCO INDIRIZZI IN ALLEGATO "A"**

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Riferimento: f. prot. n. M_D ABBE6E3 0111871 in data 2 novembre 2026 di DNA I Rep. (non a tutti).

Seguito: Direttiva SMD-P-104, Ed. 2024.

^^^ ^^^ ^^^

1. L'*European Defence Agency* (EDA) ha indetto una ricerca di personale[1] per quattro posizioni "*Temporary Agent*" (TA)[2] presso il *Capability, Armament and Planning* (CAP) *Directorate* e il *Corporate Services Directorate* (CSD) della suddetta Agenzia, valutate di interesse per la Difesa.
2. Si chiede pertanto di far pervenire a questo Stato Maggiore le candidature, esclusivamente per il tramite degli Organi d'Impiego di F.A., entro il 18 novembre 2026, corredate delle schede biografiche in lingua italiana, dell'*Application Form* in lingua inglese (in PDF con firma autografa), con *file* di dimensioni non superiori complessivamente a 3 MB.
3. Le procedure concorsuali per le posizioni bandite prevedono la compilazione[3] dell'*Application Form* esclusivamente *on-line*, attraverso il sito *web* dell'Agenzia; per quanto precede, si chiede a codesti Organi d'Impiego di:
   - avanzare la candidatura di personale in possesso di un profilo professionale adeguato alle *vacancy notices* delle posizioni in argomento (in annesso) e dei requisiti di base per l'impiego all'estero, con particolare riferimento ad un adeguato livello di conoscenza della lingua inglese;
   - acquisire la documentazione concorsuale (citato *Application Form*), che dovrà essere compilata attraverso il suddetto sito *web* e non finalizzato;
   - autorizzare a completare il processo di *Application on-line*, entro la scadenza indicata nel relativo bando, pena la decadenza della candidatura, esclusivamente il personale che sarà candidato da questo Stato Maggiore della Difesa[4].
4. Si resta in attesa di un riscontro in merito e a disposizione per fornire eventuali ulteriori elementi ritenuti utili.

d'ordine
IL VICE CAPO REPARTO
(Col. AArnn Giovanni Luca NICOLETTI)

[1] Pubblicata sulla pagina *web* della Difesa *https://www.difesa.it/smd/staff/reparti/i-reparto/impiego-del-personale/impiego-in-ambito-internazionale/ricerche-di-personale-per-posizioni-non-quota-e-status-internazionale/35926.html*.

[2] Inquadramento giuridico-amministrativo ai sensi della Legge n. 1114/1962 e oneri a carico dell'Agenzia.

[3] Dopo aver creato un profilo EDA, cliccare la scheda della *vacancy* per cui si concorre all'indirizzo *web eda.europa.eu/careers/current-vacancies*, selezionare, a fine pagina, "*Apply for this vacancy*"; *Continue/Apply*; "*Create your EDA profile*" o selezionare "*Logon*" se si possiede già un profilo.

[4] Le eventuali candidature per la presente ricerca di personale saranno avanzate al I Reparto della Direzione Nazionale degli Armamenti solo ad esito cognito della disponibilità di posizioni al collocamento fuori ruolo per il personale candidato.

Digitally signed by GIOVANNI LUCA NICOLETTI
Date: 2026.11.04 16:54:27 CET

ELENCO INDIRIZZI

A	**DIPARTIMENTO IMPIEGO DEL PERSONALE DELL’ESERCITO**	**SEDE**
	DIREZIONE PER L’IMPIEGO DEL PERSONALE MILITARE DELLA MARINA	**ROMA**
	DIREZIONE CAPITALE UMANO DELL’AERONAUTICA MILITARE	**ROMA**

e, per conoscenza,

	MINISTERO DELLA DIFESA **Gabinetto del Ministro**	**ROMA**
	DIREZIONE NAZIONALE DEGLI ARMAMENTI **I Reparto– Politica Industriale e Relazioni Internazionali**	**ROMA**
	RAPPRESENTANZA PERMANENTE D’ITALIA PRESSO L’UNIONE EUROPEA **Ufficio dell’Addetto per la Difesa e Consigliere Militare**	**BRUXELLES (BEL)**

e, per diramazione interna

III Reparto – Direzione Strategica e Cooperazione Militare
Reparto Pianificazione Generale

Allegato "B"

Ricerca di personale per posizioni a connotazione "Temporary Agent" (TA) presso la EUROPEAN DEFENCE AGENCY (EDA)

N.	CONNOTAZIONE (inquadramento giuridico-amministrativo)	GRADO	INCARICO	F.A. PREVISTA	DIRETTORATO/UNITA' DI IMPIEGO	INTERESSE	DATA DI INIZIO MANDATO INDICATIVA	TERMINE ENTRO CUI FINALIZZARE LA PROCEDURA DI *APPLICATION* SUL SITO DI EDA	TERMINE PER LA PRESENTAZIONE DELLE CANDIDATURE A SMD
1	**Temporary Agent (TA)** (L. n. 1114/1962)	**AD9** (Cap./TV)	Senior Legal Officer	EMA	Corporate Services Directorate (CSD)	**ELEVATO**	01-feb-27	**26-nov-26**	**18-nov-26**
2	**Temporary Agent (TA)** (L. n. 1114/1962)	**AD8** (Ten./STV)	Project Officer Land Capabilities (2 posts)	EMA	Capability, Armament & Planning Directorate (CAP)	**ELEVATO**	01-mar-27	**26-nov-26**	**18-nov-26**
3	**Temporary Agent (TA)** (L. n. 1114/1962)	**AD8** (Ten./STV)	Project Officer Medical	EMA	Capability, Armament & Planning Directorate (CAP)	**ELEVATO**	01-mar-27	**26-nov-26**	**18-nov-26**
4	**Temporary Agent (TA)** (L. n. 1114/1962)	**AD8** (Ten./STV)	Project Officer Critical Infrastructure Protection and Energy Security (CIPES)	EMA	Capability, Armament & Planning Directorate (CAP)	**ELEVATISSIMO**	01-mar-27	**26-nov-26**	**18-nov-26**

Digitally signed by GIOVANNI
LUCA NICOLETTI
Date: 2026.11.04 16:54:27 CET

EUROPEAN DEFENCE AGENCY
(EDA)

