

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

Allegati: 2 (due).
Annessi: 3 (tre).

00187 Roma
PdC: Ten.Col. COSTA 2.2157
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OGGETTO: Ricerca di personale per posizioni a connotazione “*Temporary Agent*” e “*Seconded National Expert*” presso la *European Defence Agency*, sede BRUXELLES (BEL).

A ELENCO INDIRIZZI IN ALLEGATO “A”

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Rif. f. prot. n. M_D ABBE6E3 0070844 in data 22 settembre 2025 di DNA I Rep. (non a tutti).
Seg. Direttiva SMD-P-104, Ed. 2024.

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1. La *European Defence Agency* (EDA) ha indetto una ricerca di personale¹ per il ripianamento delle posizioni riportate 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 le date indicate nel citato **Allegato “B”**, corredate della scheda biografica in lingua italiana, dell’*Application Form* in lingua inglese (in PDF con firma autografa) e della “Nota di accompagnamento”² (necessaria solo per la posizione a connotazione SNE) (anch’essa 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 compilazione³ dell’*Application Form* unicamente *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, soltanto il personale che sarà candidato da questo Stato Maggiore della Difesa, significando, esclusivamente per la posizione a connotazione SNE, che:
 - dovrà essere proposto un solo Ufficiale;
 - sarà avanzata una sola candidatura nazionale, in ossequio alla Direttiva posta a seguito.
4. Nell’inviare le *vacancy notice* delle posizioni in argomento, si raccomanda il rispetto delle procedure e delle scadenze stabilite e si evidenzia la necessità che il personale segnalato, oltre a un profilo professionale adeguato alle anzidette *vacancy notice*, sia in possesso di tutti i requisiti di base per l’impiego all’estero, con particolare riferimento a 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-del-personale/impiego-in-ambito-internazionale/ricerche-di-personale-per-posizioni-non-quota-e-status-internazionale/35926.html>.

² Reperibile alla pagina *web* della Difesa <https://www.difesa.it/smd/staff/reparti/i-reparto/impiego-del-personale/impiego-in-ambito-internazionale/modulistica/29315.html> alla voce “**Dichiarazione del Candidato SNE**”.

³ Creando 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.

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	BRUXELLES (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" e a connotazione "Seconded National Expert" presso la EUROPEAN DEFENCE AGENCY

N.	CONNOTAZIONE (inquadramento giuridico-amministrativo)	GRADO	INCARICO	F.A. PREVISTA	DIRETTORATO/UNITA' DI IMPIEGO	INTERESSE	NOTE	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	Seconded National Expert (SNE) (art. 1808 co. 2-bis del D.Lgvo n. 66/2010)	AD10/AD11 (Cap.÷Ten.Col.)	Project Officer Land Programmes	EI	Capability, Armament and Planning Directorate (CAP)	ELEVATO	Supporta lo sviluppo capacitivo degli Stati Membri, elaborando concetti, scenari futuri e raccomandazioni strategiche; contribuisce a programmi e progetti collaborativi nel quadro del Capability Development Plan; coordina gruppi di lavoro e task force; cura l'analisi delle esigenze operative, tecnologiche e industriali; redige rapporti e valutazioni; mantiene il raccordo con Stati Membri, istituzioni UE, NATO ed altri attori internazionali; assicura il monitoraggio dell'attuazione delle iniziative approvate; fornisce consulenza tecnica e gestionale alla leadership EDA; contribuisce infine alla coerenza delle attività dell'Agenzia con le priorità europee in materia di difesa.	16-feb-26	18-nov-25	07-nov-25
2	Temporary Agent (TA) (L. n. 1114/1962)	AD10 (Cap./Magg.)	Project Officer SESAR & CNS Coordination	AM	Industry, Synergies and Enablers Directorate (ISE)	ELEVATO	Supporta lo sviluppo e l'attuazione delle politiche UE nel settore industriale e della difesa, in particolare nell'ambito del programma Single European Sky e delle relative iniziative. Coordina attività connesse a SESAR, GNSS e High Altitude Operations, monitora sviluppi normativi e di policy, redige analisi e rapporti, fornisce supporto ai gruppi di lavoro e garantisce il raccordo con Stati Membri, istituzioni e industria. Collabora all'elaborazione e aggiornamento del Military Aviation Action Plan, promuove la cooperazione con partner interni ed esterni all'Agenzia e contribuisce al coordinamento tecnico-operativo dei progetti in ambito aviazione militare europea.	16-feb-26	21-ott-25	10-ott-25
3	Temporary Agent (TA) (L. n. 1114/1962)	AD8 (Ten./STV)	Project Officer EU-funded Defence Research	EMA	Research, Technology and Innovation Directorate (RTI)	ELEVATO	Supporta la gestione di progetti di ricerca e innovazione finanziati dall'UE, in particolare nel quadro dell'European Defence Fund. Collabora con gli Stati Membri e con la Commissione Europea per la preparazione, il monitoraggio e la valutazione dei progetti, garantendo coerenza con le priorità strategiche dell'EDA. Coordina attività amministrative e operative legate ai grant agreement, cura la rendicontazione, fornisce supporto tecnico ai gruppi di lavoro e rappresenta l'Agenzia in conferenze e riunioni pubbliche. Contribuisce inoltre alla definizione e attuazione di strategie di ricerca e innovazione a sostegno dello sviluppo capacitivo europeo.	16-feb-26	21-ott-25	10-ott-25



EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Capability, Armament and Planning Directorate (CAP)
Vacancy title	Project Officer Land Programmes
Contract type	Seconded National Expert
Group	N.A.
Grade	AD10/AD11
Indicative starting date	16/02/2026
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	18/11/2025

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 CAPABILITY, ARMAMENT AND PLANNING DIRECTORATE (CAP)

The Capability, Armament & Planning Directorate (CAP) identifies and proposes collaborative opportunities in support of EU capability development priorities.

The Directorate is responsible for planning and conducting capability development based on analysis of military requirements conducted together with Member States within the Capability Development Plan (CDP).

The Directorate coordinates in-house the implementation of the Coordinated Annual Review on Defence (CARD), establishing a regularly updated overview of the European defence capability landscape, in coordination with the European External Action Service (EEAS), including the EU Military Staff (EUMS).

The CAP Directorate implements EDA's secretariat functions to the Permanent Structured Cooperation (PESCO), together with the EEAS, including the EU Military Staff. Within the PESCO secretariat, the Directorate coordinates EDA's assessment of PESCO project proposals from the capability perspective, as well as the National Implementation Plans of PESCO participating Member States and supports PESCO project implementation.

Based on coordinating the results of CDP, CARD and PESCO, the Directorate plans and prepares capability development activities and projects tailored to Member States' needs. These activities span from advice and roadmaps to collaborative capability development projects, including the support to Member States upstream of the European Defence Fund.

The CAP Directorate comprises six Units with the following key areas of activity:

- Air Domain Unit: Air Combat, Air ISR Platforms, Anti-Access/Area-Denial, Air-to-Air Refuelling, Strategic and Tactical Air Mobility
- Cooperation Planning Unit: CDP, CARD, Defence Data
- Land and Logistics Unit: Land platforms, Counter-IED, Personnel Recovery, Military Mobility, Logistics, Medical Support
- Information Superiority Unit: Communication & Information Systems, Surveillance & Reconnaissance, Space, Cyber Defence
- Maritime Unit: Maritime Surveillance, Mine Counter Measures, naval training, harbour protection
- PESCO Unit: PESCO secretariat, assessment and support to project development

4. DUTIES

Under the supervision of the Head of Unit Land & Logistics, the jobholder will be responsible for/contribute to the following activities:

