

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Partnership Mission in Moldova EUPM Moldova 3-2025 Call for Contributions for Visiting Experts Requirements and Job Descriptions				
Organisation:	European Union Partnership Mission in Moldova			
Job location:	As indicated below			
Employment regime:	As indicated below			
Job titles/ vacancy notice:	Ref.:	Name of the post:	Location:	Availability:
	<u>Seconded (8)</u>			
	MOL 208 (VE)	Visiting Expert on Crisis Command, Coordination and Response Planning	Chisinau/ Moldova	ASAP
	MOL 211 (VE)	Visiting Expert on National Risk Assessment/Register	Chisinau/ Moldova	ASAP
	MOL 213 (VE)	Visiting Expert on Crisis Communication	Chisinau/ Moldova	ASAP
	MOL 214 (VE)	Visiting Expert on Public Awareness on Crisis Situations	Chisinau/ Moldova	ASAP
	MOL 215 (VE)	Visiting Expert on Physical Protection of Critical Infrastructure	Chisinau/ Moldova	16 February 2026
	MOL 216 (VE)	Visiting Expert on Digital Resilience of Critical Infrastructure	Chisinau/ Moldova	16 February 2026
	MOL 217 (VE)	Visiting Expert on TETRA Network Governance	Chisinau/ Moldova	12 January 2026
	MOL 218 (VE)	Visiting Expert on TETRA Network Architecture and Programming	Chisinau/ Moldova	12 January 2026

Deadline for applications:	Monday, 3 November 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 applications will be considered): Please contact your seconding authority to send them your application form. <i>Please note: Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your National Seconding Authority for more information on applying for vacant seconded positions. We cannot provide contact details of National Seconding Authorities.</i>
Information:	For more information relating to selection and recruitment, please contact the Civilian Operations Headquarters (CivOpsHQ) : Mr Thomas KRUEGER CIVOPSHQ-HR-EUPM-MOLDOVA@eeas.europa.eu +32 (0)2 584 59 20

According to the EEAS Country Threat Assessment (CTA), the current rating of the host country of the Mission is low-moderate. 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.

Low/moderate Threat Non-Family Mission

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

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.

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

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 EUPM Moldova, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

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

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

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

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

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

II. REQUIREMENTS

II.A Essential requirements

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

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

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

Education and training – Candidates should have a recognised qualification under the European Qualifications Framework (EQF), or equivalent, at a level specified in the individual job descriptions. Candidates are 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>.

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 on Crisis Command, Coordination and Response Planning	Employment Regime: Seconded	
Ref. Number: MOL 208 (VE)	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Operations Department/Crisis Management Component	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: Yes

1. Reporting Line:

The Visiting Expert on Crisis Command, Coordination and Response Planning reports to the Head of Crisis Management Component.

2. Main Tasks and Responsibilities:

- To support the Mission's efforts in advising relevant Moldovan counterparts on the new civilian crisis management legislation;
- To provide specialised support and advice to relevant Moldovan counterparts on the methodology, principles, terminology, structures, and processes of legislative drafting related to crisis preparedness and response planning;
- To support the Prime Minister's Office in developing the new National Crisis Management Centre. This includes assisting in drafting the methodology and standard operating procedures (SOPs) for the National Crisis Management Plan and sectoral crisis management plans;
- To mentor and provide support to permanent and seconded staff at the National Crisis Management Centre in drafting the National Crisis Management Plan;
- To assess, identify and evaluate the gaps in the current legislative framework for civilian crisis management, in close coordination with the relevant EUPM advisers and Moldovan counterparts.

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, human rights aspects and the human rights-based approach in the execution of tasks;
- To undertake any other tasks as requested by the Line Manager.

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Relevant professional experience in national security and/or crisis management;
- Knowledge of designing and advising on crisis command, coordination and response planning at national level;
- Good knowledge on national security and crisis management architecture, including EU good practices, and technical solutions;
- Proven ability for strategic planning, conceptual and analytical drafting;
- Proven ability to draft policies, guidelines, and communicate them to a broad audience.

6. Desirable Qualifications and Experience:

- Subject matter expertise in crisis management at national level;
- Experience gained in a governmental agency or equivalent;
- Experience in advising at a strategic level, both orally and in writing;
- Experience in drafting analytical reports and strategic recommendations;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Excellent interpersonal and teamwork skills;
- Demonstrated ability to mentor and motivate national counterparts, adapting guidance to their specific national context and circumstances;
- Knowledge of the political situation of Moldova and the threats to the national security.
- Knowledge of Romanian or/and Russian Language.

