

Vacancy notice 2026- 105 HQ (AD) – Managing Director for Peace Security and Defence

EEAS Vacancy Notice – Managing Director for Peace Security and Defence

Type of post "Director General"

EU Officials – AD 15 – AD 16 – Candidates from the Member States¹ – AD 15

We are:

The European External Action Service (EEAS) supports the High Representative in the exercise of her mandate to conduct and implement an effective and coherent EU Common Foreign and Security Policy (CFSP), to represent the EU and to chair the Foreign Affairs Council.

It also supports the High Representative in her capacity as Vice-President of the Commission with regard to her responsibilities within the Commission in the external relations field, including the coordination of other aspects of the EU's external action. The EEAS works in close cooperation with the EU Member States as well as with the General Secretariat of the Council, the services of the Commission and the Secretariat General of the European Parliament.

The Managing Directorate for Peace Security and Defence is engaged in fostering and strengthening the EU's role as a global security actor. The instruments we apply and policies we both formulate and implement seek to promote peace and security and to deliver on the EU's ambition in defence. We engage in the entire conflict cycle, from prevention and mediation to counterterrorism and from crisis management to defence, stabilisation and early reconstruction.

MD PSD is developing policies and concrete actions to underpin and translate ambitions from Member States and expectations from partners into practice. Enabling common EU action through unity is at the essence of the MD PSD's work.

We propose:

The position of **Managing Director for Peace Security and Defence**.

Working under the authority of the Deputy Secretary General for Peace Security and Defence, the Managing Director will:

- Support the High Representative and the EEAS Secretary General in the implementation of the EU's security and defence policy, in close coordination with the EU Military Staff, the EU Military Committee and INTCEN, other EU institutions, including the European Defence Agency and the EU Satellite Centre, EU Delegations, and EU Member States;
- Define the political and strategic orientation to be followed in all aspects of European security and defence policy, including the European Peace Facility as well as various policy domains ranging from maritime security, space, hybrid/cyber and counterterrorism, to disarmament, nuclear non-proliferation and peace and conflict mediation as well as defence cooperation among Member States;
- Provide guidance and drive forward, in close coordination with the European Commission (DG DEFIS and COM SG) the EU's defence readiness agenda and all relevant programmes on defence cooperation amongst Member States. For this, coordinate closely with NATO;

¹ Temporary Agents from national diplomatic services of the Member States to whom Article 2(e) of the CEOS applies will also be reclassified to this grade if selected for the post.

- Give strategic direction and concrete guidance for the establishment as well as strategic review of all civilian and military EU missions and operations.
- Establish or deepen bilateral and multilateral (security and defence) political contacts as well as conduct negotiations and the setting up of security and defence dialogues as well as partnerships with countries across the globe;
- Closely cooperate and deepen multilateral (security and defence) political contacts with NATO and the United Nations as well as other international organisations and NGOs;
- Conceptualise and prepare the Foreign Affairs Council in Defence format (FAC-D), as well as the meetings of EU Defence Policy Directors and relevant security and defence aspects of the European Council;
- Manage the Department within the framework of the annual work programme;
- Supervise the programming of the various forms of cooperation, in close coordination with DGs DEFIS, INTPA and ENEST, FPI and other relevant DGs (DG CNECT, MOVE, MARE etc);
- Manage a department of approximately 260 staff members, including the European Security and Defence College.
- Be responsible for the Department's administrative, human resource and budgetary management.

This position is classified as a "Director-General" type of post² in the grade bracket AD 15 – AD 16.

If selected for the post, candidates from the national diplomatic services of Member States will be recruited at grade AD 15.

If selected for the post, the contract of candidates who, at the time of their application are temporary agents to whom Article 2(e) of the Conditions of Employment of Other Servants (hereafter, the "CEOS") applies, will be amended and, if applicable, these candidates will be reclassified at grade AD15.

The duration of the assignment to the post shall be, in principle, four years.

