



LIETUVOS NUOLATINĖ ATSTOVYBĖ EUROPOS SĄJUNGOJE

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Duomenys kaupiami ir saugomi Juridinių asmenų registre, kodas 188613242

LR Užsienio reikalų ministerijai
Viešojo valdymo agentūrai

2026-06-

Nr. (76.2.5)S76-

DĖL KVIETIMO TEIKTI KANDIDATŪRAS

Persiunčiame EIVT laišką, kuriame pateikiama informacija dėl kandidatūrų teikimo į Europos Sąjungos partnerystės misiją Moldovoje (EUPM Moldova).

PRIDEDAMA: EEAS.CIVOPSHQ.3/TK(2025) 30 L

Įgaliotasis ministras,
Lietuvos atstovas PSK

Mindaugas Silkauskas

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EUROPEAN EXTERNAL ACTION SERVICE



Instructions: Candidates who are or wish to be considered as seconded should submit their application forms to their respective national authorities for their approval. Please fill in the application completely electronically and rename the file "SURNAME, Firstname.docx" before sending it.

Application form for EUPM Moldova for seconded candidates from Contributing Third States

(to be sent through official channels, respectively the Permanent Mission/ Delegation to the EU of the Contributing Third State, by e-mail to CivOpsHQ-HR-EUPM-Moldova@eeas.europa.eu)

1. NOMINATION DETAILS

Post N°/title (specify the vacancy reference, compulsory)		Applicable status regime	
First priority:		Seconded status: ☐ Do you have any objections to our providing feedback to your national authorities in case of non-selection? ☐ Yes, ☐ No	
Second priority:			
Third priority:			
Are you willing to serve in the organisation for which you are applying in a position other than those specified above? ☐ Yes, ☐ No Are you willing to serve in another civilian CSDP Mission/organisation than the one you are now applying for? ☐ Yes, ☐ No		Contracted status: [Not applicable] Would you accept a contract of employment or Internship Agreement (when applicable) for less than six (6) months: ☐ Yes, ☐ No If selected under contracted status, do you allow the country of your nationality to be informed of your selection notably in order to facilitate the issuance of security clearance? ☐ Yes, ☐ No	
Please indicate here if you are a member of the European Gendarmerie Force (EGF) ☐ Yes, ☐ No			
Are you currently working for any CSDP missions?	☐ Yes, ☒ No	If yes, specify mission name:	

2. PERSONAL DATA

First name		Last name	
Birth date		Country of birth	
Passport N°		Sex	Male ☐ Female ☐
Country of nationality		Other nationality/ies	
Are you currently or have you been a Police Officer?	☐ Yes, ☐ No	If yes, please specify your Police rank:	

Are you currently or have you been a Military Officer?	[] Yes, [] No	If yes, please specify your Military rank:	
Are you a Civilian expert?	[] Yes, [] No	If yes, please specify your profession:	
Security clearance	[] Yes, [] No; If Yes, indicate level:		
Driving licence	[] Yes, [] No; If Yes, indicate category(ies):		

3. CONTACT DETAILS

Contact details (1)		Home address & Current address [x]
Street:		Zip/Postal Code:
Town/city:	County/state/province:	Country:
Telephone N°:	Mobile N°:	E-mail address:

4. EDUCATION AND PROFESSIONAL TRAINING

University education or equivalent			Attended (dd/mm/yyyy)	
Name institution / university, place and country	Degrees/qualifications obtained (Title of qualification awarded)	Main course/field of study	From:	To:
Secondary education and/or formal vocational education/training			Attended (dd/mm/yyyy)	
Name institution / university, place and country	Degrees/qualifications obtained (Title of qualification awarded)	Main course/field of study	From:	To:
Civilian crisis management courses			Attended (dd/mm/yyyy)	
Name institution	Degrees/qualifications obtained (Title of qualification awarded)	Course title	From:	To:
Hostile Environment Security Training or e-Hest			Attended (dd/mm/yyyy)	

Name institution	Degrees/qualifications obtained (Title of qualification awarded)	Course title	From:	To:

Hostile Environment Awareness Training (HEAT)	
Did you attend HEAT (or equivalent course)	[] Yes, [] No

5. EMPLOYMENT RECORD (in reverse chronological order)

Current/most recent position			Current position: [x] Yes, [] No	
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:
Description of tasks and responsibilities (management level, supervisory level, number of personnel supervised):				
Supervisor's name:		E-mail:		Phone N°:
Previous position (1) (only positions longer than 6 months)				
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:
Description of tasks and responsibilities (management level, supervisory level, number of personnel supervised):				
Supervisor's name:		E-mail:		Phone N°:
Previous position (2) (only positions longer than 6 months)				
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:
Description of tasks and responsibilities (management level, supervisory level, number of personnel supervised):				
Supervisor's name:		E-mail:		Phone N°:
Previous position (3) (only positions longer than 6 months)				
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:
Description of tasks and responsibilities (management level, supervisory level, number of personnel supervised):				

supervised):				
Supervisor's name:		E-mail:		Phone N°:
Previous position (4) (only positions longer than 6 months)				
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:
Description of tasks and responsibilities (management level, supervisory level, number of personnel supervised):				
Supervisor's name:		E-mail:		Phone N°:
Other previous positions and positions shorter than 6 months				
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:

6. EXPERTISE DETAILS

Area	Category	Standard Job Description

7. OTHER SKILLS

Languages (European level*)		Native language:		
Other languages	Speak	Write	Read	Understand

C1, C2 = Proficient user; B1, B2 = Independent user; A1, A2 = Basic user
 (*) Common European Framework of References for Languages

Computer skills					
Word processor		Web browsing		Presentations	
Spreadsheets		Financial software		Project management	

C = Proficient user; B = Independent user; A = Basic user; N/A

8. MOTIVATION AND ADDITIONAL INFORMATION

Please explain the reasons for your application, covering your profile and particular interest in this position. Add any other information that might be relevant to your application, including any skills, knowledge and experience for which there was no space above.

