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LR užsienio reikalų ministerijai
LR vidaus reikalų ministerijai
LR krašto apsaugos ministerijai

2026-10- 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: 50 lapų.

Ambasadorius, Nerijus Aleksiejūnas

Lietuvos nuolatinis atstovas Europos Sąjungoje

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EUROPEAN DEFENCE AGENCY

CHIEF EXECUTIVE
COMMUNICATION

EDA202610178 29 October 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 ONE (1) POST IN THE CAP DIRECTORATE

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 of Capability, Armament and Planning (CAP)	CAP	TA	AD14

Deadline for applications:
26 November 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

EUROPEAN DEFENCE AGENCY

CHIEF EXECUTIVE
COMMUNICATION

EDA202610162 26 October 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 SIX (6) POSTS IN THE CAP, CSD 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".

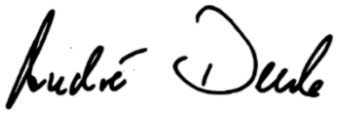
Post title	Directorate	Contract type	Grade
Project Officer Experimentation	RTI	CA	FGIV
Project Officer Transition	RTI	CA	FGIV
Senior Legal Officer	CSD	TA	AD9
Project Officer Land Capabilities (2 posts)	CAP	TA	AD8
Project Officer Medical	CAP	TA	AD8
Project Officer Critical Infrastructure Protection and Energy Security (CIPES)	CAP	TA	AD8

Deadline for applications:
26 November 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.

EUROPEAN DEFENCE AGENCY

CHIEF EXECUTIVE
COMMUNICATION



André DENK

EUROPEAN DEFENCE AGENCY
(EDA)

Vacancy notice

Directorate	Corporate Services Directorate (CSD)
Vacancy title	198a - Senior Legal Officer
Contract type	Temporary agent
Group	N.A.
Grade	AD9
Indicative starting date	01/02/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	26/11/2026

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: Capability, Armament & Planning (CAP); Procurement, Support, Industry & Interoperability (PSII); Research, Technology & Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an “outward-facing” organisation, constantly interacting with its shareholders, the 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 (CSD)

The Corporate Services Directorate (CSD) provides critical business support to EDA operations by delivering high-quality corporate services under seven dedicated units, namely: Human Resources, Procurement and Grants Management, Finance, Information Technology, Security, Legal and General Services (encompassing Infrastructure, Records and Data Management).
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. THE UNIT

The Legal Unit is part of the Corporate Services Directorate and provides legal advice and support to the entire Agency, including senior management, operational directorates and corporate services. It safeguards the legality, coherence, transparency and compliance of the Agency's activities while enabling timely and effective delivery.
Its remit covers institutional and governance matters; procurement, contracts and collaborative arrangements; legal aspects of innovation, research and technology projects and European Union-funded activities; administrative and staff matters; ethics and conduct; data protection; public access to documents; litigation, complaints and investigations; cooperation with Member States, European Union institutions and third parties; and legal support to ex ante control. The Unit also monitors legal and regulatory developments relevant to the Agency and promotes early identification and mitigation of legal risk.
The Unit is headed by the Head of the Legal Unit and comprises a Senior Legal Officer who acts as Data Protection Officer and deputises for the Head of Unit when required, together with legal officers covering the Unit's principal areas of responsibility. It is supported by an ex-ante controller and, where appropriate, trainees and external legal expertise. The Unit is structured to ensure specialised legal coverage, continuity of service and effective support across the Agency.

5. DUTIES

Under the supervision of the Head of the Legal Unit, the Senior Legal Officer may also act as Data Protection Officer, deputise for the Head of Unit when needed, and will be responsible for / contribute to the following activities:

- provide authoritative, strategic and risk-based legal advice on collaborative procurement, including the design and implementation of complex and high-value procurement files;
- provide legal and procedural support to the ex-ante controller within the Legal Unit, including on the assessment of procurement and financial files, the identification of legal and compliance risks, and the consistent application of the relevant regulatory and internal control framework;
- support all activity of the Legal Unit related to the preparation and negotiation of third-party agreements, including administrative arrangements, MoU, SLA, etc, by providing comprehensive legal assessments, risk analysis, procedural guidelines and legal review of any relevant working document;
- advise on innovation-related projects, security arrangements and wider European Union defence initiatives, ensuring that their legal, governance, industrial and intergovernmental dimensions are addressed coherently and at an early stage;
- identify and mitigate legal and governance risks, clarify the allocation of responsibilities, and develop robust contractual arrangements in close cooperation with operational teams, Member States and partners;
- support the Head of Unit in the management and coordination of the Unit, act on the Head of Unit's behalf when required, and contribute to the planning, prioritisation and quality assurance of its work;
- perform the functions of Data Protection Officer, independently advising the Agency on its data protection obligations, monitoring compliance, promoting awareness and cooperation, and acting as the contact point for the European Data Protection Supervisor and data subjects.

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

6. 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

7. 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 Law;
- at least seven (7) years of relevant professional experience, acquired after the award of the minimum qualification required as a condition of eligibility;
- substantial professional experience in providing legal advice on public and/or collaborative procurement, including complex or high-value procurement procedures and contractual arrangements;
- proven experience in identifying and addressing legal and governance risks and in providing legal advice on complex institutional, contractual matters;
- sound knowledge of the European Union data protection framework and proven professional experience in advising on data protection and compliance matters;
- proven experience in coordinating the work and priorities of a legal team, including quality assurance and the provision of legal and procedural advice in a multidisciplinary environment;
- good knowledge of EDA's role, legal framework and main functions;
- 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 work independently and collaboratively in a complex and multidisciplinary environment;
- ability to work effectively in a multinational environment;
- reliability and ability to work under pressure with minimal supervision;
- strong analytical and problem-solving skills, sound legal judgement, and the ability to identify proportionate, practical and defensible solutions;
- excellent communication, interpersonal and negotiation skills, with the ability to explain complex legal issues clearly and influence stakeholders constructively;
- good leadership skills and ability to coordinate and support colleagues effectively;
- results-orientation and strong sense of responsibility;
- flexibility and innovativeness;
- genuine commitment to the Agency's objectives;

B. Desirable

The following will be considered an advantage:

- experience in litigation, pre-litigation or dispute management, for example before national courts, the Court of Justice of the European Union or in administrative complaint procedures;
- knowledge of, or experience in addressing, the interaction between the Agency's legal framework and other European Union legal or funding frameworks, including the European Defence Fund, the European Defence Industry Programme and other current or future initiatives relevant to defence and security;
- familiarity with the defence international environment (especially with CSDP);
- experience of contributing or leading organisational and process change.

