

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

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

00187 Roma
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OGGETTO: Ricerca di personale per tre posizioni a “*status* internazionale” presso la *European Defence Agency* in BRUXELLES (BEL).

A ELENCO INDIRIZZI IN ALLEGATO “A”

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Rif. f. prot. n. M_D ABBE6E3 0091558 in data 7 settembre 2026 di DNA I Rep. (non a tutti).

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

d’ordine

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

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

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

³ Creando un profilo EDA. Cliccare la scheda della *vacancy* per cui si concorre all’indirizzo web.eda.europa.eu/careers/current-vacancies, selezionare, a fine pagina, “*Apply for this vacancy*”; *Continue/Apply*; “*Create your EDA profile*” o selezionare “*Logon*” se si possiede già un profilo.

ELENCO INDIRIZZI

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

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

N.	CONNOTAZIONE (inquadramento giuridico- amministrativo)	GRADO	INCARICO	F.A. PREVISTA	DIRETTORATO/UNITA' DI IMPIEGO	INTERESSE	DATA DI INIZIO MANDATO INDICATIVA	TERMINE ENTRO CUI FINALIZZARE LA PROCEDURA DI APPLICATION SUL SITO DI EDA	TERMINE PER LA PRESENTAZIONE DELLE CANDIDATURE A SMD
1	Temporary Agent (TA) (L. n. 1114/1962)	AD9 (Cap./T.V.)	Project Officer Missiles and Munitions Technologies	EMA	Research, Technology and Innovation (RTI)	ELEVATO	16-gen-27	06-ott-26	29-set-26
2	Temporary Agent (TA) (L. n. 1114/1962)	AD8 (Ten./STV)	Project Officer for Experimentation	EMA	Research, Technology and Innovation (RTI)	ELEVATO	16-gen-27	06-ott-26	29-set-26
3	Temporary Agent (TA) (L. n. 1114/1962)	AD8 (Ten./STV)	OSRA and RTI Work Strands Officer	EMA	Research, Technology and Innovation (RTI)	ELEVATO	16-gen-27	06-ott-26	29-set-26

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Research, Technology and Innovation Directorate (RTI)
Vacancy title	Project Officer Missiles and Munitions Technologies
Contract type	Temporary agent
Group	N.A.
Grade	AD9
Indicative starting date	16/01/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	06/10/2026

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 RESEARCH, TECHNOLOGY AND INNOVATION DIRECTORATE (RTI)

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

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

At present, the RTI Directorate comprises two Units, the EU-funded Defence Research Unit and the Technology & Innovation Unit, as well as the Hub for European defence Innovation (HEDI) and the RTI Coordination Team, with the following key tasks:

- The EU-funded Defence Research Unit: upstream, implementation and downstream support linked to defence research activities funded by the EU budget under delegation by the European Commission.
- The Technology & Innovation Unit: facilitation of the work of the Capability Technology Groups (CapTechs) and the Energy & Environment Working Group as well as development and management of ad hoc research activities based on sectoral Strategic Research Agendas.
- HEDI: focal point for defence innovation, driving the development of military capabilities while strengthening cooperation between EU Member States and associated countries. HEDI's mission is to turn promising ideas into usable defence capabilities faster, while supporting EU defence priorities and strengthening Europe's technological edge. HEDI is expected to become a dedicated Defence Innovation Centre (designation subject to approval of forthcoming organisational structure).
- The RTI Coordination Team: coordination of the RTI Directorate's contributions to EDA's transversal activities (such as capability development priorities (CDP), Capability Annual Review on Defence (CARD), Permanent Structured Cooperation (PESCO), and Key Strategic Activities (KSA); overview of the Agency's research portfolio.

4. DUTIES

Under the supervision of the Head of Unit Technology and Innovation, the jobholder will contribute to the following activities:

- moderate and steer the Capability Technology Group CapTech Missiles and Munitions (CapTech M&M) and related activities of expert groups and electronic fora on the EDA Collaborative Platforms;
- in line with Member States' orientations, maintain, implement and update the Strategic Research and Innovation Agenda (SRIA) on CapTech M&M, synthesizing R&T&I priorities and identifying ways to address them;
- contribute to Research and Technology and Innovation (R&T&I) initiatives aimed at defining capability-led priorities and projects in line with the CapTech M&M's Technology Building Blocks (TBB) roadmaps;
- promote, support and manage R&T&I projects including contracting, monitoring and evaluation activities (financial, security or legal);
- support the development and implementation of the Overarching Strategic Research Agenda (OSRA);
- define and organize RTI experts' meetings and workshops;
- participate and represent the Agency in security and defence-related seminars and workshops, mainly in the areas covered by the CapTech M&M;
- contribute to Technology Watch and Foresight exercises in the areas of responsibility of CapTech M&M;
- prepare briefing notes and assist in updating information concerning the activities of the assigned projects;
- participate and collaborate in projects and studies under the responsibility of the RTI Directorate or with other