Position Name: Visiting Expert on National Risk Assessment/Register	Employment Regime: Seconded	
Ref. Number: MOL 211 (VE)	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Crisis Management Component/ Operations Department	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: Yes

1. Reporting Line

The Visiting Expert on National Risk Assessment/Register reports to the Head of Crisis Management Component.

2. Main Tasks and Responsibilities

- To advise and mentor relevant Moldovan counterparts on strategic and operational levels, including efficient inter-agency cooperation;
- To support the Mission and the relevant Moldovan authorities in harmonising existing and draft legal acts on National Risk Assessment and integrity with contingency planning;
- To support the mission and relevant Moldovan authorities on harmonising Risk Analysis and Risk Register planning and processing;
- To support the mission and relevant Moldovan authorities with drafting recommendations for integration of the national risk assessment into contingency planning;
- To advise on the establishment of National and Regional Disaster Risk Platforms;
- To provide strategic and policy advice to the relevant Moldovan partners to strengthen their national security architecture, risk assessment planning (including capacity and capability) and crisis management structures;
- To assist – through advice, training and accompanying actions – the relevant Moldovan counterparts in supporting the development/strengthening of specific services/units capable of effectively plan, mitigate and respond to a crisis and its subsequent consequences.

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, human rights aspects and the human rights-based approach in the execution of tasks;
- To undertake any other tasks as requested by the Line Manager.

4. Essential Qualifications and Experience

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

Essential Knowledge, Skills and Abilities

- Relevant professional experience in risk management, particularly on national security and/or crisis management;
- Knowledge of designing and advising on the national security, risk assessments and the risk assessment methodologies at national level;
- Good knowledge on National Risk Assessment/Register, including EU good practices, and technical solutions;
- Good knowledge of application of EU and international risk assessment methodologies, standards and application;
- Proven ability for strategic planning, conceptual and analytical drafting;
- Proven ability to draft policies, guidelines, and communicate them to a broad audience.

5. Desirable Qualifications and Experience

- Subject matter expertise in risk and crisis management at tactical and strategic level;
- Experience gained in a governmental agency or equivalent;
- Experience in advising at a strategic level, both orally and in writing;
- Experience in drafting analytical reports and strategic recommendations;
- International experience, particularly in crisis areas with multi-national and international organisations.

6. Desirable Knowledge, Skills and Abilities

- Excellent interpersonal and teamwork skills;
- Demonstrated ability to mentor and motivate national counterparts, adapting guidance to their specific national context and circumstances;
- Knowledge of the political situation of Moldova and the threats to the national security;
- Knowledge of Romanian or/and Russian Language.

Position Name: Visiting Expert on Crisis Communication	Employment Regime: Seconded	
Ref. Number: MOL 213 (VE)	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Crisis Management Component/ Operations Department	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: Yes

1. Reporting Line

The Visiting Expert on Crisis Communication reports to the Head of Crisis Management Component.

2. Main Tasks and Responsibilities

- To support the Mission's efforts in advising relevant Moldovan counterparts on the new crisis management legislation;
- To support the State Chancellery / Prime Minister's Office in developing the new National Crisis Management Centre, including assist in designing communication activities that promote a broad-based understanding of crisis management and national resilience;
- To mentor permanent and seconded staff at the National Crisis Management Centre to develop a crisis communication plan aimed supporting the National Crisis Management Plan;
- To advice relevant institutions on developing a methodology (e.g., communication protocols, Standard Operating Procedures) to support National Crisis Management Centre to prepare for and respond to a crisis;
- To assess, identify and evaluate the gaps in the current legislative framework for crisis management, in close coordination with the relevant EUPM advisers and Moldovan counterparts.

3. General Tasks and Responsibilities

- To identify and report on lessons learned and good 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, human rights aspects and the human rights based approach in the execution of tasks;
- To undertake any other tasks as requested by the Line Manager.

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Relevant professional experience in national security and/or crisis management;
- Knowledge of designing and advising on security and crisis management at national level;

- Good knowledge on crisis communication, including EU good practices, and technical solutions;
- Proven ability for strategic planning, conceptual and analytical drafting;
- Proven ability to draft policies, guidelines, and communicate them to a broad audience.