8. 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 Senior Legal 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 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

9. 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.

10. 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.

11. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Senior Legal 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.

12. 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	Capability, Armament & Planning Directorate (CAP)
Vacancy title	210a - Project Officer Land Capabilities (2 posts)
Contract type	Temporary agent
Group	N.A.
Grade	AD8
Indicative starting date	01/03/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	26/11/2026

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: Capability, Armament & Planning (CAP); Procurement, Support, Industry & Interoperability (PSII); Research, Technology & Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an “outward-facing” organisation, constantly interacting with its shareholders, the 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 & PLANNING DIRECTORATE (CAP)

The Capability, Armament & Planning Directorate (CAP) supports Member States in collaboratively planning, developing and acquiring defence capabilities that meet their needs as well as EU priorities. This implies supporting Member States in identifying, preparing and supporting the execution of 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 across all dimensions of capabilities (concept & doctrine, organisation, training, materiel, leadership and education, personnel, facilities, and interoperability). It also includes aggregating demand towards joint procurement of defence products and services.

The Directorate, together with Member States and with the support of other competent EU institutions and bodies, operates the intergovernmental EU Capability Development Planning System (EU-CDPS) comprising several EU tools. The Capability Development Plan (CDP), managed with the EU Military Committee (EUMC) and EU Military Staff (EUMS) contributions, leads to the 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), conducted with the contribution of EUMS, enables the analysis of 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.

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 the identification of a possible cooperation project, the Directorate supports Member States interested in the project by elaborating a business case with them.

The CAP Directorate comprises:

- Capability Development Coordination and Strategic Analysis Unit;
- Air & Space Domain Unit: Air Combat, Airborne Command and Inform Capabilities, Integrated Air and Missile Defence, Air Transport, Space Operations and Space Services;
- Maritime Domain Unit: Naval Combat and Maritime Interdiction, Underwater and Seabed Warfare, Maritime Domain Awareness;
- Land Domain Unit: Ground Combat Capabilities, Land-Based Precision Engagement, Future Soldier Systems;
- Strategic Enablers & Cyber Unit: Cyber Warfare & Operations, Electro Magnetic Spectrum Operations & Electronic Warfare, Command / Control / Communications / Computers / Information Systems / Surveillance / Target Acquisition & Reconnaissance (C4ISTAR), Special Operation Forces;
- Resilience & Support Unit: Military Mobility, Logistics, CBRN Defence, Critical Infrastructure Protection, Medical Support, Energy;
- Cooperation Planning Unit: Management of EU-CDPS, including the conduct of the Capability Development Plan, CARD and PESCO.

Based on this organization, in coordination with other Directorates, CAP supports Member States with concrete proposals for cooperation at levels ranging from the technical to the political, while actively contributing to various capability-related initiatives launched by Member States at EU level, such as the EU Defence Readiness objective and associated Priority Capability Areas.

4. DUTIES

Under the supervision of the Head of Land Domain Unit, the Project Officer Land Capabilities will be responsible for planning, initiating and conducting collaborative military capability development activities in the Land Domain.
In particular, the jobholder will be responsible for/contribute to the following activities:

- support EU Member States in improving their military capabilities in the Land domain;
- implement EDA Core Tasks 3 and 4, namely harmonisation of military requirements and aggregation of demand towards joint procurement, including the development of business cases with MS interested in launching specific collaborative development/acquisition projects;
- support and, when required, chair the Capability Expert Groups relevant to the Land domain, namely Ground Combat Capabilities, Land Based Precision Engagement and Future Soldier Systems, as well as related Ad-Hoc Working Groups;
- contribute to other activities within the area of responsibility, including such as Priority Capability Areas-PCAs Coordinating Groups, providing technical direction and subject-matter expertise;
- support the establishment and implementation of ad-hoc projects, including the facilitation and management of EDA Category B projects as required, as well as plan and manage activities funded by the EDA Operational Budget;
- contribute to ensuring coherence between the three (3) Capability Expert Groups (CEGs) implementing Land Domain's Priorities, as well as with related capability development activities and Land-related work strands across the Agency, including in the framework of the Centre for European Defence Innovation (CEDI);
- liaise, 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;
- contribute to the further development and improvement of the Capability Development Plan (CDP), including identifying, promoting and proposing relevant collaborative opportunities within the Coordinated Annual Review on Defence (CARD) in the jobholder's area of responsibility;
- contribute, as appropriate, to the assessment of PESCO project proposals and support Land-related collaborative projects at Member States' request, including seeking synergies among existing initiatives;
- contribute, as appropriate, to the assessment of the Land-related topics under the European Defence Fund (EDF) annual work programmes, including other DG DEFIS-led initiatives related to the jobholder's area of responsibility;
- provide technical advice within the jobholder's area of responsibility in support to EU defence-related policies and concepts;
- represent the Agency at relevant conferences and seminars;
- 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

Candidates will be required to demonstrate the following qualifications:

