



LIETUVOS NUOLATINĖ ATSTOVYBĖ EUROPOS SĄJUNGOJE

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Viešojo valdymo agentūrai
LR užsienio reikalų ministerijai
LR vidaus reikalų ministerijai
LR krašto apsaugos ministerijai

2026-09-

Nr. (76.2.5E) S76-

DĖL NAUJŲ DARBO SKELBIMŲ PERSIUNTIMO

Persiunčiame Europos gynybos agentūros (EGA) raštą, kuriuo informuojama apie naujus darbo skelbimus įvairioms pareigybėms.

PRIDEDAMA: 48 lapai.

Ambasadorius,

Nerijus Aleksiejūnas

Lietuvos nuolatinis atstovas Europos Sąjungoje

CHIEF EXECUTIVE
COMMUNICATION

EDA202609002

11 September 2026

EDA documentation for Government use only

To: CENTRAL NATIONAL POINTS OF CONTACT

Copy: Deputy Central Points of Contact, Brussels Points of Contact

EDA RECRUITMENT | PUBLICATION OF FIVE (5) POSTS IN THE CEPO, CAP and RTI DIRECTORATE(S)

Please see below details of new posts available in the Agency. These details are also published on our website (<https://eda.europa.eu>) under "[Current vacancies](#)".

Post title	Directorate	Contract type	Grade
Project Officer Land Systems Technologies	RTI	TA	AD9
BraveTech EU Project Officer Electronic Warfare	RTI	TA	AD7
Policy Officer	CEPO	TA	AD8
Project Officer EU-funded Defence Research	RTI	TA	AD7
Project Officer Resilience Capabilities	CAP	TA	AD9

**Deadline for applications:
13 October 2026**

Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline.



CHIEF EXECUTIVE
COMMUNICATION

A handwritten signature in black ink, reading "André Denk".

André DENK

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Capability, Armament and Planning Directorate (CAP)
Vacancy title	194a - Project Officer Resilience Capabilities
Contract type	Temporary agent
Group	N.A.
Grade	AD9
Indicative starting date	16/01/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	13/10/2026

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website <http://www.eda.europa.eu - vacancies>. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Industry, Synergies and Enablers (ISE); Capability, Armament & Planning (CAP); Research, Technology and Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency's functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

3. THE CAPABILITY, ARMAMENT AND PLANNING DIRECTORATE (CAP)

The Capability, Armament & Planning Directorate (CAP) supports EU Member States in identifying and preparing possible cooperation projects and programmes ranging from long term military capability development to short term armament procurement. This includes obtaining agreement on shared needs and related priorities, harmonising capability requirements and conducting capability development preparatory activities, and also aggregating demand towards joint procurement. The Directorate is operating several EU tools related to capability development and planning, in cooperation with other competent EU institutions and bodies. The Capability Development Plan (CDP), managed together with the EU Military Staff (EUMS) leads to identification of Capability Development Priorities agreed at EU level as a reference for all EU initiatives on Defence. The Coordinated Annual Review on Defence (CARD), ran together with the EUMS, enables to characterise the “State of the Union on Defence” and to identify opportunities for cooperation. The Permanent Structured Cooperation (PESCO), conducted together with the European External Action Service (EEAS), including EUMS, coordinates the analysis of the annual PESCO National Implementation Plans to assess the participating Member States’ fulfilment of the PESCO commitments, assesses Member States’ PESCO project proposals and monitors their progress. These tools are operated with Member States throughout a structured EU Capability Development Planning System (EU-CDPS). Within EU CDPS, the Directorate engages with Member States’ Capability planners and experts to implement the EU Capability Development Priorities based on agreed collaborative Roadmaps. When preparatory activities enable to identify a possible cooperation project, the Directorate support Member States interested in the project by elaborating with them a Business Case.

The CAP Directorate comprises six Units; four are addressing capability development and armament procurement activities of operational domains associated to EU agreed priorities and two are operating EU related processes and tools:

- Air Domain Unit: Air Combat, Airborne Command and Inform Capabilities, Integrated Air and Missile Defence, Air Transport
- Land and Logistics Unit: Ground Combat Capabilities, Land-Based Precision Engagement, Future Soldier Systems, Logistics, Military Mobility, CBRN Defence, C-IED
- Information Superiority Unit: Communication & Information Systems, Surveillance & Reconnaissance, Space, Cyber Defence
- Maritime Unit: Naval Combat and Maritime Interdiction, Underwater and Seabed Warfare, Maritime Domain Awareness
- Cooperation Planning Unit: Capability Development Priorities, CARD, Defence Data
- PESCO Unit: PESCO secretariat, assessment of fulfilment of commitments as well as new PESCO project proposals, support to PESCO projects

4. DUTIES

Under the supervision of the Head of Unit Land and Logistics, the jobholder will be responsible for identifying, planning and initiating collaborative capability development activities in the Resilience and Support area. In particular, the jobholder will be responsible for the following activities:

- support the harmonisation of EU Member States (MS) capability planning in the Resilience and contribute to the development of military concepts to address the current and future capability needs;
- ensure coherence of capability development activities across the Resilience and Support areas, contributing to EDA’s and the EU’s broader resilience, support and preparedness objectives;
- implement EDA Core Tasks 3 and 4, namely harmonisation of military requirements and aggregation of demand towards joint procurement, leading to elaborate Business Cases with MS interested in launching specific collaborative development/acquisition projects;

