

EUROPEAN EXTERNAL ACTION SERVICE



European Union Border Assistance Mission for the Rafah Crossing Point EUBAM Rafah 2-2026 Call for Contributions

Annex 1 – Requirements and Job Descriptions

All positions listed hereunder are open to applications from candidates seconded¹ by EU Member States.

Post Ref.:	Post Title:	Location:	Availability:	Open to	
				Contracted Applications ²	Third States ³
HOM 06	Verification Officer	Ramat Gan	ASAP	YES	-
HOM 07	Legal Adviser	Ramat Gan	ASAP	-	-
OPS 08 OPS 09	Operations Planning Officer (2 positions)	Ramat Gan / Ashkelon	ASAP	-	-
OPS 10 OPS 11 OPS 12	Senior Border Police Adviser/Operational Command (3 positions)	Ramat Gan / Ashkelon / Rafah Crossing Point	ASAP	-	-
MSD 02	Finance Officer	Ramat Gan	ASAP	YES	-
MSD 06	Transport and Logistics Officer	Ashkelon / Rafah Crossing Point	ASAP	-	-
MSD 08	Head of Finance Unit	Ramat Gan	ASAP	-	--
MSD 09	Head of Procurement Unit	Ramat Gan	ASAP	-	--
MSD 10	Head of Transport and Logistics Unit	Ramat Gan	ASAP	-	-
MSD 11	CIS and Cyber Security Officer	Ramat Gan	ASAP	YES	-
SEC 04	Mission Security Analyst	Ramat Gan / Ashkelon / Rafah Crossing Point	16 Nov 2026	YES	-
SEC 05	Deputy Head of Security and Health Department	Ramat Gan / Ashkelon / Rafah Crossing Point	ASAP	YES	-
SEC 06 SEC 07	Mission Security Officer (2 positions)	Ramat Gan / Ashkelon / Rafah Crossing Point	ASAP	-	-

¹Seconded candidates are candidates who hold the citizenship of an EU Member State and have been endorsed by their National Seconding Authority (NSA) as well as validated in their database. Candidates interested in applying as seconded for vacant posts should contact their respective NSA for information on the application process and national eligibility criteria. Please note that CivOpsHQ and the Mission are unable to provide further information on National Seconding Authorities.

²When 'YES' is indicated, this post is, in addition to seconded, open to candidates holding the citizenship of an EU Member State applying under Contracted Employment Regime.

³When 'YES' indicated, this post is open to seconded candidates holding a citizenship of a Non-EU state considered a Contributing or Invited Third State (CTS) to the respective Mission.

Deadline for Applications | Friday, 30 October 2026, 17:00 CET

How to submit an application:

- **You hold the citizenship of an EU Member State** and must use Goalkeeper to apply following the indicated links; either:
 - a) You are already registered on Goalkeeper AND you have an associated EU Login:
<https://goalkeeper.eeas.europa.eu/registrar/web>
 - b) You do not have a Goalkeeper account nor an associated EU Login:
<https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do>
- **You do not hold the citizenship of an EU Member State.** Candidates who hold the citizenship of a non-EU Contributing Third State (CTS) may only be considered when they are seconded by their National Seconding Authority (NSA). Personal applications will not be accepted. Candidates should contact their NSA and submit their application form through this channel.

For more information relating to selection and recruitment, please contact the
Civilian Operations Headquarters (CivOpsHQ):

Ms Vincenzo BALDASSARRE

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High/Critical Threat Non-Family Mission

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

Please note that the Country Threat Assessment (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. The CTA mentioned in this call for contribution is valid on the date of its publication.

Seconded personnel – For seconded positions, only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave) 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).

Seconded personnel from Contributing Third States (CTS) – Based on a political decision, Contributing or Invited Third States may be considered. Personnel seconded from Contributing Third States are not entitled to receive allowances paid according to Council Documents ST 7291/09 (10 March 2009), as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).

Contracted personnel – Council Decisions establishing civilian CSDP missions stipulate that the missions will consist primarily of staff seconded by EU Member States or EU institutions

and the EEAS. International and local staff may exceptionally be recruited on a contractual basis if the functions required cannot be provided by personnel seconded by EU Member States.

The OPLAN and the employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high/critical threat insurance policy.

In line with the policy on increasing the presence of secondment experts in civilian CSDP to strengthen the ownership of EU Member States over missions, the overall duration of subsequent contracts with one mission cannot exceed a maximum cumulative period of six years.

Moreover, the duration of any contract cannot exceed the duration of the mandate of the mission and is in addition limited to a maximum duration of 24 months. There is no legitimate expectation or a right for a new contract. This rule will apply to all types of missions (low, moderate, significant, high and critical threat missions).

