

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Partnership Mission in Moldova EUPM Moldova 2-2026 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 (9)</u>			
	MOL 227 VE	Visiting Expert of Digital Resilience on Critical Infrastructure	Chisinau	15 September 2026
	MOL 228 VE	Visiting Expert of Physical Protection on Critical Infrastructure	Chisinau	15 September 2026
	MOL 229 VE	Visiting Expert on Crisis Management Legislation	Chisinau	ASAP
	MOL 230 VE	Visiting Expert on National Risk Governance	Chisinau	1 October 2026
	MOL 231 VE	Visiting Expert on Crisis Preparedness Planning	Chisinau	ASAP
	MOL 232 VE MOL 233 VE MOL 234 VE	Visiting Expert on Cyber Security	Chisinau	ASAP



MD-Civilian Operations Headquarters (CivOpsHQ)
 European External Action Service (EEAS)
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	MOL 235 VE	Visiting Expert on Data Analysis	Chisinau	1 September 2026
Deadline for applications:	Monday, 15 June 2026 at 17:00 (Brussels time)			
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>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.</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) :</p> <p style="text-align: center;">Mr Thomas KRUEGER CivOpsHQ-HR-EUPM Moldova@eeas.europa.eu +32 (0)2 584 59 20</p>			

According to the EEAS Country Threat Assessment (CTA), the current rating of the host country of the Mission is 'low-moderate-significant'. 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/Significant 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 relevant job description, respectively for an initial period of up to 3 months. The deployment can be extended, according to the planned schedule, but the deployment period cannot exceed 6 months in total.

The Civilian Operations Commander requests that EU Member States and Contributing Third 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 candidates shall be able to serve the full period of secondment 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.

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.

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 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. 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 seconded selected candidates, 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.

Information on the outcome – Contributing States 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 of Digital Resilience on Critical Infrastructure	Employment Regime: Seconded	
Ref. Number: MOL 227 (VE)	Location: Chisinau, Moldova	Availability: 15 September 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 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 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 organizing and implementing training events, workshops, study trips and similar activities;
- 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 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 the cyber security and digital resilience on critical infrastructure;
- Strategic planning, conceptual and analytical drafting abilities;
- Ability to draft policies, guidelines, and communicate them to a broad audience;
- Excellent interpersonal and teamwork skills.

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 that 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 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 of Physical Protection on Critical Infrastructure	Employment Regime: Seconded	
Ref. Number: MOL 228 (VE)	Location: Chisinau, Moldova	Availability: 15 September 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 Moldovan national legislation to be in line with the current European Union CER (Critical Entities Resilience) 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 organizing and implementing training events, workshops, study trips and similar activities
- To collaborate with government agencies, private sector organizations, and other stakeholders to share information, best practices, and resources related to critical infrastructure protection;
- 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 on how each critical organization has planned to implement the protection of 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 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 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;
- Strategic planning, conceptual and analytical drafting abilities;
- Ability to draft policies, guidelines, and communicate them to a broad audience.;
- Excellent interpersonal and teamwork skills.

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

- 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 Crisis Management Legislation	Employment Regime: Seconded	
Ref. Number: MOL 229 (VE)	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Operations Department/ Crisis Management Component	Security Clearance NOT REQUIRED	Open to Contributing Third States: No

1. Reporting Line

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

2. Main Tasks and Responsibilities

- Support the relevant Moldovan counterparts in the development and consolidation of the legislative framework for crisis management;
- Provide legal and technical assistance in the drafting, review, and amendment of laws, government decisions, and other normative acts in the field of crisis management;
- Support the Ministry of Internal Affairs and the National Crisis Management Center in the implementation of the Crisis Management Law and the Critical Infrastructure Law through the drafting of sub-legal acts;
- Assist in the harmonisation of existing cross-sectoral and sectoral legislation with the Crisis Management Law, ensuring coherence, legal certainty, and operational effectiveness;
- Advise Moldovan counterparts on European and international best practices in legislative drafting and crisis governance frameworks;
- Contribute to evidence-based policymaking through the preparation of concept notes, comparative legal analyses, legal opinions, and other documents;
- Conduct legal research and assessments of Moldova's crisis management framework, identifying gaps, inconsistencies, and implementation challenges, and formulating practical and actionable recommendations;
- Support the organisation and delivery of workshops, presentations, consultations, and other capacity-building or coordination activities within the area of expertise;
- Ensure effective coordination and liaison with international partners, donors, and EU institutions, bodies, and agencies relevant to the area of responsibility.

3. General Tasks and Responsibilities

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute to, and ensure timely, accurate reporting on activities within the respective area of responsibility;
- To ensure that gender equality, rule of law principles, and a human rights based approach are duly integrated into 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 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**

- A minimum of 5 years of relevant professional experience in law, preferably in law drafting, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Good conceptual and analytical drafting and presentation skills (in English);
- 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 legislative processes, drafting legislation, regulations and explanatory notes, preferably in a Governmental Ministry;
- Experience in advising at a strategic level, both orally and in writing;
- Experience in drafting analytical reports and strategic recommendations;
- Previous Mission experience, e.g. CSDP, UN, OSCE, EU agencies, etc.

7. Desirable Knowledge, Skills and Abilities

- Good knowledge of legislation and policies in the field of national security and resilience, EU best practices and recommendations;
- Knowledge of Directive (EU) 2022/2557 on the resilience of critical entities;
- Knowledge of Parliamentary oversight mechanisms;
- Knowledge of the political situation of Moldova and the threats to the national security;
- Knowledge of the latest legislative reforms and initiatives of Moldova in the area of crisis management and resilience of critical entities;
- Knowledge of Romanian Language.