- manage and, when required, chair, the Capability Planners Group (CPG) Support Functions; support the related Capability Expert Groups (CEGs) on Chemical, Biological, Radiological, and Nuclear (CBRN) Defence, Medical Support and Critical Infrastructure Protection and Energy Security (CIPES), and contribute to any other related working groups (such as PCAs CGs), seminars and meetings where the jobholder may provide technical direction and guidance as subject matter expert;
- propose, manage and coordinate the work plan for the implementation of the corresponding Priority Implementation Roadmaps (PIRs) and provide the necessary guidance to the associated CEGs in the Resilience Area (CBRN Defence, Medical Support, CIPES);
- ensure coherence between the 3 CEGs implementing Resilience' Priorities, the cross-domain capability development activities within CAP Directorate and support-related work strands across the Agency, including the EU Hub for Defence Innovation (HEDI);
- address the military perspective on countering hybrid threats related to the 3 areas of interest, namely CBRN Defence, Medical Support and CIPES, ensuring engagement at planning stage in transversal activities and civil-military cooperation.
- interact, as appropriate, with relevant external stakeholders such as the European External Action Service (EEAS), EU Military Staff (EUMS), European Commission (EC), NATO, EU Defence technological and Industrial base (EDTIB), and any other relevant EU Institutions, bodies and agencies;
- plan and manage activities funded by the EDA Operational Budget, as required;
- contribute to the further development and improvement of the Capability Development Plan (CDP), including identifying, promoting and proposing meaningful collaborative opportunities framed under the Coordinated Annual Review on Defence (CARD) within the jobholder's area of responsibility;
- contribute to the assessment of PESCO project proposals, European Defence Fund (EDF)-related work programme topics and other DG DEFIS - led initiatives (such as EDIP), and provide support to collaborative projects upon Member States' request, including by identifying synergies among existing initiatives; provide technical advice related to the jobholder's area of responsibility to EU defence-related policies and concepts;
- represent EDA in meetings, conferences and seminars, as required;
- deputise for the Head of Unit when required;
- take on additional tasks as required in the interest of the service.

Duties may evolve according to the development of EDA's structure and activities, and the decisions of EDA management.

5. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent

necessary to discharge their duties;

- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

For diplomas awarded in non-EU countries, a NARIC recognition is required: <https://www.enic-naric.net/>

Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

For native English speakers, your ability to communicate in another EU language will be tested during the selection process.

To assess your foreign language levels, see: <https://europa.eu/europass/en/common-european-framework-reference-language-skills>

6. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

Candidates will be required to demonstrate the following qualifications:

- a university degree (or equivalent academic degree) in a field relevant to the post (e.g. Security, Defence, International Security);
- at least seven (7) years of professional experience (acquired after the award of the minimum academic qualification required as a condition of eligibility) in a defence governmental organisation and/or an international organisation, including concrete experience in capability development and/or preparation of capability projects/programmes;
- very good knowledge and proven security and defence experience in Resilience area, such as civilian enablement, medical support, CBRN Defence, Critical Infrastructure Protection and Energy Security;
- relevant professional experience and a track record of successful business outcomes in the field of Defence international cooperation and a good understanding of armament procurement;
- a good understanding of EU institutions/bodies and NATO organisation, how they function, and of their Defence related initiatives;
- a thorough understanding of EDA's main tasks and functions;

- a very good command of written and oral English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see para. 2). Other attributes important for this post include:

- ability to work both independently within his/her area of responsibility and to proactively collaborate with colleagues and stakeholders;
- ability to work effectively in a multinational environment;
- reliability and capacity to work under pressure with minimal supervision;
- good communication and organisational skills;
- strong conceptual, analytical and problem-solving skills;
- excellent interpersonal and negotiation skills;
- results-orientation and strong motivation;
- flexibility and innovativeness;
- good coordination skills;
- genuine commitment to the Agency's objectives.

B. Desirable

The following will be considered an advantage:

- experience in an EU institution/body or an international organisation;
- experience and participation in military/security operations related to resilience functions (e.g. CBRN Defence, medical support, or CIPES);
- advanced professional military/security education (e.g. command and staff college or equivalent) or senior-level strategic defence planning experience.
- hold a recognised project management qualification;
- a track record in managing large-scale, complex multinational defence programmes.

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

The Project Officer Resilience Capabilities will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 4 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Temporary Agent, grade AD9.

In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 10 082,77€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

PENSION ARRANGEMENTS SPECIFIC TO EDA

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

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

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

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

8. INDEPENDENCE AND DECLARATION OF INTEREST

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

9. EQUAL OPPORTUNITIES

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

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Project Officer Resilience Capabilities at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency. Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard copy or ordinary e-mail) will not be accepted. Applications must be submitted no later than midnight. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline. Please note that once you have created your EDA profile, any correspondence regarding your application must be sent or received via your EDA profile. For any prior enquiry, please refer to the FAQ (Frequently asked questions) section, or send an e-mail to recruitment@eda.europa.eu.

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

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

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

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

Staff members employed at EDA require a Personnel Security Clearance Certificate (PSCC). The process to obtain a PSCC

can be initiated only by EDA on behalf of the staff member. Failure to obtain the requisite security clearance certificate before the expiration of the probationary period may be cause for termination of the contract.

11. DATA PROTECTION

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

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

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Research, Technology and Innovation Directorate (RTI)
Vacancy title	193a - Project Officer EU-funded Defence Research
Contract type	Temporary agent
Group	N.A.
Grade	AD7
Indicative starting date	16/01/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	13/10/2026

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website <http://www.eda.europa.eu> - vacancies. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

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The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Industry, Synergies and Enablers (ISE); Capability, Armament & Planning (CAP); Research, Technology and Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency's functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

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

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

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

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

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

4. DUTIES

Under the supervision of the Head of Unit EU-funded Defence Research, the jobholder will be responsible for/contribute to the following activities:

- manage projects entrusted to EDA for indirect management under the European Defence Fund (EDF);
- liaise with the internal units (contracting, finance and security) for the negotiations and signature of the assigned grant agreements;
- liaise/cooperate with relevant EDA internal working groups, especially Capability Technology Groups (CapTechs) and Hub for European Defence Innovation (HEDI), to look for synergies and exploitation of projects results;
- manage and monitor assigned projects once the grant agreements are signed and review the deliverables;
- provide oversight and participate in the review meetings of the assigned projects;
- implement risk management for assigned projects;
- prepare inputs to obligatory reports towards the European Commission, especially the annual progress report, the interim progress report and the final report of assigned projects;
- prepare briefing notes and assist in updating information concerning the activities of the assigned projects;
- contribute to the assessment of assigned projects and draw lessons learnt and propose appropriate follow-on actions;
- represent the Agency at public conferences and seminars;

- take on additional tasks as required in the interest of the service.

Duties may evolve according to the development of EDA's structure and activities, and the decisions of EDA management.

5. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

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For native English speakers, your ability to communicate in another EU language will be tested during the selection process.

To assess your foreign language levels, see: <https://europa.eu/europass/en/common-european-framework-reference-language-skills>

6. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

Candidates will be required to demonstrate the following qualifications:

- a University degree (or equivalent academic qualification) in one of the following fields: STEM (Science, Technology, Engineering and Mathematics), economics, finance, business management, political sciences or other domain relevant to this post;
- a minimum of six (6) years of relevant professional experience acquired after the award of the qualification required as a condition of eligibility (see eligibility criteria section above);
- familiarity with the EU defence cooperation environment, especially research & technology and related policies;
- practical experience in cooperating with the European defence institutional stakeholders (European Commission/DG DEFIS, EDA, EUMS), ministries of defence of the EU Member States, European research organisations, academia and defence industry incl. SMEs, and with internal stakeholders;
- a track record of delivering successful project outcomes;
- very good command of written and spoken English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see para. 2). Other attributes important for this post include:

- ability to work in a team and independently in their area of responsibility;
- strong interpersonal and negotiation skills;
- flexibility, proactiveness and innovativeness;
- results-orientation and strong motivation;
- good communication skills;
- a strong sense of duty and responsibility;
- genuine commitment to the Agency's objectives.

B. Desirable

The following will be considered an advantage:

- experience in the dissemination and exploitation of research project results;
- proven experience in managing defence research & technology projects, including practical experience in the use of European Commission grant management IT tools (COMPASS, SYGMA);
- knowledge of, and/or experience in, the implementation of the EU Financial Regulation;
- proven experience in handling classified information;

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

The Project Officer EU-funded Defence Research will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 4 years, within the limits set out in the EDA Staff Regulations and subject to budget availability. The successful candidate will be recruited as Temporary Agent, grade AD7. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 7 876,27€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length

of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

PENSION ARRANGEMENTS SPECIFIC TO EDA

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

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

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8. INDEPENDENCE AND DECLARATION OF INTEREST

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

9. EQUAL OPPORTUNITIES

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

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Project Officer EU-funded Defence Research at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency.

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

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

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

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

rejected without further consideration at EDA's sole discretion, and EDA reserves the right to take further steps in such cases as appropriate.

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

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

11. DATA PROTECTION

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

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

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Chief Executive's Policy Office
Vacancy title	187a - Policy Officer
Contract type	Temporary agent
Group	N.A.
Grade	AD8
Indicative starting date	16/01/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	13/10/2026

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website <http://www.eda.europa.eu - vacancies>. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Industry, Synergies and Enablers (ISE); Capability, Armament & Planning (CAP); Research, Technology and Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency's functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

3. THE CHIEF EXECUTIVE'S POLICY OFFICE

The Chief Executive's Policy Office works in direct support of the Agency's top management (Chief Executive & Deputy Chief Executive). It is responsible for strategic policy development, planning and coordination of EDA's activities. The Office is the Agency's prime interface at policy level towards Member States and is responsible for relations with EU institutions and bodies, as well as third parties. It acts as the Secretariat of the Steering Board and of the Agency Management Board.

4. DUTIES

Under the supervision of the Head of the Chief Executive's Policy Office, the jobholder will be responsible for the following activities:

- ensure the monitoring and reporting on all EU initiatives linked to EU funding instruments and cross-sectoral policies;
- engage in different working formations that deal with EU legislations and initiatives;
- liaise with the European Commission, other EU institutions, bodies, and stakeholders;
- contribute to position papers, both for internal use and for wider circulation to Member States and EU institutions, in
- close coordination with EDA operational directorates;
- engage with Member States at defence policy and expert level, as required;
- prepare, review and support the definition of EDA priorities, objectives, and timelines, in close cooperation with
- operational directorates;
- provide support to top management, including briefings, speaking notes, speeches and reports of visits and/or
- meetings;
- take on additional tasks as required in the interest of the service.

Duties may evolve according to development of the EDA's structure and activities, and the decisions of EDA management.

5. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal

period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

For diplomas awarded in non-EU countries, a NARIC recognition is required: <https://www.enic-naric.net/>

Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

For native English speakers, your ability to communicate in another EU language will be tested during the selection process. To assess your foreign language levels, see: <https://europa.eu/europass/en/common-european-framework-reference-language-skills>

6. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

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

- a university degree (or equivalent academic qualification) in a field relevant for the position (e.g. political science and international relations, with a strong focus on security and defence policy, strategic affairs);
- at least five (5) years of professional experience in the fields of security policy, defence, and strategic issues, acquired after the award of the minimum qualification required for eligibility (see eligibility criteria section above);
- at least two (2) years of direct and substantial experience of dealing with policy shaping and implementation either in national defence/security administrations or in international institutions in the defence/security field;
- professional drafting experience in English, including the preparation of strategic or conceptual documents, speaking notes, briefing materials, or comparable senior-level outputs;
- excellent oral communication skills in English, demonstrated through professional experience delivering presentations and oral briefings;
- understanding of EDA's main tasks and functions among EU institutions, and of the CSDP environment;
- demonstrated experience in stakeholder management and coordination;
- a very good command of written and spoken English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see para. 2). Other attributes important for this post include:

- excellent conceptual and analytical skills;
- ability to work in a team and independently in his/her area of responsibility;
- ability to work effectively in a multinational and multicultural environment, displaying political awareness;
- ability to prioritise and organise tasks, and to coordinate a wide range of activities;
- ability to take initiatives and work under high political and time pressure, and with minimal supervision;
- strong motivation, flexibility and results-driven approach;
- a strong sense of initiative and ability to propose and promote innovative ideas and concepts;

- genuine commitment to the Agency's objectives.

B. Desirable

The following will be considered an advantage:

- professional experience with EU institutions and in dealing with EU legislative files;
- understanding of military capabilities, capability development, defence technologies or R&T;
- qualifications or recognised expertise in security, defence, and capability development or related-fields, demonstrated through specialised, expert-level courses or training and/or publications and/or public interventions in these fields.