Vacancy notice

Directorate	Corporate Services Directorate (CSD)
Vacancy title	198a - Senior Legal Officer
Contract type	Temporary agent
Group	N.A.
Grade	AD9
Indicative starting date	01/02/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	26/11/2026

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website http://www.eda.europa.eu - vacancies. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Capability, Armament & Planning (CAP); Procurement, Support, Industry & Interoperability (PSII); Research, Technology & Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an “outward-facing” organisation, constantly interacting with its shareholders, the Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency’s functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

3. THE CORPORATE SERVICES DIRECTORATE (CSD)

The Corporate Services Directorate (CSD) provides critical business support to EDA operations by delivering high-quality corporate services under seven dedicated units, namely: Human Resources, Procurement and Grants Management, Finance, Information Technology, Security, Legal and General Services (encompassing Infrastructure, Records and Data Management).
CSD processes are geared towards efficient and optimal use of resources, leveraging good practice and technological solutions while ensuring sound financial management, transparency and accountability; outward focus and commitment to continuous improvement are the hallmarks of CSD.

4. THE UNIT

The Legal Unit is part of the Corporate Services Directorate and provides legal advice and support to the entire Agency, including senior management, operational directorates and corporate services. It safeguards the legality, coherence, transparency and compliance of the Agency's activities while enabling timely and effective delivery.
Its remit covers institutional and governance matters; procurement, contracts and collaborative arrangements; legal aspects of innovation, research and technology projects and European Union-funded activities; administrative and staff matters; ethics and conduct; data protection; public access to documents; litigation, complaints and investigations; cooperation with Member States, European Union institutions and third parties; and legal support to ex ante control. The Unit also monitors legal and regulatory developments relevant to the Agency and promotes early identification and mitigation of legal risk.
The Unit is headed by the Head of the Legal Unit and comprises a Senior Legal Officer who acts as Data Protection Officer and deputises for the Head of Unit when required, together with legal officers covering the Unit's principal areas of responsibility. It is supported by an ex-ante controller and, where appropriate, trainees and external legal expertise. The Unit is structured to ensure specialised legal coverage, continuity of service and effective support across the Agency.

5. DUTIES

Under the supervision of the Head of the Legal Unit, the Senior Legal Officer may also act as Data Protection Officer, deputise for the Head of Unit when needed, and will be responsible for / contribute to the following activities:

- provide authoritative, strategic and risk-based legal advice on collaborative procurement, including the design and implementation of complex and high-value procurement files;
- provide legal and procedural support to the ex-ante controller within the Legal Unit, including on the assessment of procurement and financial files, the identification of legal and compliance risks, and the consistent application of the relevant regulatory and internal control framework;
- support all activity of the Legal Unit related to the preparation and negotiation of third-party agreements, including administrative arrangements, MoU, SLA, etc, by providing comprehensive legal assessments, risk analysis, procedural guidelines and legal review of any relevant working document;
- advise on innovation-related projects, security arrangements and wider European Union defence initiatives, ensuring that their legal, governance, industrial and intergovernmental dimensions are addressed coherently and at an early stage;
- identify and mitigate legal and governance risks, clarify the allocation of responsibilities, and develop robust contractual arrangements in close cooperation with operational teams, Member States and partners;
- support the Head of Unit in the management and coordination of the Unit, act on the Head of Unit's behalf when required, and contribute to the planning, prioritisation and quality assurance of its work;
- perform the functions of Data Protection Officer, independently advising the Agency on its data protection obligations, monitoring compliance, promoting awareness and cooperation, and acting as the contact point for the European Data Protection Supervisor and data subjects.

Duties may evolve according to the development of EDA's structure and activities, and the decisions of EDA management.

6. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

For diplomas awarded in non-EU countries, a NARIC recognition is required: https://www.enic-naric.net/

Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

For native English speakers, your ability to communicate in another EU language will be tested during the selection process. To assess your foreign language levels, see: https://europa.eu/europass/en/common-european-framework-reference-language-skills

7. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

Candidates will be required to demonstrate the following qualifications:

- a university degree (or equivalent academic qualification) in Law;
- at least seven (7) years of relevant professional experience, acquired after the award of the minimum qualification required as a condition of eligibility;
- substantial professional experience in providing legal advice on public and/or collaborative procurement, including complex or high-value procurement procedures and contractual arrangements;
- proven experience in identifying and addressing legal and governance risks and in providing legal advice on complex institutional, contractual matters;
- sound knowledge of the European Union data protection framework and proven professional experience in advising on data protection and compliance matters;
- proven experience in coordinating the work and priorities of a legal team, including quality assurance and the provision of legal and procedural advice in a multidisciplinary environment;
- good knowledge of EDA's role, legal framework and main functions;
- a very good command of written and spoken English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see para. 2). Other attributes important for this post include:

- ability to work independently and collaboratively in a complex and multidisciplinary environment;
- ability to work effectively in a multinational environment;
- reliability and ability to work under pressure with minimal supervision;
- strong analytical and problem-solving skills, sound legal judgement, and the ability to identify proportionate, practical and defensible solutions;
- excellent communication, interpersonal and negotiation skills, with the ability to explain complex legal issues clearly and influence stakeholders constructively;
- good leadership skills and ability to coordinate and support colleagues effectively;
- results-orientation and strong sense of responsibility;
- flexibility and innovativeness;
- genuine commitment to the Agency's objectives;

B. Desirable

The following will be considered an advantage:

- experience in litigation, pre-litigation or dispute management, for example before national courts, the Court of Justice of the European Union or in administrative complaint procedures;
- knowledge of, or experience in addressing, the interaction between the Agency's legal framework and other European Union legal or funding frameworks, including the European Defence Fund, the European Defence Industry Programme and other current or future initiatives relevant to defence and security;
- familiarity with the defence international environment (especially with CSDP);
- experience of contributing or leading organisational and process change.

8. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

The Senior Legal Officer will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of

the Agency for a 4-year period. Renewal is possible only once for an additional period of 4 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Temporary Agent, grade AD9. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 10.082,77€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

PENSION ARRANGEMENTS SPECIFIC TO EDA

Prospective staff members considering a career at the European Defence Agency (EDA) should be aware that EDA has its own pension provisions and is not part of the EU institutions' pension scheme (PSEUI).