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9. FINAL QUESTIONS

Please read and answer carefully all questions		
How quickly would you be available for deployment in case of a job or internship offer?		
Do you agree that the EEAS or the civilian CSDP Mission/organisation you are applying to make enquires about your performance at your former employer(s)?		☐ Yes, ☐ No
If you have previously worked in another civilian CSDP Mission/organisation, do you agree that your application form may be shared with your former employer when a making enquiries about your performance ?		☐ Yes, ☐ No
If you are currently working in a civilian CSDP Mission or have worked in a civilian CSDP Mission, do you agree that your last two PER (Performance Evaluation Reports) or PDP (Performance & Development Plan) forms are shared with CivOpsHQ and/or the Mission?		☐ Yes, ☐ No
Are any close family members of yours, to the best of your knowledge, applying to this Call for Contributions or have already been working in the civilian CSDP Mission/organisation you are applying for or any other civilian CSDP Mission?		☐ Yes, ☐ No
Details must be provided if the last question is answered "Yes" :		
How did you find out about this Call for Contributions?		
Have you ever been convicted in any criminal proceeding?		☐ Yes, ☐ No
Has any disciplinary sanction ever been imposed on you?		☐ Yes, ☐ No
If you responded "yes" to any of the previous questions, please provide details:		
By submitting this application form, I certify that the statements made by me in answer to the foregoing questions are true, complete and correct to the best of my knowledge and belief. I understand that any misrepresentation or material omission made on the Application Form will result in the application being void and will result in termination or dismissal from the mission.		I agree: ☐ Yes, ☐ No
Place	Date	Signature (typed full name is sufficient)

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10. ATTACHMENTS

Attention! Please note that the attachments to an Application Form are MANDATORY ONLY for:

1. Calls for Contributions for Kosovo Specialist Chambers & Specialist Prosecutor's Office. An ADDENDUM template will be filled in and uploaded together with the Application Form.
2. Call for Contributions for Specialized Teams. Further instructions will be available after the publication of such Calls.

Attachments to Application Form (0)

Important!

Do not send any documentary evidence until you have been asked to do so.

Please note that recruitment of couples and family members in CSDP Missions is possible, provided that they will act independently in their area of work, i.e. they do not work in a direct hierarchical relationship; do not work in the same unit; do not have close professional relationship/significant impact on each other's area of work.

With reference to the Call for Contributions, please be reminded that physical and mental health are general conditions and considered as essential requirement of the selection to all positions of civilian CSDP Missions. Candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Area of Operations of the Mission. If you are selected, before receiving the final job/internship offer, you will be required to certify being medically fit for the specific post. This entails complying with medical procedure requested by the seconding authority or the civilian CSDP Missions' medical procedure ("Fit to work clearance" procedure) that includes health check and might include, for certain security and/or armed positions, a mandatory psychological assessment and drug screening. In a similar manner a dental examination should be certified where it is stated that no eminent dental issues are foreseen. As temporary measure and while the COVID-19 pandemic persists, the Mission will take into account the exceptional circumstances of COVID-19 crisis*. Only selected candidate proven to be medically fit to work in the Area of Operations of the Mission will receive a final job offer. For selected contracted candidates, in compliance with "Fit to work clearance procedure", a copy of the result of the medical examinations as well as the fitness to work certificate, for seconded selected candidate, the fitness to work certificate must be sent to the Medical Adviser of the Mission before joining the Mission. Medical data will be handled with confidentiality and in line with EU Charter of Fundamental Rights and the Standard Operating Procedure on the protection of personal data (CivOpsCdr instruction 12-2018 as amended.)

The Heads of Mission reserve the right to reject the recruitment/deployment of any selected candidates who proves to be medically unfit to work in a civilian CSDP Mission.

To ensure duty of care in the CSDP Missions, selected candidates shall be able to serve the full period of secondment/contract before reaching the normal age of retirement in Contributing (Third) States/country of residence.

* Please refer to [point 2 of the Q&A on COVID-19: Medical information](#)¹ of the European Centre for Disease Prevention and Control.

The EEAS, and its Directorate CivOpsHQ processes personal data pursuant to Regulation (eu) 2018/1725 of the European Parliament and of the Council 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. The Privacy statement is available on the EEAS website as well as in the Goalkeeper system.

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Annex 2

EU MISSION IN MOLDOVA - LIST OF RECOMMENDED EQUIPMENT

Clothing and Equipment Requirements for Mission staff

It is recommended that Mission staff sent out by the EU Member States to the EU Partnership Mission in Moldova have the following clothing and equipment:

- a. Winter jacket
- b. Raincoat
- c. Pullovers
- d. Gloves
- e. Boots (both for summer and winter use)
- f. Combination knife
- g. Flashlight
- h. Personal first aid kit containing basic medication, bandages, rolls of surgical adhesive tape, etc.
- i. Hand sanitizer*: 2 bottles (50-75ml), officially quality approved, for personal use FFP3 N95 face masks with CE marking*, not less than 5, preferably 10