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

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

FINANCIAL ENTITLEMENTS

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

PENSION ARRANGEMENTS SPECIFIC TO EDA

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

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

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

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

8. INDEPENDENCE AND DECLARATION OF INTEREST

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

9. EQUAL OPPORTUNITIES

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

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Policy Officer at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful

candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency.

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

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

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

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

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

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

11. DATA PROTECTION

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

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

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Research, Technology and Innovation Directorate (RTI)
Vacancy title	171a - BraveTech EU Project Officer Electronic Warfare
Contract type	Temporary agent
Group	N.A.
Grade	AD7
Indicative starting date	16/01/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	13/10/2026

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website <http://www.eda.europa.eu - vacancies>. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Industry, Synergies and Enablers (ISE); Capability, Armament & Planning (CAP); Research, Technology and Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency's functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

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

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

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

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

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

4. DUTIES

BraveTech EU is a European Defence Fund (EDF) Coordination & Support Action (CSA) designed to accelerate the uptake of battlefield-relevant innovation for defence. The initiative is planned to be launched in early 2026 after the Contribution Agreement with the European Commission will be signed. The initiative, is structured in two phases:

- Phase I - managed by the European Commission/DG DEFIS with support from EDA, to identify the initial teams providing promising solutions to battlefield challenges;
- Phase II –managed by EDA with support from the European Commission, for participation in Testing–Evaluation–Experimentation Campaigns (TE²C).

The implementation of Phase II by EDA will be supported by a contractor taking, at high level, the following tasks: planning, site booking, logistics, on-range operations, outcomes of the tests and experiments, and draft rankings to award prizes to the most promising solutions.

Under the supervision of the line-manager responsible for Defence Innovation, the jobholder will contribute to the Agency's innovation and experimentation activities under the Hub for EU Defence Innovation. The job holder will lead the technical content and evaluation logic for Command & Control (C2) and Electronic Warfare (EW) related innovation challenges and

campaigns, ensuring that experimentation outputs are in support of Member States decision making.

In particular, the jobholder will:

- Challenge definition & technical steering
 - co-validate challenge statements with Member States and relevant stakeholders; ensure alignment with operational demand, constraints (e.g., safety, security, export controls) and realistic test environments;
 - develop and maintain evaluation criteria (and where applicable weightings) to ensure comparability and methodological consistency across tracks.
- Evaluation design and methodological integrity
 - translate C2/EW operational needs into test plans, relevant criteria, and instrumentation/data needs;
 - ensure traceability from challenge to experimentation to evidence to readiness recommendation.
- Quality assurance of testing and acceptance
 - review and pre-approve contractor test plans (test design, metrics, data collection, safety/cyber measures) and verify coherence with the challenge and decision gates;
 - lead technical debriefs with test sites, ranges and end-users; review evidence packs; formulate recommendations for pass/fail/hold decisions and readiness pathways;
- End-user engagement & adoption pull
 - engage military end-users, ranges and test centres to ensure operational realism, credible vignettes, and adoption-oriented outputs;
 - identify integration pathways early (interfaces, CONOPS fit, training/sustainment implications, cyber/safety constraints) and flag blockers to uptake.
- Knowledge capture
 - Contribute to lessons learned, standardised evaluation templates, and continuous improvement of the experimentation methodology relevant to C2/EW.
- take on additional tasks as required in the interest of the service.

Duties may evolve according to the development of EDA's structure and activities, and the decisions of EDA management

5. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET

UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;

- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

For diplomas awarded in non-EU countries, a NARIC recognition is required: <https://www.enic-naric.net/>

Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

For native English speakers, your ability to communicate in another EU language will be tested during the selection process.

To assess your foreign language levels, see: <https://europa.eu/europass/en/common-european-framework-reference-language-skills>

6. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

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

- a University degree (or equivalent academic degree), in a field relevant to the duties, such as engineering, physics, science and technology, operational research, systems engineering;
- at least six (6) years of relevant professional experience, acquired after the award of the academic qualification required as a condition of eligibility, with tasks closely related to the duties described above;
- C2 / EW domain expertise: proven knowledge and experience in C2 systems and/or EW in an operational, capability development, test & evaluation, or system integration context;
- evaluation & test design competence: demonstrated ability to design and run (or technically steer) evaluation methodologies (Measure of Effectiveness (MoEs)/Measure of Performance (MoPs), test plans, evidence generation, decision gates), preferably in contested / degraded environments;
- end-user interface: proven experience working with military end-users and translating operational needs into testable requirements and adoption-oriented recommendations;
- stakeholder coordination: proven experience in coordinating technical inputs across multiple stakeholders (Member States, industry, test centres/ranges, internal services) in an international environment;
- a very good command of written and spoken English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see par. 2). Other attributes important for this post include:

- ability to work in a team and independently in his/her area of responsibility;
- ability to work effectively in a multinational environment;
- reliability and capacity to work under pressure with little supervision;
- good communication and organisational skills;
- strong analytical and problem-solving skills;
- excellent interpersonal and negotiation skills;
- results-orientation and strong motivation;
- flexibility and innovativeness;
- genuine commitment to the Agency's objectives;

B. Desirable

The following will be considered an advantage:

- hands-on experience in planning and or executing operational experimentation including exposure to test ranges and instrumentation in C2/EW-relevant settings;
- experience with interoperability and integration of C2 systems (interfaces, data links, standards, cyber, mission networks) and/or EW effects on communications/sensors;
- knowledge of EU defence structures/instruments and experience in EU/international organisations or Member State administrations;
- familiarity with export control/safety/security constraints relevant to defence testing.
- Experience producing adoption-oriented outputs (readiness recommendations, transition packages, evidence-based briefings).

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

The Project Officer Electronic Warfare will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 3-year period. Renewal is subject to budget availability (BraveTech EU) and within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Temporary Agent, grade AD7. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 7 876,27€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

PENSION ARRANGEMENTS SPECIFIC TO EDA

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

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

- transfer to a public pension scheme;
- transfer to a private pension scheme;
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8. INDEPENDENCE AND DECLARATION OF INTEREST

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

9. EQUAL OPPORTUNITIES

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

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Project Officer Electronic Warfare at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency. Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard copy or ordinary e-mail) will not be accepted. Applications must be submitted no later than midnight. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline. Please note that once you have created your EDA profile, any correspondence regarding your application must be sent or received via your EDA profile. For any prior enquiry, please refer to the FAQ (Frequently asked questions) section, or send an e-mail to recruitment@eda.europa.eu.