Directorates of EDA including projects entrusted to EDA for indirect management under the European Defence Fund (EDF);

- contribute to the assessment of assigned projects and draw lessons learnt and propose appropriate follow-on activities;
- collaborate actively with representatives and experts from the Member States;
- liaise with the European Commission and EU Agencies, companies and industry associations involved in military or dual use R&T in his/her/their area of responsibility;
- 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. 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

(1) Professional

The candidate will be required to demonstrate that he/she has:

- a University degree (or equivalent academic degree) in a field relevant to the position: e.g. Mechanical Engineering, Aerospace Engineering, Electrical Engineering, Systems Engineering, Chemistry;
- at least seven (7) years of professional experience relevant to the duties acquired after the award of the minimum qualification required as a condition of eligibility (see eligibility criteria section above);
- specific background knowledge in the area of Missiles and Munition Technologies as referred to under “DUTIES”;
- familiarity with the European defence cooperation environment and related policies;
- familiarity with European Research and Technology programmes and funding frameworks;
- extensive experience in R&T project management, covering all the phases: promotion, definition, competition and evaluation of proposals, running, assessment of results, fostering of follow-up activities;
- experience in group management (organisation of meetings, workshops, conferences) and in steering organisational and process change;
- 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:

- ability to work in a team and independently in their area of responsibility;
- proactiveness to interact with other stakeholders, both internal and external;
- ability to work effectively in a multinational environment;
- reliability and capacity to work under pressure with little supervision;
- strong communication, organisational and coordination skills;
- strong analytical and problem-solving skills;
- excellent interpersonal and negotiation skills;
- flexibility and innovativeness;
- results-orientation and strong motivation;
- a strong sense of duty and responsibility;
- genuine commitment to the Agency's objectives.

B. Desirable

The following will be considered an advantage:

- hold a (recognised) project management qualification;
- a minimum of 3 years of experience in management of defence R&T projects;
- practical experience of cooperation with the European Commission and management of stakeholders in public institutions and industry;
- proven records in cooperation with military stakeholders;
- proven experience in handling classified information.

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 Missiles and Munitions Technologies 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 AD9. 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 10.082,77€ 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 Missiles and Munitions Technologies at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency.

Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard copy or ordinary e-mail) will not be accepted. Applications must be submitted no later than midnight. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline. Please note that once you have created your EDA profile, any correspondence regarding your application

must be sent or received via your EDA profile. For any prior enquiry, please refer to the FAQ (Frequently asked questions) section, or send an e-mail to recruitment@eda.europa.eu.

When applying, candidates from Ministries of Defence or other governmental entities are encouraged to inform their national administration.

A selection panel will be appointed. Please note that the selection panel's internal proceedings are strictly confidential and that any contact with its members is forbidden. Each application will be screened based on the requirements of the job profile stated in the vacancy notice. The most suitable applicants will be called for an interview and a written test. Candidates may also be requested to take part in an assessment centre, participating in a number of individual and group activities related to the competences required for the post.

EDA will not accept any phase of the selection & recruitment process prepared or assisted, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. EDA reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI tools may be rejected without further consideration at EDA's sole discretion, and EDA reserves the right to take further steps in such cases as appropriate.

If recruited, candidates will be requested to supply documentary evidence in support of the statements made in their application. They should not send any supporting or supplementary information until asked to do so by the Agency. Candidates are advised that part of the recruitment process includes medical analyses and physical check-up with the Agency's Medical Adviser.

Staff members employed at EDA require a Personnel Security Clearance Certificate (PSCC). The process to obtain a PSCC can be initiated only by EDA on behalf of the staff member. Failure to obtain the requisite security clearance certificate before the expiration of the probationary period may be cause for termination of the contract.

11. DATA PROTECTION

Please note that EDA will not return applications to candidates. The personal information EDA requests from candidates will be processed in line with Regulation (EU) N° 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) 45/2001 and Decision No. 1247/2002/EC.

