

# STATO MAGGIORE DELLA DIFESA

## *I Reparto Personale*

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

00187 Roma  
PdC: Ten.Col. COSTA 2.2157  
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**OGGETTO:** Ricerca di personale per due posizioni presso la *European Defence Agency* (EDA) in BRUXELLES (BEL).

### **A ELENCO INDIRIZZI IN ALLEGATO “A”**

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Rif. f. prot. n. M\_D ABBE6E3 0018730 in data 17 febbraio 2026 di DNA I Rep. (non a tutti).

Seguito:

- a. Direttiva SMD-P-104, Ed. 2024;
- b. f. prot. n. M\_D A0D32CC 0060340 in data 28 marzo 2025.

^^^ ^^

1. La *European Defence Agency* (EDA) ha indetto una ricerca di personale<sup>1</sup> 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) con *file* di dimensioni non superiori, complessivamente, a 3 MB.
3. Le procedure concorsuali per le posizioni bandite prevedono la compilazione<sup>2</sup> 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)

<sup>1</sup> 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>.

<sup>2</sup> Creando un profilo EDA. Cliccare la scheda della *vacancy* per cui si concorre all’indirizzo *web* [eda.europa.eu/careers/current-vacancies](http://eda.europa.eu/careers/current-vacancies), selezionare, a fine pagina, “Apply for this vacancy”; Continue/Apply; “Create your EDA profile” o selezionare “Logon” se si possiede già un profilo.

**ELENCO INDIRIZZI**

<b>A</b>	<b>DIPARTIMENTO IMPIEGO DEL PERSONALE DELL'ESERCITO</b>	<b>SEDE</b>
	<b>DIREZIONE PER L'IMPIEGO DEL PERSONALE MILITARE DELLA MARINA</b>	<b>ROMA</b>
	<b>DIREZIONE PER L'IMPIEGO DEL PERSONALE MILITARE DELL'AERONAUTICA</b>	<b>ROMA</b>
	<b>e, per conoscenza,</b>	
	<b>MINISTERO DELLA DIFESA Gabinetto del Ministro</b>	<b>ROMA</b>
	<b>DIREZIONE NAZIONALE DEGLI ARMAMENTI I Reparto – Politica Industriale e Relazioni Internazionali</b>	<b>ROMA</b>
	<b>RAPPRESENTANZA PERMANENTE D'ITALIA PRESSO L'UNIONE EUROPEA Ufficio dell'Addetto per la Difesa e Consigliere Militare</b>	<b>BRUXELLES (BEL)</b>
	<b><u>e, per diramazione interna</u></b>	
	<b>III Reparto – Direzione Strategica e Cooperazione Militare</b>	<b>SEDE</b>
	<b>Reparto Pianificazione Generale</b>	<b>SEDE</b>

**Posizioni a "status internazionale" a connotazione "Temporary Agent" (TA) e "Seconded National Expert" (SNE)  
presso la EUROPEAN DEFENCE AGENCY (EDA)**

N.	CONNOTAZIONE (inquadramento giuridico- amministrativo)	GRADO	INCARICO	F.A. PREVISTA	DIRETTORATO/UNITA' DI IMPIEGO	INTERESSE	DATA DI INIZIO MANDATO INDICATIVA	TERMINE ENTRO CUI FINALIZZARE LA PROCEDURA DI APPLICATION SUL SITO DI EDA	TERMINE PER LA PRESENTAZIONE DELLE CANDIDATURE A SMD
1	<b>Temporary Agent (TA)</b> (L. n. 1114/1962)	<b>AD10</b> (Magg. ed equivalenti)	<i>Project Officer Support Capabilities Planning</i>	EMA	Capability, Armament and Planning Directorate (CAP)	ELEVATO	01-giu-26	<b>17-mar-26</b>	<b>9-mar-26</b>
2	<b>Seconded National Expert (SNE)</b> (art. 1808, co. 2-bis, del C.O.M)	<b>AD10/11</b> (Magg./Ten.Col.)	<i>Project Officer Land Programmes</i>	EI	Capability, Armament and Planning Directorate (CAP)	ELEVATO	01-set-26	<b>14-mag-26</b>	<b>4-mag-26</b>