In addition, EDA staff have several flexible options regarding their pension contributions at the end of their contract, under certain conditions, such as:

- transfer to a public pension scheme;
- transfer to a private pension scheme;
- direct payment as a severance grant.

For further information on working conditions please refer to: https://eda.europa.eu/jobs/what-we-offer

9. INDEPENDENCE AND DECLARATION OF INTEREST

The selected candidate will be required to make a declaration of commitment to act independently in the Agency’s interest and to make a declaration in relation to interests that might be considered prejudicial to their independence.

10. EQUAL OPPORTUNITIES

EDA is an equal opportunities employer and accepts applications without distinction on the grounds of age, race, political, philosophical or religious conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

11. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Senior Legal Officer at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency.

Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard copy or ordinary e-mail) will not be accepted. Applications must be submitted no later than midnight. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline. Please note that once you have created your EDA profile, any correspondence regarding your application must be sent or received via your EDA profile. For any prior enquiry, please refer to the FAQ (Frequently asked questions) section, or send an e-mail to recruitment@eda.europa.eu.

When applying, candidates from Ministries of Defence or other governmental entities are encouraged to inform their national administration.

A selection panel will be appointed. Please note that the selection panel's internal proceedings are strictly confidential and that any contact with its members is forbidden. Each application will be screened based on the requirements of the job profile stated in the vacancy notice. The most suitable applicants will be called for an interview and a written test. Candidates may also be requested to take part in an assessment centre, participating in a number of individual and group activities related to

the competences required for the post.

EDA will not accept any phase of the selection & recruitment process prepared or assisted, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. EDA reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI tools may be rejected without further consideration at EDA's sole discretion, and EDA reserves the right to take further steps in such cases as appropriate.

If recruited, candidates will be requested to supply documentary evidence in support of the statements made in their application. They should not send any supporting or supplementary information until asked to do so by the Agency. Candidates are advised that part of the recruitment process includes medical analyses and physical check-up with the Agency's Medical Adviser.

Staff members employed at EDA require a Personnel Security Clearance Certificate (PSCC). The process to obtain a PSCC can be initiated only by EDA on behalf of the staff member. Failure to obtain the requisite security clearance certificate before the expiration of the probationary period may be cause for termination of the contract.

12. DATA PROTECTION

Please note that EDA will not return applications to candidates. The personal information EDA requests from candidates will be processed in line with Regulation (EU) N° 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) 45/2001 and Decision No. 1247/2002/EC.

The purpose of processing personal data which candidates submit is to manage applications in view of possible pre-selection and recruitment at EDA. More information on personal data protection in relation to selection and recruitment can be found on the EDA website: http://www.eda.europa.eu/jobs/dataprotection

EUROPEAN DEFENCE AGENCY
(EDA)

Vacancy notice

Directorate	Capability, Armament & Planning Directorate (CAP)
Vacancy title	210a - Project Officer Land Capabilities (2 posts)
Contract type	Temporary agent
Group	N.A.
Grade	AD8
Indicative starting date	01/03/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	26/11/2026

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website http://www.eda.europa.eu - vacancies. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

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2. THE AGENCY'S WAY OF WORKING

The Agency is an “outward-facing” organisation, constantly interacting with its shareholders, the Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency’s functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

3. THE CAPABILITY, ARMAMENT & PLANNING DIRECTORATE (CAP)

The Capability, Armament & Planning Directorate (CAP) supports Member States in collaboratively planning, developing and acquiring defence capabilities that meet their needs as well as EU priorities. This implies supporting Member States in identifying, preparing and supporting the execution of possible cooperation projects and programmes ranging from long term military capability development to short term armament procurement. This includes obtaining agreement on shared needs and related priorities, harmonising capability requirements and conducting capability development preparatory activities across all dimensions of capabilities (concept & doctrine, organisation, training, materiel, leadership and education, personnel, facilities, and interoperability). It also includes aggregating demand towards joint procurement of defence products and services.

The Directorate, together with Member States and with the support of other competent EU institutions and bodies, operates the intergovernmental EU Capability Development Planning System (EU-CDPS) comprising several EU tools. The Capability Development Plan (CDP), managed with the EU Military Committee (EUMC) and EU Military Staff (EUMS) contributions, leads to the identification of Capability Development Priorities agreed at EU level as a reference for all EU initiatives on Defence. The Coordinated Annual Review on Defence (CARD), conducted with the contribution of EUMS, enables the analysis of the “State of the Union on Defence” and to identify opportunities for cooperation. The Permanent Structured Cooperation (PESCO), conducted together with the European External Action Service (EEAS), including EUMS, coordinates the analysis of the annual PESCO National Implementation Plans to assess the participating Member States’ fulfilment of the PESCO commitments, assesses Member States' PESCO project proposals and monitors their progress.

Within EU-CDPS, the Directorate engages with Member States’ capability planners and experts to implement the EU Capability Development Priorities based on agreed collaborative roadmaps. When preparatory activities enable the identification of a possible cooperation project, the Directorate supports Member States interested in the project by elaborating a business case with them.

The CAP Directorate comprises:

- Capability Development Coordination and Strategic Analysis Unit;
- Air & Space Domain Unit: Air Combat, Airborne Command and Inform Capabilities, Integrated Air and Missile Defence, Air Transport, Space Operations and Space Services;
- Maritime Domain Unit: Naval Combat and Maritime Interdiction, Underwater and Seabed Warfare, Maritime Domain Awareness;
- Land Domain Unit: Ground Combat Capabilities, Land-Based Precision Engagement, Future Soldier Systems;
- Strategic Enablers & Cyber Unit: Cyber Warfare & Operations, Electro Magnetic Spectrum Operations & Electronic Warfare, Command / Control / Communications / Computers / Information Systems / Surveillance / Target Acquisition & Reconnaissance (C4ISTAR), Special Operation Forces;
- Resilience & Support Unit: Military Mobility, Logistics, CBRN Defence, Critical Infrastructure Protection, Medical Support, Energy;
- Cooperation Planning Unit: Management of EU-CDPS, including the conduct of the Capability Development Plan, CARD and PESCO.