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

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

11. DATA PROTECTION

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

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

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Research, Technology and Innovation Directorate (RTI)
Vacancy title	007d - Project Officer Land Systems Technologies
Contract type	Temporary agent
Group	N.A.
Grade	AD9
Indicative starting date	16/01/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	13/10/2026

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website <http://www.eda.europa.eu> - vacancies. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Industry, Synergies and Enablers (ISE); Capability, Armament & Planning (CAP); Research, Technology and Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency's functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

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

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

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

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

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

4. DUTIES

Under the supervision of the Head of Unit Technology and Innovation, the jobholder will be responsible for the following activities:

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

- participate and collaborate in projects and studies under the responsibility of the RTI Directorate or with other Directorates of EDA including projects entrusted to EDA for indirect management under the European Defence Fund (EDF);
- define and organise expert meetings and workshops;
- contribute to the assessment of assigned projects and draw lessons learnt and propose appropriate follow-on activities;
- collaborate actively with representatives and experts from the Member States;
- liaise with the European Commission and EU Agencies, companies and industry associations involved in military or dual use R&T in the jobholder's area of responsibility;
- take on additional tasks as required in the interest of the service.

Duties may evolve according to the development of EDA's structure and activities, and the decisions of EDA management.

5. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

For diplomas awarded in non-EU countries, a NARIC recognition is required: <https://www.enic-naric.net/>

Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For

diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

For native English speakers, your ability to communicate in another EU language will be tested during the selection process.

To assess your foreign language levels, see: <https://europa.eu/europass/en/common-european-framework-reference-language-skills>

6. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

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

- a University degree (or equivalent academic degree) in one of the following fields: Mechanical Engineering, Mechatronics, Electrical Engineering, Automotive Engineering, System Engineering or in a closely related engineering discipline;
- a minimum of seven (7) years of relevant professional experience, acquired after the award of the qualification required as a condition of eligibility (see eligibility criteria section above);
- strong technical background and knowledge in at least one of the following areas:
 - military vehicles, including onboard energy systems, drivetrains, protection systems, weapon system integration up to user interfaces,
 - land force up to multi-domain operations,
 - soldier equipment, including experience in unmanned/autonomous systems development/testing/operation;
- familiarity with the European defence cooperation environment and related policies;
- familiarity with European Research and Technology programmes and funding frameworks;
- extensive experience in R&T project management, covering all the phases: promotion, definition, competition and evaluation of proposals, running, assessment of the results, fostering of follow-up activities;
- experience in the dissemination and exploitation of defence research project results;
- experience in providing strategic input to, and supporting, organisational and process change;
- a very good command of written and oral English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see para. 2). Other attributes important for this post include:

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

B. Desirable

The following will be considered an advantage:

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

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

The Project Officer Land Systems Technologies will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 4 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Temporary Agent, grade AD9. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 10.082,77€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

PENSION ARRANGEMENTS SPECIFIC TO EDA

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

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

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

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

8. INDEPENDENCE AND DECLARATION OF INTEREST

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

9. EQUAL OPPORTUNITIES

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

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Project Officer Land Systems Technologies at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of

the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency.

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

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

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

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

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

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

11. DATA PROTECTION

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

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

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Research, Technology and Innovation Directorate (RTI)
Vacancy title	029g - Director Research, Technology and Innovation (RTI)
Contract type	Temporary agent
Group	N.A.
Grade	AD14
Indicative starting date	01/05/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	Yes
Location	Brussels
Closing date for applications	20/10/2026

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website <http://www.eda.europa.eu - vacancies>. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Industry, Synergies and Enablers (ISE); Capability, Armament & Planning (CAP); Research, Technology and Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency's functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

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

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

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

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

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

4. DUTIES

The Research, Technology and Innovation (RTI) Director is accountable to the Chief Executive as Head of the RTI Directorate.

Supported by the Heads of Units and Teams, the jobholder will be responsible for providing strategic leadership and direction to the Agency's activities in defence research, technology and innovation, supporting Member States in identifying, developing and maturing technologies that respond to current and future defence capability needs.

The RTI Directorate promotes and supports collaborative defence research and innovation at EU level, including through the coordination and management of cooperative R&T activities, the Capability Technology Groups (CapTechs), EU-funded defence research activities and the Hub for EU Defence Innovation. It also ensures the Directorate's contribution to EDA's wider capability development and defence initiatives and promotes coherence and synergies with relevant EU and international activities

Reporting to the Chief Executive, the RTI Director will have overall managerial responsibility for the Directorate and provide strategic advice on defence research, technology and innovation. The jobholder will drive cooperation with Member States and engage with EU institutions, industry, research and technology organisations, academia and other relevant stakeholders, ensuring that research and innovation activities contribute effectively to European defence priorities and the development of future military capabilities.

More specifically, the jobholder will be responsible for the following activities:

- translate the Agency's mission, strategy, work programme and priorities into a coherent vision, objectives and deliverables for the Directorate;
- provide strategic vision, direction and leadership for the Directorate, ensuring, with the support of the Heads of Unit and relevant team leads, coherence across its research, technology and innovation activities and programmes;
- lead and oversee the Agency's activities in defence research, technology and innovation, ensuring that they address Member States' current and future defence capability needs and contribute to relevant EU defence priorities;
- steer the development and implementation of collaborative R&T activities, including those deriving from the Overarching Strategic Research Agenda (OSRA) and the work of the Capability Technology Groups (CapTechs);
- provide strategic direction for EDA's role in EU-funded defence research, including support to Member States and the European Commission in relation to the research dimension of the European Defence Fund and other relevant EU initiatives;
- provide strategic direction for defence innovation activities, including through HEDI, promoting the maturation of innovative solutions and their contribution to the development of military capabilities;
- promote synergies between defence and civil research in relevant dual-use technology fields and facilitate the exploitation of technological and innovation opportunities for defence;
- build and sustain strong cooperation with Member States, the European Commission, the Council, the EEAS and other relevant European and international stakeholders in the fields covered by the Directorate;
- develop and maintain appropriate engagement with industry, research and technology organisations, academia and other relevant stakeholders across the defence research, technology and innovation ecosystem;
- ensure the Directorate's effective contribution to EDA's transversal activities and close cooperation with the other Agency Directorates, promoting coherence between research, technology, innovation and capability development activities;
- lead, motivate and develop the competences and skills of the Directorate's staff and evaluate or contribute to the evaluation of their performance;
- plan and organise the work and the financial and human resources of the Directorate, ensuring the effective and efficient use of allocated resources;
- manage the Directorate's budget through sound planning and monitoring of allocated resources;
- take on additional tasks as required in the interest of the service.