The purpose of processing personal data which candidates submit is to manage applications in view of possible pre-selection and recruitment at EDA. More information on personal data protection in relation to selection and recruitment can be found on the EDA website: <http://www.eda.europa.eu/jobs/dataprotection>

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Research, Technology and Innovation Directorate (RTI)
Vacancy title	Project Officer for Experimentation
Contract type	Temporary agent
Group	N.A.
Grade	AD8
Indicative starting date	16/01/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	06/10/2026

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2. THE AGENCY'S WAY OF WORKING

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3. THE RESEARCH, TECHNOLOGY AND INNOVATION DIRECTORATE (RTI)

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- HEDI: focal point for defence innovation, driving the development of military capabilities while strengthening cooperation between EU Member States and associated countries. HEDI's mission is to turn promising ideas into usable defence capabilities faster, while supporting EU defence priorities and strengthening Europe's technological edge. HEDI is expected to become a dedicated Defence Innovation Centre (designation subject to approval of forthcoming organisational structure).
- The RTI Coordination Team: coordination of the RTI Directorate's contributions to EDA's transversal activities (such as capability development priorities (CDP), Capability Annual Review on Defence (CARD), Permanent Structured Cooperation (PESCO), and Key Strategic Activities (KSA); overview of the Agency's research portfolio.

4. DUTIES

Under the supervision of the line-manager responsible for Defence Innovation, the Project Officer for Experimentation will contribute to the following activities:

- support the preparation, coordination and implementation of EDA experimentation activities aimed at assessing innovative solutions against Member States' operational needs and capability priorities;
- contribute to the planning and delivery of challenge-driven trials, including digital experimentation, modelling and simulation activities, field experimentation, demonstrations and operational experimentation campaigns;
- assist in the development of experimentation plans, test objectives, scenarios, metrics, data collection approaches and evidence requirements, ensuring traceability between operational challenges, test activities and assessment outputs;
- contribute to the preparation of technical and operational documentation for experimentation activities, including trial plans, participant guidance, evidence templates, risk registers, after-action reports and lessons learned;
- assist in the collection, structuring and analysis of experimentation results, ensuring that outputs are usable for Member States;
- support the coordination of participating companies, Member State representatives, technical experts, operational users and contractors involved in experimentation activities;
- contribute to the development and continuous improvement of EDA experimentation methodologies, playbooks, templates and common approaches, in order to increase comparability, reproducibility and reusability of results across

Member States;

- contribute to the preparation of briefings, reports, presentations and other deliverables for Member States, EDA management and external stakeholders on experimentation activities and results;
- support the organisation of workshops, planning meetings, demonstration events, visitor days and other activities linked to EDA experimentation campaigns;
- contribute to activities related to the drafting, coordination, and implementation of high-level documents – such as Letters of Intent, Steering Board documentation, and similar strategic or policy-level deliverables;
- 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. 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.

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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

(1) Professional

The candidate will be required to demonstrate that he/she has:

- a university degree (or equivalent academic degree), in a field relevant to the duties, such as engineering, physics, science and technology, defence academy, operational research, systems engineering;
- at least six (6) years of professional experience relevant to the duties of the post, acquired after the award of the minimum qualification required as a condition of eligibility (see eligibility criteria section above);
- a demonstrated track record in supporting defence capability development or procurement activities through experimentation, test and evaluation, demonstrations and operational trials;
- proven experience in the preparation of experimentation plans, test objectives, scenarios, data collection approaches, evidence requirements, trial documentation, risk registers, after-action reports or lessons-learned outputs;
- a track record of international cooperation in operational experimentation and/or trials, military exercises;
- a good understanding of the European defence cooperation environment and of EDA's role in supporting Member States;
- 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 par. 2). Other attributes important for this post include:

- ability to work in a team and independently in their area of responsibility;
- proactiveness to interact with other stakeholders, both internal and external;
- ability to work effectively in a multinational environment;
- reliability and capacity to work under pressure with little supervision;
- good communication and organisational skills;
- strong analytical and problem-solving skills;
- excellent interpersonal and negotiation skills;
- flexibility and innovativeness;
- results-orientation and strong motivation;
- a strong sense of duty and responsibility;
- genuine commitment to the Agency's objectives.

B. DESIRABLE

The following will be considered an advantage:

- experience in military, defence, security, civil protection, aerospace, cyber, space, robotics, autonomous systems or other technology-intensive experimentation environments;
- familiarity with military exercises, operational experimentation campaigns, field trials, test ranges, laboratories, digital sandboxes or modelling and simulation environments;

- experience with data collection, instrumentation, experiment design, scenario development, wargaming, simulation or analytical tools;
- a recognised project management certification and/or training in systems engineering, test and evaluation, operational analysis or modelling and simulation.

