

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

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

00187 Roma
PdC: Ten.Col. COSTA 202.2773
e-mail: primo.impiego2s@smd.difesa.it

OGGETTO: Ricerca di personale per due posizioni a “*status internazionale*” presso la *European Defence Agency* in BRUXELLES (BEL).

A ELENCO INDIRIZZI IN ALLEGATO “A”

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Riferimento:

- a. f. prot. n. M_D A08BB61 0005776 in data 19 dicembre 2025 di ITALSTAFF (non a tutti);
- b. f. prot. n. M_D ABBE6E3 0043344 in data 8 aprile 2026 di DNA I Rep. (non a tutti).

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1. La *European Defence Agency* (EDA) ha indetto una ricerca di personale¹ per il ripianamento di due posizioni, a connotazione “*Temporary Agent* (TA)”², indicate nel prospetto in **Allegato “B”**, giudicate di interesse per la Difesa.
2. Le candidature dovranno pervenire a questo Stato Maggiore, per il tramite esclusivo degli Organi d’Impiego di F.A., entro e non oltre le date indicate nel citato **Allegato “B”**, corredate della scheda biografica in lingua italiana e dell’*Application Form* in lingua inglese (in PDF con firma autografa), con *file* di dimensioni non superiori, complessivamente, a 3 MB, in ragione dei successivi adempimenti per la loro formalizzazione.
3. Le procedure concorsuali per le posizioni bandite prevedono la compilazione³ dell’*Application Form* esclusivamente *on-line*, attraverso il sito *web* dell’Agenzia. Si chiede, pertanto, a codesti Organi d’Impiego di:
 - acquisire il suddetto *Application Form*, che dovrà essere compilato attraverso il citato sito *web* senza finalizzarne l’inoltro all’Agenzia;
 - 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. Nell’inviare le *vacancy notices* delle posizioni in argomento, si raccomanda il rispetto delle procedure e delle scadenze stabilite, evidenziando la necessità che il personale segnalato, oltre ad un profilo professionale aderente alle anzidette *vacancy notices*, sia in possesso di tutti i requisiti di base per l’impiego all’estero, con particolare riferimento ad un adeguato livello di conoscenza della lingua inglese.

d’ordine

IL VICE CAPO REPARTO
(Brig.Gen. Fabrizio BABUSCI)

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

² Con inquadramento giuridico-amministrativo ai sensi della L. n. 1114/1962 e oneri a carico dell’Agenzia.

³ Creando un profilo EDA. Cliccare la scheda della *vacancy* per cui si concorre all’indirizzo [web eda.europa.eu/careers/current-vacancies](http://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.

ELENCO INDIRIZZI

A	DIPARTIMENTO IMPIEGO DEL PERSONALE DELL'ESERCITO	SEDE
	DIREZIONE PER L'IMPIEGO DEL PERSONALE MILITARE DELLA MARINA	ROMA
	DIREZIONE PER L'IMPIEGO DEL PERSONALE MILITARE DELL'AERONAUTICA	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	<u>BRUXELLES</u> (BEL)
<u>e, per diramazione interna</u>		
	III Reparto – Direzione Strategica e Cooperazione Militare	SEDE
	Reparto Pianificazione Generale	SEDE

Ricerca di personale per posizioni a "status internazionale" presso la EUROPEAN DEFENCE AGENCY

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 <i>APPLICATION</i> SUL SITO DI EDA	TERMINE PER LA PRESENTAZIONE DELLE CANDIDATURE A SMD
1	Temporary Agent (TA) (L. n. 1114/1962)	AD8 (Ten.e gradi corrispondenti)	Project Officer Standardisation	EMA	Industry, Synergies and Enablers Directorate (ISE)	ELEVATO	01-lug-26	07-mag-26	29-apr-26
2	Temporary Agent (TA) (L. n. 1114/1962)	AD10 (Cap./Magg. e gradi corrispondenti)	Project Officer Test & Evaluation Coordination	EMA	Industry, Synergies and Enablers Directorate (ISE)	ELEVATO	16-set-26	07-mag-26	29-apr-26

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Industry, Synergies and Enablers Directorate (ISE)
Vacancy title	Project Officer Standardisation
Contract type	Temporary agent
Group	N.A.
Grade	AD8
Indicative starting date	01/07/2026
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	

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: Industry, Synergies and Enablers (ISE); Capability, Armament & Planning (CAP); Research, Technology and Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating 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 INDUSTRY, SYNERGIES AND ENABLERS DIRECTORATE (ISE)

The Industry Synergies & Enablers (ISE) Directorate supports a range of activities critical to collaborative defence capability development in Europe.