Legal Basis for the recruitment to this position

The successful candidate for this position will be:

- appointed in accordance with Article 29(1) of the Staff Regulations of the Officials of the EU (SR) if he or she is an EU official;
- recruited in accordance with Article 29(1)(a) and Article 98(1), first subparagraph, of the SR, if the candidate is a member of the national diplomatic service of a Member State or reassigned if he/she is a temporary agent to whom Article 2(e) of the CEOS applies. Such candidates shall be recruited or, if applicable, assigned at grade AD 15 or at their current grade if it is higher.

We look for:

Eligibility Criteria³

- **General**

Further to the conditions set out in Article 28 of the SR for EU officials and Article 12 of the CEOS for temporary agents, candidates must:

1. be an EU official, or a temporary agent to whom Article 2(e) of the CEOS applies, or a member of staff from national diplomatic services of the Member States; members of other national administrations of the member states may also express interest as per the specific eligibility criteria.

² According to the Annex I of the Staff Regulations and the relevant EEAS internal rules.

³ All the eligibility criteria must be met on the closing date for applications for this post.

2. have the capacity to work in the languages of the CFSP and external relations (English and French), necessary for the performance of their duties. Knowledge of other EU languages would also be an asset;
3. have twelve years' management experience commensurate with the responsibilities of the post;⁴
4. have at least 12 years' proven, pertinent external relations experience - for staff from national diplomatic services, this experience must have been gained from working in a national administration of one of the Member States.
5. Without prejudice to exemptions authorised by the High Representative, in his/her capacity as Appointing Authority (AA)/Authority Authorised to Conclude Contracts of Employment (AACC) for exceptional and justified reasons, the candidate shall be in a position to serve the full duration of the posting within the duration of their service with the EEAS or before reaching the age of retirement foreseen under Article 52(a) of the Staff Regulations.

- Specific eligibility criteria for EU officials

1. EU officials applying for this post must be either:
 - AD 15 or AD 16 and occupying a post corresponding to the type of post "Director-General"; or
 - AD 15 and occupying a post corresponding to the type of post "Director"; or
 - AD 14 and occupying or having occupied a post corresponding to the type of post "Director", with a seniority of at least 2 years in that post and in that grade.

In the event of a successful application, EU officials at AD 15 – AD 16 will be appointed/assigned to the post at the same grade. EU officials at AD 14 will be promoted to grade AD 15.

2. Due to the need to ensure sound financial management of the limited financial resources and given the fact that the assignment of a staff member to a Delegation has important budgetary and business continuity implications, applications from staff members currently serving in a Delegation and who are not in the annual rotation/ mobility exercise are in principle not eligible and may only be considered in the interest of the service or in case of an application for a higher type of post (further on, "career progression").⁵ In addition, if they wish to apply for a post on the basis of career progression, they should have spent at least 2 years on their current post when they take up duty.
3. Candidates who, at the time of the application, are EU officials, independently of their administrative status under Article 35 of the SR, cannot request to be recruited as temporary agents under Article 2(e) of the CEOS.

In the case of applications from EU officials on leave for personal grounds, successful candidates will be reinstated into active employment within the meaning of Articles 35(a) of the SR.

- Specific eligibility criteria for candidates from the national diplomatic services of the member states to be recruited in accordance article 98(1), first subparagraph, of the SR.

In line with Article 12 of the CEOS and in accordance with the needs of the service, candidates from the diplomatic services of Member States of the Union must:

1. possess a level of education
 - a. which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more,

⁴ In their CVs, applicants should indicate management experience in terms of: (1) title and role of management positions held, (2) numbers of staff overseen in these positions, (3) the size of budgets managed, and (4) numbers of hierarchical layers above and below and number of peers.

⁵ 'Career progression' refers to applications for a higher type of post according to Annex I of the SR. It is designed to allow staff to develop within the organisation. In this case, it refers to "Directors" in grade AD 14 with 2 years seniority in this grade, who are applying to a "Director General" type of post for the first time.