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Annex 1

European Union Partnership Mission in Moldova EUPM Moldova 2-2026 Call for Contributions Requirements and Job Descriptions				
Organisation:	European Union Partnership Mission in Moldova			
Job location:	As indicated below			
Employment regime:	As indicated below			
Job titles/ vacancy notice:	Ref.:	Name of the post:	Location:	Availability:
	<u>Seconded (4)</u>			
	MOL 07	Press and Public Information Officer	Chisinau	27 October 2026
	MOL 15	Head of Crisis Management Component	Chisinau	ASAP
	MOL 16	Strategic Adviser on Civilian Crisis Management Structures	Chisinau	15 August 2026
	MOL 19	Project Manager	Chisinau	ASAP
	<u>Seconded/Contracted (2)</u>			
	MOL 37	Head of Finance	Chisinau	ASAP
	MOL 47	Human Resources Officer	Chisinau	ASAP
	Job titles/ vacancy notice:			
Deadline for applications:	Wednesday, 15 July 2026 at 17:00 (Brussels time)			
Applications must be submitted to:	1) You have the nationality of an EU Member State: you must use Goalkeeper to apply: a) You are already registered on Goalkeeper AND you have an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web b) You do not have a Goalkeeper account or an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do			

	2) You do not have the nationality of an EU Member State: Only seconded nationals of a non-EU Contributing Third State can be proposed by their National Seconding Authority (no personal applications will be considered): Please contact your seconding authority to send them your application form. Please note: <i>Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your National Seconding Authority for more information on applying for vacant seconded positions. We cannot provide contact details of National Seconding Authorities.</i>
Information:	For more information relating to selection and recruitment, please contact the Civilian Operations Headquarters (CivOpsHQ): Mr Thomas KRUEGER CivOpsHQ-HR-EUPM-Moldova@eeas.europa.eu +32 (0)2 584 59 20

Please note that the Country Threat Assessment (CTA) of the country might change at any point during the call for contribution cycle. It may have an impact on mission members' working conditions, including financial and leave entitlements. The CTA mentioned in this call for contribution is valid on the date of its publication.

Low/Moderate/Significant Threat Non-Family Mission

European Union Partnership Mission in Moldova bears a Low/Moderate/Significant Threat Non-Family Mission status. As such, the Mission takes no responsibility for family members of mission members visiting or habitually residing in the country. Only international mission members are covered by the Mission status (SOMA), MEDEVAC or security/evacuation arrangements and use of Mission assets including vehicles. All costs for family members in the Mission area, including insurance, are the respective staff member responsibility.

Seconded personnel – For seconded positions, only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to the Council documents ST 7291/09 (10 March 2009), as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).

Seconded personnel from Contributing Third States – Based on a political decision, Contributing or Invited Third States may be considered. Personnel seconded from Contributing Third States are not entitled to receive allowances paid according to Council Documents ST 7291/09 (10 March 2009), as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).

Contracted personnel – Council Decisions establishing civilian CSDP missions stipulate that the missions will consist primarily of staff seconded by EU Member States or EU institutions and the EEAS. International and local staff may exceptionally be recruited on a contractual basis if the functions required cannot be provided by personnel seconded by EU Member States.

The OPLAN and the employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high/critical threat insurance policy.

In line with the policy on increasing the presence of secondment experts in civilian CSDP to strengthen the ownership of EU Member States over missions, the overall duration of subsequent contracts with one mission cannot exceed a maximum cumulative period of six years.

Moreover, the duration of any contract cannot exceed the duration of the mandate of the mission and that there is no legitimate expectation or a right for a new contract. This rule will apply to all types of missions (low, moderate, significant, high and critical threat missions).

Once the maximum cumulative period of subsequent contracts of six years in a mission has been exhausted, the international contracted staff will not be eligible for a post in that mission and cannot be offered a new contract in that mission. However, she or he may apply to other missions.

Specificities for high or critical threat missions

International contracted staff having exhausted their maximum cumulative period of six years of subsequent contracts in one or more high or critical threat missions can apply for posts in other high or critical threat missions only after a period of one year has passed since the end of the last contract with a high or critical threat mission ("cooling off period") at the date of their application. For the purpose of this paragraph, consecutive contracts are defined as contracts between which the time elapsed is less than one year.

Should the threat assessment of a mission change during the contract of an international contracted staff from lower, moderate or significant to high or critical or vice versa, only the high or critical threat periods will be accounted for the maximum cumulative period of six years. The period will be counted from the date when the CivOpCdr informs the respective mission about the change in the threat level.

Contracted candidates for which the selection procedure and/or deployment would result in exceeding the maximum cumulative period as described above, preventing a full twelve month deployment, will not be eligible.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English language, if issued in another language, in accordance with the European Commission Guidelines for Lifelong Learning, which ensures transparency in higher education and fair and informed judgements about qualifications.

Tour of duty/contract period – Subject to the adoption of the Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the duration of the deployment should be of 12 months.

The Civilian Operation Commander requests that EU Member States and Contributing Third States (Contributing States) propose candidates for the following international expert positions for EUPM Moldova, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

Citizenship – Candidates must have a citizenship of an EU Member State or of a Contributing Third State.

Integrity – Candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. Selected candidates are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information relating to the Mission or respective tasks and activities. They shall carry out their duties and act in the interest of the Mission.

Flexibility and adaptability – Candidates must be able to work in arduous conditions with a limited network of support, with unpredictable working hours and a considerable workload. They must have the ability to work professionally as a member of a team, in task forces and working groups with mixed composition (e.g. civilian and military staff) and be able to cope with extended separation from family and usual environment.

Availability – Candidates must be able to undertake any other tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of Mission.

Serious deficiencies in any of these general conditions may result in repatriation/termination of the secondment/contract.

