

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Advisory Mission in Iraq EUAM Iraq 2-2025 Call for Contributions for Visiting Experts Requirements and Job Descriptions				
Organisation:	European Union Advisory Mission in Iraq (EUAM Iraq)			
Job location:	Baghdad			
Employment regime:	As indicated below			
Job titles/ vacancy notice:	Ref.:	Name of the post:	Location:	Availability:
	<u>Seconded (3)</u>			
	VE - SAIM 501	Strategic Analytics and Information Management (SAIM)	Baghdad	12 January 2026
	VE - SSGR 502	Security Sector Governance/Reform	Baghdad	12 January 2026
	VE - ECE 501	Environmental Crime Expert	Baghdad	12 January 2026
Deadline for applications:	Monday, 20 October 2025 at 17:00 (Brussels time)			
Applications must be submitted to:	1) You have the nationality of an EU Member State: you must use Goalkeeper to apply: a) You are already registered on Goalkeeper AND you have an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web b) You do not have a Goalkeeper account or an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do 2) You do not have the nationality of an EU Member State: Only seconded nationals of a non-EU Contributing Third State can be proposed by their National Seconding Authority (no personal			



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	applications will be considered). Please contact your seconding authority to send them your application form. Please note: <i>Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your National Seconding Authority for more information on applying for vacant seconded positions. We cannot provide contact details of National Seconding Authorities.</i>
Information:	For more information relating to selection and recruitment, please contact the Civilian Operations Headquarters (CivOpsHQ) : Mr Thomas Krueger thomas.krueger@eeas.europa.eu +32 (0)2 584 5920

According to the EEAS Country Threat Assessment (CTA), the current rating of the host country of the Mission is 'high/critical'. Please note that the CTA of the country might change at any point during the call for contribution cycle. It may have an impact on mission members' working conditions, including financial and leave entitlements.

High/Critical Threat Non-Family Mission

European Union Advisory Mission in Iraq bears a High/Critical Threat Non-Family Mission status due to the present threat rating of the mission area as high/critical. As such, international seconded and contracted mission members shall at no time receive visits or be habitually accompanied by any family member in the mission area for the duration of their present tour of duty or contract.

Seconded personnel – For seconded positions, only personnel nominations received through official channels from EU Member States and Invited Third States (Contributing States) will be considered.

The Mission shall cover the Visiting Experts (VE) travel costs to and from the place of deployment and for any duty travel while on deployment.

Contributing States and EU Agencies will bear all personnel-related costs for seconded VE, e.g. salaries and medical coverage (with the exception of the High-Risk insurance), and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Due to the non-permanent nature of VE assignments to Missions, specific provisions may apply with regard to their status, entitlements (e.g. leave days), rights and obligations and security.

Tour of duty – The duration of the deployment is indicated in the respective job description, respectively for an initial 3 months with a possible extension for another 3 months, according to the planned schedule.

The Civilian Operations Commander requests that EU Member States propose candidates for the following international expert positions for EUAM Iraq, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

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

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

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

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

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

II. REQUIREMENTS

II.A Essential requirements

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

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

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

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

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

Skills and abilities

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

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

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

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

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

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

II.B Desirable requirements

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

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

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

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

Driving licence – Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

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

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

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

Required Personnel Security Clearance (PSC) or Certificate of Good Conduct – Selected candidates will have to be in possession of the necessary level of a Personnel Security

Clearance (PSC) as specified in the respective job descriptions. In case of lack of such requirement in the job description, selected candidates are required to present a valid official document from their respective country's competent national authority confirming the lack of convictions for crimes or offences under common law, not older than 3 months (the so-called **Certificate of Good Conduct**).

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

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

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

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

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

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

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

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

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

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

IV. ADDITIONAL INFORMATION

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

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

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

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

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

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

HEAT Training - Candidates must have undergone a certified Hostile Environment Awareness Training (four to five days residential training) no more than five years ago.