Position Name: Visiting Expert on National Risk Governance	Employment Regime: Seconded	
Ref. Number: MOL 230 (VE)	Location: Chisinau, Moldova	Availability: 1 October 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 National Risk Governance 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 on the National Risk Assessment (NRA) process, including efficient inter-agency cooperation;
- To provide analytical and organizational support to the National Crisis Management Centre (NCMC) and relevant national stakeholders throughout the NRA process. This support will focus particularly on conceptual input, preparatory support, and methodological guidance related to NRA-related workshops at both high-level and sectoral level and relevant training planning and processing;
- 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 governing National Risk Assessment implementation and relevant training on required elements;
- To support the Mission and relevant Moldovan authorities on planning and coordination of future activities in short-, mid- and long-terms;
- To support the Mission and relevant Moldovan authorities with drafting recommendations for relevant capacity building activities to be integrated to the contingency planning of the national risk management and disaster risk reduction.
- 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.

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

5. Essential Knowledge, Skills and Abilities

- Experience in 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 work with diverse stakeholders, colleagues and counterparts;
- Excellent interpersonal and teamwork skills.

6. Desirable Qualifications and Experience

- Subject matter expertise in disaster 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.

7. Desirable Knowledge, Skills and Abilities

- 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 Preparedness Planning	Employment Regime: Seconded	
Ref. Number: MOL 231 (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 Preparedness 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 developing a comprehensive National Crisis Response Plan (NCRP), as required by the new Crisis Management Law. The focus will be on national preparedness as a continuous and cyclical process and on coordinated response and recovery from all types of crises and threats;
- To provide specialised support and advice to relevant Moldovan counterparts on the structure, methodology and content of strategic-level crisis preparedness. This includes linking preparedness planning to organising, training, equipping, exercising, evaluation and corrective action; linking planning to the national risk assessment; and integrating sectoral and cross-sectoral plans under a single national framework;
- To support the National Crisis Management Centre (NCMC) in drafting and refining strategic plans that align with national crisis governance principles and the roles and responsibilities of state institutions, private operators, and other stakeholders. This includes crisis management phases, activation arrangements, coordination mechanisms, and agreed actions and solutions for utilising existing capabilities, resources, and reserves;
- To provide hands-on mentoring and substantive drafting support to NCMC staff when developing the NCRP's structure, narrative content, annexes and guidance. This will ensure consistency of terminology and planning logic, as well as linking the NCRP to training programmes, exercises, evaluation mechanisms and lessons-learned processes. The aim is for planning outcomes to directly inform improvements in readiness;
- To assess, identify and evaluate gaps and inconsistencies in the current crisis-planning landscape, including sectoral plans, continuity arrangements, coordination mechanisms, and training and exercise practices, from the perspective of the national preparedness cycle. The aim is to propose practical recommendations on how the NCMC can address these gaps through corrective actions, capability development, and strengthened national preparedness, in close coordination with 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 4 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 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 work with diverse stakeholders, colleagues and counterparts.

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 Cyber Security (3 positions)	Employment Regime: Seconded	
Ref. Number: MOL 232 (VE) MOL 233 (VE) MOL 234 (VE)	Location: Chisinau, Moldova	Availability: ASAP
Component/Department/Unit: Operations Department/ Hybrid Threats and Cyber security Component	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: 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 experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Knowledge and experience in 1 **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 cyber security incident management, coordination and/or reporting;
- Experience in building and modifying standard operation procedures for incident management, including incident classification models, reporting and crisis escalation;
- 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 EDR/XDR platforms;
- Basic to advanced knowledge of: Operating system (Microsoft Windows, Linux, etc), 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;
- Basic to advanced knowledge of CNI risk assessments and protection
- 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
- Experience with 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-related risk management, organisational compliance, auditing standards and/or certifications (e.g. ISO);
- Knowledge of cyber security-related laws, regulations and best practices, especially related to the EU NIS2 and Resilience of Critical Entities (CER) Directives;
- 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.

Position Name: Visiting Expert on Data Analysis	Employment Regime: Seconded	
Ref. Number: MOL 235 (VE)	Location: Chisinau, Moldova	Availability: 1 September 2026
Component/Department/Unit: Operations Department/ Hybrid Threats/Cyber Security Component	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: Yes

1. Reporting Line

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

2. Main Tasks and Responsibilities

- To support the Mission's efforts in advising relevant Moldovan counterparts, especially the security services on the development of big data analysis workflows;
- To provide specialised support and advice to relevant Moldovan counterparts on the principles, operational processes and procedures related to collecting, organizing and analysing large volumes of data;
- To provide advice, training and mentoring on software products and how to use such products for big data analysis (special emphasis but not exclusively on Excel advanced trainings, SQL basic training, Power BI/Tableau basic training);
- To mentor intelligence analysts on the production of quality, actionable reports, including the advice on drafting situation reports, strategic reports, foresight analytical products, briefings or other types of analytical reports.
- To advice on the setup of data bases and big data AI solutions and on the implementation of effective workflows, procedures and standards related to intelligence reporting, organization and analysis.

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 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

- Good knowledge of national security reporting requirements, with a focus on processes related to collecting, storing and producing integrated situational awareness reports;
- Good knowledge of software products used for big data analysis such as Excel, SQL, Power BI, Tableau, Palantir or similar.
- Good strategic planning, conceptual and analytical drafting and presentation skills;
- 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

- Knowledge and experience in training and advising on national security at strategic and/or operational level, including relevant experience gained in a governmental agency or equivalent;
- Subject matter expertise in national security intelligence fusion at national level;
- 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.