

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Partnership Mission in Moldova EUPM Moldova 2-2025 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 (6)</u>			
	MOL 208 (VE)	Visiting Expert on crisis command, coordination and response planning	Chisinau, Moldova	ASAP
	MOL 209 (VE) MOL 210 (VE)	Visiting Expert on Cyber Security	Chisinau, Moldova	ASAP
	MOL 211 (VE)	Visiting Expert on National Risk Assessment/Regis ter	Chisinau, Moldova	ASAP
	MOL 212 (VE)	Visiting Expert on SITCEN design	Chisinau, Moldova	ASAP
	MOL 203 (VE)	Visiting Expert on Open Source Intelligence (OSINT) and Analytical Capabilities	Chisinau, Moldova	ASAP
Deadline for applications:	FRIDAY, 25 July 2025 at 17:00 (Brussels time)			



MD-Civilian Operations Headquarters (CivOpsHQ)
European External Action Service (EEAS)
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Applications must be submitted to:	<p>1) You have the nationality of an EU Member State: you must use Goalkeeper to apply:</p> <p>a) You are already registered on Goalkeeper AND you have an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web</p> <p>b) You do not have a Goalkeeper account or an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do</p> <p><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.</i></p> <p><i>We are unable to provide contact details of National Seconding Authorities.</i></p>
Information:	<p>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 5920</p>

Low and/or Medium Risk Non-Family Mission

Europaen Union Partnership Mission Moldova bears a Low and Medium Risk 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. Subject to deterioration of the security situation and possible evolution of the SIAC risk rating, the Head of Mission will propose to the Civilian Operation Commander, in consultation with the EEAS Security Department, to take measures to change the application of the Low and/or Medium Risk Non-Family status into High Risk Non-Family status.

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 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-learnings>.

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: n/a	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 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 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Proven knowledge of designing and advising on the national security and crisis management architecture at policy- and/or strategic levels;

- Good knowledge of national security and crisis management architecture requirements, EU good practices, and technical solutions;
- Good strategic planning, conceptual and analytical drafting;
- Ability to draft policies, guidelines and communicate to a broad audience;
- Ability to work with diverse stakeholders, colleagues and counterparts.

6. Desirable Qualifications and Experience

- Subject matter expertise in crisis management at a national level;
- Experience gained in a Governmental Ministry, 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;
- 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.

Position Name: Visiting Expert on Cyber Security	Employment Regime: Seconded	
Ref. Number: MOL 209, MOL 210 (2 positions)	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Operations Department/ Hybrid Threats /Cyber security Component	Security Clearance Level: n/a	Open to Contributing Third States: No

1. Reporting Line

The Visiting Expert on Cyber Security reports to the Head of Hybrid Threats / Cyber security Component.

2. Main Tasks and Responsibilities

- to build up capacities on the prevention, resolution and response to cyber incidents;
- To provide training on international cooperation, especially cooperation and information exchange between CSIRTs (e.g. Trusted Introducer network, Malware Information Sharing Platform MISP) and on the integration of platforms with partner organisations of the EU;
- To share best practices with national authorities while being embedded in the Moldovan Cybersecurity agency (ASC);
- To monitor and evaluate the results of the capacity building activities and identify areas for improvement and follow-up actions and solutions;
- To support relevant authorities in updating and defining equipment needs (hardware and software incl. definition of specifications and certification requirements) for the efficient conduct of prevention, resolution and response to cyber incidents.

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 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**
- Minimum 5 years of relevant cyber security experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Knowledge of cybersecurity best practices and frameworks' implementation;
- Ability to communicate, present and report to relevant stakeholders;
- Ability to work with diverse stakeholders, colleagues and counterparts;
- Ability to mentor and motivate local national counterparts, taking into account national circumstances.

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;
- Knowledge of international cooperative regimes;
- 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 the identification process for different critical entities concerned by the EU Network & Information Security Directive (NIS2) Directive establishing a unified legal framework for the protection of network and information systems, and to assess the level of cyber security as well as infrastructure/architecture resilience;
- Experience in developing cyber security-related regulatory instructions and guidelines for critical service providers;
- Experience in the prevention, resolution and response to cyber incidents;
- Experience in the monitoring and analysing of cyber threats, vulnerabilities and cyber incidents;
- Experience in the collection and analysing of forensic data, provision of risk analysis, and situational awareness; Experience in using Cyber Threat Intelligence (CTI) platforms and tools;

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;
- Ability to communicate, explain and adapt legal and regulatory requirements and business needs;
- Excellent interpersonal and teamwork skills;
- Organisational, analytical and administrative skills;
- Knowledge of Romanian and/or Russian.