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

Code of Conduct – As part of the PDT, the selected candidates must complete the session about the Code of Conduct and Disciplinary Procedure for civilian EU CSDP Missions, also complete the e-learning module on the Code of Conduct prior to their deployment and provide the mission with the course certificate which is kept in their personal file.

Data protection – The EEAS, and its Directorate CivOpsHQ, processes personal data pursuant to Regulation (EC) 2018/1725 on the protection of individuals with regard to the processing of personal data by the EU institutions, bodies, offices and agencies and on the free movement of such data. The Privacy Statement is available on the EEAS website.

V. JOB DESCRIPTIONS

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

VISITING EXPERTS POSITIONS

Position Name: Visiting Expert - Strategic Analytics and Information Management (SAIM)	Employment Regime: Seconded	
Ref. Number: VE - SAIM 501	Location: Baghdad, Iraq	Availability: 12 January 2026
Component/Department/Unit: Operations Department/ Strategic Civilian SSR Component	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: No

1. Reporting Line:

The Visiting Expert (VE) on Strategic Analytics and Information Management (SAIM) will report to the Head of Strategic Civilian SSR Component.

2. Main Tasks and Responsibilities:

- To advise and assist the Ministry of Interior (MoI) Director General Planning and Follow Up Directorate (PFUD) to assess and support the development of capacity and capabilities;
- Provide strategic analysis and information management expertise to the Federal Intelligence and Investigations Agency (FIIA) to strengthen decision-making and enhance organizational capabilities;
- To assist the Senior Strategic Advisors Strategy, Planning, and Institutional Reform in providing policy advice and recommendations to the Director General of the Ministry of Interior Planning and Follow Up Directorate on the institutional development and utilisation of analytical, statistical and information management capabilities to support strategic planning, reform and decision making as operational, tactical and strategic levels building institutional resilience;
- To undertake a situational assessment of MoI needs to support the efficiency of information management within the Ministry to inform policy advice and recommendations;
- To undertake assessment of the information landscape; definition of information and data needs; design of data and information activities;
- To conduct stakeholder analysis and workshops to inform understanding of relevant existing mechanisms and business processes (definition, collection, analysis, storage, dissemination);
- To review existing analytical and statistical capacity and capabilities and provide recommendations which contribute to business intelligence and transformation;
- To advise of potential development of Strategic Information Management System;
- To advise on process improvement and systems development which contributes to effective collation and analysis of data;
- To advise on the production of timely and accurate periodic and ad-hoc statistical reports for submission based upon methodologies recognised as best practice;
- To support the organisation of quantitative and qualitative analysis inputs originating from the Ministry's Directorates and Governorates ensuring linkages to strategic planning cycle;
- To advise on development of robust data collation and analysis methodologies to inform strategic level decision making and the development of an institutional framework.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's degree **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**
- A minimum of 5 years of professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Competency in computer skills with proficiency in Microsoft Excel functions like VLOOKUP, Pivot Tables, etc;
- Proficiency and flexibility in using statistical software, especially R, SPSS, or similar, (preferable open source) software;
- Demonstrated experience in drafting technical reports/documents in English is considered a strong asset;
- Proven ability for accuracy under pressure and adherence to deadlines;
- Experience in designing and delivering effective statistical training;
- Proficient in English language both spoken and written at C1 level or higher.

6. Desirable Qualifications and Experience:

- Relevant experience from working with or in Police or similar law enforcement organisations;
- Experience in analyses of sustainable development issues and the use of statistics in national development policy analysis and formulation in the Middle East will be an added advantage;
- Experience working with large data or leading large data collection projects.

7. Desirable Knowledge, Skills and Abilities:

- To have good working knowledge of the political, cultural and security situation of Iraq or other areas within the similar geopolitical region;
- Excellent skills in communication, negotiation, compromise, and building consensus within the team and with the counterparties;
- Knowledge of Arabic is an asset.