Based on this organization, in coordination with other Directorates, CAP supports Member States with concrete proposals for cooperation at levels ranging from the technical to the political, while actively contributing to various capability-related initiatives launched by Member States at EU level, such as the EU Defence Readiness objective and associated Priority Capability Areas.

4. DUTIES

Under the supervision of the Head of Land Domain Unit, the Project Officer Land Capabilities will be responsible for planning, initiating and conducting collaborative military capability development activities in the Land Domain.
In particular, the jobholder will be responsible for/contribute to the following activities:

- support EU Member States in improving their military capabilities in the Land domain;
- implement EDA Core Tasks 3 and 4, namely harmonisation of military requirements and aggregation of demand towards joint procurement, including the development of business cases with MS interested in launching specific collaborative development/acquisition projects;
- support and, when required, chair the Capability Expert Groups relevant to the Land domain, namely Ground Combat Capabilities, Land Based Precision Engagement and Future Soldier Systems, as well as related Ad-Hoc Working Groups;
- contribute to other activities within the area of responsibility, including such as Priority Capability Areas-PCAs Coordinating Groups, providing technical direction and subject-matter expertise;
- support the establishment and implementation of ad-hoc projects, including the facilitation and management of EDA Category B projects as required, as well as plan and manage activities funded by the EDA Operational Budget;
- contribute to ensuring coherence between the three (3) Capability Expert Groups (CEGs) implementing Land Domain's Priorities, as well as with related capability development activities and Land-related work strands across the Agency, including in the framework of the Centre for European Defence Innovation (CEDI);
- liaise, as appropriate, with relevant external stakeholders such as the European External Action Service (EEAS), EU Military Staff (EUMS), European Commission (EC), NATO, EU Defence technological and Industrial base (EDTIB), and any other relevant EU Institutions, bodies and agencies;
- contribute to the further development and improvement of the Capability Development Plan (CDP), including identifying, promoting and proposing relevant collaborative opportunities within the Coordinated Annual Review on Defence (CARD) in the jobholder's area of responsibility;
- contribute, as appropriate, to the assessment of PESCO project proposals and support Land-related collaborative projects at Member States' request, including seeking synergies among existing initiatives;
- contribute, as appropriate, to the assessment of the Land-related topics under the European Defence Fund (EDF) annual work programmes, including other DG DEFIS-led initiatives related to the jobholder's area of responsibility;
- provide technical advice within the jobholder's area of responsibility in support to EU defence-related policies and concepts;
- represent the Agency at relevant conferences and seminars;
- take on additional tasks as required in the interest of the service.

Duties may evolve according to development of the EDA's structure and activities, and the decisions of EDA management.

5. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);

- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

For diplomas awarded in non-EU countries, a NARIC recognition is required: https://www.enic-naric.net/

Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

For native English speakers, your ability to communicate in another EU language will be tested during the selection process. To assess your foreign language levels, see: https://europa.eu/europass/en/common-european-framework-reference-language-skills

6. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

Candidates will be required to demonstrate the following qualifications:

- a university degree (or equivalent academic degree) in a field relevant to the post, such as Defence and Security, International Security or another relevant field;
- at least six (6) years of relevant professional experience, acquired after the award of the qualification required as a condition of eligibility;
- proven professional experience within a defence-related governmental organisation and/or an international defence organisation, including experience in military capability development;
- very good knowledge of and proven experience in land warfare and land capability development, particularly in areas such as ground combat capabilities, indirect fire support and soldier systems;
- proven experience in international defence cooperation and a good understanding of defence acquisition and

armament procurement processes;

- good knowledge of the EU defence environment and relevant defence initiatives, including EDA's role, main tasks and functions, together with an understanding of NATO activities relevant to the area of responsibility;
- a very good command of written and oral English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see para. 2). Other attributes important for this post include:

- ability to work both independently within his/her area of responsibility and to proactively collaborate with colleagues and stakeholders;
- ability to work effectively in a multinational environment;
- reliability and capacity to work under pressure with minimal supervision;
- good organisational and coordination skills;
- strong conceptual, analytical and problem-solving skills;
- excellent interpersonal, communication and negotiation skills;
- results-orientation and strong motivation;
- flexibility and innovativeness;
- genuine commitment to the Agency's objectives.

B. Desirable

The following will be considered an advantage:

- knowledge and experience of the Common Security and Defence Policy (CSDP), including its relevant structures, processes and initiatives;
- experience and participating in national or multinational Land-based military operations or exercises;
- experience in collaborative defence acquisition, related to large-scale and complex multinational defence programmes;
- hold a recognised project and or programme management qualification.

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

The Project Officer Land Capabilities will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 4 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Temporary Agent, grade AD8.

In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 8.911,48€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

PENSION ARRANGEMENTS SPECIFIC TO EDA

Prospective staff members considering a career at the European Defence Agency (EDA) should be aware that EDA has its own pension provisions and is not part of the EU institutions' pension scheme (PSEUI).

In addition, EDA staff have several flexible options regarding their pension contributions at the end of their contract, under certain conditions, such as:

- transfer to a public pension scheme;
- transfer to a private pension scheme;
- direct payment as a severance grant.

For further information on working conditions please refer to: https://eda.europa.eu/jobs/what-we-offer

8. INDEPENDENCE AND DECLARATION OF INTEREST

The selected candidate will be required to make a declaration of commitment to act independently in the Agency's interest and to make a declaration in relation to interests that might be considered prejudicial to their independence.

9. EQUAL OPPORTUNITIES

EDA is an equal opportunities employer and accepts applications without distinction on the grounds of age, race, political, philosophical or religious conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Project Officer Land Capabilities at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency.

Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard copy or ordinary e-mail) will not be accepted. Applications must be submitted no later than midnight. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline. Please note that once you have created your EDA profile, any correspondence regarding your application must be sent or received via your EDA profile. For any prior enquiry, please refer to the FAQ (Frequently asked questions) section, or send an e-mail to recruitment@eda.europa.eu.

When applying, candidates from Ministries of Defence or other governmental entities are encouraged to inform their national administration.