- contribute to capability development to support EU Member States in improving their military capabilities in Land domain;
- support the development of concepts to address the current and future military challenges, taking into account that the evolving operational conditions require making full use of innovation and shorter development cycles to keep the military advantage over potential threats by addressing the whole DOTLMPFI lines of military capability development;
- manage and, when required, chair the Capability Expert Groups Ground Combat Capabilities (CEG GCC) and Future Soldier Systems (CEG FSS), as well as the related Ad-Hoc Working Groups, organize meetings and workshops to implement the EU Capability Development Priorities, including the main responsibility on the related Priority Implementation Roadmaps;
- implement EDA Core Tasks 3 and 4, namely harmonization of military requirements and aggregation of demand towards joint procurement, leading to elaborate Business Cases with MS interested in launching specific collaborative development/acquisition projects on that basis;
- support the establishment of ad-hoc projects, facilitating and running EDA Category B projects as required, as well as

plan and manage activities funded by the EDA Operational Budget, as required;

- contribute to ensure full coherence between the 3 CEGs implementing Land Domain's Priorities, as well as with the Support Functions capability development activities and Land-related work strands across the Agency, e.g. in the framework of the EU Hub for Defence Innovation (HEDI);
- interact, 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 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 PESCO project proposals and be ready to provide support to Land collaborative projects upon Member States' request, including seeking synergies among existing initiatives;
- contribute, as appropriate, to the assessment of the European Defence Fund (EDF) Land-related topics of the annual work programmes, including other DG DEFIS-led initiatives related to the jobholder's area of responsibility;
- provide technical advice related to the jobholder's area of responsibility to EU defence-related policies and concepts;
- represent the Agency during conferences and seminars;
- 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. CONDITIONS FOR SECONDMENT

In accordance with the Rules applicable to national experts and military staff on secondment to the European Defence Agency (Council Decision (EU) 2016/1352), Seconded National Experts are seconded to the Agency while remaining in the service of their national employer and continue being paid their national salary by that employer.

Therefore, to be considered in the selection process, candidates for SNE posts must be sponsored by their national authorities. Confirmation is required in the form of a letter of sponsorship addressed to the Agency as far as possible by the closing date for the receipt of applications and in any case before a decision is taken by EDA on the candidate to be selected for a secondment.

The Rules are available on the EDA website <http://www.eda.europa.eu> - vacancies.

To qualify for secondment to the Agency, experts shall:

- have worked for their employer on a permanent or contract basis for at least 12 months before their secondment;
- remain in the service of their employer throughout the period of secondment and continue to be paid by that employer;
- have at least three years' full-time experience in defence, administrative, scientific, technical, operational, advisory or supervisory functions relevant to the performance of the duties assigned to them. Before the secondment, the employer shall supply the Agency with a statement of the expert's employment covering the previous 12 months;
- be nationals of a participating Member State or falling within the provisions of the second paragraph of Article 1 of Council Decision (EU) 2016/1352 of 4 August 2016;
- have a thorough knowledge (minimum level C1 oral and written) of one official language of one of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages for the performance of their duties.

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

IMPORTANT:

Confirmation of sponsorship is required at the latest by the deadline for applications and in any case before a decision on a candidate selected for secondment is taken by EDA.

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 (e.g. Defence and Security);
- professional experience in a defence governmental organisation and/or an international organisation, including concrete experience in capability development and/or preparation of capability projects/programmes;
- very good knowledge and proven experience in Land Warfare including military background, in particular relevant to Ground Combat capabilities and Soldier Systems;
- professional experience in project management and the competence to propose effective short, medium and long-term solutions related to capability development;
- a track record of relevant professional experience in the field of Defence international cooperation and a good understanding of armament procurement;
- thorough understanding of EU institutions and NATO organisation, how they function, and of their Defence related initiatives;
- a good understanding of the EDA's main tasks and functions;
- 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:

- genuine commitment to the Agency's objectives;
- ability to work in a team;
- strong results-orientated approach;
- flexibility and innovativeness;
- strong conceptual and analytical skills;
- good communication skills;
- organisational and analytical skills.