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 for Experimentation will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 4 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Temporary Agent, grade AD8. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 8.911,48€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

PENSION ARRANGEMENTS SPECIFIC TO EDA

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

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

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

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

8. INDEPENDENCE AND DECLARATION OF INTEREST

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

9. EQUAL OPPORTUNITIES

EDA is an equal opportunities employer and accepts applications without distinction on the grounds of age, race, political, philosophical or religious conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Project Officer for Experimentation at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency. Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard

copy or ordinary e-mail) will not be accepted. Applications must be submitted no later than midnight. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline. Please note that once you have created your EDA profile, any correspondence regarding your application must be sent or received via your EDA profile. For any prior enquiry, please refer to the FAQ (Frequently asked questions) section, or send an e-mail to recruitment@eda.europa.eu.

When applying, candidates from Ministries of Defence or other governmental entities are encouraged to inform their national administration.

A selection panel will be appointed. Please note that the selection panel's internal proceedings are strictly confidential and that any contact with its members is forbidden. Each application will be screened based on the requirements of the job profile stated in the vacancy notice. The most suitable applicants will be called for an interview and a written test. Candidates may also be requested to take part in an assessment centre, participating in a number of individual and group activities related to the competences required for the post.

EDA will not accept any phase of the selection & recruitment process prepared or assisted, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. EDA reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI tools may be rejected without further consideration at EDA's sole discretion, and EDA reserves the right to take further steps in such cases as appropriate.

If recruited, candidates will be requested to supply documentary evidence in support of the statements made in their application. They should not send any supporting or supplementary information until asked to do so by the Agency. Candidates are advised that part of the recruitment process includes medical analyses and physical check-up with the Agency's Medical Adviser.

Staff members employed at EDA require a Personnel Security Clearance Certificate (PSCC). The process to obtain a PSCC can be initiated only by EDA on behalf of the staff member. Failure to obtain the requisite security clearance certificate before the expiration of the probationary period may be cause for termination of the contract.

11. DATA PROTECTION

Please note that EDA will not return applications to candidates. The personal information EDA requests from candidates will be processed in line with Regulation (EU) N° 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) 45/2001 and Decision No. 1247/2002/EC.

The purpose of processing personal data which candidates submit is to manage applications in view of possible pre-selection and recruitment at EDA. More information on personal data protection in relation to selection and recruitment can be found on the EDA website: <http://www.eda.europa.eu/jobs/dataprotection>

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Research, Technology and Innovation Directorate (RTI)
Vacancy title	OSRA and RTI Work Strands Officer
Contract type	Temporary agent
Group	N.A.
Grade	AD8
Indicative starting date	16/01/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	06/10/2026

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 RESEARCH, TECHNOLOGY AND INNOVATION DIRECTORATE (RTI)

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

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

At present, the RTI Directorate comprises two Units, the EU-funded Defence Research Unit and the Technology & Innovation Unit, as well as the Hub for European defence Innovation (HEDI) and the RTI Coordination Team, with the following key tasks:

- The EU-funded Defence Research Unit: upstream, implementation and downstream support linked to defence research activities funded by the EU budget under delegation by the European Commission.
- The Technology & Innovation Unit: facilitation of the work of the Capability Technology Groups (CapTechs) and the Energy & Environment Working Group as well as development and management of ad hoc research activities based on sectoral Strategic Research Agendas.
- HEDI: focal point for defence innovation, driving the development of military capabilities while strengthening cooperation between EU Member States and associated countries. HEDI's mission is to turn promising ideas into usable defence capabilities faster, while supporting EU defence priorities and strengthening Europe's technological edge. HEDI is expected to become a dedicated Defence Innovation Centre (designation subject to approval of forthcoming organisational structure).
- The RTI Coordination Team: coordination of the RTI Directorate's contributions to EDA's transversal activities (such as capability development priorities (CDP), Capability Annual Review on Defence (CARD), Permanent Structured Cooperation (PESCO), and Key Strategic Activities (KSA); overview of the Agency's research portfolio.

4. DUTIES

The Research, Technology & Innovation Directorate promotes and supports defence research and innovation at EU level. Based on the Overarching Strategic Research Agenda (OSRA), developed with Member States, the Directorate coordinates joint research activities and the study of technical solutions to meet future operational needs. OSRA is a framework of methodologies, processes and tools to define and align collaborative Research, Technology and Innovation with Member States' long-, mid- and short-term operational needs, and to link research, technology and innovation priorities with wider EDA and EU defence processes.

Within RTI, OSRA and its future evolution towards a broader Overarching Strategic Research and Innovation Agenda framework require coordinated contributions from several RTI actors. The Technology Innovation Unit (TIU) owns technology content, technology priorities, TBBs (technology building block), SRIAs (strategic research and innovation agenda), CapTech outputs and portfolio substance, hence the technology strategy as such.