A selection panel will be appointed. Please note that the selection panel's internal proceedings are strictly confidential and that any contact with its members is forbidden. Each application will be screened based on the requirements of the job profile stated in the vacancy notice. The most suitable applicants will be called for an interview and a written test. Candidates may also be requested to take part in an assessment centre, participating in a number of individual and group activities related to the competences required for the post.

EDA will not accept any phase of the selection & recruitment process prepared or assisted, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. EDA reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI tools may be rejected without further consideration at EDA's sole discretion, and EDA reserves the right to take further steps in such cases as appropriate.

If recruited, candidates will be requested to supply documentary evidence in support of the statements made in their application. They should not send any supporting or supplementary information until asked to do so by the Agency. Candidates are advised that part of the recruitment process includes medical analyses and physical check-up with the Agency's Medical Adviser.

Staff members employed at EDA require a Personnel Security Clearance Certificate (PSCC). The process to obtain a PSCC

can be initiated only by EDA on behalf of the staff member. Failure to obtain the requisite security clearance certificate before the expiration of the probationary period may be cause for termination of the contract.

11. DATA PROTECTION

Please note that EDA will not return applications to candidates. The personal information EDA requests from candidates will be processed in line with Regulation (EU) N° 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) 45/2001 and Decision No. 1247/2002/EC.

The purpose of processing personal data which candidates submit is to manage applications in view of possible pre-selection and recruitment at EDA. More information on personal data protection in relation to selection and recruitment can be found on the EDA website: http://www.eda.europa.eu/jobs/dataprotection

EUROPEAN DEFENCE AGENCY
(EDA)

Vacancy notice

Directorate	Capability, Armament & Planning Directorate (CAP)
Vacancy title	211a - Project Officer Medical
Contract type	Temporary agent
Group	N.A.
Grade	AD8
Indicative starting date	01/03/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	26/11/2026

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website http://www.eda.europa.eu - vacancies. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Capability, Armament & Planning (CAP); Procurement, Support, Industry & Interoperability (PSII); Research, Technology & Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an “outward-facing” organisation, constantly interacting with its shareholders, the Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency’s functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

3. THE CAPABILITY, ARMAMENT & PLANNING DIRECTORATE (CAP)

The Capability, Armament & Planning Directorate (CAP) supports Member States in collaboratively planning, developing and acquiring defence capabilities that meet their needs as well as EU priorities. This implies supporting Member States in identifying, preparing and supporting the execution of possible cooperation projects and programmes ranging from long term military capability development to short term armament procurement. This includes obtaining agreement on shared needs and related priorities, harmonising capability requirements and conducting capability development preparatory activities across all dimensions of capabilities (concept & doctrine, organisation, training, materiel, leadership and education, personnel, facilities, and interoperability). It also includes aggregating demand towards joint procurement of defence products and services.

The Directorate, together with Member States and with the support of other competent EU institutions and bodies, operates the intergovernmental EU Capability Development Planning System (EU-CDPS) comprising several EU tools. The Capability Development Plan (CDP), managed with the EU Military Committee (EUMC) and EU Military Staff (EUMS) contributions, leads to the identification of Capability Development Priorities agreed at EU level as a reference for all EU initiatives on Defence. The Coordinated Annual Review on Defence (CARD), conducted with the contribution of EUMS, enables the analysis of the “State of the Union on Defence” and to identify opportunities for cooperation. The Permanent Structured Cooperation (PESCO), conducted together with the European External Action Service (EEAS), including EUMS, coordinates the analysis of the annual PESCO National Implementation Plans to assess the participating Member States’ fulfilment of the PESCO commitments, assesses Member States' PESCO project proposals and monitors their progress.

Within EU-CDPS, the Directorate engages with Member States’ capability planners and experts to implement the EU Capability Development Priorities based on agreed collaborative roadmaps. When preparatory activities enable the identification of a possible cooperation project, the Directorate supports Member States interested in the project by elaborating a business case with them.

The CAP Directorate comprises:

- Capability Development Coordination and Strategic Analysis Unit;
- Air & Space Domain Unit: Air Combat, Airborne Command and Inform Capabilities, Integrated Air and Missile Defence, Air Transport, Space Operations and Space Services;
- Maritime Domain Unit: Naval Combat and Maritime Interdiction, Underwater and Seabed Warfare, Maritime Domain Awareness;
- Land Domain Unit: Ground Combat Capabilities, Land-Based Precision Engagement, Future Soldier Systems;
- Strategic Enablers & Cyber Unit: Cyber Warfare & Operations, Electro Magnetic Spectrum Operations & Electronic Warfare, Command / Control / Communications / Computers / Information Systems / Surveillance / Target Acquisition & Reconnaissance (C4ISTAR), Special Operation Forces;
- Resilience & Support Unit: Military Mobility, Logistics, CBRN Defence, Critical Infrastructure Protection, Medical Support, Energy;
- Cooperation Planning Unit: Management of EU-CDPS, including the conduct of the Capability Development Plan, CARD and PESCO.

Based on this organization, in coordination with other Directorates, CAP supports Member States with concrete proposals for cooperation at levels ranging from the technical to the political, while actively contributing to various capability-related initiatives launched by Member States at EU level, such as the EU Defence Readiness objective and associated Priority Capability Areas.

4. DUTIES

Under the supervision of the Head of Resilience and Support Unit, the Project Officer Medical will be responsible for planning, initiating and conducting collaborative military capability development activities in the Medical Support area. In particular, the jobholder will be responsible for/contribute to the following activities:

