



EUROPEAN COMMISSION

VACANCY NOTICE FOR A POST OF SECONDED NATIONAL EXPERT

DG – Directorate – Unit	DG DEFIS A3 as from 16.04.2025
Post number in sysper:	487946 as from 16.04.2025
Contact person:	Paraskevi PAPANTONIOU
Provisional starting date:	2nd quarter 2025
Initial duration:	2 years
Place of secondment:	<input checked="" type="checkbox"/> Brussels <input type="checkbox"/> Luxembourg <input type="checkbox"/> Other: Click or tap here to enter text.
Type of secondment	<input checked="" type="radio"/> With allowances <input type="radio"/> Cost-free
This vacancy notice is open to: <input checked="" type="radio"/> EU Member States as well as <input type="checkbox"/> The following EFTA countries: <input type="checkbox"/> Iceland <input type="checkbox"/> Liechtenstein <input checked="" type="checkbox"/> Norway <input type="checkbox"/> Switzerland <input type="checkbox"/> The following third countries: <input type="checkbox"/> The following intergovernmental organisations: ... <input type="radio"/> EFTA-EEA In-Kind agreement (Iceland, Liechtenstein, Norway)	
Deadline for applications	<input type="radio"/> 2 months <input checked="" type="radio"/> 1 month Latest application date: 26-05-2025

Entity Presentation (We are)

The Directorate-General for Defence Industry and Space (DG-DEFIS) is the European Commission's department tasked with strengthening the competitiveness and innovation of the European defence industry by ensuring the evolution of a resilient European defence technological and industrial base (EDTIB) as well as supporting the creation of European defence equipment market (EDEM) providing for a level playing field and enabling the EDTIB to achieve economies of scale. To do so, we enable investments to support defence supply chains, with

special attention on small and medium-sized enterprises (SMEs). Our work is guided by the European Defence Industrial Strategy (EDIS) as well as the White Paper for European Defence Readiness 2030 and is implemented through a set of programmes and initiatives.

As part of Directorate A, which is entrusted with the development of EU defence policy, Unit A.3's mission is to contribute towards the achievement a genuine EU-wide defence market contributing to a stronger Europe in the field of security and defence and to the competitiveness of the EDTIB, and to address the EU's vulnerabilities to cyber and hybrid attacks, among others by building up the Union's resilience and capacity to counter them more robustly and effectively. An objective of the Unit is also to reinforce the Union's technological sovereignty and overall resilience of the EU Defence and Technological Industrial Base (EDTIB), to be able to resist shocks in supply chains and cope with extreme contingencies, thus contributing to the Union's and Member States' defence readiness.

Unit A.3. works in close collaboration and in a flexible set-up with other Units of the Defence Policy Directorate.

Job Presentation (We propose)

Policy Officer – Defence Single Market and hybrid threats

His/her task will be to contribute to the design and implementation of the EU policies which support countering hybrid threats, including cyber, and enhance defence capabilities.

Based on comprehensive analysis of potential and existing hybrid threats, as well as identified vulnerabilities, she/he will contribute also to the design of a comprehensive EU policy to mitigate hybrid threats and propose policies adaptable to their evolving nature of hybrid threats. She/he will work with various actors in several sectors, including other Commission services Member States, the External Action Service, NATO, EDA private companies and international partners.

She/he will need to maintain a high level of knowledge of the trends and evolutions affecting the hybrid threats and cyber defence fields.

She/he may be also involved in the reinforcement of the European Defence Single Market, as well as following the main trends affecting the defence sector within the EU and internationally. He/she will be involved in the development of EU initiatives to support the adaptation of the EU defence industry to the new security situation and evolving threats. She/he may also participate in the work related to the aerospace and defence ecosystem including following up on major EU policy initiatives impacting the defence sector.

