

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

Allegati: 1 (uno).

Annessi: 6 (sei).

00187 Roma,

PdC: Ten.Col. COSTA, 2.2773

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OGGETTO: Ricerca di personale per cinque posizioni “non quota” presso lo *European Union Military Staff* in BRUXELLES (BEL).

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

**RAPPRESENTANZA MILITARE ITALIANA
presso i Comitati Militari della NATO e dell’UE**

BRUXELLES (BEL)

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Riferimento:

- msg. *email* in data 3 settembre 2026, ore 11:46, di ITALSTAFF UE (non a tutti);
- msg. *email* in data 9 settembre 2026, ore 17:27, di ITALSTAFF UE (non a tutti).

Seguito:

- Direttiva SMD-P-104, Ed. 2024;
- f. prot. n. M_D A0D32CC 0105195 in data 4 agosto 2026.

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- La Rappresentanza Militare Italiana presso i Comitati Militari della NATO e dell’UE, con le comunicazioni a riferimento “a.” e “b.”, ha rappresentato la necessità di alimentare alcune posizioni presso lo *European Union Military Staff* (EUMS), riportate nello specchio allegato, giudicate di interesse per la Difesa.
- Le candidature dovranno pervenire allo Stato Maggiore della Difesa, per il tramite esclusivo degli Organi d’Impiego di Forza Armata, improrogabilmente entro il 16 ottobre 2026, corredate della scheda biografica in lingua italiana e del *Curriculum Vitae* (Mod. EUMS¹) in lingua inglese (in PDF e con firma autografa).
- Al riguardo, si rappresenta che:
 - sarà avanzata, alle Autorità dell’EUMS, una sola candidatura nazionale per ciascuna posizione, in ossequio alla Direttiva posta a seguito;
 - l’Ufficiale eventualmente selezionato sarà impiegato ai sensi dell’art. 1808², co. 2-*bis*, del decreto legislativo n. 66/2010, con un mandato iniziale presumibilmente triennale.
- Si inviano in annesso le *job specification* delle posizioni in argomento e si resta in attesa di comunicazioni al riguardo.

d’ordine

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

DIRAMAZIONE INTERNA

III Reparto – Direzione Strategica e Cooperazione Militare
VI Reparto – Informatica Cyber e Telecomunicazioni

¹ Di cui si acclude il relativo *file* editabile.

² Ad eccezione della posizione n. CYB-09 che prevede la corresponsione degli oneri a totale carico della Nazione, ai sensi dell’art. 1808 del C.O.M..

N.	CONNOTAZIONE (inquadramento giuridico-amministrativo)	GRADO	SIGLA	INCARICO	F.A. PREVISTA	DIRETTORATO/UNITA' DI IMPIEGO	INTERESSE	DATA DI INIZIO MANDATO INDICATIVA	TERMINE PER LA PRESENTAZIONE DELLE CANDIDATURE A SMD
1	SNE Cost Free (art. 1808 del C.O.M.)	OF-5 (Col./C.V.)	CYB-09	Action Officer - PESCO Cell team leader	EMA	Concept and Capabilities Directorate (CON/CAP)	DICHIARATO	01-ago-27	16-ott-26
2	NON QUOTA (NQ) (art. 1808, co. 2-bis , del C.O.M.)	OF-4 ÷ OF-5 (Ten.Col. ÷ Col. e gradi equivalenti)	STF-27	Chief CJ7/ Exercise Plan & Design Chief	EMA	Military Planning and Conduct Capability Directorate (MPCC)	DICHIARATO	21-ago-27	16-ott-26
3		OF-5 (Col./C.V.)	STF-46	DCOS OPS	EMA	Military Planning and Conduct Capability Directorate (MPCC)	DICHIARATO	01-ago-27	16-ott-26
4		OF-4 ÷ OF-5 (Ten.Col. ÷ Col. e gradi equivalenti)	STF-97	Chief Hybrid Plans/OPS	EMA	Military Planning and Conduct Capability Directorate (MPCC)	DICHIARATO	05-ago-27	16-ott-26
5		OF-5 (Col./C.V.)	OPD-01	Branch Chief CESA	EMA	Operations Directorate	DICHIARATO	Non nota	16-ott-26