II. REQUIREMENTS

II.A Essential requirements

The following are essential requirements in respect of civilian international experts to the Missions for all Job Descriptions:

Physical and mental health – Candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission and in its Area of Operation. Selected candidates should undergo an extensive medical examination as requested by the seconding authority or the Mission in accordance with “Fit to work clearance” procedure prior to recruitment/deployment to prove that they comply with the requirement.

To ensure duty of care in the CSDP Mission, selected seconded/contracted candidates shall be able to serve the full period of secondment/contract before reaching the normal age of retirement in Contributing States/country of residence.

Education and training – Candidates should have a recognised qualification under the European Qualifications Framework (EQF), or equivalent, at a level specified in the individual job descriptions. Candidates are advised to verify their compliance through the link: <https://ec.europa.eu/ploteus/content/descriptors-page>.

Knowledge – Candidates should have knowledge of the EU Institutions and Mission Mandate, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

Skills and abilities

Language skills – Candidates must have the understanding, speaking, and writing proficiency in the working languages of the Mission (English). Certain positions may require higher language skills further specified in the individual job descriptions. The Mission may seek to facilitate language training and where appropriate, specialist language training, for newly recruited mission staff members. Candidates are advised to verify their proficiency through the following link: <https://europa.eu/europass/en/common-european-framework-reference>.

Communication and interpersonal skills – Candidates must have excellent interpersonal and communication skills, both written and oral.

Organisational skills – Candidates must have excellent organisational skills, with the ability to prioritise work to meet deadlines, and a concern for order and accuracy.

Digital skills – Candidates must have basic digital skills in the competency areas: information and data literacy, communication and collaboration, digital content creation, safety and problem solving. Candidates are advised to verify their proficiency through the following link: <https://digital-strategy.ec.europa.eu/en/news/test-your-digital-skills-and-thrive-digital-world>.

Driving skills – Candidates must be in possession of a valid – including Mission area – civilian driving licence for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle.

Serious deficiencies in any of these general conditions may result in repatriation/termination of the secondment/contract.

II.B Desirable requirements

Knowledge of the Mission area – Candidates should have a good knowledge of the history, culture, social and political situation of the region and also knowledge of the police, judiciary and governmental structures, as applicable.

Knowledge and experience of Security Sector Reform – Candidates must be acquainted with Security Sector Reform concepts and practices, especially in the Mission area, as applicable.

Training and experience – Candidates should have attended a Civilian Crisis Management Course or equivalent.

Language – Knowledge of local language(s), depending on the job tasks and responsibilities.

Driving licence – Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

Passport – Selected candidates must have a biometric passport from their respective national authorities valid for at least six months. If possible, a Service Passport or Diplomatic Passport should be issued.

Visas – Contributing States and selected candidates must ensure that visas are obtained for entry into the Mission area prior to departure from their home country. It is also essential to obtain any transit visas, which may be required for passage through countries on route to the Mission.

Education diploma(s)/certificate(s) and/or professional certificate(s) – Selected international contracted candidates must have and present to the Mission the university diploma or the professional certificate/diploma, depending on the job description, before signing the contract or taking up their duties.

Required Personnel Security Clearance (PSC) or Certificate of Good Conduct – Selected candidates will have to be in possession of the necessary level of a Personnel Security Clearance (PSC) as specified in the respective job descriptions. In case of lack of such requirement in the job description, selected candidates are required to present a valid official document from their respective country's competent National Authority confirming the lack of convictions for crimes or offences under common law, not older than 3 months (the so-called **Certificate of Good Conduct**).

In case of the PSC requirement: seconded experts must provide the original certificate of the national security clearance or a proof of the initiation of the process upon deployment. For contracted experts, the process will be initiated by the Mission upon deployment. Please note that the role of the Mission is limited to initiation of the process and the Mission declines all responsibility regarding its final outcome.

In any case, the final PSC certificate must be presented within 12 months from the deployment. Failing to meet this requirement will result in the termination of the secondment/contract and no extension can be granted. Please note that Heads of Mission, Deputy Heads of Mission and Senior Mission Security Officers must always provide a valid PSC upon their deployment – a proof of initiation of the PSC is not accepted.

In case of the **Certificate of Good Conduct**, seconded experts must deliver such a certificate to their respective Seconding Authority. Contracted experts must deliver such a certificate to the Mission's Human Resources before their deployment. In case of possession of multiple nationalities, or if a candidate has or had his/her residence in a country, which is not his/her country of origin, a certificate must be issued by every country where the selected candidate has had his/her residence for a period longer than 1 year during the last 5 years preceding the deployment (except if he/she resided there prior to reaching the age of 18 years).

For Contributing Third States selected candidates, an equivalence to access to the required level of EUCI will be delivered on the basis of Security of Information Agreement or Administrative Arrangements with EU or, in their absence, on the basis of the Framework Participation Agreements.

Certificate/booklet of vaccination – Selected candidates must be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. They also must be vaccinated according to the required immunisations for the Area of Operation of the Mission.

Medical certificate – Selected candidates should undergo an extensive medical examination and be certified medically fit for Mission duty. A dental examination is also required to certify that no eminent dental issues are foreseen.

For selected contracted candidates, in compliance with "Fit to work clearance procedure", a copy of the result of the medical examinations as well as the fitness to work certificate, for seconded selected candidate, the fitness to work certificate must be sent to the Medical Adviser of the Mission before joining the Mission. Medical data will be handled with confidentiality and in line with EU Charter of Fundamental Rights and the Standard Operating Procedure on the protection of personal data (CivOpCdr Instruction 12-2018 as amended.)

The Heads of Mission reserve the right to reject the recruitment of any selected candidate that proves to be medically unfit to work in a civilian CSDP Mission.

Personal protection equipment – It is recommended that national authorities provide seconded selected candidates with protection equipment.