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: Operations Department/Crisis Management Component	Security Clearance Level: n/a	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 to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- 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 on planning and coordination future activities in short-, mid- and long-terms;
- To draft a roadmap for national and regional level risk assessments (including register and analysis);
- 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 advise on necessary and appropriate capacity and capability planning for risk analysis, risk register and risk monitoring;
- 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 assess, identify and evaluate, in close coordination with the relevant EUPM advisers and the Moldovan counterparts, any requirements, gaps, needs and/or priorities on risks and Crisis Management matters;
- 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;
- To identify, manage and report the risks arising from the implementation of specific processes, systems and projects;
- To identify required reforms and appropriate support to be provided by the Mission, including through monitoring/mentoring/advising and/or direct training;
- To provide analysis and recommendations to the national counterparts in the area of responsibility.

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 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Proven knowledge of designing and advising on the national security and/or professional experience, risk assessments and the risk assessment methodologies and crisis management architecture at strategic level;
- Good knowledge of national security and crisis management architecture requirements, EU good practices, and technical solutions;
- Good knowledge of application of EU and international risk assessment methodologies, standards and application;
- Good strategic planning, conceptual and analytical drafting;
- Ability to draft policies, guidelines and communicate to a broad audience;
- Ability to work with diverse stakeholders, colleagues and counterparts.

6. Desirable Qualifications and Experience

- International experience, particularly in crisis areas with multi-national 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.

Position Name: Visiting Expert on SITCEN design	Employment Regime: Seconded	
Ref. Number: MOL 212 (VE)	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Operations Department/ Crisis Management Component	Security Clearance Level: n/a	Open to Contributing Third States: Yes

1. Reporting Line

The Visiting Expert on SITCEN design 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 building the capabilities of the future national SITCEN function;
- To provide specialised support and advice to relevant Moldovan counterparts on the principles, operational processes and procedures related to 24/7 national risks and threats monitoring and inter-institutional information exchange aimed at establishing situational awareness regarding an imminent or unfolding crisis;
- To support the Prime Minister's Office in developing the new National Crisis Management Centre, including assisting in drafting the standard operating procedures (SOPs) and methodologies for the SITCEN and National Crisis Response Platform;
- Mentoring permanent and seconded staff at the National Crisis Management Centre in the operationalisation of the SITCEN, including by providing advice and expertise on drafting SITREPS, briefings or other types of analytical reports;
- To assess, identify and evaluate the gaps in the current crisis management legislative framework, with a focus on information exchange at national level, 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**
- Minimum 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Proven knowledge of designing and advising and/or professional experience on the national security and crisis management architecture at a strategic level;
- Good knowledge of national security and crisis management architecture requirements, with a focus on processes related to supporting high-level decision making and establishing situational awareness at national level, EU good practices, and technical solutions;

- Good strategic planning, conceptual and analytical drafting;
- Ability to draft policies, guidelines and communicate to a broad audience;
- Ability to work with diverse stakeholders, colleagues and counterparts.

6. Desirable Qualifications and Experience

- 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;
- 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.

Position Name: Visiting Expert on Open Source Intelligence (OSINT) and Analytical Capabilities	Employment Regime: Seconded	
Ref. Number: MOL 203 (VE)	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Operations Department/Hybrid Threats/Cyber Security Component	Security Clearance Level: n/a	Open to Contributing Third States: No

1. Reporting Line:

The Visiting expert on OSINT and analytical capabilities reports to the Head of Hybrid Threats and Cyber Security Component.

2. Main Tasks and Responsibilities:

- Advising and training relevant Moldovan partners on the development of the analytical capabilities to detect and analyse hybrid threats, with a particular focus on OSINT;
- Advising and assisting in the drafting of processes and frameworks and assisting in the implementation of recommendations for changes to related processes;
- Support the relevant Moldovan partners in identifying the appropriate methodology, software solutions and training opportunities required for the analytical capabilities;
- Advising and facilitating the relevant Moldovan partners in the implementation of related analytical capability projects/initiatives.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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**
- Minimum 5 years of relevant cyber security experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Extended professional experience of at least 5 years in the fields of information analysis and open source research;
- Experience in OSINT, analytical software tools, methods and process design;
- Good analytical skills, conceptual drafting and presentation skills (in English);
- Good knowledge of situational awareness requirements, EU good practices, procedures and technical solutions;
- Ability to mentor and motivate local national counterparts, taking into account national context.

6. Desirable Qualifications and Experience:

- Mission experience, e.g. CSDP, UN, OSCE, EU agencies, etc;

- Experience in information sharing between law enforcement and intelligence/security agencies.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the political situation of Moldova and the threats to the national security;
- Knowledge of Romanian or/and Russian.