**EUROPEAN UNION – MILITARY STAFF
JOB SPECIFICATION
PESCO**

1. Directorate: Concepts and Capabilities(CON/CAP) Branch: Concepts (CON)	2. Position Title: Action Officer – PESCO cell team leader PE Number: CYB-09
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- 3. Branch Mission:** To develop and, when appropriate, deliver the military contribution to CSDP conceptual work, in support of the Crisis Management Procedures and the overall development of EU capabilities.
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- 4. Accountability:** CYB-09 is accountable to the Branch Chief of Concepts
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Capabilities: CYB-09 should have a comprehensive understanding of the process of producing concepts and developing military capabilities at the politico-strategic and military- strategic levels; the ability to produce high quality work with limited supervision within limited timescale; the ability to communicate effectively in writing and orally; and the awareness and ability to interact with other EU institutions and their entities, as well as with third organisations.

Duties. Under the direction of the relevant Branch Chief CYB-09 acts as PESCO action officer with responsibility for all PESCO related branch functions, including:

- Elaboration of the conceptual aspects of the EUMS contribution to the development of PESCO within the context of CSDP.
 - Preparation of short, mid and long term conceptual studies and reports on PESCO in line with Council requirements at the Political and Strategic level.
 - Harmonisation and coordination of current and emerging PESCO policy, concepts, doctrine and processes within the EUMS, across the EEAS, other relevant EU-bodies, international organisations, EU Member States and Third States as appropriate.
 - Provision of forward thinking on the military aspects of PESCO, including the development of the relevant EU military bodies while maintaining an overview of common planning and project implementation and its impact on the European Capability Landscape.
 - Act as liaison and take a coordination role with colleagues responsible for the development of the CARD process. Input into collaborative efforts in this area as required.
 - In detail, coordinate, assist, act and support all EUMS PESCO related inputs within the directorate including training of EUMS personnel on PESCO Web Portal; EUMS inputs to operational assessments of PESCO project proposals; preparation of annual assessments of NIPs and Project reports, preparation of MIL Advice to EUMC and its preparatory bodies; support to PESCO Member States at all phases of project and assessment development; administrative and clerical support to the PESCO Secretariat, support to the military hierarchy for briefings, presentations, workshops etc.; and budgetary oversight of PESCO related expenditure within the directorate.
 - Contribution to long term military planning for the development and harmonisation of future European military requirements.
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- The incumbent is expected to perform all PESCO related tasks, as directed by his/her Branch Chief and/or Director.

Is prepared, on orders, to:

- Take part at short notice in project meetings, and/or meetings with Member States, and other EU institutional bodies and other national/international bodies as appropriate.
- Undertake liaison tasks and any other duties as required.

5. **Qualifications /Experience:**

a. Essential

Graduate of a national higher level Staff Course with national or multinational staff experience in operational planning. Experience in developing concepts/doctrine and processes in conjunction with other conceptual work.

b. Desirable

Graduate of a senior national or international Joint Staff College with previous international staff experience. A good working knowledge and competence in the use of modern IT. A broad understanding of the EU institutions. Should be a graduate of the CSDP Orientation Course.

6. **Language Proficiency**

Thorough working knowledge of English (preferably SLP 4443 and not less than SLP 3333); good working knowledge of French (SLP 3232).

7. Grade/Rank/Arm of Service OF 5, AS	8. Security Clearance Minimum SECRET
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9. **Remarks:** NON Quota post. EUMS personnel are liable to be deployed on missions to any region of the world. Therefore, the administration of origin will be responsible for the implementation of national regulations with respect to medical aspects, pre-deployment training, and passport.