- a university degree (or equivalent academic degree) in a field relevant to the post, such as Defence and Security, International Security or another relevant field;
- at least six (6) years of relevant professional experience, acquired after the award of the qualification required as a condition of eligibility;
- proven professional experience within a defence-related governmental organisation and/or an international defence organisation, including experience in military capability development;
- very good knowledge of and proven experience in land warfare and land capability development, particularly in areas such as ground combat capabilities, indirect fire support and soldier systems;
- proven experience in international defence cooperation and a good understanding of defence acquisition and

armament procurement processes;

- good knowledge of the EU defence environment and relevant defence initiatives, including EDA's role, main tasks and functions, together with an understanding of NATO activities relevant to the area of responsibility;
- 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 organisational and coordination skills;
- strong conceptual, analytical and problem-solving skills;
- excellent interpersonal, communication 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:

- knowledge and experience of the Common Security and Defence Policy (CSDP), including its relevant structures, processes and initiatives;
- experience and participating in national or multinational Land-based military operations or exercises;
- experience in collaborative defence acquisition, related to large-scale and complex multinational defence programmes;
- hold a recognised project and or programme management qualification.

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 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 AD8.

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

FINANCIAL ENTITLEMENTS

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

PENSION ARRANGEMENTS SPECIFIC TO EDA

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

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

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

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

8. INDEPENDENCE AND DECLARATION OF INTEREST

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

9. EQUAL OPPORTUNITIES

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

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Project Officer Land 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	Capability, Armament & Planning Directorate (CAP)
Vacancy title	211a - Project Officer Medical
Contract type	Temporary agent
Group	N.A.
Grade	AD8
Indicative starting date	01/03/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	26/11/2026

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: Capability, Armament & Planning (CAP); Procurement, Support, Industry & Interoperability (PSII); Research, Technology & Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an “outward-facing” organisation, constantly interacting with its shareholders, the 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 & PLANNING DIRECTORATE (CAP)

The Capability, Armament & Planning Directorate (CAP) supports Member States in collaboratively planning, developing and acquiring defence capabilities that meet their needs as well as EU priorities. This implies supporting Member States in identifying, preparing and supporting the execution of 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 across all dimensions of capabilities (concept & doctrine, organisation, training, materiel, leadership and education, personnel, facilities, and interoperability). It also includes aggregating demand towards joint procurement of defence products and services.

The Directorate, together with Member States and with the support of other competent EU institutions and bodies, operates the intergovernmental EU Capability Development Planning System (EU-CDPS) comprising several EU tools. The Capability Development Plan (CDP), managed with the EU Military Committee (EUMC) and EU Military Staff (EUMS) contributions, leads to the 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), conducted with the contribution of EUMS, enables the analysis of 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.

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 the identification of a possible cooperation project, the Directorate supports Member States interested in the project by elaborating a business case with them.

The CAP Directorate comprises:

- Capability Development Coordination and Strategic Analysis Unit;
- Air & Space Domain Unit: Air Combat, Airborne Command and Inform Capabilities, Integrated Air and Missile Defence, Air Transport, Space Operations and Space Services;
- Maritime Domain Unit: Naval Combat and Maritime Interdiction, Underwater and Seabed Warfare, Maritime Domain Awareness;
- Land Domain Unit: Ground Combat Capabilities, Land-Based Precision Engagement, Future Soldier Systems;
- Strategic Enablers & Cyber Unit: Cyber Warfare & Operations, Electro Magnetic Spectrum Operations & Electronic Warfare, Command / Control / Communications / Computers / Information Systems / Surveillance / Target Acquisition & Reconnaissance (C4ISTAR), Special Operation Forces;
- Resilience & Support Unit: Military Mobility, Logistics, CBRN Defence, Critical Infrastructure Protection, Medical Support, Energy;
- Cooperation Planning Unit: Management of EU-CDPS, including the conduct of the Capability Development Plan, CARD and PESCO.

Based on this organization, in coordination with other Directorates, CAP supports Member States with concrete proposals for cooperation at levels ranging from the technical to the political, while actively contributing to various capability-related initiatives launched by Member States at EU level, such as the EU Defence Readiness objective and associated Priority Capability Areas.

4. DUTIES

Under the supervision of the Head of Resilience and Support Unit, the Project Officer Medical will be responsible for planning, initiating and conducting collaborative military capability development activities in the Medical Support area. In particular, the jobholder will be responsible for/contribute to the following activities:

- support EU Member States in improving their military capabilities in the Medical Support area;
- implement EDA Core Tasks 3 and 4, namely harmonisation of military requirements and aggregation of demand towards joint procurement, including the development of Business Cases with MS interested in launching specific collaborative development/acquisition projects;
- establish, manage and, when required, chair the Capability Expert Groups Medical Support (CEG MED), and related Ad-Hoc Working Groups;
- contribute to other activities within the area of responsibility such as Priority Capability Areas (PCAs) Coordinating Groups, providing
- technical direction and guidance as subject matter expert;
- developandupdatethePriority Implementation Roadmap (PIR)toimplementtheEUCapability Development Priority Medical Support;
- support the establishment and implementation of ad-hoc projects, including EDA Category B projects, and plan and manage activities funded by the EDA Operational Budget, as required;
- contribute to ensuring coherence between the 4 CEGs implementing Resilience and Support Priorities (Logistics, Military Mobility, CBRN Defence, Critical Infrastructure Protection and Energy Security), and related work strands across the Agency, including in the framework of the Centre for European for Defence Innovation (CEDI);
- liaise, 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;
- contribute to EDA's and the EU's broader resilience, support, and preparedness objectives through coherent and forwardlooking military medical capability development, including in the framework of civil-military cooperation;
- 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, as appropriate, to the assessment of Medical Support-related PESCO projects and European Defence Fund (EDF) topics, including other EU Commission-led initiatives related to the jobholder's area of responsibility;
- provide technical advice within the jobholder's area of responsibility to EU defence-related policies and concepts;
- represent the Agency at conferences and seminars;
- 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