- support EU Member States in improving their military capabilities in the Medical Support area;
- implement EDA Core Tasks 3 and 4, namely harmonisation of military requirements and aggregation of demand towards joint procurement, including the development of Business Cases with MS interested in launching specific collaborative development/acquisition projects;
- establish, manage and, when required, chair the Capability Expert Groups Medical Support (CEG MED), and related Ad-Hoc Working Groups;
- contribute to other activities within the area of responsibility such as Priority Capability Areas (PCAs) Coordinating Groups, providing
- technical direction and guidance as subject matter expert;
- developandupdatethePriority Implementation Roadmap (PIR)toimplementtheEUCapability Development Priority Medical Support;
- support the establishment and implementation of ad-hoc projects, including EDA Category B projects, and plan and manage activities funded by the EDA Operational Budget, as required;
- contribute to ensuring coherence between the 4 CEGs implementing Resilience and Support Priorities (Logistics, Military Mobility, CBRN Defence, Critical Infrastructure Protection and Energy Security), and related work strands across the Agency, including in the framework of the Centre for European for Defence Innovation (CEDI);
- liaise, as appropriate, with relevant external stakeholders such as the European External Action Service (EEAS), EU Military Staff (EUMS), European Commission (EC), NATO, EU Defence technological and Industrial base (EDTIB), and any other relevant EU Institutions, bodies and agencies;
- contribute to EDA's and the EU's broader resilience, support, and preparedness objectives through coherent and forwardlooking military medical capability development, including in the framework of civil-military cooperation;
- contribute to the further development and improvement of the Capability Development Plan (CDP), including identifying, promoting and proposing meaningful collaborative opportunities framed under the Coordinated Annual Review on Defence (CARD) within the jobholder's area of responsibility;
- contribute, as appropriate, to the assessment of Medical Support-related PESCO projects and European Defence Fund (EDF) topics, including other EU Commission-led initiatives related to the jobholder's area of responsibility;
- provide technical advice within the jobholder's area of responsibility to EU defence-related policies and concepts;
- represent the Agency at conferences and seminars;
- take on additional tasks as required in the interest of the service.

Duties may evolve according to development of the EDA's structure and activities, and the decisions of EDA management.

5. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the

"judicial record" or certificate of good conduct will be requested prior to recruitment);

- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

For diplomas awarded in non-EU countries, a NARIC recognition is required: https://www.enic-naric.net/

Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

For native English speakers, your ability to communicate in another EU language will be tested during the selection process. To assess your foreign language levels, see: https://europa.eu/europass/en/common-european-framework-reference-language-skills

6. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

Candidates will be required to demonstrate the following qualifications:

- a university degree (or equivalent academic degree) in a field relevant to the duties of the post, such as medicine, military medicine, health sciences, public health, healthcare management or another relevant discipline;
- at least six (6) years of relevant professional experience, acquired after the award of the qualification required as a condition of eligibility;
- proven professional experience within a defence-related governmental organisation and/or an international defence organisation, including experience in military capability development;
- very good knowledge of and proven professional experience in military medical support and medical capability development, particularly in areas such as operational medical planning, deployable medical capabilities, military

medical logistics and healthcare support;

- proven experience in international defence cooperation, including engagement with multiple national or institutional stakeholders, and a good understanding of defence acquisition and collaborative procurement processes;
- good knowledge of the EU defence environment and relevant defence initiatives, including EDA's role, main tasks and functions, together with an understanding of NATO activities relevant to the area of responsibility;
- a very good command of written and oral English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see para. 2). Other attributes important for this post include:

- ability to work both independently within his/her area of responsibility and to proactively collaborate with colleagues and stakeholders;
- ability to work effectively in a multinational environment;
- reliability and capacity to work under pressure with minimal supervision;
- good organisational and coordination skills;
- strong conceptual, analytical and problem-solving skills;
- excellent interpersonal, communication and negotiation skills;
- results-orientation and strong motivation;
- flexibility and innovativeness;
- genuine commitment to the Agency's objectives.

B. Desirable

The following will be considered an advantage:

- experience in national or multinational miliary medical operations, exercises and deployments;
- experience in collaborative defence acquisition, related to large-scale and complex multinational defence programmes.
- experience in civil-military cooperation related to medical support, preparedness or resilience;
- hold a recognised project and/programme management qualification.

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

The Project Officer Medical will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 4 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Temporary Agent, grade AD8. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 8.911,48€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

PENSION ARRANGEMENTS SPECIFIC TO EDA

Prospective staff members considering a career at the European Defence Agency (EDA) should be aware that EDA has its own pension provisions and is not part of the EU institutions' pension scheme (PSEUI).

In addition, EDA staff have several flexible options regarding their pension contributions at the end of their contract, under

certain conditions, such as:

- transfer to a public pension scheme;
- transfer to a private pension scheme;
- direct payment as a severance grant.

For further information on working conditions please refer to: https://eda.europa.eu/jobs/what-we-offer

8. INDEPENDENCE AND DECLARATION OF INTEREST

The selected candidate will be required to make a declaration of commitment to act independently in the Agency's interest and to make a declaration in relation to interests that might be considered prejudicial to their independence.

9. EQUAL OPPORTUNITIES

EDA is an equal opportunities employer and accepts applications without distinction on the grounds of age, race, political, philosophical or religious conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Project Officer Medical at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency.

Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard copy or ordinary e-mail) will not be accepted. Applications must be submitted no later than midnight. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline. Please note that once you have created your EDA profile, any correspondence regarding your application must be sent or received via your EDA profile. For any prior enquiry, please refer to the FAQ (Frequently asked questions) section, or send an e-mail to recruitment@eda.europa.eu.

When applying, candidates from Ministries of Defence or other governmental entities are encouraged to inform their national administration.

A selection panel will be appointed. Please note that the selection panel's internal proceedings are strictly confidential and that any contact with its members is forbidden. Each application will be screened based on the requirements of the job profile stated in the vacancy notice. The most suitable applicants will be called for an interview and a written test. Candidates may also be requested to take part in an assessment centre, participating in a number of individual and group activities related to the competences required for the post.

EDA will not accept any phase of the selection & recruitment process prepared or assisted, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. EDA reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI tools may be rejected without further consideration at EDA's sole discretion, and EDA reserves the right to take further steps in such cases as appropriate.

If recruited, candidates will be requested to supply documentary evidence in support of the statements made in their application. They should not send any supporting or supplementary information until asked to do so by the Agency. Candidates are advised that part of the recruitment process includes medical analyses and physical check-up with the Agency's Medical Adviser.

Staff members employed at EDA require a Personnel Security Clearance Certificate (PSCC). The process to obtain a PSCC can be initiated only by EDA on behalf of the staff member. Failure to obtain the requisite security clearance certificate before the expiration of the probationary period may be cause for termination of the contract.