B. Desirable

The following will be considered an advantage:

- experience in an international organisation;
- experience in Land military operations;
- hold a (recognised) Project Management qualification;
- a track record in managing major multinational defence programmes.

7. INDEPENDENCE AND DECLARATION OF INTEREST

Selected candidates 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.

8. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR SECONDED NATIONAL EXPERTS (SNE) AT EDA

The Project Officer Land Programmes will be appointed by the Chief Executive.

Secondment will be as a member of the Seconded National Expert staff of the Agency for a three-year period. Renewal is possible within the limits set out in the EDA SNE Rules. The successful candidate will be seconded as AD10/AD11 equivalent.

Applications are invited with a view to establish a reserve list for the post of Project Officer Land Programmes 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 secondment 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 secondment to the Agency.

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 FOR SECONDED NATIONAL EXPERTS (SNE)

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.

In order to be considered in the selection process, candidates for SNE posts must be sponsored by their national authorities. Confirmation is required in the form of a letter of sponsorship addressed to the Agency as far as possible by the closing date for the receipt of applications and in any case before a decision is taken by EDA on the candidate to be selected for a secondment.

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. If recruited, you will be requested to supply documentary evidence in support of the statements that you make for this application. Do not send any supporting or supplementary information until you have been asked to do so by the Agency.

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.

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.

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 SESAR & CNS Coordination
Contract type	Temporary agent
Group	N.A.
Grade	AD10
Indicative starting date	16/02/2026
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	21/10/2025

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 Unit Single European Sky, the jobholder will be responsible for/contribute to the following activities:

- monitor strategy and policy developments and carry out unit tasks in the area of Single European Sky Air Traffic Management Research (SESAR), particularly Definition and Development phases, Communication, Navigation and Surveillance, and High Airspace Operations;
- coordinate the unit's internal work related to SESAR, notably in relation to SESAR definition, development, deployment
- and identify opportunities for potential collaborative projects eligible to relevant EU funds;
- act as EDA's focal point for the coordination with Member States, relevant European institutions, international organisations as well as industry, in the areas of SESAR, CNS and Higher Airspace Operations;
- contribute to the development, implementation and update of the Military Aviation Action Plan as well as any relevant

SES-related internal or external EDA documentation;

- ensure transversal cooperation and coordination with the other Units and Directorates of the Agency;
- within the specific area of responsibilities, contribute to the preparation of various internal and external SESAR-related meetings and events as needed, lead working groups, chair meetings and represent the Agency in relevant fora;
- implement the activities related to SESAR, CNS and HAO in the EDA-EUROCONTROL and EDA-EASA joint work programmes;
- 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:

- at least 8 years of experience (acquired after the award of the academic qualification required as a condition of eligibility) in duties related to the post, particularly in Air Traffic Control/Airspace Management/Communication Navigation and Surveillance;
- proven experience or knowledge in the military and defence aviation domain;
- experience in/knowledge of the policy and strategic dimensions of the Single European Sky programme, particularly Single European Sky Air traffic Management Research (SESAR);
- a very good understanding of the Air Traffic Management domain, the aviation ecosystem and the related stakeholders at EU level;
- 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;
- ability to work effectively, ensure coordination and achieve consensus in a multinational environment;
- results-orientation and strong motivation;
- ability to chair meetings and to speak in public;
- proactivity, flexibility and innovativeness;
- genuine commitment to the Agency's objectives;
- strong conceptual, compositional, interpersonal, and analytical skills.

B. Desirable

The following will be considered an advantage:

- knowledge of military air missions, operations and training procedures.

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 SESAR & CNS Coordination will be appointed by the Chief Executive. Recruitment will be as a member of the contractual 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 11.075,76€ 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 at source is paid.