Candidates will be required to demonstrate the following qualifications:

- a university degree (or equivalent academic degree) in a field relevant to the duties of the post, such as medicine, military medicine, health sciences, public health, healthcare management or another relevant discipline;
- at least six (6) years of relevant professional experience, acquired after the award of the qualification required as a condition of eligibility;
- proven professional experience within a defence-related governmental organisation and/or an international defence organisation, including experience in military capability development;
- very good knowledge of and proven professional experience in military medical support and medical capability development, particularly in areas such as operational medical planning, deployable medical capabilities, military

medical logistics and healthcare support;

- proven experience in international defence cooperation, including engagement with multiple national or institutional stakeholders, and a good understanding of defence acquisition and collaborative procurement processes;
- good knowledge of the EU defence environment and relevant defence initiatives, including EDA's role, main tasks and functions, together with an understanding of NATO activities relevant to the area of responsibility;
- 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 organisational and coordination skills;
- strong conceptual, analytical and problem-solving skills;
- excellent interpersonal, communication 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:

- experience in national or multinational miliary medical operations, exercises and deployments;
- experience in collaborative defence acquisition, related to large-scale and complex multinational defence programmes.
- experience in civil-military cooperation related to medical support, preparedness or resilience;
- hold a recognised project and/programme management qualification.

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 Medical 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;
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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 Medical 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	Capability, Armament & Planning Directorate (CAP)
Vacancy title	212a - Project Officer Critical Infrastructure Protection and Energy Security (CIPES)
Contract type	Temporary agent
Group	N.A.
Grade	AD8
Indicative starting date	01/03/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	26/11/2026

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: Capability, Armament & Planning (CAP); Procurement, Support, Industry & Interoperability (PSII); Research, Technology & Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an “outward-facing” organisation, constantly interacting with its shareholders, the 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 & PLANNING DIRECTORATE (CAP)

The Capability, Armament & Planning Directorate (CAP) supports Member States in collaboratively planning, developing and acquiring defence capabilities that meet their needs as well as EU priorities. This implies supporting Member States in identifying, preparing and supporting the execution of 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 across all dimensions of capabilities (concept & doctrine, organisation, training, materiel, leadership and education, personnel, facilities, and interoperability). It also includes aggregating demand towards joint procurement of defence products and services.

The Directorate, together with Member States and with the support of other competent EU institutions and bodies, operates the intergovernmental EU Capability Development Planning System (EU-CDPS) comprising several EU tools. The Capability Development Plan (CDP), managed with the EU Military Committee (EUMC) and EU Military Staff (EUMS) contributions, leads to the 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), conducted with the contribution of EUMS, enables the analysis of 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.

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 the identification of a possible cooperation project, the Directorate supports Member States interested in the project by elaborating a business case with them.

The CAP Directorate comprises:

- Capability Development Coordination and Strategic Analysis Unit;
- Air & Space Domain Unit: Air Combat, Airborne Command and Inform Capabilities, Integrated Air and Missile Defence, Air Transport, Space Operations and Space Services;
- Maritime Domain Unit: Naval Combat and Maritime Interdiction, Underwater and Seabed Warfare, Maritime Domain Awareness;
- Land Domain Unit: Ground Combat Capabilities, Land-Based Precision Engagement, Future Soldier Systems;
- Strategic Enablers & Cyber Unit: Cyber Warfare & Operations, Electro Magnetic Spectrum Operations & Electronic Warfare, Command / Control / Communications / Computers / Information Systems / Surveillance / Target Acquisition & Reconnaissance (C4ISTAR), Special Operation Forces;
- Resilience & Support Unit: Military Mobility, Logistics, CBRN Defence, Critical Infrastructure Protection, Medical Support, Energy;
- Cooperation Planning Unit: Management of EU-CDPS, including the conduct of the Capability Development Plan, CARD and PESCO.

Based on this organization, in coordination with other Directorates, CAP supports Member States with concrete proposals for cooperation at levels ranging from the technical to the political, while actively contributing to various capability-related initiatives launched by Member States at EU level, such as the EU Defence Readiness objective and associated Priority Capability Areas.

4. DUTIES

Under the supervision of the Head of Resilience and Support Unit, the Project Officer Critical Infrastructure Protection and Energy Security (CIPES) will be responsible for planning, initiating and conducting collaborative military capability development activities in the specific domain. In particular, the jobholder will be responsible for/contribute to the following activities:

- support EU Member States in improving their military capabilities in the area of Critical Infrastructure Protection and Energy Security, with particular focus on enhancing military preparedness, resilience, freedom of action and operational readiness;
- implement EDA Core Tasks 3 and 4, namely harmonisation of military requirements and aggregation of demand towards joint procurement, including to the of business cases with MS interested in launching specific collaborative development/acquisition projects;
- establish, manage and, when required, chair the Capability Expert Groups Critical Infrastructure Protection and Energy Security (CEG CIPES), as well as related Ad-Hoc Working Groups;
- contribute to other related activities in the area of responsibility such as Priority Capability Areas (PCAs) Coordinating Groups, providing technical direction and subject-matter expertise;
- develop and update the Priority Implementation Roadmap (PIR) to implement the EU Capability Development Priority Critical Infrastructure Protection and Energy Security;
- support the establishment and implementation of ad-hoc projects, and the launch of new and/or management of existing EDA Category B projects as required, as well as plan and manage activities funded by the EDA Operational Budget, as required;
- contribute to ensuring coherence across the 4 CEGs implementing Resilience and Support Priorities (Logistics, Military Mobility, CBRN Defence, Critical Infrastructure Protection and Energy Security), and related work strands across the Agency, including in the framework of the Centre for European for Defence Innovation (CEDI) and the Consultation Forum for Sustainable Energy in the Defence and Security Sector (CF SEDSS);
- liaise, as appropriate, with other relevant stakeholders such as national authorities, 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;
- contribute to EDA's and the EU's broader resilience, preparedness and support objectives through coherent and future-oriented military capability development in the fields in Critical Infrastructure Protection and Energy Security, including secure, resilient and sustainable energy solutions and power supply for defence capabilities across all operational domains;
- 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, as appropriate, to the assessment of the PESCO projects and European Defence Fund (EDF) topics, related to the jobholder's area of responsibility, including other EU Commission-led initiatives;
- provide technical advice within the jobholder's area of responsibility to EU defence-related policies and concepts;
- represent the Agency at conferences and seminars;
- 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