Once the maximum cumulative period of subsequent contracts of six years in a mission has been exhausted, the international contracted staff will not be eligible for a post in that mission and cannot be offered a new contract in that mission. However, she or he may apply to other missions.

Specificities for high or critical threat missions

International contracted staff having exhausted their maximum cumulative period of six years of subsequent contracts in one or more high or critical threat missions can apply for posts in other high or critical threat missions only after a period of one year has passed since the end of the last contract with a high or critical threat mission ("cooling off period") at the date of their application. For the purpose of this paragraph, consecutive contracts are defined as contracts between which the time elapsed is less than one year.

Should the threat assessment of a mission change during the contract of an international contracted staff from lower, moderate or significant to high or critical or vice versa, only the high or critical threat periods will be accounted for the maximum cumulative period of six years. The period will be counted from the date when the CivOpCdr informs the respective mission about the change in the threat level.

For the purpose of counting the maximum cumulative period referred in the paragraph(s) above, the date from which this period should be counted is 28 July 2025 when the mission was re-classified from medium to high-risk environment.

Contracted candidates for which the selection procedure and/or deployment would result in exceeding the maximum cumulative period as described above, preventing a full twelve-month deployment, will not be eligible.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English language, if issued in another language, in accordance with the European Commission Guidelines for Lifelong Learning, which ensures transparency in higher education and fair and informed judgements about qualifications.

Tour of duty/contract period – Subject to the adoption of the Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the duration of the deployment should be of 12 months.

The Civilian Operation Commander requests that EU Member States and Contributing Third States (Contributing States) propose candidates for the following international expert positions for EUBAM Rafah, 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 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 seconded 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**) to their relevant National Seconding Authority. Selected contracted candidates present the certificate to the mission.

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 date of 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 Heads of Security and Health 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 should be certified, stating that no imminent 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 (CivOpCdr 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 EEAS and Civilian CSDP Missions are committed to an equal opportunities policy for all its staff and applicants for posts. The EEAS and Civilian CSDP missions are committed to promoting gender equality and to preventing discrimination on any grounds. They actively welcome 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 and European Institutions to take this into account when putting forward candidates at all levels.

Application form – Only applications in English or French language will be considered, and 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 AF.

Selection process – Candidates considered to be most suitable will be shortlisted and, if needed, interviewed in Brussels, at the Headquarters of the Mission or via 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.

Artificial Intelligence (AI) – Interviews and written tests/assignments must reflect candidate's own capability and work. Use by the candidate of AI tools, including but not limited to chatbots (such as, for example, Chat Generative Pre-trained Transformer known as ChatGPT), or any other language generating or automated system capable of producing and refining written or oral submissions, is forbidden during interviews and written tests/assignments.

This prohibition includes, but is not limited to:

- Using assistance in formulating answers during interviews (such as real-time AI interview assistants)
- Generating or refining responses for any written tests/assignments.

Use of such tools may result in termination of the interview and/or written test/assignment, and subsequent non-selection or rejection without further consideration. The decision on the consequence of using AI is at the discretion of the EEAS / CivOpsHQ and civilian CSDP Missions. They also reserve the right to take appropriate further steps in such cases. CivOpsHQ and civilian CSDP Missions reserve the right to perform checks during interviews and written tests/assignments to identify the use of such tools.

Identity Verification – Candidates are requested to bring a valid identification document (e.g. a national identity card, passport, or driving license) to the interview. The identity may be verified at the beginning of the interview. The document or data contained therein will not be stored.

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://securitylearning.eeas.europa.eu/>.

HEAT Training– For high/critical threat missions/areas of operations, selected candidates must have undergone a Hostile Environment Awareness Training (HEAT), or a national equivalent, no more than five years earlier. What is considered a recognised HEAT course, or its national equivalent, will be assessed in terms of content, duration and methodology, towards the curriculum agreed by the European Security and Defence College (<https://esdc.europa.eu/en/listapi/2026-096%20ESDC%20Course%20Curriculum%2048.a%20HEAT.pdf>). In any case, regarding secondments, the necessary training is the responsibility of the seconding authorities.

In case of short-term deployments (e.g. Visiting Experts, Specialised Teams, Civilian Response Teams) for high/critical threat missions/areas of operations, the mandatory HEAT requirement may –following a thorough case-by-case assessment by CivOpsHQ– be substituted with alternative preparatory and risk-mitigation measures or trainings. These measures may be implemented either by the seconding agency before deployment or upon arrival through the Mission’s own protocols. Nonetheless, the overall objective remains that these selected candidates should, as feasible, receive full HEAT certification or its national equivalent in accordance with the standards outlined above.

