

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

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

00187 Roma
PdC: Ten.Col. COSTA 2.2157
e-mail: primo.impiego2s@smd.difesa.it

OGGETTO: Ricerca di personale per n. 3 posizioni a connotazione “*Seconded National Expert*” (SNE) 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 0028410 in data 3 marzo 2026 di DNA I Rep. (non a tutti).
Seg. Direttiva SMD-P-104, Ed. 2024.

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1. L’Agenzia in titolo ha indetto una ricerca di personale¹ per n. 3 posizioni, riepilogate nel prospetto in **Allegato “B”**, a connotazione “*Seconded National Expert*” (SNE)², ubicate nell’ambito del *Capability, Armament and Planning Directorate* (CAP), valutate di elevato 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) 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:
 - proporre il nominativo di un solo Ufficiale, significando che, in ossequio alla Direttiva posta a seguito, sarà avanzata una sola candidatura nazionale per ogni posizione (*post*);
 - 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.**
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-della-personale/impiego-in-ambito-internazionale/ricerche-di-personale-per-posizioni-non-quota-e-status-internazionale/35926.html>.

² Inquadramento giuridico-amministrativo ai sensi dell’art. 1808, co. 2-*bis*, del decreto legislativo n. 66/2010.

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 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 Military Mobility/Logistics (2 posts)	EMA	Capability, Armament and Planning Directorate (CAP)	ELEVATO	Sotto la supervisione del Head of Unit Land and Logistics, il titolare contribuirà alle seguenti attività: Supportare lo sviluppo di capacità relative alla mobilità terrestre, interdominio e alla logistica militare, affrontando le sfide operative attuali e future secondo le dimensioni DOTLMPFI. Gestire i Capability Expert Groups (CEG Military Mobility e CEG Sustainable and Agile Logistics), garantendo l'armonizzazione dei requisiti militari e la preparazione di Business Cases per progetti collaborativi tra Stati membri. Assicurare la coerenza tra le attività di Military Mobility e Logistics nel Land Domain, con particolare attenzione a digitalizzazione, interoperabilità e resilienza logistica. Interagire con stakeholder rilevanti, inclusi EEAS, EU Military Staff, Commissione Europea (DG MOVE, DG DEFIS), NATO, EATC e MLCC. Contribuire allo sviluppo del Capability Development Plan (CDP) e alla valutazione dell'European Defence Fund (EDF). Rappresentare l'Agenzia in conferenze e seminari internazionali	16-set-26	27-mag-26	18-mag-26
2	Seconded National Expert (SNE) (art. 1808 co. 2-bis del D.Lgvo n. 66/2010)	AD10/AD11 (Cap.+Ten.Col.)	Project Officer Ammunition	EMA	Capability, Armament and Planning Directorate (CAP)	ELEVATO	Sotto la supervisione del Head of Unit Land & Logistics, il titolare contribuirà alle seguenti attività: Supportare lo sviluppo delle capacità militari degli Stati membri nel settore delle munizioni e del dominio terrestre, implementando gli EDA Core Task 3 (armonizzazione dei requisiti) e Core Task 4 (aggregazione della domanda per acquisizioni congiunte). Gestire il progetto Cat. B "Collaborative Procurement of Ammunition (CPoA)", inclusi gli aspetti amministrativi e fiscali, supportando le attività di EDA in qualità di Contracting Authority e/o Procurement Agent nelle fasi di consultazione di mercato, gara e contrattualizzazione. Contribuire allo sviluppo di Business Cases nei Capability Expert Groups e relativi Ad-Hoc Working Groups, assicurando sinergie tra le iniziative esistenti, inclusi i progetti PESCO. Interagire con stakeholder rilevanti quali EEAS, EU Military Staff, Commissione Europea, NATO ed EDTIB. Rappresentare l'Agenzia in conferenze e seminari internazionali	16-set-26	27-mag-26	18-mag-26

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Capability, Armament and Planning Directorate (CAP)
Vacancy title	Project Officer Military Mobility/Logistics
Contract type	Seconded National Expert
Group	N.A.
Grade	AD10/AD11
Indicative starting date	16/09/2026
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	27/05/2026

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

1. BACKGROUND

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

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

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: 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) supports EU Member States in identifying and preparing possible cooperation projects and programmes ranging from long term military capability development to short term armament procurement. This includes obtaining agreement on shared needs and related priorities, harmonising capability requirements and conducting capability development preparatory activities, and also aggregating demand towards joint procurement.