Candidates will be required to demonstrate the following qualifications:

- a university degree (or equivalent academic degree) in a field relevant to the duties of the post, such as engineering, energy management, infrastructure protection, security studies, defence studies, military sciences, logistics or another

relevant field;

- at least six (6) years of relevant professional experience, acquired after the award of the qualification required as a condition of eligibility;
- proven professional experience within a defence-related or security-related governmental organisation and/or an international organisation, including experience in military/security capability development;
- very good knowledge of and proven professional experience in Critical Infrastructure Protection and/or Energy Security, particularly in areas such as defence or security preparedness and resilience, operational energy, infrastructure protection, energy resilience or strategic sustainment;
- proven experience in international defence or security cooperation and a good understanding of defence acquisition and collaborative procurement processes;
- good knowledge of the EU defence environment and relevant defence initiatives, including EDA's role, main tasks and functions, together with an understanding of NATO activities relevant to the area of responsibility;
- 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 organisational and coordination skills;
- strong conceptual, analytical and problem-solving skills;
- excellent interpersonal, communication 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:

- experience in national or multinational military or security exercises, operations or deployments involving critical infrastructure protection, energy security or resilience;
- experience in civil-military cooperation related to critical infrastructure protection, energy security, preparedness or resilience;
- experience in requirements harmonisation, collaborative acquisition and/or aggregation of demand in the CIPES area;
- a recognised project and/or programme management qualification.

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 Critical Infrastructure Protection and Energy Security (CIPES) will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 4 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be

recruited as Temporary Agent, grade AD8. In line with EDA's Staff Regulations, the Agency does not offer inter-Agency mobility.

FINANCIAL ENTITLEMENTS

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

PENSION ARRANGEMENTS SPECIFIC TO EDA

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

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

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

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

8. INDEPENDENCE AND DECLARATION OF INTEREST

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

9. EQUAL OPPORTUNITIES

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

10. APPLICATION PROCEDURE

Applications are invited with a view to establish a reserve list for the post of Project Officer Critical Infrastructure Protection and Energy Security (CIPES) 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 & Innovation Directorate (RTI)
Vacancy title	C072a - Project Officer Experimentation
Contract type	Contract agent
Group	FGIV
Grade	N.A.
Indicative starting date	16/02/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	26/11/2026

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: Capability, Armament & Planning (CAP); Procurement, Support, Industry & Interoperability (PSII); Research, Technology & Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an “outward-facing” organisation, constantly interacting with its shareholders, the 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 & INNOVATION DIRECTORATE (RTI)

The Research, Technology & Innovation Directorate (RTI) supports Member States in translating defence priorities and operational needs into technological solutions and future capabilities. On the basis of the Overarching Strategic Research Agenda, it provides an integrated, end-to-end service covering technology identification and prioritisation, collaborative research and technology development, innovation, experimentation, and support for the transition of promising solutions towards operational use.

Through its Capability Technology Working Groups, technology programmes and experimentation activities, RTI promotes collaborative defence research and innovation in areas of common interest. The Directorate also coordinates EDA's contribution to EU-funded defence research and innovation programmes, supports the implementation of activities entrusted by the European Commission, and facilitates the management, exploitation and uptake of results in line with Member States' priorities.

The RTI Directorate comprises:

- Technology Programmes Unit (TPU) supports Member States in identifying and developing priority defence technologies through the Capability Technology Groups, the Overarching Strategic Research Agenda and collaborative R&T activities. It brings together capability pull and technology push across the air and space, maritime and land domains, as well as information superiority, cyber and resilience, power and control technologies, while promoting greater cross-domain cooperation and coherence;
- EU Programmes and RTI Coordination Unit (EPC) ensures the coherent planning, coordination and monitoring of the RTI Directorate's portfolio. It coordinates the Directorate's engagement in EU-funded defence research and innovation programmes, supports the implementation of entrusted activities, and promotes synergies between collaborative R&T, innovation, experimentation and capability development activities;
- Centre for European Defence Innovation (CEDI) provides a coherent and scalable innovation and experimentation function supporting Member States along the full innovation pathway. CEDI connects promising technologies and innovative solutions with end users, testing and experimentation facilities and potential follow-on pathways, helping Member States assess military utility, reduce adoption risks and accelerate the transition towards operationally relevant and deployment-ready solutions.