6. Desirable Qualifications and Experience

- Subject matter expertise in crisis management and crisis communication at national level;
- Experience gained in a governmental agency or equivalent;
- Experience in advising at a strategic level, both orally and in writing;
- Experience in drafting analytical reports and strategic recommendations;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- Excellent interpersonal and teamwork skills;
- Proven ability to mentor and motivate local national counterparts, taking into account national circumstances;
- Knowledge of the political situation of Moldova and the threats to the national security;
- Knowledge of Romanian or/and Russian Language.

Position Name: Visiting Expert on Public Awareness on Crisis Situations	Employment Regime: Seconded	
Ref. Number: MOL 214 (VE)	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Crisis Management Component/ Operations Department	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: Yes

1. Reporting Line

The Visiting Expert on Public Awareness on Crisis Situations reports to the Head of Crisis Management Component.

2. Main Tasks and Responsibilities

- To support the Mission's efforts in advising relevant Moldovan counterparts on the new crisis management legislation;
- To support the Prime Minister's Office in developing the new National Crisis Management Centre, including assist in designing public outreach and communication activities that promote a broad-based understanding of crisis management and national resilience;
- To mentor permanent and seconded staff at the National Crisis Management Centre to develop a concept and action plan for public communication aimed at strengthening national resilience and fostering a "whole-of-society" approach to crises;
- To advice relevant institutions in developing a methodology to assess the ability of Moldovan population to respond to a crisis;
- To support in designing of specific tools (e.g., surveys, indicators, evaluation frameworks) to measure readiness and identify gaps on societal levels;
- To assess, identify and evaluate the gaps in the current legislative framework for crisis management, in close coordination with the relevant EUPM advisers and Moldovan counterparts.

3. General Tasks and Responsibilities

- To identify and report on lessons learned and good 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, human rights aspects and the human rights based approach in the execution of tasks;
- To undertake any other tasks as requested by the Line Manager.

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Relevant professional experience in national security and/or crisis management;
- Knowledge of designing and advising on public awareness on crisis situations at national level;

- Good knowledge of public awareness on crisis situations requirements, including EU good practices, and technical solutions;
- Proven ability for strategic planning, conceptual and analytical drafting;
- Proven ability to draft policies, guidelines, and communicate them to a broad audience.

6. Desirable Qualifications and Experience

- Subject matter expertise in crisis management at national level;
- Experience gained in a governmental agency or equivalent;
- Experience in advising at a strategic level, both orally and in writing;
- Experience in drafting analytical reports and strategic recommendations;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- Excellent interpersonal and teamwork skills;
- Ability to mentor and motivate local national counterparts, taking into account national circumstances;
- Knowledge of the political situation of Moldova and the threats to the national security;
- Knowledge of Romanian or/and Russian Language.

Position Name: Visiting Expert on Physical Protection of Critical Infrastructure	Employment Regime: Seconded	
Ref. Number: MOL 215 (VE)	Location: Chisinau, Moldova	Availability: 16 February 2026
Component/Department/Unit: Crisis Management Component/ Operations Department	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: Yes

1. Reporting Line

The Visiting Expert of Physical Protection on Critical Infrastructure reports to the Head of Crisis Management Component.

2. Main Tasks and Responsibilities

- To support the Moldova's national legislation to be in line with the current European Union Critical Entities Resilience(CER) directive;
- To support Moldovan relevant authorities to define critical infrastructure sectors and actors as basic structures, services and related functions that are necessary to maintain the vital functions of society;
- To support identifying potential threats (e.g., terrorism, sabotage, natural disasters) and vulnerabilities in physical security systems, including to conduct threat assessments, vulnerability scans, and risk analyses to determine potential weaknesses;
- To support the Ministry of Internal Affairs in developing the new Critical Infrastructure Cell (e.g. functions, facilities, job descriptions, technology, security, communications, staff training);
- To support in developing and enforcing security policies and procedures, including incident response plans, emergency management protocols, and employee security awareness training;
- To promote understanding of the intersection of physical and cyber security, and how cyberattacks can impact physical infrastructure and vice versa;
- To support the creation of a verification system to measure how each critical organization is protecting the infrastructure under its responsibility.