Deficiencies in any of the documents requested for a specific position may result in failure of the selection process.

IV. ADDITIONAL INFORMATION

Equal opportunities – The EEAS and Civilian CSDP Missions are committed to an equal opportunities policy for all its staff and applicants for posts. The EEAS and Civilian CSDP missions are committed to promoting gender equality and to preventing discrimination on any grounds. They actively welcome applications from all qualified candidates from diverse backgrounds and from the broadest possible geographical basis amongst the EU Member States. It aims at a service, which is truly representative of society, where each staff member feels respected, is able to give their best and can develop their full potential.

Gender balance – The EU strives for improved gender balance in CSDP operations in compliance with EU policy and UNSCR 1325 on Women, Peace and Security (WPS). The CivOpsHQ encourages the EU Member States and European Institutions to take this into account when putting forward candidates at all levels.

Application form – Applications will be considered only when using the online application form (AF) accessible on the Goalkeeper-Registrar software module, indicating which position(s) the candidate is applying for. Candidates seconded by Contributing Third States will apply using the dedicated application form returned in Word format.

Selection process – Candidates considered to be most suitable will be shortlisted and, if needed, interviewed in Brussels, at the Headquarters of the Mission or via video conference before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the Contributing States will bear any related costs. Candidates should be selected on the basis of relevant competence and experience, while strict priority shall be given to seconded candidates. Contracted candidates will be selected only on exceptional basis.

Information on the outcome – Contributing States and contracted candidates (applying for seconded/contracted positions) will be informed about the outcome of the selection process after its completion.

Training – The selected candidates should complete Missionwise and e-SAFE modules, which are designed for the delegations or an equivalent course. The modules can be accessed in the following link: <https://webgate.ec.europa.eu/eeas/security-e-learning>.

Pre-Deployment Training (PDT) – The selected candidates should have undergone Pre-Deployment Training in accordance with the CSDP agreed Training Policy, or a national alternative of the course.

Data protection – The EEAS/CivOpsHQ processes personal data pursuant to Regulation (EC) 2018/1725 on the protection of individuals with regard to the processing of personal data by the EU institutions, bodies, offices and agencies and on the free movement of such data. Mission handles personal data whilst respecting the Standard Operating Procedure on the protection of personal data (CivOpCdr Instruction 12-2018 as amended.)

The Privacy Statement is available on the EEAS website.

V. JOB DESCRIPTIONS

The current reporting lines of the following job descriptions might be subject to modification based on operational requirements and in line with the principles set out in the Operational Plan (OPLAN).

SECONDED POSITIONS

Position Name: Press and Public Information Officer	Employment Regime: Seconded	
Ref. Number: MOL 07	Location: Chisinau	Availability: 27 October 2026
Component/Department/Unit: Deputy Head of Mission / Chief of Staff Office	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line

The Press and Public Information Officer reports to the Deputy Head of Mission / Chief of Staff.

2. Main Tasks and Responsibilities:

- To act as Mission spokesperson and communicate the work of the Mission to the public as required;
- To contribute to the implementation of the Mission Strategic Communications Plan;
- To organise and conduct press conferences, briefings and other media events;
- To cover the media aspects of high-level visits, supervise and coordinate arrangements for visiting journalists/media;
- To contribute to the development and maintenance of an effective Mission website and social media accounts;
- To draft press releases, public statements, articles and features;
- To write and design public information material and factsheets;
- To organise contract/tender/designs for Mission visibility items on request of the Deputy Head of Mission / Chief of Staff;
- To be the focal point for press and public information work;
- To coordinate with the press offices of other EU actors in the host state.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank. The qualification should be in any of the fields of Communications, Political studies, International Relations, Humanities, Social sciences or other related field;
AND
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Experience and skills in digital communication (website management, managing social media accounts, visual communication);
- Drafting and presentation skills.

6. Desirable Qualifications and Experience:

- Experience in the field of institutional communication;
- Proficiency with social media and graphic design software;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Local press and media environment awareness;
- Knowledge of Romanian or/and Russian language.

Position Name: Head of Crisis Management Component	Employment Regime: Seconded	
Ref. Number: MOL 15	Location: Chisinau	Availability: ASAP
Component/Department/Unit: Operations Department/ Crisis Management Component	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

The Head of Crisis Management Component reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the work and staff of the Component in the implementation of the Mission mandate as set out in the OPLAN and relevant planning documents;
- To coordinate the work of staff in supporting the development of the local authorities in the field of Civilian Security Sector Reform, including through strengthening the resilience of Moldovan crisis management structures;
- To manage and coordinate the work of the Visiting Experts and Specialised Teams assigned to the Component;
- To exercise initiative and autonomy in the day-to-day management of the Component while operating under the overall strategic guidance of the Head of Operations;
- To work in close cooperation with the Hybrid Threats and Cyber Security Component and the Project Cell;
- To ensure consistency and sustainability of the Mission operational activities over time;
- To identify, manage and report the risks arising from the specific processes, systems and projects;
- To oversee and coordinate the Component's input to the development and regular updating of the Mission Implementation Plan by supporting the identification of relevant Mission operational requirements;
- To oversee and coordinate the Component's contribution to the Mission's internal and external reporting against benchmarking;
- To act as the representative of the Component with external interlocutors as required;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility, in an optic to ensure coherence and synergies of support to Moldovan counterparts;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms;
- To deputise for the Head of Operations when so appointed by the Head of Operations.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police and/or military education or training or an award of an equivalent rank;
AND
- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years at coordination/management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to exercise collaborative, sound and effective leadership;
- Ability to manage, mentor and motivate a professionally diversified and multicultural team;
- Ability to establish plans, and review priorities;
- Ability to communicate and engage with senior officials and governmental decision makers.