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June 2021

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EUROPEAN UNION – MILITARY STAFF JOB SPECIFICATION	
1. Directorate: MPCC Branch: DCOS PLANS	2. Position Title: Chief CJ7 / Exercise Plan & Design Chief PE Number: STF-27
3. Branch Mission: To conduct operational planning and provide support to the EU-led non-executive military missions and one executive military operation at the military-strategic level.	
4. Accountability: STF-27 is accountable to DCOS PLANS. Duties: – Leads the development of Ex, Trg, ANL and LL activities. – Leads definition, development and revision of the MPCC Ex policy and training requirements. – Leads annual development, coordination and revision of the MPCC Ex and Trg programme. – Leads preparation of specific MPCC exercises and exercises related activities as assigned. – Develops and maintains close liaison with the EX, Trg and Lessons Community of Interest, within external to the national OHQs, EUMS ETA Branch, EEAS and MS. – Coordinates annual internal and external exercise / training audit reviews and implementation of recommendations. Additional Duties: – Undertake any other tasks as directed from DCOS PLANS and may be deployed in theatre to the assigned mission.	
5. Qualifications /Experience: Capabilities: – Comprehensive understanding of Ex, Trg, ANL and LL process at the military-strategic and operational level. – The ability to provide sound military advice on Ex, Trg, ANL and LL issues. – Awareness and ability to interact with other disciplines/components of EU institutions. – The ability to communicate effectively in writing and orally. a. <u>Essential:</u> ○ Graduate of a National or International Joint Staff College with national/multinational staff experience and Lessons and/or Analysis Course (EU, NATO,). ○ Must have national HQ Staff experience in the planning or operations capacity ○ Must have national/multinational experience in evaluation of exercise, training and operational activities. ○ Must have Civilian-Military interface experience. b. <u>Desirable:</u>	

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○ Previous EU staff appointment/Experience in multinational military staff. ○ Should have experience of overseas deployment in a multinational or national operations environment.	
6. Language Proficiency Thorough working knowledge of English (preferably SLP 4443 and not less than SLP 3333); a good working knowledge of French (SLP 3232) is desirable.	
7. Grade/Rank/Arm of Service OF 4/5, Any Service.	8. Security Clearance Minimum SECRET
9. Remarks: Non-quota post. MPCC personnel are liable to be deployed on missions to any region of the world. Therefore, the administration of origin will be responsible for the implementation of national regulations with respect to medical aspects, pre-deployment training and passport.	

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EUROPEAN UNION – MILITARY STAFF	
JOB SPECIFICATION	
1. Directorate: MPCC Branch: DCOS PLANS	2. Position Title: DCOS OPS PE Number: STF-46
3. Branch Mission: Directs, coordinates and supervises the work in the Branch CJ2, CJ3, and HYOPS. Deputises and supports Deputy Director/ COS MPCC as appropriate.	
4. Accountability: STF-46 is accountable to Director MPCC through Dep Dir/COS MPCC. Duties. Under the direction of Deputy Director / COS MPCC, DCOS OPS directs, co-ordinates and supervises the work in the Branches: – Deputises for the Deputy Director/ COS MPCC as appropriate. – Provides leadership and management to ensure that the tasks and responsibilities of the CJ2, CJ3 and HYOPS branches are executed professionally and efficiently. – Leads the basis for MPCC contribution to Mission Monitoring Teams. – Leads the contribution to conduct of the post-launch strategic crisis response planning at Brussels military level. – Leads the contribution to set up of an EU OHQ for a battle group level operation. – Leads MPCC external liaison tasks. – Provides military aspects of information operations and PSYOPS planning in military strategic EU mission planning. – If applicable, provides "gendarmerie/police" and military police expertise for the purpose of strategic EU mission planning. – Assures continuity 24/7 of an MPCC initial response capability. – Liaises with strategic partners in issues related to planning and support. – Undertakes any other duties which may be required by Deputy Director/ COS MPCC. Additional Duties. Prepared to do the Mission Assessment, Scrutiny and Incident Investigation Coordination.	