OR

- b. which corresponds to completed university studies attested by a diploma and relevant professional experience of at least one year when the normal period of university education is at least three years.⁶
2. have gained at least 15 years' full time professional experience. This experience must have been gained after obtaining the four-year diploma or after obtaining the three-year diploma and the one year relevant professional experience;

Candidates must indicate their level of education and professional experience on the application form.

3. Candidates from national diplomatic services and current temporary agents engaged under Article 2(e) CEOS must be able to return to active service with their Member State after the end of their period of service to EEAS.

The candidates shall provide a statement issued by their national diplomatic service, which contains at least the following elements:

- the post to which the candidate applies;
- that the candidate is a staff member in active service in the national diplomatic service of their respective member state at the time of application, either as an official or under a permanent employment relation.
- that the national diplomatic service endorses his/her application to the post
- A guarantee of immediate reinstatement in the national diplomatic service after the end of their contract with the EEAS/ the end of their secondment.

If candidates are unable to provide this document from their national diplomatic service, their application will be deemed ineligible.

Candidates from the Member States should be in active employment in their public service of origin at the moment of the application.

Candidates from the national diplomatic services of Member States, who have served continuously 8 or up to the maximum of 10 years as Temporary Agents under Article 2(e) of the CEOS pursuant to Article 50b(2) of the CEOS, are not eligible before a lapse of at least 2 years from the termination of their last contract under Article 2(e) of the CEOS⁷.

- **Specific eligibility criteria for temporary agents to whom Article 2(e) of the CEOS applies**

Due to the need to ensure sound financial management of the limited financial resources and given the fact that the assignment of staff to a post of the establishment plan in Delegation or in Headquarters has important budgetary and business continuity implications, applications from temporary agents currently employed in the EEAS under Article 2(e) of the CEOS will be considered only during the third year of their first contract.

Temporary agents to whom Article 2(e) of the CEOS applies must provide a statement issued by their national diplomatic service containing the elements provided for by the specific eligibility criteria for candidates from national diplomatic services of the Member States.

Candidates from national diplomatic services who, at the time of their application, are Temporary Agents to whom Article 2(e) of the CEOS applies, are eligible to apply, irrespective of their current grade, provided that they fulfil the general eligibility criteria.

- **Possibility for staff members of other national services to express their interest for the post**

In case no suitable candidate is found among the candidates being EU officials, coming from the national diplomatic services of the Member States, or being temporary agents to whom Article 2(e) of the CEOS applies, the selection procedure for this post carried out on the basis of Article 29(1) and/or Article 98(1), first subparagraph, of the SR would be deemed unsuccessful. In such situation, profiles of staff members coming

⁶ The minimum of one year of professional experience required under (b) counts as an integral part of the above qualification and cannot be included in the professional experience required under point 3.

⁷ ADMIN(2023) 24 on the maximum duration of engagement by the European External Action Service of non-permanent staff under successive limited duration contracts of different types, and on the minimum lapse of time between successive contracts under Article 2(e) of the CEOS.

from public national administrations of the Member States other than national diplomatic services may be exceptionally considered by the Authority Authorised to Conclude Contracts of Employment.

Given the specific nature of this particular post and the highly specialised profile sought, national servants with such a profile are hereby already invited to express their interest in this position.

These candidates should meet all the general eligibility criteria, as set out above. In addition:

- (a) By analogy, they should meet the same specific eligibility criteria than the ones applicable for candidates from the national diplomatic services of the Member States with regard to their level of education and professional experience;
- (b) they should be in active employment in their public service of origin at the moment of the application.
- (c) they must be able to return to active service with their Member State after the end of their period of service to EEAS.
- (d) shall provide a statement issued by the national diplomatic service/MFA of their Member State of origin which contains at least the following elements:
 - the post for which the candidate applies;
 - that the candidate is a staff member in active service in their national administration of origin at the time of their application, either as a government official/civil servant or under a permanent employment relationship with this administration;
 - that the national diplomatic service endorses his/her application for the post;