6. Desirable Qualifications and Experience:

- Master's degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- Management experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- International experience, particularly in crisis areas with multinational and international organisations;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Romanian or/and Russian language.

Position Name: Strategic Adviser on Civilian Crisis Management Structures	Employment Regime: Seconded	
Ref. Number: MOL 16	Location: Chisinau	Availability: 8 February 2027
Component/Department/Unit: Operations Department/ Head of Crisis Management Component	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

The Strategic Adviser on Civilian Crises Management Structures reports to the Head of Crisis Management Component

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To contribute to the strategic development of the Moldovan National Architecture in the sphere of civilian crises management, including the operationalisation of the National Crisis Management Centre;
- To advise on policy and strategy development of Moldovan owned implementation plans, with the focus on preparedness, contingency planning, protection of critical infrastructures, information sharing tools and protocols, crisis decision-making, internal coordination tools and protocols, coordination with other actors (civil society, other countries, international organisations), and exercises;
- To mentor and advise senior Moldovan civilian crises management counterparts on good practices related to the tasks, responsibilities, delineation of competencies and internal organisation of a national command structure responsible for national crisis response coordination and strategic decision making.
- To identify training needs.
- To provide advice to counterparts contributing to leadership development
- To promote context specific civilian crises management concepts;
- To be embedded within the local institution, as feasible;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Advisers as appropriate;
- To ensure coherence and cooperation with international partners;
- To ensure Moldovan progress is monitored and risk mitigated to ensure attainment of objectives;

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To ensure Moldovan counterparts are cognisant of UNSCR 1325 and human rights;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g.

Master's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**

- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local national counterparts;
- Experience of designing and delivering training;
- Knowledge of strategic civilian crises management at ministerial level.

6. Desirable Qualifications and Experience:

- Experience in the development of civilian crises management policies and strategies;
- Management experience of the intelligence cycle;
- Field experience of intelligence operations, e.g. surveillance and source handling;
- Experience in coordination and information sharing between the law enforcement agencies and intelligence/security services, nationally and internationally;
- Experience in working with the EU Justice and Home Affairs (JHA) or civilian crises management policies, relevant EU JHA agencies and international initiatives/policies;
- International experience at strategic level in fragile and conflict affected countries, bilaterally or with multi-national and international organisations;
- Mission experience, e.g. CSDP, UN or OSCE.

7. Desirable Knowledge, Skills and Abilities:

- Advanced technical knowledge of the intelligence production process (data collection, collation and analysis);
- Sound knowledge of international legal framework on civilian crises management;
- Knowledge of current practices in the field of interservice cooperation;
- Knowledge of Romanian or/and Russian language.

Position Name: Project Manager	Employment Regime: Seconded	
Ref. Number: MOL 19	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Operations Department/ Project Cell	Security Clearance Level: Not required	Open to Contributing Third States: Yes

1. Reporting Line:

The Project Management Officer reports to the Head of Project Cell.

2. Main Tasks and Responsibilities:

- To ensure that project proposals are in line with the Mission's Implementation Program (MIP) and are properly coordinated within the Mission and with external stakeholders;
- To support and facilitate the Mission's operational elements and managers in project planning/development and coordinate the implementation and evaluation of the Mission projects with other stakeholders;
- To establish and maintain contacts with International Organisations and Non-Governmental Organisations to identify potential project partners;
- To assess project proposals and make recommendations on feasibility and sustainability of projects in cooperation with the Finance and Procurement, operational elements and Heads of Components as appropriate;
- To advise the Mission in the preparation of project proposals, budgets, notes of understanding and project agreements etc.;
- To ensure project proposals are in line with Mission programmes and coordinated internally and externally;
- To act as the interface between project leaders and various elements of Mission Support;
- To develop the mission project database and maintain the Mission project history and ongoing activities record;
- To conduct post project reporting and evaluation;
- To receive, review, prepare, initiate, process and track certified requisitions submitted for procurement;
- To liaise with Mission international partners in close coordination with the Mission Coordination and Cooperation capability.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Project management skills;
- Teamwork skills;

- Organisation and time management skills;
- Problem solving skills;
- Written and oral communication skills in English.

6. Desirable Qualifications and Experience:

- Familiarity with monitoring and evaluation methodologies;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Familiar with the EU Financial Regulations;
- Knowledge of Romanian or/and Russian language.

SECONDED/CONTRACTED POSITIONS (2)

Position Name: Head of Finance	Employment Regime: Seconded/Contracted	Post Category for Contracted: Expert
Ref. Number: MOL 37	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Finance Unit	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

The Head of Finance reports to the Head of Mission Support.

2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the staff and work of the Finance Unit;
- To contribute to ensuring sound and effective financial management of EUPM Moldova and the development of internal policies and procedures for finance;
- To define procedures for accounts, payments, petty cash, claims and other financial functions in a multicurrency system;
- To approve financial obligations, payments and disbursements;
- To ensure the integrity, accuracy and timely submission of internal and external financial reporting;
- To limit financial risk by taking action and evaluating the local banking infrastructure, the physical/electronic security of funds and internal controls;
- To liaise and cooperate on financial issues with all other relevant actors;
- To coordinate the preparations for the Mission's budget, and liaise with Civilian Operations Headquarters and the Service for Foreign Policy Instruments;
- To identify goods and services required to improve the efficiency of the Finance Unit and define the technical requirements for procurement;
- To identify, manage and report the risks arising from the implementation of specific finance-related processes/systems/projects, including physical and electronic security of funds, and active, archived documents and transactions;
- To deputise for the Head of Mission Support when so requested;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy towards misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness in the Finance Unit staff of their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**

- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 2 years at coordination/management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to exercise collaborative, sound and effective leadership;
- Ability to manage, mentor and motivate a professionally diversified and multicultural team;
- Ability to establish, plan, and review priorities;
- Knowledge of accounting and general financial principles;
- Proficiency in at least one accounting software.