Duties may evolve according to the development of EDA's structure and activities, and the decisions of EDA management.

5. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member

States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;

- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

For diplomas awarded in non-EU countries, a NARIC recognition is required: <https://www.enic-naric.net/>

Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

For native English speakers, your ability to communicate in another EU language will be tested during the selection process. To assess your foreign language levels, see: <https://europa.eu/europass/en/common-european-framework-reference-language-skills>

6. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

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

- a minimum of fifteen (15) years of relevant professional experience, acquired after the award of the academic qualification required as a condition of eligibility;
- professional experience in a managerial position, with a proven track record in leading multinational and multidisciplinary teams at senior and/or middle-management level;
- knowledge and/or experience of the European institutional framework, EU programmes and policies;
- knowledge and experience in defence and its international environment;
- a strong understanding of collaborative research, technology development and innovation, and their contribution to defence capability development;
- sound knowledge of the Defence technological and industrial environment, with experience engaging with relevant stakeholders, industry and research and technology organisations;
- proven experience in providing strategic advice to senior management and representing RTI matters at a high level,

both internally and externally;

- a good understanding of the EDA's main tasks and functions;
- a track record of delivering successful business outcomes;
- a very good command of written and spoken English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see para. 2). Other attributes important for this post include:

- ability to inspire, motivate and develop multidisciplinary teams;
- ability to develop strategic relations with internal and external stakeholders, using negotiation, influencing and diplomatic skills in a complex political and institutional environment;
- result-orientation and strong intrinsic motivation, combined with proactivity and a “can-do” attitude;
- integrity and a genuine commitment to ethical standards and principles in the public service;
- flexibility and innovativeness, with the ability to adapt effectively to changing circumstances;
- excellent analytical skills;
- resilience and the ability to manage competing priorities effectively while maintaining calmness under pressure;
- excellent communication skills, including strong public-speaking, presentation and chairing skills;
- genuine commitment to the Agency's mission and objectives.

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

The Director Research, Technology and Innovation (RTI) will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 3-year period. Renewal is possible only once for an additional period of 2 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Temporary Agent, grade AD14. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 18.695,13€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

PENSION ARRANGEMENTS SPECIFIC TO EDA

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

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

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

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

8. INDEPENDENCE AND DECLARATION OF INTEREST

The selected candidate will be required to make a declaration of commitment to act independently in the Agency's interest

and to make a declaration in relation to interests that might be considered prejudicial to their independence.

Please note that for this position restrictions (including prohibition) on post-employment activities may be applied.

For two (2) years after leaving the Agency, members of staff remain bound to seek clearance from EDA as soon as the post-employment activity is known and in due time to allow for authorisation before engaging in another activity. If that activity is related to the work carried out during the last three (3) years of service at EDA and it could lead to conflict with the legitimate interests of EDA, the Agency can give its approval subject to any conditions it deems fit, or forbid the activity.

In its assessment, EDA will in particular look at the nature of the future position, the quality of the future employer, the level of interaction with EDA staff on EDA activities, likelihood of involvement in decision taking of a financial/commercial nature and the level of conflict with the legitimate interests of the Agency.

For senior staff, an additional ban of 12 months will apply on lobbying or advocacy vis-à-vis Agency staff for their business, clients or employers on matters for which they were responsible during their last three (3) years of service.

Candidates are referred to the relevant section in EDA's Ethics Framework, available on EDA's website:

<https://eda.europa.eu/who-we-are/transparency/ethics-and-conduct>

9. EQUAL OPPORTUNITIES

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

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Director Research, Technology and Innovation (RTI) at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency.

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

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

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

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

as appropriate.

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

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

11. DATA PROTECTION

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

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Corporate Services Directorate
Vacancy title	063e - Head of Procurement and Contract Unit
Contract type	Temporary agent
Group	N.A.
Grade	AD12
Indicative starting date	16/01/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	20/10/2026

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website <http://www.eda.europa.eu - vacancies>. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency (EDA) was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Industry, Synergies and Enablers (ISE); Capability, Armament & Planning (CAP); Research, Technology and Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency's functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

3. THE CORPORATE SERVICES DIRECTORATE

The Corporate Services Directorate (CSD) provides critical business support to EDA operations by delivering high-quality corporate services under seven dedicated organizational elements, namely: Human Resources; Procurement and Contract Management; Finance; IT and Information Management; Security; Legal and Infrastructure. Additionally, the Record Manager is responsible for the effective management of information produced and/or received by the organisation. CSD processes are geared towards efficient and optimal use of resources, leveraging good practice and technological solutions while ensuring sound financial management, transparency and accountability; outward focus and commitment to continuous improvement are the hallmarks of CSD.