On top of leading the work on identifying together with Member States' Key Strategic Activities (KSA) at EU level, the ISE Directorate is responsible for the effective engagement with industry across the Agency's activities and in support of related priorities set by Member States.

The ISE Directorate facilitates work to address the implications of EU legislation and policies for the defence sector: REACH, procurement, funding instruments and the analysis of developments influencing governmental and industrial stakeholders. The Directorate is responsible for activities on critical enablers to support defence cooperation and enhance interoperability: military airworthiness, standardisation and certification, defence test & evaluation and education and training. The Directorate provides support to CSDP military and civilian operations and missions and EU Battlegroups.

The Directorate facilitates the coordination of military views from and in support of Member States and the relevant international military organisations in the framework of Single European Sky (SES) and acts as the interface with the EU institutions and related bodies. In the wider context of military aviation, the Directorate supports Member States in their efforts to enable RPAS integration in non-segregated airspace and in harmonising military aviation safety issues using the Total System Approach to Military Aviation.

The ISE Directorate comprises four Units:

- The Industry Strategy & EU Policies (ISP) Unit: engagement of industry in the activities of the Agency, determination of Key Strategic Activities at EU level, defence aspects of EU policies varying from legislation (REACH, procurement) to funding instruments
- The Critical Enablers (CRE) Unit: support defence cooperation and enhance interoperability through the identification, development and maintenance of harmonized safety, certification and standardisation requirements, references to the best practice standards and networking of Defence Test & Evaluation capabilities in all military domains
- The Single European Sky (SES) Unit: facilitation and coordination of military views in the framework of SES; interface with the EU institutions and related bodies to ensure that Military Aviation will continue to provide and further improve effective security and defence in Europe in the changing context of the civil aviation sector
- The Operations, Training & Exercises (OTE) Unit: promotion of the use in CSDP operations of all relevant EDA projects & programmes; development and management of contracted solutions to support CSDP operations and Member States; initiation, development and management of training and exercise activities for rotary and fixed-wing aircraft, including RPAS, with a view to transfer these activities to Member States when mature.

4. DUTIES

Under the supervision of the Head of the Critical Enablers Unit, the jobholder will provide senior expertise in the development, implementation and coordination of European Defence Standardisation within the European Defence Agency (EDA).

The role holds strategic and integrative responsibility for European Defence Standardisation, ensuring alignment with EDA priorities and EU-level standardisation initiative, coherence across EDA activities, and effective engagement with institutional, international and industrial stakeholders. The jobholder will provide expertise to the standardisation team and will ensure consistency between policy objectives, governance mechanisms and implementation activities, and related fora.

1) In the scope of Strategic Lines in European Defence Standardisation:

- lead the implementation and further development of the European Defence Standardisation Strategy, ensuring alignment with EDA priorities and EU defence policy objectives;

- provide strategic orientation, expert advice and senior input to the Head of Unit on standardisation-related matters;
 - monitor and analyse European Defence Standardisation activities and requirements, identifying strategic trends, gaps and opportunities;
 - ensure coherence between standardisation activities, capability development, interoperability objectives and critical enablers;
 - foster an integrated approach to standardisation across EDA activities and stakeholder communities.
- 2) In the scope of Governance, Coordination and Representation:
- provide expert support to and ensure effective functioning of the European Defence Standardisation Committee (EDSC) and the European Defence Standardisation Management Group (EDSMG), including management of actions agreed in these fora;
 - act as Secretary of EDSC and EDSMG, ensuring continuity, followup and institutional memory;
 - coordinate EDA's standardisation-related engagement with key institutional and international partners, including: European Commission, European and international Standardisation Organisations (ESOs / SDOs), NATO, OCCAR, FRONTEX, relevant industrial and defence stakeholders;
 - provide the necessary inputs to EDA participation in the HighLevel Forum on European Standardisation (HLFS) and ensure systematic followup of outcomes and opportunities.
- 3) In the scope of Standardisation Management:
- develop and maintain the overall Standardisation Programme of Work at EDA level;
 - oversee and support the implementation of the Project Standardisation Management Plans (PSMPs) across EDA projects and programmes;
 - ensure effective management and exploitation of resulting standardisation outcomes;
 - provide oversight and guidance to EDSTAR governance, working in close coordination with the EDSTAR JMG Chair to ensure coherence of Expert Group activities, alignment with strategic objectives, efficient annual planning and execution cycles.
- 4) Team Coordination and Knowledge Leadership:
- act as senior reference point within the standardisation team, sharing expertise and experience to foster coherence, quality and continuity of work;
 - promote effective collaboration within the team in accordance with defined objectives and the annual programme of work;
 - ensure consistency between seniorlevel engagement, governance decisions and operational implementation by the team.