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5. Qualifications /Experience: a. <u>Essential:</u> ○ Graduate of a national or international Joint Staff College. ○ Previous experience in an Operations/Planning Branch position in a HQ. ○ A strong understanding of military planning procedures including an understanding of operational estimates and campaign planning. ○ Have the ability to lead a team and to ensure representation, communication and management in a complex, multicultural environment. b. <u>Desirable:</u> ○ Previous experience working in a multinational HQ. ○ Experience in a Joint Force, Component or Operation HQ carrying out campaign planning and design at the strategic or operational level. ○ Experience in CSDP Mission or Operation in key positions in Operations/Planning Branch. ○ CSDP Orientation Course. Military (EUMS) Contribution to POL/STRAT Level Planning Course. Good working knowledge and competence in the use of modern IT. Good knowledge of CSDP structures and operating procedures of the EU institutions.	
6. Language Proficiency Thorough working knowledge of English (preferably SLP 4443 and not less than SLP 3333); a good working knowledge of French (SLP 3232) is desirable.	
7. Grade/Rank/Arm of Service OF 5, Any Service	8. Security Clearance Minimum SECRET
9. Remarks: MPCC personnel are liable to be deployed on missions/operations to any region of the world at short notice. Therefore, the administration of origin will be responsible for the implementation of national regulations with respect to medical aspects, pre-deployment training and passport.	

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MPCC AUGMENTEE JOB SPECIFICATION	
1. Directorate: MPCC Branch: DCOS OPS	2. Position Title: Chief Hybrid Plans/OPS MPCC Serial Number: STF-97
3. Branch Mission: To conduct operational planning and provide support to the EU-led non-executive military missions and one executive military operation at the military-strategic level.	
4. Accountability: STF-97 is accountable to DDMPCC / COS through DCOS Ops. Duties Under the direction of DCOS Ops : – Develop cross-functional HD plans, HD SOPs, communications, reporting policies and arrangements, as required; – Develop and update mission-tailored/operation-specific HD SOPs for MPCC needs and supervise the development of HD SOPs for subordinate HQs/components – Develop the Hybrid portions to CONOPS and OPLANs and other advanced crisis management / operations planning; – Supervise the development of a Continuity of Operations Plans (COOP) and of the Recovery Strategy and related documents such as the Disaster Recovery Plan (DRP) – Conduct of Hybrid Defence planning conferences and Hybrid community LI/LL meetings, as required – Plan education, training and exercises on Hybrid Defence (awareness); Additional Duties. Prepared to do the Mission Assessment, Scrutiny and Incident Investigation Coordination.	
5. Qualifications /Experience: Capabilities: – A comprehensive understanding of planning at the military-strategic and operational level. – Sound knowledge and technical understanding of the hybrid domain for military operations. – The ability to analyse, assess and understand complex hybrid issues at the military strategic and operational level and use the information to develop sound military advice and options as required. – Strong verbal and written communications to be able to efficiently and effectively brief MPCC senior leadership on key Hybrid issues. – A thorough understanding of the MPCC-led operations and missions and the supporting CIS and HD arrangements. – The awareness and ability to interact with other disciplines/components/units of MPCC, EU institutions and TCN. a. <u>Essential:</u> • Graduate of a national Joint Staff College or equivalent. • Three years minimum experience in CD planning. • Appropriate university Hybrid Security or CIS degree or equivalent military qualification.	

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• Strong analytical skills. • Good working knowledge and competence in the use of modern IT. • Advanced knowledge of current Microsoft Office applications. b. <u>Desirable:</u> • Graduate of a senior national or international Joint Staff College with previous international staff experience. • Experience in Operational planning of Joint operations as well as planning/conduct of CD and/or CIS operations. • Experience at Pol/Mil level in CFSP-CSDP. • Should be a graduate of CSDP Orientation and Strategic Planning Course.	
6. Language Proficiency Thorough working knowledge of English (preferably SLP 4443 and not less than SLP 3333); Working knowledge of French (SLP 2222) is desirable.	
7. Grade/Rank/Arm of Service OF 4/5, Any service.	10. Security Clearance EU SECRET
10. Remarks: MPCC personnel are liable to be deployed on missions to any region of the world. Once notified of an intended deployment, the administration of origin will, if required, be responsible for the implementation of national regulations with respect to medical aspects, pre-deployment training and passports/visas.	