## EUROPEAN DEFENCE AGENCY (EDA)

### Vacancy notice

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<b>Directorate</b>	Capability, Armament and Planning Directorate (CAP)
<b>Vacancy title</b>	Project Officer Support Capabilities Planning
<b>Contract type</b>	Temporary agent
<b>Group</b>	N.A.
<b>Grade</b>	AD10
<b>Indicative starting date</b>	01/06/2026
<b>Security Clearance</b>	SECRET UE/EU SECRET
<b>Management of staff</b>	N.A.
<b>Location</b>	Brussels
<b>Closing date for applications</b>	17/03/2026

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 will be responsible for identifying, planning and initiating collaborative capability development activities in the Support area. In particular, the jobholder will be responsible for the following activities:

- focus on harmonising EU Member States (MS) capability planning in the Support area while supporting the development of concepts to address the current and future military challenges;
- implement EDA Core Tasks 3 and 4, namely harmonisation 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;
- manage and, when required, chair, the Capability Planners Group (CPG) Support Functions, as well as support the related Capability Expert Groups (CEGs) on Military Mobility, Sustainable and Agile Logistics, CBRN, Medical and any

other related working groups (such as PCAs CGs), seminars and meetings where the jobholder may provide technical direction and guidance as subject matter expert;

- propose, manage and coordinate the work plan linked with corresponding priority implementation roadmaps (PIRs) that will meet the objectives of the CPG Support Functions and propose the necessary guidance to the associated CEGs;
- contribute to EDA's and the EU's broader resilience, support, and preparedness objectives by ensuring coherent, forwardlooking military capability development across the Support area, strengthening Europe's operational readiness and strategic autonomy;
- ensure full coherence between the 4 CEGs implementing Support Priorities, with the cross-domain capability development activities within CAP Directorate (namely involving Land, Air, Maritime, Cyber and Space activities) and support-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;
- plan and manage activities funded by the EDA Operational Budget, as required;
- 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) Support-related topics of the annual work programmes, including other DG DEFIS-led initiatives related to the jobholder's area of responsibility, such as EDIP;
- provide technical advice related to the jobholder's area of responsibility to EU defence-related policies and concepts;
- represent EDA in meetings, conferences and seminars, as required;
- deputise for the Head of Unit when required;
- take on additional tasks as required in the interest of the service.

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

## 5. ELIGIBILITY CRITERIA

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

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge

of their duties within the Agency;

- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

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

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

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

For native English speakers, your ability to communicate in another EU language will be tested during the selection process.

To assess your foreign language levels, see: <https://europa.eu/europass/en/common-european-framework-reference-language-skills>

## 6. SELECTION CRITERIA

### A. Essential

Only applications meeting all essential selection criteria will be assessed.

#### (1) Professional

Candidates will be required to demonstrate the following qualifications:

- a University degree (or equivalent academic degree) in a field relevant to the post (e.g. Defence and Security);
- at least eight (8) years of professional experience (acquired after the award of the minimum academic qualification required as a condition of eligibility) 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 military experience in the Support area, such as logistics, military mobility, enablement and resilience, medical support, CBRN Defence;
- relevant professional experience and a track record of successful business outcomes in the field of Defence international cooperation and a good understanding of armament procurement;
- a thorough understanding of EU institutions and NATO organisation, how they function, and of their Defence related initiatives;
- a good understanding of 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.

#### B. Desirable

The following will be considered an advantage:

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

## 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 Support Capabilities Planning will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 4 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Temporary Agent, grade AD10. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

### FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 11.408,03€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

### PENSION ARRANGEMENTS SPECIFIC TO EDA

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

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

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

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

## 8. INDEPENDENCE AND DECLARATION OF INTEREST

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

## 9. EQUAL OPPORTUNITIES

EDA is an equal opportunities employer and accepts applications without distinction on the grounds of age, race, political,

philosophical or religious conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

## 10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Project Officer Support Capabilities Planning 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](mailto: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

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<b>Directorate</b>	Capability, Armament and Planning Directorate (CAP)
<b>Vacancy title</b>	Project Officer Land Programmes
<b>Contract type</b>	Seconded National Expert
<b>Group</b>	N.A.
<b>Grade</b>	AD10/AD11
<b>Indicative starting date</b>	01/09/2026
<b>Security Clearance</b>	SECRET UE/EU SECRET
<b>Management of staff</b>	N.A.
<b>Location</b>	Brussels
<b>Closing date for applications</b>	14/05/2026

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.

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#### 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)

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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:

- 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 & 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, and any other related working groups (such as PCAs CGs), seminars and meetings where the jobholder may provide technical direction and guidance as

subject matter expert;

- 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;
- relevant professional experience and a track record of successful business outcomes 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**

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 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](mailto: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>