4. DUTIES

Under the supervision of the Head of the Centre for European Defence Innovation, the Project Officer Experimentation will contribute to the following activities:

- support the preparation, coordination and implementation of EDA experimentation activities aimed at assessing innovative solutions against Member States' operational needs and capability priorities;
- contribute to the planning and delivery of challenge-driven experimentation activities, including digital experimentation, modelling and simulation activities, field trials, demonstrations and operational experimentation campaigns;
- assist in the development of experimentation plans, including test objectives, scenarios, assessment metrics, data collection approaches and evidence requirements, ensuring traceability between operational challenges, test activities and assessment outputs;
- support coordination with Member States' test centres, ranges, operational units, digital sandboxes and other relevant experimentation environments;
- contribute to the preparation of technical and operational documentation for experimentation activities, including trial plans, participant guidance, evidence templates, risk registers, after-action reports and lessons learned;

- assist in the collection, structuring and analysis of experimentation results, ensuring that outputs are usable for military utility assessment, capability development, transition planning and procurement-related decision-making;
- support the coordination of participating companies, Member State representatives, technical experts, operational users and contractors involved in experimentation activities;
- contribute to the development and continuous improvement of EDA experimentation methodologies, playbooks, templates and common approaches, in order to increase comparability, reproducibility, and reusability of reusability of results across Member States;
- contribute to the preparation of briefings, reports, presentations and other deliverables for Member States, EDA management and external stakeholders on experimentation activities and results;
- support the organisation of workshops, planning meetings, demonstration events, visitor days and other activities linked to EDA experimentation campaigns;
- 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 their 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 of at least three years attested by a diploma or be a graduate of a national or international Defence College.

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.
It should be noted that due to the withdrawal of the United Kingdom from the European Union on 31/01/2020, candidates from the United Kingdom who do not hold the nationality of another participating EU Member State, are not eligible.
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, science and technology, defencestudies, operational research or systems engineering;
- at least three (3) years of relevant professional experience, acquired after the award of the qualification required as a condition of eligibility;
- proven experience in one or more of the following areas: defence experimentation, test and evaluation, operational trials, capability development, R&T projects, or defence innovation technical activities;
- proven experience in supporting the preparation and conduct of experimentation, trials or test activities, including test planning, data collection, risk management and post-activity reporting;
- proven experience in international or multinational cooperation in operational experimentation, trials and/or military exercises, supported by concrete examples of the role and contribution;
- a good understanding of the European defence cooperation environment and of EDA’s role in supporting Member States;
- a very good command of written and 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 his/her area of responsibility;
- ability to work effectively in a multinational environment;
- reliability and capacity to work under pressure with limited 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 with specialised experimentation tools or environments, such as digital sandboxes, modelling and simulation platforms, test ranges ortechnology demonstrators;

- knowledge of test and evaluation methodologies, military utility assessment, validation and verification, or operational analysis;
- familiarity with safety, cyber, security, classification, export-control or data-handling considerations in technical trials;
- recognised training in project management, systems engineering, test and evaluation, operational analysis or modelling and simulation.

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR CONTRACT 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 Experimentation will be appointed by the Chief Executive. Recruitment will be as a member of the contractual staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 5 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Contract Agent, grade FGIV. 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 4.449,31€ 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 Experimentation at EDA. This list will be valid until 31/12/2028, and may be extended by decision of the Chief Executive. During the validity of the reserve list, successful candidates may be offered a post in EDA according to their competences in relation to the specific requirements of the vacant post. Inclusion on the reserve list does not imply any entitlement of employment in the Agency.

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

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

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

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

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

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

11. DATA PROTECTION

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

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

EUROPEAN DEFENCE AGENCY
(EDA)

Vacancy notice

Directorate	Research, Technology & Innovation Directorate (RTI)
Vacancy title	C073a - Project Officer Transition
Contract type	Contract agent
Group	FGIV
Grade	N.A.
Indicative starting date	16/02/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	26/11/2026

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: Capability, Armament & Planning (CAP); Procurement, Support, Industry & Interoperability (PSII); Research, Technology & Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an “outward-facing” organisation, constantly interacting with its shareholders, the 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 & INNOVATION DIRECTORATE (RTI)

The Research, Technology & Innovation Directorate (RTI) supports Member States in translating defence priorities and operational needs into technological solutions and future capabilities. On the basis of the Overarching Strategic Research Agenda, it provides an integrated, end-to-end service covering technology identification and prioritisation, collaborative research and technology development, innovation, experimentation, and support for the transition of promising solutions towards operational use.

Through its Capability Technology Working Groups, technology programmes and experimentation activities, RTI promotes collaborative defence research and innovation in areas of common interest. The Directorate also coordinates EDA's contribution to EU-funded defence research and innovation programmes, supports the implementation of activities entrusted by the European Commission, and facilitates the management, exploitation and uptake of results in line with Member States' priorities.

The RTI Directorate comprises:

- Technology Programmes Unit (TPU) supports Member States in identifying and developing priority defence technologies through the Capability Technology Groups, the Overarching Strategic Research Agenda and collaborative R&T activities. It brings together capability pull and technology push across the air and space, maritime and land domains, as well as information superiority, cyber and resilience, power and control technologies, while promoting greater cross-domain cooperation and coherence;
- EU Programmes and RTI Coordination Unit (EPC) ensures the coherent planning, coordination and monitoring of the RTI Directorate's portfolio. It coordinates the Directorate's engagement in EU-funded defence research and innovation programmes, supports the implementation of entrusted activities, and promotes synergies between collaborative R&T, innovation, experimentation and capability development activities;
- Centre for European Defence Innovation (CEDI) provides a coherent and scalable innovation and experimentation function supporting Member States along the full innovation pathway. CEDI connects promising technologies and innovative solutions with end users, testing and experimentation facilities and potential follow-on pathways, helping Member States assess military utility, reduce adoption risks and accelerate the transition towards operationally relevant and deployment-ready solutions.