The Directorate is operating several EU tools related to capability development and planning, in cooperation with other competent EU institutions and bodies. The Capability Development Plan (CDP), managed together with the EU Military Staff (EUMS) leads to identification of Capability Development Priorities agreed at EU level as a reference for all EU initiatives on Defence. The Coordinated Annual Review on Defence (CARD), ran together with the EUMS, enables to characterise the “State of the Union on Defence” and to identify opportunities for cooperation. The Permanent Structured Cooperation (PESCO), conducted together with the European External Action Service (EEAS), including EUMS, coordinates the analysis of the annual PESCO National Implementation Plans to assess the participating Member States’ fulfilment of the PESCO commitments, assesses Member States’ PESCO project proposals and monitors their progress. These tools are operated with Member States throughout a structured EU Capability Development Planning System (EU-CDPS).

Within EU CDPS, the Directorate engages with Member States’ Capability planners and experts to implement the EU Capability Development Priorities based on agreed collaborative Roadmaps. When preparatory activities enable to identify a possible cooperation project, the Directorate support Member States interested in the project by elaborating with them a Business Case.

The CAP Directorate comprises six Units; four are addressing capability development and armament procurement activities of operational domains associated to EU agreed priorities and two are operating EU related processes and tools:

- Air Domain Unit: Air Combat, Airborne Command and Inform Capabilities, Integrated Air and Missile Defence, Air Transport
- Land and Logistics Unit: Ground Combat Capabilities, Land-Based Precision Engagement, Future Soldier Systems, Logistics, Military Mobility, CBRN Defence, C-IED
- Information Superiority Unit: Communication & Information Systems, Surveillance & Reconnaissance, Space, Cyber Defence
- Maritime Unit: Naval Combat and Maritime Interdiction, Underwater and Seabed Warfare, Maritime Domain Awareness
- Cooperation Planning Unit: Capability Development Priorities, CARD, Defence Data
- PESCO Unit: PESCO secretariat, assessment of fulfilment of commitments as well as new PESCO project proposals, support to PESCO projects

4. DUTIES

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

- contribute to capability development activities in support of EU Member States for improved land-related and cross-domain mobility and logistics capabilities;
- support the development of concepts addressing current and future military mobility and logistic challenges, considering evolving operational environments, innovation needs and shorter development cycles, addressing all relevant DOTLMPFI dimensions;
- implement EDA Core Tasks 3, 4 and 5; notably harmonisation of military requirements in the field of Military Mobility, logistics and sustainment; aggregation of demand and preparation of Business Cases to support Member States launching collaborative development or procurement projects; and ensure that Member States’ defence interests are

coherently expressed and reflected across relevant and broader EU level initiatives and policies;

- manage and, when required, chair the dedicated Capability Expert Groups Military Mobility (CEG MM) and/or Sustainable and Agile Logistics (CEG SAL), as well as the related Ad-Hoc Working Groups, and any other related working groups (such as the PCA Military Mobility CG), seminars and meetings where the jobholder may provide technical direction and guidance as subject matter expert;
- support the management of the existing Category A/B programmes/projects in the dedicated areas, as well as prepare/coordinate potential new collaborative initiatives, including the development of specific Business Cases and the establishment of ad-hoc projects/programmes as required;
- plan and manage activities funded by the EDA Operational Budget, as required;
- ensure strong alignment between Military Mobility work strands and Sustainable and Agile Logistics, with particular emphasis on digitalisation, strategic lift, interoperability, data exchange solutions and innovative approaches to enabling movements, resilience and support to military forces across the EU;
- ensure coherence between Military Mobility and Logistics activities across the Land Domain and relevant Support Functions, while fully considering crossdomain requirements and interactions, including cooperation with relevant RTI areas (e.g. HEDI);
- interact, as appropriate, with all relevant external stakeholders relevant to the dedicated areas of interest, and involved in the implementation of the EU Military Mobility Package, including the EEAS, EU Military Staff (EUMS), the European Commission (in particular DG MOVE and DG DEFIS), NATO counterparts, the European Defence Technological and Industrial Base (EDTIB), MLCC, EATC as well as actors engaged in the Council framework, alongside any other EU institutions, bodies or agencies contributing to the Military Mobility/Logistics agenda;
- contribute to the further development and improvement of the Capability Development Plan (CDP), including identifying, promoting and proposing meaningful collaborative opportunities framed under the Coordinated Annual Review on Defence (CARD) within the jobholder's area of responsibility;
- contribute, as appropriate, to the assessment of the European Defence Fund (EDF) Support-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 qualification) in a field relevant to the post (e.g. Defence and Security, Movement and Transport, Maintenance and Logistics Management, Military Sciences, Strategic Studies, International Security, or related disciplines);
- professional experience in a defence governmental organisation and/or an international organisation, including concrete experience in capability development, movement and transport planning, logistics support, maintenance or military mobilityrelated programmes;
- very good knowledge and proven practical experience in military mobility and logistics, including military background and understanding of crossborder movement procedures, transport planning, infrastructure requirements, Host Nation Support (HNS), and movement coordination mechanisms;
- professional experience in project management, with the ability to propose effective short, medium and longterm solutions in support of capability development, including the ability to coordinate complex, multiactor initiatives in Military Mobility/Logistics area of interest;
- a track record of relevant professional experience in European or international defence cooperation, including familiarity with capability development frameworks, military mobilityrelated policy instruments, and collaborative initiatives;
- thorough understanding of EU institutions and NATO structures, their functioning, and their defencerelated initiatives, particularly those relevant to Military Mobility and Logistics (e.g. EU MM Package, NATO enablement, transport/movement frameworks, RSOM procedures, etc.);
- a good understanding of the main tasks and functions of the European Defence Agency (EDA), including its role in capability development, collaborative projects and voicing of MoDs' joint positions;
- 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:

- 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 multinational environment.
- experience in Logistic military operations;
- hold a (recognised) Project Management qualification;
- a track record in managing major multinational defence programmes.

7. 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.

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

The Project Officer Military Mobility/Logistics will be appointed by the Chief Executive.

Secondment will be as a member of the Secoded 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 Military Mobility/Logistics 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	Capability, Armament and Planning Directorate (CAP)
Vacancy title	Project Officer Ammunition
Contract type	Seconded National Expert
Group	N.A.
Grade	AD10/AD11
Indicative starting date	16/09/2026
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	27/05/2026

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

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Within EU CDPS, the Directorate engages with Member States’ Capability planners and experts to implement the EU Capability Development Priorities based on agreed collaborative Roadmaps. When preparatory activities enable to identify a possible cooperation project, the Directorate support Member States interested in the project by elaborating with them a Business Case.

The CAP Directorate comprises six Units; four are addressing capability development and armament procurement activities of operational domains associated to EU agreed priorities and two are operating EU related processes and tools:

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- Land and Logistics Unit: Ground Combat Capabilities, Land-Based Precision Engagement, Future Soldier Systems, Logistics, Military Mobility, CBRN Defence, C-IED
- Information Superiority Unit: Communication & Information Systems, Surveillance & Reconnaissance, Space, Cyber Defence
- Maritime Unit: Naval Combat and Maritime Interdiction, Underwater and Seabed Warfare, Maritime Domain Awareness
- Cooperation Planning Unit: Capability Development Priorities, CARD, Defence Data
- PESCO Unit: PESCO secretariat, assessment of fulfilment of commitments as well as new PESCO project proposals, support to PESCO projects

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 related to Ammunition, and Land domain at large;
- support the development activities implementing EDA Core Task 3, harmonisation of military requirements, and Core Task 4, aggregation of demand towards joint procurement;
- contribute to collaborative acquisition/procurement of defence equipment/materiel/armament on behalf of Member States within EDA frameworks, including:
 - support the management of EDA’ s Cat. B project “Collaborative Procurement of Ammunition (CPoA)”, including the project governance, the associated framework contracts management, supplies delivery and all financial,

- administrative and fiscal aspects;
- coordination on collaborative activities supporting the definition of defence equipment/materiel/armament technical requirements/specifications;
- support the activities related to EDA's role as Contracting Authority and/or Procurement Agent, including market consultation, procurement strategy, tendering, and contracting for the supply of defence equipment/materiel.
- support the development of Business Cases with Member States interested in launching specific collaborative development/acquisition projects in the framework of the relevant Capability Experts Groups, as well as the related Ad-Hoc Working Groups, and any other related working groups (such as PCAs CGs);
- 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 Agency's and the Directorate's lines of effort to reinforce/develop project management/procurement approaches, processes and competencies in the area of collaborative procurement of military equipment especially related to Ammunition;
- 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, preparation and management of 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 development of the 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. Engineering, Defence and Security, etc.);
- professional experience in a defence governmental organisation and/or an international organisation, including concrete working experience in the areas of defence procurement/acquisition, and/or military capability development, and/or preparation of defence capability projects/programmes;
- relevant professional experience in the preparation and primary management of defence procurement programmes, including thorough understanding of the applicable regulatory frameworks at EU level;
- solid expertise in the identification, evaluation and integration of defence standards and specifications into procurement documentation for collaborative procurement/acquisition programmes;
- a track record in the field of Defence international cooperation and a good understanding of armament market, in particular with regards to Ammunition and Missiles;
- extensive expertise in land-based military operations and strategy, supported by a strong military background;
- thorough understanding of EU institutions and NATO, their functions and Defence related initiatives, in particular related to Defence Procurement;
- a good understanding of EDA's main tasks and functions;
- a very good command of written and spoken English.

(2) Personal

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

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

B. Desirable

The following will be considered an advantage:

- experience in a multinational environment.

- field 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

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.

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

The Project Officer Ammunition will be appointed by the Chief Executive.

Secondment will be as a member of the Secoded 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 Ammunition 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>