

# EUROPEAN EXTERNAL ACTION SERVICE



## Annex 1

<b>European Union Partnership Mission in Moldova</b> <b>EUPM Moldova</b> <b>1-2026 Call for Contributions for Visiting Experts</b> Requirements and Job Descriptions				
<b>Organisation:</b>	<b>European Union Partnership Mission in Moldova</b>			
<b>Job location:</b>	<b>As indicated below</b>			
<b>Employment regime:</b>	<b>As indicated below</b>			
Job titles/ vacancy notice:	<b>Ref.:</b>	<b>Name of the post:</b>	<b>Location:</b>	<b>Availability:</b>
	<b><u>Seconded (8)</u></b>			
	MOL 219(VE)	Visiting Expert on National Situational Awareness	Chisinau, Moldova	1 April 2026
	MOL 220(VE)	Visiting Expert on Crisis Preparedness	Chisinau, Moldova	3 March 2026
	MOL 221(VE)	Visiting Expert on Disaster Risk Management	Chisinau, Moldova	1 April 2026
	MOL 222(VE) MOL 223(VE) MOL224(VE)	Visiting Expert on Cyber Security	Chisinau, Moldova	ASAP
	MOL 225(VE) MOL 226(VE)	Visiting Expert on Illicit Financing	Chisinau, Moldova	ASAP
<b>Deadline for applications:</b>	<b>Friday, 20 February 2026 at 17:00 (Brussels time)</b>			



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<p><b>Applications must be submitted to:</b></p>	<p>1) <b>You have the nationality of an EU Member State: you must use Goalkeeper to apply:</b></p> <p>a) You are already registered on Goalkeeper AND you have an EU Login:  <a href="https://goalkeeper.eeas.europa.eu/registrar/web">https://goalkeeper.eeas.europa.eu/registrar/web</a></p> <p>b) You do not have a Goalkeeper account or an EU Login:  <a href="https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do">https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do</a></p> <p>2) <b>You do not have the nationality of an EU Member State:</b> 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.</p> <p><i><b>Please note:</b> 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>
<p><b>Information:</b></p>	<p>For more information relating to selection and recruitment, please contact the Civilian Operations Headquarters (CivOpsHQ) :</p> <p style="text-align: center;"><b>Mr Thomas KRUEGER</b>  <b>CivOpsHQ-HR-EUPM-Moldova@eeas.europa.eu</b>  <b>+32 (0)2 584 5920</b></p>

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 ST 7291/09 (10 March 2009), as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).

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-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

<b>Position Name:</b> Visiting Expert on National Situational Awareness	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MOL 219 (VE)	<b>Location:</b> Chisinau, Moldova	<b>Availability:</b> 1 April 2026
<b>Component/Department/Unit:</b> Operations Department/ Crisis Management Component	<b>Security Clearance Level:</b> NOT REQUIRED	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Visiting Expert on National Situational Awareness 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 how to build the capabilities of the future national Situation Centre (SITCEN), which will function as a 24/7 contact point and source of integrated situational awareness.
- 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 by assisting in the drafting of Standard Operating Procedures and methodologies for the National Crisis Response Platform. The platform is activated to ensure a whole-of-government approach to coordination among designated institutions, offering facilities, infrastructure and logistics for inter-institutional coordination, national-level decision-making, information exchange and crisis communication.
- To provide advice and expertise to permanent and seconded staff at the National Crisis Management Centre on the operationalisation of the SITCEN, including drafting situation reports, briefings and other analytical reports for strategic crisis analysis and foresight.
- 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 advisers of EUPM Moldova 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(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 4 years of relevant 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 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;
- Ability to communicate, present and report to relevant stakeholders;
- Ability to mentor and motivate local national counterparts, taking into account national circumstances.

#### **6. Desirable Qualifications and Experience**

- Subject matter expertise in crisis management and/or national security at national level;
- Experience obtained 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**

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

<b>Position Name:</b> Visiting Expert on Crisis Preparedness	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MOL 220 (VE)	<b>Location:</b> Chisinau, Moldova	<b>Availability:</b> 3 March 2026
<b>Component/Department/Unit:</b> Crisis Management Component/ Operations Department	<b>Security Clearance Level:</b> NOT REQUIRED	<b>Open to Contributing Third States:</b> Yes

## 1. Reporting Line

The Visiting Expert on Crisis Preparedness 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 standard operating procedures for a single national crisis command and coordination system, to provide a framework for how the authorities should manage crises and organise the governance of the state during a crisis.
- To mentor permanent and seconded staff at the National Crisis Management Centre in drafting the National Crisis Management Plan that integrates all major sectors and ensures continuity of governance during crises.
- To assess, identify and evaluate the gaps in the current legislative framework for civilian crisis management, in close coordination with the relevant advisers of EUPM Moldova 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(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**
- A minimum 4 years of relevant 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 strategic level;

- 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 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**

- Subject matter expertise in crisis management at national level;
- Experience obtained 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**

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

<b>Position Name:</b> Visiting Expert on Disaster Risk Management	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MOL 221 (VE)	<b>Location:</b> Chisinau, Moldova	<b>Availability:</b> 1 April 2026
<b>Component/Department/Unit:</b> Crisis Management Component/ Operations Department	<b>Security Clearance Level:</b> NOT REQUIRED	<b>Open to Contributing Third States:</b> Yes

## 1. Reporting Line

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

## 2. Main Tasks and Responsibilities

- To support the Mission and the relevant Moldovan authorities in governing National Risk Management approach and relevant training on required elements of the Disaster Risk Management and Disaster Risk Reduction.
- To support the Mission and relevant Moldovan authorities on harmonising Risk Analysis, Risk Register and relevant training planning and processing.
- To advise and mentor relevant Moldovan counterparts on strategic and operational levels on the 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 relevant Moldovan authorities on planning and coordination future activities in short-, mid- and long-term.
- To support the Mission and relevant Moldovan authorities with drafting recommendations for relevant capacity building activity integration of the national risk management and disaster risk reduction into contingency planning.
- To advise on necessary and appropriate capacity and capability planning for risk governance, disaster risk reduction and relevant training.
- 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 advisers of EUPM Moldova and the Moldovan counterparts, any requirements, gaps, needs and/or priorities on risks and crisis management matters.