4. DUTIES

EDA is looking to recruit an experienced procurement, contracting and grant-management professional with strategic vision, sound leadership and management skills, and a proven commitment to developing people, policies and processes. The jobholder will contribute to the delivery of the Agency's business objectives as part of its dynamic corporate services team. The jobholder is accountable to the Corporate Services Director and has duties as Head of Procurement and Contract Unit (PCU). This includes:

Core business

- preparing the annual activity plan, in cooperation with the operational Directorates, covering the Agency's general budget, ad hoc budgets within the meaning of Chapter IV of Council Decision 2015/1835, and assigned revenue, including EU contributions within the meaning of Chapter V of that Decision;
- managing, monitoring and reporting on the implementation of the activity plan, including through appropriate key performance indicators, in close cooperation with the Head of Finance Unit and the relevant staff of the operational Directorates;
- prioritising and steering the procurement and grant-management pipeline, balancing operational urgency, legal and financial constraints, available resources and audit-readiness requirements;
- overseeing the end-to-end preparation, launch, evaluation, award and implementation of ordinary procurement procedures, ensuring compliance with the applicable Financial and Procurement Rules, sound planning, timely delivery and effective support to Authorising Officers by delegation;
- coordinating procurement activities under EDA ad hoc projects and programmes, including category A and B arrangements, by translating participating Member States' requirements into sound procurement strategies, contractual documents and cooperative implementation arrangements;
- providing guidance and quality assurance for grant and EU-contribution management activities, including calls, award procedures, grant agreements, amendments, reporting and interaction with beneficiaries, while supporting Contracts Administrators and operational services throughout the grant lifecycle;
- ensuring risk-based quality assurance and ex ante control of procurement, contractual and grant-management files, including the anticipation and mitigation of legal, financial, procedural and reputational risks throughout the lifecycle;
- fostering the identification of needs and the development of procurement and grant-management tools and procedures, including guidelines, templates and standard documents;
- proposing strategic developments in the Unit's portfolio and innovative approaches to management and stakeholder interaction, including with contractors and beneficiaries, in line with EDA strategies;
- promoting continuous business improvement while also integrating recommendations from controlling bodies as well as good practices from comparable EU and international organisations.
- keeping abreast of policy and legislative developments in the EU defence domain, with a view to proactively informing

decision-making.

Unit management

- ensuring, through the Senior Procurement Officers responsible for the above three domains, the sound planning and management of the tasks and resources allocated to the Unit;
- ensuring the dynamic reallocation of resources across domains to address peak demands, maintain service continuity and frontload priority activities pending approval of new resources;
- nurturing interdisciplinary approaches across Sectors, including through communities of practice, to strengthen knowledge sharing, methodological consistency and collective problem-solving;
- ensuring business continuity, knowledge retention and succession planning within the Unit, including through the documentation of key processes, the sharing of critical expertise and the progressive development of back-up capacities across Sectors;
- providing guidance, direction and feedback to team members;
- developing the competences and skills of the team in line with evolving needs and performance-management requirements.

Duties may evolve according to the development of EDA's structure and activities, and the decisions of EDA management.

5. ELIGIBILITY CRITERIA

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to their full rights as citizens;
- have fulfilled any obligations imposed on them by the laws concerning military service;
- produce the appropriate character references as to their suitability for the performance of their duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform their duties;
- have a thorough knowledge (minimum level C1 oral and written) of one of the languages of the participating Member States and a satisfactory knowledge (minimum level B2 oral and written) of another of these languages to the extent necessary to discharge their duties;
- have no personal interest (financial, family relationship, or other) which could be in conflict with disinterested discharge of their duties within the Agency;
- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can be initiated on request of the employer only, and not by the individual candidate;
- have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years or be a graduate of a national or international Defence College; or where justified in the interests of the service, professional training of an equivalent level.

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

For diplomas awarded in non-EU countries, a NARIC recognition is required: <https://www.enic-naric.net/>

Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition. For diplomas awarded after this date (from 01/01/2021), a NARIC recognition is required.

For native English speakers, your ability to communicate in another EU language will be tested during the selection process.

To assess your foreign language levels, see: <https://europa.eu/europass/en/common-european-framework-reference-language-skills>

6. SELECTION CRITERIA

A. Essential

Only applications meeting all essential selection criteria will be assessed.

(1) Professional

Candidates will be required to demonstrate the following qualifications:

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

- a university degree in law, finance, economics, business administration, or similar;
- at least twelve (12) years of professional experience of which at least eight (8) years in positions with tasks relevant to the duties;
- at least five (5) years of managerial experience in various areas of procurement or contracting in an international organisation or a large-scale government or public/private sector organisation;
- very good knowledge of EU public procurement directives and of the financial regulations applicable to the Agency, the EU institutions and decentralised bodies, including the rules applicable to collaborative procurement, innovation procurement, contracts, grants and prizes;
- relevant professional experience in the field of procurement, contracting and grant management, including practical experience in the interpretation and implementation of EU procurement, contract management and grant management rules;
- relevant professional experience in the field of intergovernmental arrangements for collaboration in the defence capability cycle (including, e.g. research, innovation, development, experimentation, acquisition, maintenance);
- knowledge of EU financial contribution mechanisms and grant/prize management;
- knowledge of intellectual property rights (IPR);
- strong analytical skills and the ability to find solutions to complex procurement, contractual, grant management and legal issues;
- experience in drafting legal, procedural and procurement related documents, notes and briefs;
- proven experience in complex contract negotiations;
- a very good command of written and oral English.

(2) Personal

All staff must be able to fit into the Agency's way of working (see para. 2). Other attributes important for this post include:

- very good leadership and management skills, especially in a multicultural and multilingual environment;
- ability to work with strong sense of urgency, result orientation and commitment to compliance;
- excellent customer-service orientation and commitment to organisational development;

- ability to command trust among peers;
- ability to work effectively and inclusively with a range of internal and external stakeholders;
- ability to remain effective in a rapidly evolving and dynamic work environment and to meet deadlines consistently;
- well-organised, thorough and accurate;
- excellent negotiation and problem-solving skills;
- integrity and ability to deal with confidential matters professionally;
- genuine commitment to the Agency's objectives.

B. Desirable

The following will be considered an advantage:

- good knowledge and understanding of VAT mechanisms within the EU, in particular VAT exemptions;
- good knowledge of the international defence environment, including EU defence programmes such as EDF and EDIP, and CFSP/CSDP;
- very good knowledge of the Defence and Security Procurement Directive;
- experience in a legal and/or business advisory function;
- good knowledge of French.

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR TEMPORARY AGENTS AT EDA

EDA, whose staff are governed by its own Staff Regulations, offers specific conditions of employment with regards to contract duration and pension arrangements.