The jobholder may take on additional tasks as required in the interest of the service.

Duties may evolve according to the development of 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;
- at least six (6) years of relevant professional experience (acquired after the award of the academic qualification required as a condition of eligibility) in the tasks and responsibilities under "DUTIES";
- knowledge/experience of Defence material standardisation;
- knowledge of the European standardisation organisations and their roles and responsibilities, as well as of the European defence cooperation structures, including OCCAR;
- experience in project management and familiarity with programme/project specific demands on standardisation;
- experience in chairing meetings;

- 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 in a team and independently in their area of responsibility;
- good interpersonal, communication and influencing skills;
- flexibility, innovativeness, tact with a strong sense of duty and responsibility;
- results-orientation and strong motivation;
- accuracy and dependability;
- ability to adapt to a quickly changing working environment;
- genuine commitment to the Agency's objectives.

B. Desirable

The following will be considered an advantage:

- familiarity with the international defence environment (especially CSDP, NATO).

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 Standardisation 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 Standardisation at EDA. This list will be valid until 31/12/2027, 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	Industry, Synergies and Enablers Directorate (ISE)
Vacancy title	Project Officer Test & Evaluation Coordination
Contract type	Temporary agent
Group	N.A.
Grade	AD10
Indicative starting date	16/09/2026
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	

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

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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: Industry, Synergies and Enablers (ISE); Capability, Armament & Planning (CAP); Research, Technology and Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating 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 INDUSTRY, SYNERGIES AND ENABLERS DIRECTORATE (ISE)

The Industry Synergies & Enablers (ISE) Directorate supports a range of activities critical to collaborative defence capability development in Europe.

On top of leading the work on identifying together with Member States' Key Strategic Activities (KSA) at EU level, the ISE Directorate is responsible for the effective engagement with industry across the Agency's activities and in support of related priorities set by Member States.

The ISE Directorate facilitates work to address the implications of EU legislation and policies for the defence sector: REACH, procurement, funding instruments and the analysis of developments influencing governmental and industrial stakeholders. The Directorate is responsible for activities on critical enablers to support defence cooperation and enhance interoperability: military airworthiness, standardisation and certification, defence test & evaluation and education and training. The Directorate provides support to CSDP military and civilian operations and missions and EU Battlegroups.

The Directorate facilitates the coordination of military views from and in support of Member States and the relevant international military organisations in the framework of Single European Sky (SES) and acts as the interface with the EU institutions and related bodies. In the wider context of military aviation, the Directorate supports Member States in their efforts to enable RPAS integration in non-segregated airspace and in harmonising military aviation safety issues using the Total System Approach to Military Aviation.

The ISE Directorate comprises four Units:

- The Industry Strategy & EU Policies (ISP) Unit: engagement of industry in the activities of the Agency, determination of Key Strategic Activities at EU level, defence aspects of EU policies varying from legislation (REACH, procurement) to funding instruments
- The Critical Enablers (CRE) Unit: support defence cooperation and enhance interoperability through the identification, development and maintenance of harmonized safety, certification and standardisation requirements, references to the best practice standards and networking of Defence Test & Evaluation capabilities in all military domains
- The Single European Sky (SES) Unit: facilitation and coordination of military views in the framework of SES; interface with the EU institutions and related bodies to ensure that Military Aviation will continue to provide and further improve effective security and defence in Europe in the changing context of the civil aviation sector
- The Operations, Training & Exercises (OTE) Unit: promotion of the use in CSDP operations of all relevant EDA projects & programmes; development and management of contracted solutions to support CSDP operations and Member States; initiation, development and management of training and exercise activities for rotary and fixed-wing aircraft, including RPAS, with a view to transfer these activities to Member States when mature.