4. DUTIES

Under the supervision of the Head of the Centre for European Defence Innovation, the Project Officer Transition will contribute to the following activities:

- support the preparation and delivery of EDA activities aimed at translating innovation and experimentation outputs into usable inputs for Member States' capability development, qualification, integration and procurement-related decision-making;
- contribute to the development of transition packages for Member States, including evidence summaries, operational use-case descriptions, integration notes, qualification considerations, draft technical specifications, lessons learned and other outputs supporting uptake and transition;
- support the consolidation of results from digital experimentation, modelling and simulation, field trials, demonstrations and operational experimentation campaigns, ensuring that findings are structured, traceable and usable beyond the specific event or activity in which they were generated;
- assist in identifying, documenting and following up transition pathways for innovative solutions, including potential links to national uptake, collaborative projects, further experimentation, EU defence instruments, procurement-related activities or additional research and technology maturation;

- support the design of experimentation activities to ensure that clear transition objectives, evidence requirements and follow-up arrangements are defined from the outset;
- support engagement with Member States' capability planners, operational users, test centres, qualification bodies, procurement authorities and other relevant national stakeholders;
- contribute to the preparation of briefings, notes, reports, presentations and other deliverables for Member States, EDA management and external stakeholders on transition, qualification enablement and uptake of innovative solutions;
- contribute to the organisation and follow-up of meetings, workshops, expert discussions and Member State consultations related to transition and qualification enablement;
- support the coordination of studies, service contracts or outsourced support activities related to transition planning, qualification pathways, integration analysis or procurement-relevant evidence, as required;
- ensure proper documentation, knowledge management and traceability of transition-related outputs, supporting continuity across the innovation portfolio;
- 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 their 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 of at least three years attested by a diploma or be a graduate of a national or international Defence College.

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.
It should be noted that due to the withdrawal of the United Kingdom from the European Union on 31/01/2020, candidates from the United Kingdom who do not hold the nationality of another participating EU Member State, are not eligible.
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 defence studies, engineering, science and technology, systems engineering, or operational research;
- at least three (3) years of professional experience relevant to the duties, acquired after the award of the qualification required above;
- proven experience in one or more of the following areas: defence innovation, capability development, experimentation, test and evaluation, qualification of defence products, procurement support or technology transition processes;
- proven experience in supporting projects or activities involving technical, operational or institutional stakeholders;
- proven experience in structuring and analysing information resulting from trials, demonstrations, experimentation activities, studies or technical assessments;
- proven experience in preparing structured outputs such as reports, evidence summaries, technical notes, lessons learned, transition plans, requirements-related material or procurement-support documentation;
- 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 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 minimal 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:

- experience in a Ministry of Defence, armed forces, international defence organisations, test and evaluation organisation;

- familiarity with qualification, certification, standardisation, acceptance, validation or verification processes for military or security-related systems;
- experience in capability-based planning, military utility assessment, systems engineering, requirements development or operational analysis.

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT FOR CONTRACT 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 Junior Project Officer Transition will be appointed by the Chief Executive. Recruitment will be as a member of the contractual staff of the Agency for a 4-year period. Renewal is possible only once for an additional period of 5 years, within the limits set out in the EDA Staff Regulations. The successful candidate will be recruited as Contract Agent, grade FGIV. 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 4.449,31€ 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 Junior Project Officer Transition 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	Capability, Armament and Planning Directorate (CAP)
Vacancy title	Director of Capability, Armament and Planning (CAP)
Contract type	Temporary agent
Group	N.A.
Grade	AD14
Indicative starting date	01/04/2027
Security Clearance	SECRET UE/EU SECRET
Management of staff	Yes
Location	Brussels
Closing date for applications	

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 Member States in collaboratively planning, developing and acquiring defence capabilities that meet their needs as well as EU priorities. This implies supporting Member States in identifying, preparing and supporting the execution of 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 across all dimensions of capabilities (concept & doctrine, organisation, training, materiel, leadership and education, personnel, facilities, and interoperability). It also includes aggregating demand towards joint procurement of defence products and services.

The Directorate, together with Member States and with the support of other competent EU institutions and bodies, operates the intergovernmental EU Capability Development Planning System (EU-CDPS) comprising several EU tools. The Capability Development Plan (CDP), managed with the EU Military Committee (EUMC) and EU Military Staff (EUMS) contributions, leads to the 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), conducted with the contribution of EUMS, enables the analysis of 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.

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 the identification of a possible cooperation project, the Directorate supports Member States interested in the project by elaborating a business case with them.

The CAP Directorate comprises six units and one Coordination and Strategic Analysis Office. Five units address capability development and armament procurement activities of operational domains associated to EU agreed priorities and one operates the EU-CDPS and related processes and tools:

- Air & Space Domain Unit: Air Combat, Airborne Command and Inform Capabilities, Integrated Air and Missile Defence, Air Transport, Space Operations and Space Services;
- Maritime Domain Unit: Naval Combat and Maritime Interdiction, Underwater and Seabed Warfare, Maritime Domain Awareness;
- Land Domain Unit: Ground Combat Capabilities, Land-Based Precision Engagement, Future Soldier Systems;
- Strategic Enablers & Cyber Unit: Cyber Warfare & Operations, Electro Magnetic Spectrum Operations & Electronic Warfare, Command / Control / Communications / Computers / Information Systems / Surveillance / Target Acquisition & Reconnaissance (C4ISTAR), Special Operation Forces;
- Resilience & Support Unit: Military Mobility, Logistics, CBRN Defence, Critical Infrastructure Protection, Medical Support, Energy;
- Maritime Unit: Naval Combat and Maritime Interdiction, Underwater and Seabed Warfare, Maritime Domain Awareness;
- Cooperation Planning Unit: Management of EU-CDPS, including the conduct of the Capability Development Plan, CARD and PESCO.

Based on this organization, in coordination with other Directorates, CAP supports Member States with concrete proposals for

cooperation at levels ranging from the technical to the political, while actively contributing to various capability-related initiatives launched by Member States at EU level, such as the EU Defence Readiness objective and associated Priority Capability Areas.

4. DUTIES

The Capability, Armament and Planning (CAP) Director is accountable to the Chief Executive as Head of the CAP Directorate.

Supported by the Heads of Unit and Office, the jobholder will be responsible for providing strategic leadership and direction to the Agency's activities in capability development, defence planning, strategic analysis and armaments cooperation, supporting Member States in collaboratively planning, developing and acquiring defence capabilities that respond to their needs and to agreed EU defence priorities.