Jobholder Profile (We look for)

A dynamic, motivated and enthusiastic colleague with experience in measures building resilience and countering hybrid threats and in cyber defence policy, ideally complemented by knowledge of the European defence industry and market. The successful candidate should have strong analytical skills, as well as policy making experience. He/she should have the ability to work in a proactive way, possess very good communication skills and be able to establish and maintain constructive working relationships with other Commission services, EEAS, EDA and with external stakeholders (Member States, industry, NATO).

The candidate should in particular have:

- Experience in hybrid threats, cyber defence policy, cybersecurity, information security, or related roles and experience in stakeholders' engagement in the defence industry, as well as with Member States and NATO;
- Experience in conception and/or development of initiatives aiming at addressing vulnerabilities to hybrid and cyber-attacks and fostering capacity to mitigate them; understanding of cyber threats and protective/mitigating measures
- Strong analytical skills applied to the of countering hybrid threats and to cyber defence policy;
- Good knowledge of the EU defence sector and defence market, as well as defence industrial policy at EU and/or Member State level is an asset;
- Strong (written and verbal) communication skills for policy drafting and stakeholder engagement;
- Ability to work effectively and in teamwork with diverse groups and build strong networks;
- Capability to anticipate future challenges and managing emergencies, including mitigating damages.

Language(s) necessary for the performance of duties

A good command of English is essential for the performance of the duties and the efficient communication with internal and external stakeholders.

The post requires candidates to be in possession of a valid security clearance (PSC) at SECRET UE/EU SECRET level. The successful candidate will be required to undergo security vetting if she or he does not already hold security clearance at appropriate level (EU secret), in accordance with the relevant security provisions.

Eligibility criteria

The secondment will be governed by the **Commission Decision C(2008) 6866** of 12/11/2008 laying down rules on the secondment to the Commission of national experts and national experts in professional training (SNE Decision).

Under the terms of the SNE Decision, you need to comply with the following eligibility criteria at **the starting date** of the secondment:

- Professional experience: at least three years of professional experience in administrative, legal, scientific, technical, advisory or supervisory functions which are equivalent to those of function group AD.
- Seniority: having worked for at least one full year (12 months) with your current employer on a permanent or contract basis.
- Employer: must be a national, regional or local administration or an intergovernmental public organisation (IGO); exceptionally and following a specific derogation, the Commission may accept applications where your employer is a public sector body (e.g., an agency or regulatory institute), university or independent research institute.
- Linguistic skills: thorough knowledge of one of the EU languages and a satisfactory knowledge of another EU language to the extent necessary for the performance of the duties. If you come

from a third country, you must produce evidence of a thorough knowledge of the EU language necessary for the performance of his duties.

Conditions of secondment

During the full duration of your secondment, you must remain employed and remunerated by your employer and covered by your (national) social security system.

You shall exercise your duties within the Commission under the conditions as set out by aforementioned SNE Decision and be subject to the rules on confidentiality, loyalty and absence of conflict of interest as defined therein.

In case the position is published with allowances, these can only be granted when you fulfil the conditions provided for in Article 17 of the SNE decision.

Staff posted in a European Union Delegation are required to have a security clearance (up to SECRET UE/EU SECRET level according to [Commission Decision \(EU, Euratom\) 2015/444 of 13 March 2015](#)). It is up to you to launch the vetting procedure before getting the secondment confirmation.

Submission of applications and selection procedure

If you are interested, please follow the instructions given by your employer on how to apply.

The European Commission **only accepts applications which have been submitted through the Permanent Representation / Diplomatic Mission to the EU of your country, the EFTA Secretariat or through the channel(s) it has specifically agreed to**. Applications received directly from you or your employer will not be taken into consideration.

You should draft your CV in English, French or German using the **Europass CV format** ([Create your Europass CV | Europass](#)). It must mention your nationality.

Please do not add any other documents (such as copy of passport, copy of degrees or certificate of professional experience, etc.). If necessary, these will be requested at a later stage.

Processing of personal data

The Commission will ensure that candidates' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council ⁽¹⁾. This applies in particular to the confidentiality and security of such data. Before applying, please read the attached privacy statement.

⁽¹⁾ Regulation (EU) 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) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39)