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

Selected candidates 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 SESAR & CNS 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>



EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Research, Technology and Innovation Directorate (RTI)
Vacancy title	Project Officer EU-funded Defence Research
Contract type	Temporary agent
Group	N.A.
Grade	AD8
Indicative starting date	16/02/2026
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	21/10/2025

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 RESEARCH, TECHNOLOGY AND INNOVATION DIRECTORATE (RTI)

The Research, Technology & Innovation Directorate (RTI) promotes and supports defence research at EU level. Based on the Overarching Strategic Research Agenda (OSRA), developed together with the Member States, the Directorate coordinates and plans joint research activities and the study of technical solutions to meet future operational needs.

The RTI Directorate provides support to Member States and to the European Commission for the Preparatory Action for defence research, including its implementation, and the research dimension of the European Defence Fund. The RTI directorate also ensures the promotion of innovation in defence and the exploitation of synergies at EU level with civil research in dual-use technology fields.

The RTI Directorate comprises two Units and an RTI Coordination Team, with the following key tasks:

- The EU-funded Defence Research Unit: upstream, implementing and downstream support linked to defence research activities funded by the EU budget under delegation by the European Commission
- The Technology & Innovation Unit: facilitating the work of the Capability Technology Groups (CapTechs), the Energy & Environment Working Group; development and management of ad hoc research activities based on sectoral Strategic Research Agendas
- The RTI Coordination Team: coordination of the RTI Directorate's contributions to EDA's transversal activities (such as CDP, CARD, PESCO, and KSA); overview of the Agency's research portfolio; provision of outlook for research activities and technology watch.

4. DUTIES

Under the supervision of the Head of Unit EU-funded Defence Research, the jobholder will be responsible for/contribute to the following activities:

- manage projects entrusted to EDA for indirect management under the European Defence Fund (EDF);
- liaise with the internal units (contracting, finance and security) for the negotiations and signature of the assigned grant agreements;
- liaise/cooperate with relevant EDA internal working groups, especially CapTechs and HEDI, to look for synergies and exploitation of projects results;
- manage and monitor assigned projects once the grant agreements are signed and review the deliverables;
- provide oversight and participate in the review meetings of the assigned projects;
- implement risk management for assigned projects;
- prepare inputs to obligatory reports towards Commission, especially the annual progress report, the interim progress report and the final report of assigned projects;
- prepare briefing notes and assist in updating information concerning the activities of the assigned projects;
- contribute to the assessment of assigned projects and draw lessons learnt and propose appropriate follow-on actions;
- represent the Agency at public conferences and seminars;
- 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 qualification) in one of the following fields: aerospace engineering, electro-mechanics, information technology, electronic engineering, telecommunications or satellite systems or similar;
- a minimum of 6 years of professional experience acquired after the award of the qualification required as a condition of eligibility (see eligibility criteria section above);
- familiarity with the EU defence cooperation environment, especially research & technology and related policies;
- proven experience in managing defence research & technology projects, including practical experience in the use of

European Commission grant management IT tools (COMPASS, SYGMA);

- practical experience in cooperating with the European defence institutional stakeholders (European Commission/DG DEFIS, EDA, EUMS), ministries of defence of the EU Member States, European research organizations, academia and defence industry incl. SMEs;
- a track record of delivering successful project outcomes;
- proven experience in handling classified information;
- 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;
- results-orientation and strong motivation;
- flexibility and innovativeness;
- good communication skills;
- a strong sense of duty and responsibility;
- commitment to the Agency's objectives.

B. Desirable

The following will be considered an advantage:

- experience in the dissemination and exploitation of research project results;
- knowledge and/or experience in the implementation of the EU Financial Regulation.

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

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CONTRACT DURATION

The Project Officer EU-funded Defence Research will be appointed by the Chief Executive. Recruitment will be as a member of the contractual 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 and subject to budget availability. 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 8.651,92€ 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 at source is paid.

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