The EU-funded defence research function provides the link with EDF (European defence fund) content and implementation. HEDI owns EDA's portfolio of innovation activities and provides the link with relevant EU defence innovation activities. All RTI managers and relevant staff are expected to interact with external stakeholders in the EU defence ecosystem in their respective areas of responsibility.

The OSRA and RTI Work Strands Officer is responsible for the process, coherence, and governance of the OSRA framework, integrating the various RTI contributions, so that OSRA remains consistent, relevant at EU-level and aligned with

wider EDA processes.

The role acts as process owner and coordination focal point, working closely with the Technology & Innovation Unit, who retains ownership of technology priorities, technology content and strategy, CapTech outputs, SRIAs, TBBs and portfolio planning.

Under the supervision of the RTI Coordinator, the jobholder will contribute to the following activities:

- steer the coordination of OSRA governance and continuous development of the OSRA framework, ensuring coherence across CapTechs, EU-funded defence research and HEDI activities, while maintaining visibility of key deliverables, dependencies and timelines. Support the alignment process between RTI outputs and Member States' priorities without assuming ownership of technology content;
- coordinate the integration of approved OSRA priorities and outputs into EU defence capability development, research and innovation processes. Ensure coherence with CDP (capability development priorities), CARD (coordinated annual review on defence), EDF, HEDI, Action Plans, PESCO (permanent structured cooperation) and KSA activities;
- act as the central coordination point for OSRA-related interfaces across EDA, facilitating information exchange, identifying interdependencies and ensuring consistency between OSRA outputs and related workstreams;
- monitor the implementation of OSRA outputs across relevant initiatives and provide process-focussed assessments, recommendations and reporting regarding coherence, implementation status, overlaps, risks and opportunities;
- support the alignment and update of OSRA strategic and operational documents by incorporating contributions by the competent RTI units and relevant stakeholders;
- coordinate the process for integrating approved OSRA outputs into EDF-related activities and planning processes, in cooperation with the responsible RTI units;
- contribute to the development and continuous improvement of OSRA governance, reporting, coordination mechanisms, templates, tools and internal procedures;
- contribute to RTI data, evidence and knowledge management related to OSRA, ensuring visibility, traceability and reporting;
- support RTI management in preparing consolidated OSRA inputs, reports, briefings and communication products for EDA governance bodies, Member States and external stakeholders;
- 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. 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

(1) Professional

The candidate will be required to demonstrate that he/she has:

- a university degree, or equivalent academic qualification, in a field relevant to the position, such as, defence studies, engineering, technology management, European law or business administration;
- at least six (6) years of professional experience relevant to the duties acquired after the award of the minimum qualification required as a condition of eligibility;
- experience in coordinating complex work strands, processes or projects involving several internal and/or external stakeholders;
- demonstrated experience in consolidating inputs from several contributors into clear, coherent and actionable outputs;
- a good understanding of European defence cooperation, including the role of Member States and EU-level defence research, technology and innovation frameworks;
- an understanding of defence research, technology and innovation processes, including the link between research priorities, capability needs, innovation activities and funding instruments;
- experience in maintaining a consolidated overview of complex activities, including timelines, dependencies, actions, responsibilities and follow-up requirements;
- experience in preparing briefings, reports, meeting documents, action trackers, notes, dashboards or other

coordination products for management or institutional stakeholders;

- 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. Other attributes important for this post include:

- strong coordination and organisational skills;
- ability to work independently and in teams in a multinational environment;
- structured and reliable working style, with attention to follow-up, traceability and deadlines;
- ability to distinguish between technical content ownership and process coordination;
- good analytical skills and ability to understand links between different policy, capability, research and innovation processes;
- sound judgement, discretion and ability to handle sensitive information appropriately;
- good interpersonal and communication skills;
- flexibility, service orientation and genuine commitment to the Agency's objectives.

B.Desirable

The following will be considered an advantage:

- practical experience with EDA, EU or national defence planning, research, innovation or capability development processes;
- familiarity with OSRA, CapTechs, SRIAs, TBB roadmaps, CARD, CDP, PESCO, EDF/MAP, HEDI, EDT Action Plans or Key Strategic Activities;
- experience in working with Member States, EU institutions, defence research organisations, industry or multinational defence stakeholders;
- experience in data, portfolio or knowledge management, including dashboards, structured reporting or digital collaboration tools;
- a recognised certification in project, programme or process management;
- experience in drafting high level institutional documents for senior management, steering boards or intergovernmental bodies.

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

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10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of OSRA and RTI Work Strands Coordinator at EDA. This list will be valid until 31/12/2028, 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.

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