The CAP Directorate leads EDA's work on the Capability Development Plan (CDP) and the Coordinated Annual Review on Defence (CARD), supports capability development across the Air and Space, Land and Maritime domains and relevant strategic enabling and support areas. Together with Member States and with the contribution of relevant EU institutions and bodies, the Directorate operates the EU Capability Development Planning System (EU-CDPS) and supports the implementation of agreed capability priorities through collaborative activities, projects and programmes.

Reporting to the Chief Executive, the CAP Director will have overall managerial responsibility for the Directorate and provide strategic advice on capability development, defence planning, strategic analysis and armaments cooperation. The jobholder will drive cooperation with Member States and engage with relevant EU institutions, bodies and international partners, ensuring that agreed priorities are translated into coherent and effective capability outcomes.

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 coherence across its capability development, defence planning, strategic analysis and armaments cooperation activities;
- lead and oversee capability development activities across the Air and Space, Land and Maritime domains, as well as in the areas of resilience and support, strategic enablers and cyber, ensuring that they address Member States' current and future capability needs and contribute to agreed EU defence priorities;
- steer the development and implementation of the Capability Development Plan (CDP), including the identification and prioritisation of common capability needs and priorities at EU level;
- lead EDA's work on the Coordinated Annual Review on Defence (CARD), supporting the analysis of Member States' defence plans and the identification of recommendations and opportunities for European cooperation;
- provide strategic direction and oversee EDA's contribution to Permanent Structured Cooperation (PESCO), in close cooperation with the European External Action Service (EEAS), including the EU Military Staff;
- steer the implementation of agreed capability priorities through collaborative roadmaps and preparatory activities, including the harmonisation of capability requirements, the development of business cases and the identification and development of collaborative capability and armaments projects and programmes, as well as opportunities for aggregation of demand and joint procurement in close cooperation with the Procurement, Support, Industry and Interoperability Directorate (PSII);
- provide strategic leadership for the Directorate's contribution to the Annual Defence Readiness Report, ensuring together with the EDA Policy and Management Office (EPMO) robust capability analysis and actionable recommendations, and drive support for the development and implementation of initiatives within the Priority Capability

Areas (PCAs), including EDPCIs, in close cooperation with Member States and relevant EU institutions and bodies;

- promote coherence and synergies between national, EU and multinational defence planning and capability development activities, including relevant links with PESCO, the European Defence Fund (EDF), the EU Defence Readiness objective and other EU initiatives;
- build and sustain strong cooperation with Member States, the European Commission, the Council, the EEAS, OCCAR, NATO and other relevant European and international organisations and partners in the fields covered by the Directorate;
- ensure the Directorate's effective contribution to EDA's transversal activities and close cooperation with EDA's other Directorates;
- 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 depending on the development of the EDA's structure and activities and 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 minimum of fifteen (15) years of relevant professional experience, acquired after the award of the academic qualification required as a condition of eligibility;
- substantial professional experience in multinational working environments, including in a managerial position, with a proven track record in leading multinational and multidisciplinary teams at senior and/or middle-management level and fostering cooperation across diverse national and organisational contexts;
- very good knowledge of and substantial professional experience in defence planning and capability development, including the identification and prioritisation of capability needs and the development of collaborative opportunities;
- broad knowledge of capability development across multiple operational domains and/or strategic enabling areas, with a good understanding of cross-domain dependencies and requirements;
- good knowledge of the European institutional and defence cooperation framework, including relevant EU defence policies, programmes and initiatives and the main EU capability-development planning processes;
- sound knowledge of collaborative capability development and armaments cooperation in a European or multinational context, including the harmonisation of requirements and the development of cooperative projects or programmes;
- proven experience in translating defence priorities, capability requirements or planning outcomes into strategic recommendations, collaborative initiatives or capability-development activities;
- proven experience in providing strategic advice to senior management and representing defence planning, capability development and/or armaments matters at a high level, both internally and externally;
- a good understanding of EDA’s role, main tasks and functions and of its interaction with Member States, EU institutions and relevant international partners;
- 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 and strategic-thinking 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 of Capability, Armament and Planning (CAP) will be appointed by the Chief Executive. Recruitment will be as a member of the temporary staff of the Agency for a three-year period. Renewal is possible only once for an additional period of two 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 of Capability, Armament and Planning (CAP) at EDA. This list will be valid until31/12/2028, 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.
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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.

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DETALŪS METADUOMENYS	
Dokumento sudarytojas (-ai)	LIETUVOS NUOLATINĖ ATSTOVYBĖ EUROPOS SĄJUNGOJE 188613242/58, Rue Belliard 41-43, 1040 Brussels, BELGIUM
Dokumento pavadinimas (antraštė)	DĖL EUROPOS GYNYBOS AGENTŪROS (EGA) DARBO SKELBIMŲ ĮVAIRIOMS PAREIGYBĖMS. EDA202610178;EDA202610162.
Dokumento registracijos data ir numeris	2026-11-03 Nr. (76.2.5E)S76-1130
Dokumento gavimo data ir dokumento gavimo registracijos numeris	2026-11-03 Nr. G-2798
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	2026-10-30 18:04:24 (GMT+02:00)
Parašo formatas	XAdES-X-L
Laiko žymoje nurodytas laikas	2026-10-30 18:04:38 (GMT+02:00)
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	–
Pridedamo dokumento sudarytojas (-ai)	–
Pridedamo dokumento pavadinimas (antraštė)	–
Pridedamo 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)	Atitinka specifikacijos keliamus reikalavimus. Visi dokumente esantys elektroniniai parašai galioja (2026-11-04 09:17:47)
Paieškos nuoroda	–
Papildomi metaduomenys	Nuorašą suformavo 2026-11-04 09:17:48 DBSIS