CONTRACT DURATION

The Head of Procurement and Contract Unit will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 4 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Temporary Agent, grade AD12. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

The pay for this position consists of a basic salary of 14.603,92€ supplemented with various allowances including, as applicable, expatriation or family allowances. Successful candidates are graded on entry into service according to the length of their professional experience. Salaries are exempted from national tax, instead an Agency tax is deducted at source.

PENSION ARRANGEMENTS SPECIFIC TO EDA

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

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

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

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

8. INDEPENDENCE AND DECLARATION OF INTEREST

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

Please note that for this position restrictions (including prohibition) on post-employment activities may be applied.

For two (2) years after leaving the Agency, members of staff remain bound to seek clearance from EDA as soon as the post-employment activity is known and in due time to allow for authorisation before engaging in another activity. If that activity is related to the work carried out during the last three (3) years of service at EDA and it could lead to conflict with the legitimate interests of EDA, the Agency can give its approval subject to any conditions it deems fit, or forbid the activity.

In its assessment, EDA will in particular look at the nature of the future position, the quality of the future employer, the level of interaction with EDA staff on EDA activities, likelihood of involvement in decision taking of a financial/commercial nature and the level of conflict with the legitimate interests of the Agency.

For senior staff, an additional ban of 12 months will apply on lobbying or advocacy vis-à-vis Agency staff for their business, clients or employers on matters for which they were responsible during their last three (3) years of service.

Candidates are referred to the relevant section in EDA's Ethics Framework, available on EDA's website:

<https://eda.europa.eu/who-we-are/transparency/ethics-and-conduct>

9. EQUAL OPPORTUNITIES

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

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Head of Procurement and Contract Unit at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency. Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard copy or ordinary e-mail) will not be accepted. Applications must be submitted no later than midnight. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline. Please note that once you have created your EDA profile, any correspondence regarding your application must be sent or received via your EDA profile. For any prior enquiry, please refer to the FAQ (Frequently asked questions) section, or send an e-mail to recruitment@eda.europa.eu.

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12. THE UNIT

The Procurement and Contract Unit, designation subject to approval of forthcoming organisational structure) provides the Agency's central expertise for procurement, contracts, grants and prizes, as well as for the upstream basic acts, including ad hoc projects and programmes and contribution agreements. It ensures the sound, consistent and compliant implementation of the Agency's activities in three main domains:

- General budget procurement: procurement actions financed under the Agency's general budget, including corporate services, horizontal requirements, administrative needs and operational studies.
- Collaborative procurement: procurement under ad hoc project and programme arrangements, including multi-participant procedures, framework contracts and purchase orders as well as activities funded by EU programmes, such as EDIP.
- Innovation procurement and grants: supports activities linked to innovation, research and technology, including ad hoc R&T contracts, prizes and grants, as well as activities funded by EU programmes, such as EDF.

Main interfaces of the Unit: internal CSD and operational Project Officers acting as budget and business owners; Project Officers within the Collaborative Procurement Centre and the EDA Innovation Centre; ordering Member States and Member States participating in ad hoc R&T projects and programmes; tenderers, applicants, contractors and beneficiaries; the European Commission and its executive agencies; and the EDA Finance and Legal Units.

The Unit works closely with Project Officers and the two operational Centres, from the early definition of requirements and the establishment of the relevant basic acts through to contract or grant implementation. This operating model ensures proximity to operational needs while maintaining central oversight, procedural consistency and appropriate segregation of duties within CSD.

CHIEF EXECUTIVE
COMMUNICATION

EDA202609081

17 September 2026

EDA documentation for Government use only

To: CENTRAL NATIONAL POINTS OF CONTACT

Copy: Deputy Central Points of Contact, Brussels Points of Contact

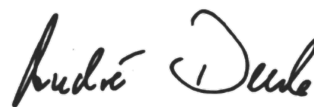
EDA RECRUITMENT | PUBLICATION OF TWO (2) POSTS IN THE CSD AND RTI DIRECTORATES

Please see below details of new posts available in the Agency. These details are also published on our website (<https://eda.europa.eu>) under “[Current vacancies](#)”.

Post title	Directorate	Contract type	Grade
Director Research, Technology and Innovation (RTI)	RTI	TA	AD14
Head of Procurement and Contract Unit	CSD	TA	AD12

**Deadline for applications:
20 October 2026**

Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1) on the date of the deadline.



André DENK

DETALŪS METADUOMENYS	
Dokumento sudarytojas (-ai)	LIETUVOS NUOLATINĖ ATSTOVYBĖ EUROPOS SAJUNGOJE 188613242/58
Dokumento pavadinimas (antraštė)	DĖL EUROPOS GYNYBOS AGENTŪROS (EGA) DARBO SKELBIMŲ ĮVAIRIOMS PAREIGYBĖMS. EDA202609002 EDA202609081
Dokumento registracijos data ir numeris	2026-09-21 Nr. (76.2.5E)S76-941
Dokumento gavimo data ir dokumento gavimo registracijos numeris	2026-09-21 Nr. G-2369
Dokumento specifikacijos identifikavimo žymuo	ADOC-V1.0
Parašo paskirtis	Pasirašymas
Parašą sukūrusio asmens vardas, pavardė ir pareigos	Nerijus Aleksiejūnas, Ambasadorius
Sertifikatas išduotas	NERIJUS ALEKSIEJŪNAS LT
Parašo sukūrimo data ir laikas	2026-09-18 11:19:43 (GMT+03:00)
Parašo formatas	XAdES-X-L
Laiko žymoje nurodytas laikas	2026-09-18 11:20:23 (GMT+03:00)
Informacija apie sertifikavimo paslaugų teikėją	EID-SK 2016, AS Sertifitseerimiskeskus EE
Sertifikato galiojimo laikas	2024-07-08 21:23:09 – 2029-07-07 23:59:59
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, į.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, į.k.188774822 LT", sertifikatas galioja nuo 2025-05-16 11:31:08 iki 2028-05-15 11:31:08
Pagrindinio dokumento priedų skaičius	9
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 (2026-09-21 15:58:37)
Paieškos nuoroda	–
Papildomi metaduomenys	Nuorašą suformavo 2026-09-21 15:58:37 DBSIS