Selection Criteria

- have an established track record of leading and shaping international organisations in an international context or in a diplomatic service, including proven experience in security and defence policy;
- have an excellent ability to maintain diplomatic relations at a senior level and to ensure representation, communication and management in a complex, multicultural environment, including with the military;
- have an excellent capacity to play a lead role in negotiations in the fields of public administration and external relations, especially in security and defence, with Member States, other EU institutions, third states and international organisations;
- have an excellent knowledge of the functioning of the Union and its external and internal policies;
- have an established track record in managing human and financial resources at a senior level. Knowledge of EU budgetary, administrative and human resources policies would be a strong asset;
- have the ability to create and maintain a strong network of contacts with internal and external stakeholders (including Member States, the Military, other EU institutions, third countries, international organisations and NGOs);
- have a strong capacity for strategic thinking, developing policy concepts and prioritising, combined with the ability to formulate effective strategies to communicate those policies; and
- have strong communication and analytical skills combined with sound judgment.
- be available for frequent travel, including to crisis countries.

Experience of working in a Delegation/Embassy or equivalent in an international organisation would be an asset, especially at NATO.

Experience of working in a civilian or military mission or operation would be an asset.

TYPE AND DURATION OF CONTRACT FOR TEMPORARY AGENTS

If the successful candidate is not an EU official, or a temporary agent currently employed in the EEAS under Article 2(e) of the CEOS, he or she will be required to undergo a medical examination to ensure that he or she is physically fit to perform the duties.

The successful candidate will be offered a temporary contract under Article 2(e) of the CEOS. Such contracts may not exceed 4 years in duration. The contract of successful candidates who are temporary agents under Article 2(e) CEOS currently employed in the EEAS will be amended and renewed for a 4 years period, within the limits provided for by Article 50(b)(2) of the CEOS.

All newly engaged temporary staff will be required to complete a probationary period of 9 months in accordance with Article 14 of the CEOS.

PLACE OF EMPLOYMENT

Brussels (Belgium)

SPECIFIC CONDITIONS OF EMPLOYMENT

The requested level of security clearance for this post is: SECRET UE/EU SECRET. A description of the EU classified information levels is available under Article 2 of the [Decision ADMIN\(2023\) 18 on the security rules of the EEAS](#).

The selected candidate will be required to obtain a Personnel Security Clearance (PSC) at the level required for the present post in accordance with national laws and regulations of his or her Member State and with the procedure laid down in the [Decision ADMIN\(2025\)42 on Implementing Rules and Procedures for Personnel Security measures for protection of EU Classified Information of 20/11/2025](#) and in Annex A I of the [Decision ADMIN\(2023\) 18 on the security rules of the EEAS](#).

Please note that the necessary procedure for obtaining a PSC can be initiated on request of the employer only, and not by the individual candidate.

In case of failure to obtain or renew the required PSC, the High Representative, in his/her capacity as AA/AACC, may take the appropriate measures in accordance with Article 3(3) of the [Decision ADMIN\(2019\) 7 on Security Clearance Requirements and Procedures for the EEAS of 08 March 2019](#).

Successful candidates from the national diplomatic services of the Member States will be required to make a declaration of their commitment to act independently in the public interest and a declaration of any interests which might be considered prejudicial to their independence.

EQUAL OPPORTUNITIES

The EEAS strives to be a dynamic, respectful and inclusive Service. We value the talent and professional excellence of our staff, and are committed to building an organisation where gender equality and the respect of diversity are core values, as set out in the [EEAS Mission Statement](#) and the [EEAS Agenda for Diversity and Inclusion](#). The EEAS is committed to achieving gender balance within its workforce and strives to avoid any form of discrimination during this selection procedure, as per Article 1(d) of the SR. We actively welcome applications from all qualified candidates without any discrimination based on any ground. We commit to recruit candidates with the highest standard of ability, efficiency and integrity, carrying out a selection based on merits required for the post and from the broadest possible geographical basis among the EU Member States.

The EEAS is committed to working with people with disabilities in the terms of the SR. If, by virtue of your medical condition or special needs, you require reasonable accommodation for a part or the entirety of this selection process, please send us an email to CCA-SECRETARIAT@eeas.europa.eu. Your request will be treated in strict confidence and no record will be kept. If a candidate with a disability is selected for a vacant post, the EEAS is committed to providing reasonable accommodation in accordance with Article 1(d)(4) of the SR.