3. General Tasks and Responsibilities

- To identify and report on lessons learned and good practices within the respective area of responsibility;
- To collaborate with government agencies, private sector organizations, and other stakeholders to share information, best practices, and resources related to critical infrastructure protection;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality, human rights aspects and the human rights based approach in the execution of tasks;
- To undertake any other tasks as requested by the Line Manager.

4. Essential Qualifications and Experience

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

- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Relevant professional experience in physical protection of critical infrastructures;
- Knowledge of designing and advising of physical protection on critical infrastructure at national level;
- Good knowledge of national security and physical protection on Critical Infrastructure, EU directives (CER), including EU good practices, and technical solutions;
- Proven ability for strategic planning, conceptual and analytical drafting;
- Proven ability to draft policies, guidelines, and communicate them to a broad audience.

6. Desirable Qualifications and Experience

- Subject matter expertise in physical protection of critical infrastructure at national level;
- Experience gained in a governmental agency or equivalent;
- Experience in advising at a strategic level, both orally and in writing;
- Experience in drafting analytical reports and strategic recommendations;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- Excellent interpersonal and teamwork skills;
- Ability to mentor and motivate local national counterparts, taking into account national circumstances;
- Knowledge of the general political situation of Moldova and the threats to the national security;
- Knowledge of Romanian or/and Russian Language.

Position Name: Visiting Expert on Digital Resilience of Critical Infrastructure	Employment Regime: Seconded	
Ref. Number: MOL 216 (VE)	Location: Chisinau, Moldova	Availability: 16 February 2026
Component/Department/Unit: Crisis Management Component/ Operations Department	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: Yes

1. Reporting Line

The Visiting Expert on Digital Resilience on Critical Infrastructure reports to the Head of Crisis Management Component.

2. Main Tasks and Responsibilities

- To support Moldovan relevant actors to identify potential threats and vulnerabilities to critical infrastructure on cyber security and digital resilience;
- To support in developing and implementing security plans, policies, and procedures to mitigate identified risks;
- To support in establishing and maintaining incident response plans to effectively manage and recover from security breaches or disruptions;
- To collaborate with government agencies, private sector organizations, and other stakeholders to share information, best practices, and resources related to critical infrastructure protection;
- To work with stakeholders, including government agencies, private companies, and security teams, to ensure a coordinated approach to security;
- To support in managing and securing various technology platforms, including operating systems, applications, and network security devices
- To provide operational advice and training on cyber security assessments for different critical entities,
- To assess the level of cyber security as well as critical infrastructure resilience;
- To ensure adherence to relevant regulations and standards related to critical infrastructure security
- To promote understanding of the intersection of physical and cyber security, and how cyberattacks can impact physical infrastructure and vice versa;

3. General Tasks and Responsibilities

- To identify and report on lessons learned and good 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, human rights aspects and the human rights based approach in the execution of tasks;
- To undertake any other tasks as requested by the Line Manager.

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Relevant professional experience in cybersecurity;
- Good knowledge of cybersecurity-related laws, regulations, best practices and technical solutions, especially related to NIS2 and resilience of critical entities (CER) directives;
- Good knowledge of cybersecurity-related risk management, organisational compliance, auditing standards and/or certifications (e.g. ISO), methodologies and frameworks, tools, control and/or solutions;
- Knowledge of designing and advising of cyber security and digital resilience on critical infrastructure;
- Proven ability for strategic planning, conceptual and analytical drafting;
- Proven ability to draft policies, guidelines, and communicate them to a broad audience.

6. Desirable Qualifications and Experience

- Experience on international security standards e.g. ISO27000 series or similar;
- International recognised certification(s), e.g. ISACA: CISM, CRISC, CISA or ISC2: CISSP, CCSP or similar;
- Experience in implementing cybersecurity-related risk management, organisational compliance, auditing and certification;
- Experience in coordination and information sharing between governmental agencies and services nationally and internationally.
- Experience in advising at a strategic level, both orally and in writing;
- Experience in drafting analytical reports and strategic recommendations.

7. Desirable Knowledge, Skills and Abilities

- Ability to build a cybersecurity risk-aware environment and ensure the senior management approves the cybersecurity risks of the organisation
- Ability to enable business assets owners, executives and other stakeholders to make informed decisions to manage and mitigate risks
- Excellent interpersonal and teamwork skills
- Ability to mentor and motivate local national counterparts, taking into account national circumstances
- Knowledge of the general political situation of Moldova and the threats to the national security
- Knowledge of Romanian or/and Russian Language.