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

Data protection – The EEAS/CivOpsHQ processes personal data pursuant to Regulation (EC) 2018/1725 on the protection of individuals with regards to the processing of personal data by the EU institutions, bodies, offices and agencies and on the free movement of such data. Mission handles personal data whilst respecting the Standard Operating Procedure on the protection of personal data (CivOpCdr Instruction 12-2018 as amended).

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).

Position Name: Verification Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. Number: HOM 06	Location: Ramat Gan	Availability: ASAP
Component/Department/Unit: Head of Mission Office	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line

The Verification Officer reports to the Head of Mission and is independent of the Head of Mission Support.

2. Main Tasks and Responsibilities:

- To execute ex-ante checks put in place by the Authorising Officer, in coordination with Finance, Procurement and Human Resources Units and other Mission Units;
- To ensure each expense is in line with criteria of eligibility and requirements referred to in the applicable regulations;
- To verify, in accordance with the provisions of the ex-post regimen, that the Mission procurement procedures are conducted in line with the applicable rules;
- To inform project managers/task officers on the authorising and validation process;
- To contribute to the training of Mission members as required.

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:

- Analytical, research and problem-solving skills;
- Proficiency in at least one accounting software and Microsoft applications especially Excel;
- Attention to detail and ensure reliability and accuracy in the delivery of tasks;
- Language skills (as applicable).

6. Desirable Qualifications and Experience:

- Degree or certificate in economics / business or public administration / management / accounting or other related field;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Good knowledge and/or experience in strategic management and/or public administration.

Position Name: Legal Adviser	Employment Regime: Seconded	
Ref. Number: HOM 07	Location: Ramat Gan	Availability: ASAP
Component/Department/Unit: Head of Mission Office	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line

The Legal Adviser reports to the Head of Mission and is administratively line managed by the Chief of Staff.

2. Main Tasks and Responsibilities:

- To provide legal expertise and advice to Mission management pertaining to the Mission and its legal framework, status and mandate;
- To exercise oversight in all legal aspects of Mission operations, including contracts related to legal or financial issues, contracts of employment and other administrative legal issues;
- To liaise with international and local stakeholders on legal issues;
- To coordinate and cooperate with Civilian Planning and Conduct Capability and the European Commission Foreign Policy Instruments on legal matters;
- To advise the Head of Mission and Head of Mission Support on the legal aspects of contracts related to the Mission premises, communications, IT, procurement including purchase agreements, service agreements, lease agreements, administrative arrangements, Memorandums of Understandings and special service agreements;
- To advise the Chief of Staff and Head of Human Resources on legal issues related to selection, recruitment, employment contracts and secondment etc.;
- To provide advice on the status of the Mission on privileges and immunities etc.;
- To draft agreements with other actors such as EU Delegations and other international organisations, Common Security and Defence Policy Missions and operations, EU agencies, host country authorities and NGOs etc.;
- To oversee project implementation from the legal perspective;
- To provide legal advice, guidance and training to Mission members regarding the local legal system and legislation;
- To liaise and coordinate with other relevant domestic bodies concerning legal matters;
- To advise on Mission Data Protection and act as Mission's Personal Data Protection Adviser
- To coordinate access to document requests and reply to Ombudsman complaints;
- To monitor the legal internal consistency of policies and the consistency with EU law;
- To prepare legal advice and assistance on all legal issues related to Mission policies and operations;
- To advise the Deputy Head of Mission on disciplinary matters;
- To draft assessments and recommendations in relation to internal disciplinary and administrative proceedings.
- Ensure compliance with and provide clarifications on Civilian Operations Commander (CivOpsCdr) instructions, EU legislation, Mission internal rules, including Standard Operating Procedures and their drafting;
- To deliver training material on legal issues to the Mission and other organisations.

3. General Tasks and Responsibilities:

- To provide coverage during periods of absence of staff members with other functions as applicable, ensuring continuity of operations 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 plan and carry out training related to general legal issues;
- 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 4 years attested by a diploma in law **OR** a qualification in the National Qualifications Framework in law 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 in law, e.g. Master's Degree; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Experience as a practising lawyer or legal adviser in a European legal system or an international organisation;
- Experience in legal administrative issues (i.e. contracts, etc.);
- Excellent drafting skills;
- Excellent knowledge of the English language.

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Basic IT literacy, including proficiency with standard office software (e.g. word processing, spreadsheets, email) and the ability to use document management/collaboration tools;
- Regulatory framework of Customs and border management.