6. Desirable Qualifications and Experience:

- University and/or a Master's degree in Economics/Finance/Banking/Accounting and/or specialised training/course in finance/accounting or other related or relevant field;
- Knowledge of current technologies used for Finance/Accounting like an Enterprise Resource Planning (ERP) System;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Romanian and/or Russian language.

Position Name: Human Resources Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Staff - Management level (MSML)
Ref. Number: MOL 47	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Human Resources	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

The Human Resources Officer reports to the Head of Human Resources.

2. Main Tasks and Responsibilities:

- To support the Head of Human Resources in leading, managing and coordinating the Human Resources Office;
- To advise and assist Mission members on Human Resources policies and procedures;
- To cooperate closely with the CIVOPSHQ Point of Contact and follow up on guidance regarding all matters related to human resources management;
- To plan, prepare and implement end-to-end selection and recruitment processes;
- To prepare Calls for Contributions for international staff and organise Calls for Applications for local staff;
- To coordinate the extension process for eligible seconded staff prior to the launch of the Call for Contribution;
- To update job descriptions in line with the EU CSDP Civilian missions Job Descriptions Handbook in consultation with line managers and as approved by the CIVOPSHQ;
- To coordinate the selection and recruitment process:
 - managing vacancies and applications;
 - advising and training selection panels;
 - preparing selection reports;
 - participating in selection panels;
 - preparing, updating and maintaining the application and recruitment information databases (Application Tables);
 - preparing regular and ad-hoc quantitative and qualitative analysis and reports;
 - communicating with candidates;
 - conducting the grading of international contracted personnel;
- To coordinate the deployment of selected candidates and their redeployment in coordination with CIVOPSHQ, organise the check-in and check-out of Mission members, create and implement effective on boarding plans;
- To contribute to the development, implementation and follow-up of Human Resources strategies, plans and procedures in line with the approved CIVOPSHQ Human Resources policy;
- To conduct timely issuance and management of employment contracts for international and local staff;
- To pay specific attention to the recruitment and induction of Visiting Experts and Specialized Teams, in line with the specific EUPM mandate.
- To administer insurance portfolio for international and local staff;
- To administer the attendance, leave record, reimbursement of duty trips, temporary reallocations, home travel reimbursement, monthly payrolls systems and other relevant entitlements;
- To utilise the centralized IT tools such as CiMA (HR database) and Goalkeeper-Registrar;
- To support, inform, assist and advise on training and staff development;
- To implement a performance management approach in accordance with CIVOPSHQ policy, for monitoring, assessing and developing the performance of Mission members;
- To develop and implement tools for business continuity;

- To contribute to planning, setting up and developing Human Resources related functions in all phases of the Mission (including downsizing), in accordance with strategic guidance from CIVOPSHQ.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- People management skills;
- Organisational skills and capacity to develop plans, policies and forecasts;
- Problem solving skills and capacity to deal with disputes, grievances and staffing issues;
- Influencing, persuading, coaching and negotiating skills.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas, with multinational and international organisations;
- Training and experience in MS Excel, Access and Visio and building databases with similar software.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Romanian and/or Russian Language.

EUROPEAN EXTERNAL ACTION SERVICE



Civilian Operations Headquarters – CivOpsHQ
Managing Director / Civilian Operations Commander

Brussels,
EEAS.CIVOPSHQ.3/TK(2025)

TO ALL REPRESENTATIVES TO PSC

Subject: 2-2026 Call for Contributions for the European Union Partnership Mission in Moldova (EUPM Moldova)

Ref.: COUNCIL DECISION (CFSP) 2023/855 of 24 April 2023 on a European Union Partnership Mission in Moldova (EUPM Moldova).
Council Decision 2025/943/CFSP of 20 May 2025 amending and extending the Mission Mandate until 31 May 2027.

Dear Ambassador,

I am writing concerning a Call for Contributions for the European Union Partnership Mission in Moldova (EUPM Moldova). It is my pleasure to invite EU Member States to put forward qualified candidates for the positions listed in Annex 1 - Requirements and Job Descriptions. Please note the age specification introduced under *II.A Essential requirements* of the attached Annex 1.

1. Background

The Council Joint Action 2023/855 of 24 April 2023 established a European Union Partnership Mission in Moldova (EUPM Moldova) with a mandate to contribute to enhancing the resilience of the security sector of the Republic of Moldova in the areas of crisis management and hybrid threats, including cybersecurity and countering foreign information manipulation and interference (FIMI). This was amended and extended by Council Decision 2025/943/CFSP of 20 May 2025 amending and extending the Mission Mandate until 31 May 2027.

2. Methodology

- a) EU Member States are requested to examine the personal profiles and job descriptions to ensure that:
 - Proposed candidates meet the listed criteria described in the essential requirements and specific job descriptions (**Annex 1**).
 - Each candidate completes the online **Application Form (AF)** indicating which position(s) the candidate is applying for. The Application Form is accessible in the Goalkeeper-Registrar system. Applications will be considered only when using this form.