Position Name: Visiting Expert on TETRA Network Governance	Employment Regime: Seconded	
Ref. Number: MOL 217 (VE)	Location: Chisinau, Moldova	Availability: 12 January 2026
Component/Department/Unit: Crisis Management Component/ Operations Department	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: Yes

1. Reporting Line

The Visiting Expert on Terrestrial Trunked Radio (TETRA) Network Governance reports to the Head of Crisis Management Component.

2. Main Tasks and Responsibilities

- To support the Mission's efforts in advising relevant Moldovan counterparts on governance in the TETRA radio network;
- To support the relevant Moldovan counterparts to develop the entire organisational architecture of the network and document the related relationships and processes;
- To support the relevant Moldovan counterparts to develop the standard operational procedures (SOPs) related to the administrator level e.g. use of the network, security and general rules of administration;
- To support the relevant Moldovan counterparts to develop a network management policy covering all aspects: keeping the network in working order, preventive maintenance, procedures for upgrading or updating the network;
- To support the relevant Moldovan counterparts to develop the different plans and levels of staff training: administrators, maintenance technicians, users and trainers of trainees;
- To assess, identify and evaluate the gaps in the current framework for EU standards alignment, in close coordination with the relevant EUPM advisers and Moldovan counterparts.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Relevant professional experience in radio network administration;
- Good knowledge of the TETRA radio network at national level;

- Good knowledge of radio communication, including EU good practices, and technical solutions;
- Proven ability for strategic planning, conceptual and analytical drafting.
- Proven ability to draft policies, guidelines, and communicate them to a broad audience.

6. Desirable Qualifications and Experience

- Subject matter expertise in crisis management radio communication at national level;
- Experience gained in a governmental agency or equivalent;
- Experience in advising at a strategic level, both orally and in writing;
- Experience in drafting analytical reports and strategic recommendations;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- Excellent interpersonal and teamwork skills;
- Ability to mentor and motivate local national counterparts, taking into account national circumstances;
- Knowledge of the general political situation of Moldova and the threats to the national security;
- Knowledge of Romanian Language.

Position Name: Visiting Expert on TETRA Network Architecture and Programming	Employment Regime: Seconded	
Ref. Number: MOL 218 (VE)	Location: Chisinau, Moldova	Availability: 12 January 2026
Component/Department/Unit: Crisis Management Component/ Operations Department	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: Yes

1. Reporting Line

The Visiting Expert on Terrestrial Trunked Radio (TETRA) Network Architecture and Programming reports to the Head of Crisis Management Component.

2. Main Tasks and Responsibilities

- To support the Mission's efforts in advising relevant Moldovan counterparts on TETRA Network Architecture;
- To support the relevant Moldovan counterparts to develop the entire organisational architecture of the network concerning the need and the use of channels, talking groups, interoperability and needs for specific use;
- To support the relevant Moldovan counterparts to develop the standard operational procedures related to the use of this architecture;
- To support the relevant Moldovan counterparts to program all the architecture, including in the relevant TETRA Encryption Algorithms (TEA1 and AES256);
- To support the relevant Moldovan counterparts to configure and install any radio equipment;
- To assess, identify and evaluate the gaps in the current framework for EU standards alignment, in close coordination with the relevant EUPM advisers and Moldovan counterparts.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Relevant professional experience in TETRA radio network;
- Good knowledge of TETRA Network Architecture and Programming at national level;
- Good knowledge of Tetra Network System and programming, including EU good practices, and technical solutions;
- Proven ability for strategic planning, conceptual and analytical drafting;

- Proven ability to draft policies, guidelines, and communicate them to a broad audience.

6. Desirable Qualifications and Experience

- Subject matter expertise in crisis management radio communication at national level;
- Experience gained in a governmental agency or equivalent
- Experience in advising at a strategic level, both orally and in writing;
- Experience in drafting analytical reports and strategic recommendations;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- Excellent interpersonal and teamwork skills;
- Ability to mentor and motivate local national counterparts, taking into account national circumstances;
- Knowledge of the general political situation of Moldova and the threats to the national security;
- Knowledge of Romanian Language.