11. DATA PROTECTION

Please note that EDA will not return applications to candidates. The personal information EDA requests from candidates will be processed in line with Regulation (EU) N° 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) 45/2001 and Decision No. 1247/2002/EC.

The purpose of processing personal data which candidates submit is to manage applications in view of possible pre-selection and recruitment at EDA. More information on personal data protection in relation to selection and recruitment can be found on the EDA website: http://www.eda.europa.eu/jobs/dataprotection

EUROPEAN DEFENCE AGENCY
(EDA)

Vacancy notice

Directorate	Capability, Armament & Planning Directorate (CAP)
Vacancy title	212a - Project Officer Critical Infrastructure Protection and Energy Security (CIPES)
Contract type	Temporary agent
Group	N.A.
Grade	AD8
Indicative starting date	01/03/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	26/11/2026

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website http://www.eda.europa.eu - vacancies. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Capability, Armament & Planning (CAP); Procurement, Support, Industry & Interoperability (PSII); Research, Technology & Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an “outward-facing” organisation, constantly interacting with its shareholders, the Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency’s functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

3. THE CAPABILITY, ARMAMENT & PLANNING DIRECTORATE (CAP)

The Capability, Armament & Planning Directorate (CAP) supports Member States in collaboratively planning, developing and acquiring defence capabilities that meet their needs as well as EU priorities. This implies supporting Member States in identifying, preparing and supporting the execution of possible cooperation projects and programmes ranging from long term military capability development to short term armament procurement. This includes obtaining agreement on shared needs and related priorities, harmonising capability requirements and conducting capability development preparatory activities across all dimensions of capabilities (concept & doctrine, organisation, training, materiel, leadership and education, personnel, facilities, and interoperability). It also includes aggregating demand towards joint procurement of defence products and services.

The Directorate, together with Member States and with the support of other competent EU institutions and bodies, operates the intergovernmental EU Capability Development Planning System (EU-CDPS) comprising several EU tools. The Capability Development Plan (CDP), managed with the EU Military Committee (EUMC) and EU Military Staff (EUMS) contributions, leads to the identification of Capability Development Priorities agreed at EU level as a reference for all EU initiatives on Defence. The Coordinated Annual Review on Defence (CARD), conducted with the contribution of EUMS, enables the analysis of the “State of the Union on Defence” and to identify opportunities for cooperation. The Permanent Structured Cooperation (PESCO), conducted together with the European External Action Service (EEAS), including EUMS, coordinates the analysis of the annual PESCO National Implementation Plans to assess the participating Member States’ fulfilment of the PESCO commitments, assesses Member States' PESCO project proposals and monitors their progress.

Within EU-CDPS, the Directorate engages with Member States’ capability planners and experts to implement the EU Capability Development Priorities based on agreed collaborative roadmaps. When preparatory activities enable the identification of a possible cooperation project, the Directorate supports Member States interested in the project by elaborating a business case with them.

The CAP Directorate comprises:

- Capability Development Coordination and Strategic Analysis Unit;
- Air & Space Domain Unit: Air Combat, Airborne Command and Inform Capabilities, Integrated Air and Missile Defence, Air Transport, Space Operations and Space Services;
- Maritime Domain Unit: Naval Combat and Maritime Interdiction, Underwater and Seabed Warfare, Maritime Domain Awareness;
- Land Domain Unit: Ground Combat Capabilities, Land-Based Precision Engagement, Future Soldier Systems;
- Strategic Enablers & Cyber Unit: Cyber Warfare & Operations, Electro Magnetic Spectrum Operations & Electronic Warfare, Command / Control / Communications / Computers / Information Systems / Surveillance / Target Acquisition & Reconnaissance (C4ISTAR), Special Operation Forces;
- Resilience & Support Unit: Military Mobility, Logistics, CBRN Defence, Critical Infrastructure Protection, Medical Support, Energy;
- Cooperation Planning Unit: Management of EU-CDPS, including the conduct of the Capability Development Plan, CARD and PESCO.

Based on this organization, in coordination with other Directorates, CAP supports Member States with concrete proposals for cooperation at levels ranging from the technical to the political, while actively contributing to various capability-related initiatives launched by Member States at EU level, such as the EU Defence Readiness objective and associated Priority Capability Areas.

4. DUTIES

Under the supervision of the Head of Resilience and Support Unit, the Project Officer Critical Infrastructure Protection and Energy Security (CIPES) will be responsible for planning, initiating and conducting collaborative military capability development activities in the specific domain. In particular, the jobholder will be responsible for/contribute to the following activities:

- support EU Member States in improving their military capabilities in the area of Critical Infrastructure Protection and Energy Security, with particular focus on enhancing military preparedness, resilience, freedom of action and operational readiness;
- implement EDA Core Tasks 3 and 4, namely harmonisation of military requirements and aggregation of demand towards joint procurement, including to the of business cases with MS interested in launching specific collaborative development/acquisition projects;
- establish, manage and, when required, chair the Capability Expert Groups Critical Infrastructure Protection and Energy Security (CEG CIPES), as well as related Ad-Hoc Working Groups;
- contribute to other related activities in the area of responsibility such as Priority Capability Areas (PCAs) Coordinating Groups, providing technical direction and subject-matter expertise;
- develop and update the Priority Implementation Roadmap (PIR) to implement the EU Capability Development Priority Critical Infrastructure Protection and Energy Security;
- support the establishment and implementation of ad-hoc projects, and the launch of new and/or management of existing EDA Category B projects as required, as well as plan and manage activities funded by the EDA Operational Budget, as required;
- contribute to ensuring coherence across the 4 CEGs implementing Resilience and Support Priorities (Logistics, Military Mobility, CBRN Defence, Critical Infrastructure Protection and Energy Security), and related work strands across the Agency, including in the framework of the Centre for European for Defence Innovation (CEDI) and the Consultation Forum for Sustainable Energy in the Defence and Security Sector (CF SEDSS);
- liaise, as appropriate, with other relevant stakeholders such as national authorities, the European External Action Service (EEAS), EU Military Staff (EUMS), European Commission (EC), NATO, EU Defence Technological and Industrial base (EDTIB), and any other relevant EU Institutions, bodies and agencies;
- contribute to EDA's and the EU's broader resilience, preparedness and support objectives through coherent and future-oriented military capability development in the fields in Critical Infrastructure Protection and Energy Security, including secure, resilient and sustainable energy solutions and power supply for defence capabilities across all operational domains;
- contribute to the further development and improvement of the Capability Development Plan (CDP), including identifying, promoting and proposing meaningful collaborative opportunities framed under the Coordinated Annual Review on Defence (CARD) within the jobholder's area of responsibility;
- contribute, as appropriate, to the assessment of the PESCO projects and European Defence Fund (EDF) topics, related to the jobholder's area of responsibility, including other EU Commission-led initiatives;
- provide technical advice within the jobholder's area of responsibility to EU defence-related policies and concepts;
- represent the Agency at conferences and seminars;
- take on additional tasks as required in the interest of the service.