## 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(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**

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

#### **5. Essential Knowledge, Skills and Abilities**

- Proven knowledge of working on the national security, risk assessments and the disaster risk management and governance, 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 disaster risk management methodologies, standards and application.
- Good strategic planning, conceptual and analytical drafting.
- Ability to draft policies, guidelines and communicate to a broad audience.
- 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**

- Subject matter expertise in disaster risk and crisis management at tactical and strategic level.
- Experience obtained 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**

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

<b>Position Name:</b> Visiting Expert on Cyber Security	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MOL 222 (VE), MOL 223 (VE), MOL 224 (VE)	<b>Location:</b> Chisinau, Moldova	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Operations Department/ Hybrid Threats and Cyber security Component	<b>Security Clearance Level:</b> NOT REQUIRED	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

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

### 2. Main Tasks and Responsibilities

- To support Moldovan counterparts' in building their capacity to prevent, respond and resolve cyber security incidents and operations;
- To strengthen local partners capabilities in monitoring, analysing and communicating about cyber security and threats, vulnerabilities and incidents;
- To enhance the host country direct interlocutors' expertise in areas such as public-private cooperation, national and international collaboration and the role and praxis for supervising authorities;
- To advise on suitable cyber security equipment and related specialised services;
- To promote cyber security best practises and methodologies in line with international standards;
- To advise local counterparts on the practical application of regulations pertaining to cyber security.

### 3. General Tasks and Responsibilities

- To identify and report on best practices and lessons learned 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**
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

### 5. Essential Knowledge, Skills and Abilities

- Knowledge and experience in one **OR** more of the following fields:
  - Security Operations Centre (SOC) operations, Computer Security Incident Response Team (CSIRT) operations, digital forensics, cyber threat analysis and/or hunting, Cyber Threat Intelligence (CTI), Open-Source Intelligence (OSINT), reporting, network engineering, IT infrastructure hardening, Critical National Infrastructure (CNI) protection, risk assessments, cyber governance, compliance activities, information sharing;

- 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 in sensitive information sharing and secure communications between stakeholders;
- Experience in working with Security Information and Event Management (SIEM) platforms;
- Experience in working with different centralised endpoint detection and response platforms;
- Advanced knowledge of: Operating system (Microsoft Windows, Linux, etc);
- Knowledge of networking (flows, protocols, standards), databases, programming, cryptographic processes (certificates, public/private keys, digital signatures), virtualisation (tools, concepts and services);
- Basic to advanced knowledge on cloud infrastructure, services and security;
- Experience in identifying critical entities covered by the EU Directive on Measures for a High Common Level of Cybersecurity (NIS2), and in assessing cybersecurity levels as well as infrastructure and architecture resilience
- Knowledge of international security standards, such as the ISO 27000 series or equivalent frameworks
- Experience obtained 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**

- Knowledge of cyber security exercises and education;
- Experience in building and facilitating stakeholder relationships for sensitive information sharing and trust-based cooperation;
- Knowledge of Romanian and Russian Language.

<b>Position Name:</b> Visiting Expert on Illicit Financing	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MOL 225 (VE) MOL 226 (VE)	<b>Location:</b> Chisinau, Moldova	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Operations Department/ Hybrid Threats and Cyber security Component	<b>Security Clearance Level:</b> NOT REQUIRED	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Visiting Expert on on Illicit Financing reports to the Head of Hybrid Threats and Cyber security Component.

### 2. Main Tasks and Responsibilities

- To support the Mission in enhancing the capacity of relevant Moldovan authorities to identify and assess illicit financing channels used in hybrid tactics, including crypto-based transactions and covert funding of influence operations.
- To support relevant national counterparts in the mapping of networks involving shell companies, opaque ownership, and cross-border flows linked to hybrid activities.
- To support relevant national counterparts in the development of mechanisms to monitor and analyse crypto-currency transactions for hybrid-related risks.
- To provide advice on the implementation of EU/global sanctions regimes targeting hybrid actors.
- To provide advice on asset freezing, seizure, and recovery processes and sanctions compliance.
- To provide technical input for forensics in hybrid-related cases and deliver training on crypto-currency forensics, sanctions enforcement, and hybrid tactics finance typologies.
- To introduce investigative tools for blockchain analysis and link mapping.

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

### 5. Essential Knowledge, Skills and Abilities

- Knowledge of working on hybrid threats matters or national security contexts at operational and/or strategic level.
- Knowledge of crypto-currency ecosystems, blockchain forensics, and virtual asset service provider regulation.



- Familiarity with sanctions frameworks, asset recovery processes, and beneficial ownership transparency.
- Proficiency in link analysis tools, techniques of open source intelligence and financial intelligence, and crypto-currency tracing platforms.
- 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 obtained 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**

- Strong analytical and investigative skills;
- Ability to translate complex technical findings into actionable policy and operational recommendations;
- Knowledge of Romanian and/or Russian.