4. DUTIES

Under the supervision of the Head of the Critical Enablers Unit, the Project Officer Test & Evaluation Coordination will provide senior expertise in the development, implementation and coordination of European Defence Test & Evaluation action lines of the DTEB Strategy into integrated approaches with European Defence Standardisation within the European Defence Agency (EDA).

The role holds strategic and integrative responsibility for European T&E and Defence Standardisation, ensuring coherence across EDA activities, alignment with EU level initiatives, and effective engagement with institutional, international and industrial stakeholders. The jobholder provides senior expertise to the T&E team and ensures coordination with the Standardisation team as well as consistency between policy objectives, governance mechanisms, implementation activities and related fora.

All activities are carried out in line with EDA priorities and under the overall responsibility of the Head of Unit.

1) In the scope of Strategic Lines in European Defence T&E:

- lead the implementation of the DTEB Strategy into measurable implementation roadmaps;
- provide strategic orientation, expert advice and senior input to the Head of Unit on T&E related matters;
- monitor and analyse European T&E activities and requirements, identifying strategic trends, gaps and opportunities;
- coordinate DTEB collaboration with EU Institutions, international organisations, industry, and other stakeholders in the Test & Evaluation domain, thereby fostering a robust and interconnected ecosystem;
- contribute to the implementation and coordination of Test & Evaluation initiatives addressing emerging and disruptive technologies, including the EU Platform for Autonomous Systems (EUPAS) and the Civil Test and Evaluation Base (CTEB);
- facilitate the development and harmonisation of the Endorsement of Test Houses (ETH) in ammunition and promote and support mutual recognition principles and interoperability objectives;
- ensure coherence between DTEB and ENNSA activities and broader EU defence initiatives such as BraveTech EU and JAQ (Joint Ammunition Qualification) Programme;
- foster an integrated approach to T&E services across EDA activities and stakeholder communities.

2) In the scope of Governance, Coordination and Representation:

- provide senior support to and ensure effective functioning of the European Defence Test and Evaluation Base (DTEB);
- provide the necessary T&E inputs to EDA-chaired European Defence Standardization Committee (EDSC) and ensure systematic followup of outcomes and opportunities.

3) In the scope of Standardisation:

- ensure coherence between standardisation activities and T&E capabilities, supporting and pursuing interoperability objectives and critical enablers;
- create synergies between T&E, standardisation and certification as critical enablers of cooperative capability development and advise on deriving actions in view of ensuring interoperability;
- coordinate the development of harmonised ammunition qualification and certification approaches;
- oversee and support the implementation of the Project Standardisation Management Plans (PSMPs) in the T&E domain;
- ensure effective management and exploitation of resulting standardisation outcomes.

4) Team Coordination and Knowledge Leadership:

- act as reference point within the T&E team, sharing expertise and experience to foster coherence, quality and continuity of work;
- promote effective collaboration within the team in accordance with defined objectives;
- ensure consistency between senior level engagement, governance decisions and operational implementation by the team.

The jobholder may take on additional tasks as required in the interest of the service.

Duties may evolve according to the development of 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;
- at least eight (8) years of relevant professional experience (acquired after the award of the academic qualification required as a condition of eligibility) in the tasks and responsibilities under "DUTIES";
- a thorough understanding, knowledge and professional experience in Defence Test and Evaluation and Qualification/Certification;
- a proven experience in managing Defence Test and Evaluation projects and in the areas of qualification and

certification;

- familiarity with European defence cooperation structures;
- a thorough and proven international experience;
- a track record in delivering successful business outcomes;
- 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:

- strong conceptual, interpersonal, and analytical skills;
- flexibility and innovativeness;
- ability to work in a team and independently in his/her area of responsibility;
- ability to work effectively in a multinational environment;
- good leadership and organisational skills;
- results-orientation and strong motivation;
- good communication skills;
- genuine commitment to the Agency's objectives.

B. Desirable

The following will be considered an advantage:

- University degree in engineering with a specialisation in defence related subjects such as electronics, communications, aeronautics, mechanics, naval architecture;
- further qualifications in programme management subjects;
- experience of working in a multinational environment;
- hold a (recognised) project 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 Test & Evaluation Coordination 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 AD10. 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 11.408,03€ 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 Test & Evaluation Coordination at EDA. This list will be valid until 31/12/2027, 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>