

# Secondment to the European Centre of Excellence for Civilian Crisis Management

## *Senior Advisor on National Systems and Frameworks for Secondment (1 position)*

### Context

The Government of Finland has kindly offered to second to the European Centre of Excellence for Civilian Crisis Management (CoE) a Senior Advisor for National Systems and Frameworks for Secondment in the context of the EU's civilian Common Security and Defence Policy (CSDP). The CoE is looking for a seconded Senior Advisor (f/m/div) in full-time. The Senior Advisor for National Systems and Frameworks for Secondment would support the Member States in improving the relevant national structures and procedures such as decision-making, financing and legislation, as per the Civilian CSDP Compact Commitment #14.

The Berlin-based CoE was opened in September 2020 during the German EU Council Presidency upon the initiative of the Federal Foreign Office. The core mandate of the CoE is to support its members (currently 23 EU Member States) and so called "preferred partners" (EEAS and NATO IS) as they develop and provide capabilities required to undertake the full range of civilian crisis management missions within the EU's CSDP. The Centre does so by identifying good practices and multiplying them through various formats of interaction (facilitated matchmaking, workshops etc.), expert advice and individual 'tailored solutions'.

Successful secondment of a growing number of personnel from EU Member States to civilian CSDP missions can be hampered by a number of important obstacles. Among them are, just to name a few: lack of sufficient budget resources, absence of an appropriate legal framework for secondment (be that of experts outside public service or of civil servants) or absence of a framework for inter-ministerial cooperation and coordination. To support its members to overcome those obstacles, a team of experts in the CoE is engaging in a process to facilitate analysis and exchange of good practices and processes, bilateral matchmaking, and expert advice to adapt members' national capabilities against the backdrop of commitments under the Civilian CSDP Compact and the related national capability development process. This includes working in close alignment and liaison with partners such as the EEAS, to support MS implement their commitments as set out in their National Implementation Plans (NIPs) and by supporting the work of the informal NIP Clusters.

### Depending on the specific profile of suggested candidates, their tasks can include:

- Analysis and research to identify good practices in national secondment systems, i.e., human resources management, or budgetary systems or legislative/regulatory frameworks of

Member States. This extends to experts outside public service as well as civil servants (respectively ministries/institutions responsible for their secondment), and takes into consideration gender issues related to this sphere;<sup>1</sup>

- Producing operational recommendations for CoE members on how to translate policies into national action, in particular against the backdrop of the deliverables under the Civilian CSDP Compact of 2023 and the necessity to develop their national civilian capabilities;
- Development of conceptual and practical proposals to support the enhancement of national budgetary, legislative and regulatory frameworks for secondment of civilian personnel to crisis management missions for CoE members;
- Designing and facilitating formats of exchange (workshops or smaller-scale meetings) between CoE members with the goal of sharing good practices/processes and common challenges, including in the realm of national capabilities in the aforementioned field;
- Working in alignment and liaison with the EEAS (e.g. SecDefPol) to support CoE members in their efforts to deliver on commitments under the Civilian CSDP Compact, i.e. through the implementation of members' NIPs and supporting the work of the informal NIP Clusters;
- Liaising with CoE members, EU institutions and any other relevant actors on matters related to systems and frameworks for secondment;
- Liaising with colleagues in other relevant CoE work areas, to foster cross-organisational collaboration and build networks, with a focus on national capability development processes (i.a., national career path development, women's representation and gender mainstreaming, strategic communication, training, climate & security).

#### **Required profile and qualifications:**

- Experience and knowledge regarding secondment systems and regulatory frameworks for civil servants or experts outside public service;
- Experience and knowledge regarding relevant national structures and procedures such as decision-making and national coordination, financing and legislation
- Expertise in connecting and tackling complex issues including, i.a., legal and financial processes, gender perspectives, varieties of (inter- and intra-) national stakeholders, and strategic communications in a combined approach;
- Bachelor's degree in a relevant area.
- Experience and knowledge of CSDP, either through working in CSDP missions or in EU structures in Brussels, would be a strong asset;
- Substantial (preferably > 5 years) professional experience related to secondment in an international context (does not necessarily have to be in the field);
- Experience working in and on national political processes in a relevant area.
- Excellent organisational skills (structuring own portfolio as well as events etc.);
- Sound diplomatic skills paired with the ability to convey complex issues in a clear and simple manner;
- Excellent team-working skills and a hands-on attitude;
- Excellent command of written and oral English, in particular good report-writing skills;

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<sup>1</sup> The focus depends on suggested candidates' profile.

- Ability to manage multiple tasks and flexibility to address special tasks that may arise;
- Readiness to invest time in transferring research and gathered information into easily accessible knowledge to be added to the CoE's Knowledge Hub, in support of CoE members and preferred partners;

**Desirable profile:**

- A Master's degree;
- Excellent legal analytical skills;
- Knowledge of the gender aspects of frameworks and systems of secondment would be a strong asset.

**Our offer:**

- A highly responsible position dealing with interesting and important issues in a young and dynamic organisation;
- Room for manoeuvre and initiative;
- Collegial atmosphere in an international team;
- State of the art equipment and prestigious office space at the heart of Berlin;
- Options for teleworking;
- Opportunities for vocational training.

**Duration of secondment:**

According to the CoE statutes, experts shall not be seconded to the Centre of Excellence on a permanent basis. As a planning framework, secondment shall be sought for a period no shorter than one year and no longer than four years.

**Application and selection process:**

Your application should include a letter of motivation and a curriculum vitae.

Qualified candidates for this secondment shall be suggested to the CoE Director by CMC Finland and invited to an interview with the CoE.