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EUROPEAN UNION – MILITARY STAFF
JOB SPECIFICATION

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| 1. Directorate: Operations
Branch: Current Engagement and Situational Awareness (CESA) | 2. Position Title: Branch Chief CESA
PE Number: OPD-01 |
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- 3. Branch Mission:** Current Engagement and Situational Awareness (CESA) Branch has the responsibility for :
- a. monitoring EU-led current operations and missions by providing a 24h/7 capability serve as to the link to civilian and military CSDP operations and supporting actions
 - b. providing relevant situational awareness and an alert function in case of imminent emergency.
 - c. providing support to the DOPS Divisions as required, specifically in the area of strategic analysis on ongoing CSDP Operations and Mission, participation in relevant monitoring and planning teams, contribute to strategic reviews etc.
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- 4. Accountability:** OPD-01 is accountable to the Director Operations.

Duties: Under the direction of Director Operations, BC CESA directs, co-ordinates and supervises all WKC work in normal times, in an emerging crisis and during an operation. BC CESA:

- Provides 24/7 link relevant situational awareness and an alert function in case of imminent emergency in all CSDP Ops&Mns. For this reason provide respective reports and Briefings and ensure the maintenance of the relevant Fact Sheets for all EUSDP OPS and MS.
- Provides leadership and management to ensure that the tasks and responsibilities of the Branch are executed professionally and efficiently.
- Provides the EUMS Watch-keeping Capability (WKC) for ongoing or planned (civilian and military) CSDP missions and supporting actions.
- Ensures the implementation by the WKC of EUMS and CPCC direction and guidance on monitoring missions and actions and the Duty of Care for all EEAS personnel on mission.
- Ensures the availability and readiness of the facilities and equipment of the WKC
- Ensures that the tasks and responsibilities of the WKC are executed professionally and efficiently.
- Be prepared to provide personnel to MPCC or an EU OHQ, an EUMS planning or monitoring team or any Project Groups for specific EUMS tasks.
- Assists in co-ordinating (planning, support and conduct) of civilian operations.

Is prepared, on orders, to:

- Participate in the JSCC and in all EU Military Exercises (EPT, DISTAFF) and related Training Activities.
 - Undertake EUMS external liaison tasks.
 - Reinforce the military element of MPCC or an EU OHQ,
 - Undertake any other duties, which may be required by Director Operations.
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5. Qualifications/Experience	
a. <u>Essential:</u>	
– Graduate of a national or international Staff College with national staff experience. – Experience in CR or PK operations. Experience in multinational environment. – Good understanding of the activities of the EEAS and the Commission and of internal and especially inter-institutional procedures. – Extensive knowledge of the policies of the EU in particular in the field of the CFSP and CSDP. – Interpersonal skills, in particular to maintain and develop contacts with external actors as well as with other services of the EEAS and of the Commission. – Ability to manage and motivate a multicultural, multidisciplinary team.	
b. <u>Desirable:</u>	
– International staff experience. OHQ J3 or J5 experience. – Experience in pol-mil environment. – Very good knowledge of the planning and conduct of civilian and military crisis management operations. – Good knowledge of the EU concepts and policies related to civilian-military coordination, as well as to the comprehensive approach.	
6. Language Proficiency	
Thorough working knowledge of English (preferably SLP 4443 and not less than SLP 3333); thorough working knowledge of French (SLP 3232).	
7. Grade/Rank/Arm of Service	8. Security Clearance
OF 5, Any Service	Minimum SECRET
9. Remarks: Non-quota post. EUMS personnel are liable to be deployed on missions to any region of the world. Therefore, the administration of origin will be responsible for the implementation of national regulations with respect to medical aspects, pre-deployment training and passport.	