Duties may evolve according to development of the EDA's structure and activities, and the decisions of EDA management.

5. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the “judicial record” or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.
For diplomas awarded in non-EU countries, a NARIC recognition is required: https://www.enic-naric.net/
Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.
For native English speakers, your ability to communicate in another EU language will be tested during the selection process.
To assess your foreign language levels, see: https://europa.eu/europass/en/common-european-framework-reference-language-skills

6. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

Candidates will be required to demonstrate the following qualifications:

- a university degree (or equivalent academic degree) in a field relevant to the duties of the post, such as engineering, energy management, infrastructure protection, security studies, defence studies, military sciences, logistics or another

relevant field;

- at least six (6) years of relevant professional experience, acquired after the award of the qualification required as a condition of eligibility;
- proven professional experience within a defence-related or security-related governmental organisation and/or an international organisation, including experience in military/security capability development;
- very good knowledge of and proven professional experience in Critical Infrastructure Protection and/or Energy Security, particularly in areas such as defence or security preparedness and resilience, operational energy, infrastructure protection, energy resilience or strategic sustainment;
- proven experience in international defence or security cooperation and a good understanding of defence acquisition and collaborative procurement processes;
- good knowledge of the EU defence environment and relevant defence initiatives, including EDA's role, main tasks and functions, together with an understanding of NATO activities relevant to the area of responsibility;
- a very good command of written and oral English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see para. 2). Other attributes important for this post include:

- ability to work both independently within his/her area of responsibility and to proactively collaborate with colleagues and stakeholders;
- ability to work effectively in a multinational environment;
- reliability and capacity to work under pressure with minimal supervision;
- good organisational and coordination skills;
- strong conceptual, analytical and problem-solving skills;
- excellent interpersonal, communication and negotiation skills;
- results-orientation and strong motivation;
- flexibility and innovativeness;
- genuine commitment to the Agency's objectives.

B. Desirable

The following will be considered an advantage:

- experience in national or multinational military or security exercises, operations or deployments involving critical infrastructure protection, energy security or resilience;
- experience in civil-military cooperation related to critical infrastructure protection, energy security, preparedness or resilience;
- experience in requirements harmonisation, collaborative acquisition and/or aggregation of demand in the CIPES area;
- a recognised project and/or programme management qualification.

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

The Project Officer Critical Infrastructure Protection and Energy Security (CIPES) will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 4 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be

recruited as Temporary Agent, grade AD8. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 8.911,48€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

PENSION ARRANGEMENTS SPECIFIC TO EDA

Prospective staff members considering a career at the European Defence Agency (EDA) should be aware that EDA has its own pension provisions and is not part of the EU institutions' pension scheme (PSEUI).

In addition, EDA staff have several flexible options regarding their pension contributions at the end of their contract, under certain conditions, such as:

- transfer to a public pension scheme;
- transfer to a private pension scheme;
- direct payment as a severance grant.

For further information on working conditions please refer to: https://eda.europa.eu/jobs/what-we-offer

8. INDEPENDENCE AND DECLARATION OF INTEREST

The selected candidate will be required to make a declaration of commitment to act independently in the Agency's interest and to make a declaration in relation to interests that might be considered prejudicial to their independence.

9. EQUAL OPPORTUNITIES

EDA is an equal opportunities employer and accepts applications without distinction on the grounds of age, race, political, philosophical or religious conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Project Officer Critical Infrastructure Protection and Energy Security (CIPES) at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency.

Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard copy or ordinary e-mail) will not be accepted. Applications must be submitted no later than midnight. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline. Please note that once you have created your EDA profile, any correspondence regarding your application must be sent or received via your EDA profile. For any prior enquiry, please refer to the FAQ (Frequently asked questions) section, or send an e-mail to recruitment@eda.europa.eu.

When applying, candidates from Ministries of Defence or other governmental entities are encouraged to inform their national administration.

A selection panel will be appointed. Please note that the selection panel's internal proceedings are strictly confidential and that any contact with its members is forbidden. Each application will be screened based on the requirements of the job profile stated in the vacancy notice. The most suitable applicants will be called for an interview and a written test. Candidates may also be requested to take part in an assessment centre, participating in a number of individual and group activities related to

the competences required for the post.

EDA will not accept any phase of the selection & recruitment process prepared or assisted, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. EDA reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI tools may be rejected without further consideration at EDA's sole discretion, and EDA reserves the right to take further steps in such cases as appropriate.

If recruited, candidates will be requested to supply documentary evidence in support of the statements made in their application. They should not send any supporting or supplementary information until asked to do so by the Agency. Candidates are advised that part of the recruitment process includes medical analyses and physical check-up with the Agency's Medical Adviser.

Staff members employed at EDA require a Personnel Security Clearance Certificate (PSCC). The process to obtain a PSCC can be initiated only by EDA on behalf of the staff member. Failure to obtain the requisite security clearance certificate before the expiration of the probationary period may be cause for termination of the contract.

11. DATA PROTECTION

Please note that EDA will not return applications to candidates. The personal information EDA requests from candidates will be processed in line with Regulation (EU) N° 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) 45/2001 and Decision No. 1247/2002/EC.

The purpose of processing personal data which candidates submit is to manage applications in view of possible pre-selection and recruitment at EDA. More information on personal data protection in relation to selection and recruitment can be found on the EDA website: http://www.eda.europa.eu/jobs/dataprotection