MD-Civilian Operations Headquarters (CivOpsHQ)
European External Action Service (EEAS)
Rue d'Arlon 88, B-1046 Brussels
Telephone: (32-2) 584 59 20
Email: CivOpsHQ-HR-EUPM-Moldova@eeas.europa.eu

- b) Proposed candidates should satisfy the requirements set out in the job description. The main criteria for suitability for post are the essential criteria, both education and professional experience.
- c) As previously agreed, EU Member States that are also members of EGF are invited to identify suitable candidates within their capabilities.
- d) The deadline for EU Member States to submit offers of personnel is **WEDNESDAY, 15 JULY 2026, at 17:00 hours CET (Brussels time)**, through the following link:

<https://goalkeeper.eeas.europa.eu/registrar/web>

- e) Interviews will take place between JULY/AUGUST 2026.
- f) The Civilian Operations Headquarters (CivOpsHQ) will be responsible for notifying EU Member States of the outcome of the selection process. Communication of the selection results is expected to take place by JULY/AUGUST 2026.
- g) Selected candidates should be ready for deployment to the Mission area within the deadlines specified in each job description.
- h) Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budget Impact Statement, the initial duration of the deployment should be of 12 months.

3. General information

- a) For seconded positions, only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to the Council documents ST 7291/09 (10 March 2009), as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).
- b) The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. EU Member States are encouraged to take this into account when offering contributions.
- c) If applicable, selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job descriptions, when deployed. They should bring the original certificate upon deployment.
- d) Seconded personnel will bring their uniforms and security equipment (**Annex 2**). However, depending on the local environment, the Head of Mission will decide on the dress code and whether civilian attire or uniforms are to be worn by the Mission Members. Hats and insignia will be provided to the Mission Members.
- e) It is moreover expected that all newly selected Mission Members have undergone CSDP specific pre-deployment training before joining the Mission. CSDP specific pre-deployment training courses are regularly offered under the auspices of the European

Security and Defence College (ESDC). In case ESDC does not offer a suitable course, a national alternative is also an option¹.

f) For any further information please contact:

Mr Thomas KRUEGER
CivOpsHQ-HR-EUPM-Moldova@eeas.europa.eu
Tel. +32 (0)2 584 5920

Yours sincerely,

[e-signed]

Stefano TOMAT

Enclosures:

- Requirements and Job Descriptions (**Annex 1**)
- List of Recommended Equipment (**Annex 2**)

cc: CivCom Delegates

¹<https://esdc.europa.eu/>

DETALŪS METADUOMENYS

Dokumento sudarytojas (-ai)	LIETUVOS NUOLATINĖ ATSTOVYBĖ EUROPOS SAJUNGOJE 188613242/58
Dokumento pavadinimas (antraštė)	DĖL KANDIDATŪRŲ TEIKIMO Į EUROPOS SĄJUNGOS PARTNERYSTĖS MISIJĄ MOLDOVOJE (EUPM MOLDOVA)
Dokumento registracijos data ir numeris	2026-06-26 Nr. (76.2.5)S76-648
Dokumento gavimo data ir dokumento gavimo registracijos numeris	2026-06-29 Nr. G-1706
Dokumento specifikacijos identifikavimo žymuo	ADOC-V1.0
Parašo paskirtis	Pasirašymas
Parašą sukūrusio asmens vardas, pavardė ir pareigos	Mindaugas Silkauskas, Įgaliotasis ministras
Sertifikatas išduotas	MINDAUGAS SILKAUSKAS, Lietuvos Respublikos užsienio reikalų ministerija LT
Parašo sukūrimo data ir laikas	2026-06-26 15:58:57 (GMT+03:00)
Parašo formatas	XAdES-X-L
Laiko žymoje nurodytas laikas	2026-06-26 15:59:04 (GMT+03:00)
Informacija apie sertifikavimo paslaugų teikėją	ADIC CA ECC, Asmens dokumentu israsymo centras prie LR VRM LT
Sertifikato galiojimo laikas	2025-02-18 08:24:38 – 2029-02-17 08:24:38
Informacija apie būdus, naudotus metaduomenų vientisumui užtikrinti	"Registravimas" paskirties metaduomenų vientisumas užtikrintas naudojant "RCSC IssuingCA-2, VI Registru Centras - i.k. 124110246 LT" išduotą sertifikatą "Dokumentų valdymo sistema Avilys, Lietuvos Respublikos užsienio reikalų ministerija, i.k. 188613242 LT", sertifikatas galioja nuo 2024-12-18 10:59:02 iki 2027-12-18 10:59:02 "Gauto dokumento registravimas" paskirties metaduomenų vientisumas užtikrintas naudojant "RCSC IssuingCA-2, VI Registru Centras - i.k. 124110246 LT" išduotą sertifikatą "DBSIS, Informatikos ir ryšių departamentas prie Lietuvos Respublikos vidaus reikalų ministerijos, i.k.188774822 LT", sertifikatas galioja nuo 2025-05-16 11:31:08 iki 2028-05-15 11:31:08
Pagrindinio dokumento priedų skaičius	4
Pagrindinio dokumento pridedamų dokumentų skaičius	–
Priedamo dokumento sudarytojas (-ai)	–
Priedamo dokumento pavadinimas (antraštė)	–
Priedamo dokumento registracijos data ir numeris	–
Programinės įrangos, kuria naudojantis sudarytas elektroninis dokumentas, pavadinimas	Dokumentų valdymo sistema Avilys, versija 3.5.90.2
Informacija apie elektroninio dokumento ir elektroninio (-ių) parašo (-ų) tikrinimą (tikrinimo data)	Metaduomens „Sudarytojo adresas“ reikšmė turi būti nurodyta Visi dokumente esantys elektroniniai parašai galioja (2026-06-29 18:02:43)
Paieškos nuoroda	–
Papildomi metaduomenys	Nuorašą suformavo 2026-06-29 18:02:44 DBSIS