Position Name: Visiting Expert - Security Sector Governance/Reform (SSGR)	Employment Regime: Seconded	
Ref. Number: VE - SSGR 502	Location: Baghdad, Iraq	Availability: 12 January 2026
Component/Department/Unit: Operations Department/ Strategic Civilian SSR Component	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: No

1. Reporting Line:

The Visiting Expert on Security Sector Governance/Reform reports to the Head of Strategic Civilian SSR Component

2. Main Tasks and Responsibilities:

- To lead relevant technical (sub) projects and organise events (mini workshops etc) to progress and support SSG/R implementation;
- To promote and apply effective best practices based on the European adopted principles of Security Sector Governance/Reform;
- To promote integrated concepts aimed at improving coordination and collaboration in the security sector.
- To provide technical analysis and recommendations to the local counterpart in the area of security sector reform implementation;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and liaise closely with relevant local counterparts and key international stakeholders;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To liaise closely with other horizontal advisers;
- To promote and employ EU and international effective practice including conceptual tools and concepts which contribute to SSR Coordination;
- To support the Mission's coordination and information sharing mechanisms as Secretariat of the EU SSR Working Group and the Security Coordination Group (SCG);

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

degree **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**

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

5. Essential Knowledge, Skills and Abilities:

- Thorough knowledge of the organization and functioning of the public security sector;
- Relevant senior-level work experience in the public security sector, including working with security sector authorities at national levels;
- Comprehensive knowledge of the security sector framework of Iraq or other areas within the similar geopolitical region;
- Solid knowledge of Security Sector Governance/Reform processes and programming;
- Experience in designing and delivering effective training and workshops;
- Critical thinking and active listening skills;
- Competent computer skills with proficiency in Microsoft Word and PowerPoint functions;
- Proficient in English language both spoken and written at C1 level or higher.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and international organisations;
- Experience at high level from working with Civil Police or equivalent law enforcement organizations.

7. Desirable Knowledge, Skills and Abilities:

- Good knowledge of the political, cultural and security situation of Iraq or other areas within the similar geopolitical region;
- Excellent skills in communication, negotiation, compromise, and building consensus;
- Knowledge of Arabic.

Position Name: Visiting Expert - Environmental Crime Expert	Employment Regime: Seconded	
Ref. Number: VE - ECE 501	Location: Baghdad, Iraq	Availability: 12 January 2026
Component/Department/Unit: Operations Department/ Law Enforcement Agencies Component	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: No

1. Reporting Line:

The Visiting Expert (VE) – Environmental Crime Expert (ECE), reports to the Head of Law Enforcement Agencies Component in support of the Environmental Adviser.

2. Main Tasks and Responsibilities:

- To operationalise the Mission's mandate and tasks, as set out in the planning documents and the Mission Implementation Plan, by advising and mentoring local counterparts at both the strategic and operational levels;
- To provide targeted analysis and recommendations to local counterparts within the assigned area of responsibility;
- To design and deliver tailored training of the enforcement of environmental crime in Iraq;
- To support the Environmental Adviser in mapping the different types of environmental crimes committed in Iraq;
- To maintain effective contacts and build strong working relationships with relevant local counterparts;
- To liaise closely with environmental adviser and other operational advisers;
- To strengthen and develop the capacity of local counterparts in the enforcement of environmental crime laws, including the investigation and prosecution of such crimes, through capacity building, advising, training, and mentoring;
- To provide mentoring support to environmental police investigators and prosecutors to ensure the proper conduct of investigations and prosecutions of environmental crimes in Iraq;
- To review Iraqi laws and other legislation relevant to environmental crime and procedure and provide expert advice on strengthening and improving these laws at the national level.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level

6 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's degree **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise, and motivate local counterparts;
- Sound knowledge of environmental crimes, including investigation methods and enforcement mechanisms;
- Proven experience in designing, conducting, and delivering workshops and training programmes for professional counterparts;
- Proficient in English language both spoken and written at C1 level or higher.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas, with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- To have good working knowledge of the political, cultural and security situation of Iraq or other areas within the similar geopolitical region;
- Excellent skills in communication, negotiation, compromise, and building consensus within the team and with the counterparties;
- Knowledge of Arabic and or Kurdish is an asset.