All selected candidates are expected to adhere to the [Principles of Professional Behaviour of the EEAS](#), which outline the need for integrity, transparency, respect, professionalism and accountability, and a zero tolerance approach to any form of harassment.

PROCEDURE⁸

The selection procedure will take place, pursuant to Article 4 and of Decision ADMIN(2023) 25 of the High Representative of the Union for Foreign Affairs and Security Policy, of 10/07/2023, on the Consultative Committee on Appointments to the European External Action Service, in three different and successive steps:

1. Application

Before submitting their application, candidates should carefully check whether they meet all the eligibility criteria in order to avoid automatic exclusion from the selection procedure.

Candidates must apply through the online system

<https://eapplication.eeas.europa.eu>

To log on to the system, an ECAS (European Commission Authentication Service) password is required; candidates without a password can register to get one through the aforementioned link. EU staff members with a professional ECAS account should use that account for their application. A helpdesk facility is available via the "Contact Support" function within the online system.

In case of connection problems, you can also refer to the complete EU Login user guide:

https://webgate.ec.europa.eu/cas/manuals/EU_Login_Tutorial.pdf

During the online application procedure, candidates will have to upload their CV and motivation letter (in English or French). Candidates are invited to use the "Europass" CV format

(<https://europass.cedefop.europa.eu/documents/curriculum-vitae>) for their applications.

Candidates from the national diplomatic services of the Member States will, in addition, have to upload a copy of their passport/ID and a recent statement by their Ministry for Foreign Affairs (issued within the past 6 months) confirming their membership of a diplomatic service.

All candidates will have the opportunity to follow the progress of their application through the online system.

The closing date for the submission of applications is **13 July 2026 at 12.00 midday** (CET - Brussels' time). Please note that the only way to submit an application is using the online system.

As the system may experience peak activity around the deadline, candidates are strongly advised to submit their application as early as possible. Late applications will not be accepted.

For correspondence concerning the selection procedures, please use the following email address: cca-secretariat@eeas.europa.eu

2. Pre-selection

Pursuant to Article 1(2)(i) of the Decision ADMIN(2023) 25, the pre-selection will be done by the Consultative Committee on Appointment (CCA), in its core composition, on the basis of the qualifications and the professional experience described by the candidates in their CVs and motivation letters. The CCA will then produce a shortlist of a limited number of eligible candidates who best meet the selection criteria for the post.

3. Selection

The candidates who have been shortlisted will be invited for an interview so that the CCA can evaluate them objectively and impartially on the basis of their qualifications, professional experience and linguistic skills, as listed in the present vacancy notice. Based on the performance during the interview, the panel shall establish a shortlist of candidates. Shortlisted candidates, who are not occupying or have not occupied a post corresponding to the type of post "Director" in the EU Institutions will be required to have their management and leadership skills evaluated at an assessment centre, in line with the conditions laid out in Article 3 of Decision ADMIN(2023) 25 of the High Representative of the Union for Foreign Affairs and Security Policy, of 10/07/2023, on the Consultative Committee on Appointments to the European External Action Service. Based on the performance during the interview and, when applicable, taking account of the Assessment Centre results, the CCA will establish a final shortlist of candidates which will be submitted to the High Representative, who,

⁸ Your personal data will be processed in accordance with Regulation (EC) 2018/1725. The privacy statement is available on EEAS webpage: http://eeas.europa.eu/data_protection/rights/index_en.htm

acting as AA/AACC will make the final selection. The High Representative reserves the right to interview the shortlisted candidates.

It is recalled, that if the interest of the service so requires, the selection procedures can be terminated at any stage and the post be filled by a transfer in accordance with Article 7 of the SR.

CONTACT: Mr. Charles FRIES, Deputy Secretary General for Peace Security and Defence.
charles.fries@eeas.europa.eu

POST AVAILABLE: 16 October 2026