Position Name: Operations Planning Officer (2 positions)	Employment Regime: Seconded	
Ref. Number: OPS 08 OPS 09	Location: Ramat Gan / Ashkelon	Availability: ASAP
Component/Department/Unit: Head of Mission Office/Operations Department	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

The Operations Planning Officer reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To contribute for the development, and regularly update of the Mission Implementation Plan (MIP) in close coordination with relevant Mission operational elements and external stakeholders;
- To support the implementation of operational activities, tasks and milestones within the Operations Department, ensuring alignment with the Mission mandate, priorities and objectives;
- To plan, assist and monitor operational deployments and activities at the Rafah Crossing Point and other designated border crossing points, as required;
- To support the planning and preparation of current and future Mission operational engagement in the areas of border management and related operational activities;
- To conduct forward-looking operational planning and horizon scanning to identify emerging developments, operational requirements, risks and opportunities;
- To support the development and coordination of operational activities and projects in line with Mission priorities, ensuring coherence with operational plans, available resources and implementation timelines;
- To support the establishment, and monitoring of operational objectives, indicators, benchmarks and milestones, and assess progress towards mandate implementation;
- To collect, consolidate and analyse operational information and inputs from Mission elements, and provide assessments, recommendations and briefings to support operational decision-making;
- To develop and maintain Annual Work Plans and contribute to strategic reviews, implementation assessments, progress reports, briefing notes and other planning and reporting documents;
- To identify operational gaps, challenges and risks, and propose mitigating measures and follow-up actions to support effective implementation;
- To organise and support operational planning and coordination meetings, and ensure timely dissemination of information and updates within the Mission;
- To contribute for the drafting and updating Standard Operating Procedures (SOPs), planning documents and operational guidance to ensure consistency, compliance and effectiveness;
- To ensure that all planning, coordination and reporting activities are conducted in accordance with Mission procedures, policies and the guidance of line management.

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:

- Drafting and research skills;
- Communication and presentation skills;
- Analytical skills and knowledge of information collection;
- Planning, coordination and organizational skills;
- Ability to analyse operational information and formulate recommendations;
- Ability to monitor implementation against objectives, indicators and milestones;
- Ability to work under pressure and manage multiple priorities and deadlines;
- Experience in operational planning, implementation monitoring, coordination and reporting;
- Experience in drafting planning documents, reports, briefing notes, assessments and analytical papers.

6. Desirable Qualifications and Experience:

- Experience in leading and communicating change management initiatives;
- International experience, particularly in crisis areas with multinational and international organisations.
- Experience in border management, border surveillance, or integrated border management activities;
- International experience, particularly in crisis areas with multi-national and international organisations.
- Experience in border management, border surveillance or integrated border management activities;
- Experience in coordinating donor-funded projects or external assistance programmes.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of EU Common Security and Defence Policy structures and processes;
- Knowledge of result-based management, monitoring and evaluation methodologies;
- Knowledge of the political, security and operational environment in the Middle East region.

Position Name: Senior Border Police Adviser / Operational Command (3 positions)	Employment Regime: Seconded	
Ref. Number: OPS 10 OPS 11 OPS 12	Location: Ramat Gan / Ashkelon / Rafah Crossing Point	Availability: ASAP
Component/Department/Unit: Head of Mission Office / Operations Department	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

The Senior Border Police Adviser/Operational Command reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To maintain necessary contacts and build relationships with Palestinian border police and customs officials and relevant authorities;
- Lead, coordinate, and supervise the deployment of international monitors at Rafah Crossing Point;
- Implement operational directives and tasking issued by the Head of Operations;
- Ensure effective execution of monitoring activities in line with mission objectives;
- Ensure structured command and reporting lines within the monitoring team;
- Maintain operational discipline and performance standards within the monitoring staff;
- Supervise and oversee daily monitoring activities related to passenger processing, document verification, luggage checks and compliance procedures;
- Ensure compliance with international standards, EU principles, and agreed operational frameworks;
- Support the HoOPS in exercising operational command over deployed international monitors;
- Provide regular operational feedback and situational updates to the Head of Operations;
- Advise the Head of Operations on emerging risks, operational constraints, and strategic adjustments;
- Advise Head of Operations on operational effectiveness, border management risks, and compliance issues identifying procedural gaps, operational risks, or deviations and recommend corrective measures through the chain of command;
- Support crisis management and contingency responses as directed;
- Liaise with the relevant Palestinian and Israeli staff and institutions;
- Facilitate operational communication between mission leadership and field personnel;
- Conduct structured briefings and debriefings with monitoring staff;
- Provide operational evaluations, draft operational reports analytical briefs, and situational assessments for submission to the Head of Operations;
- Support transparency and confidence-building measures between stakeholders;
- Provide recommendations for improving monitoring mechanisms and operational transparency;
- Support capacity development initiatives in integrated border management.

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training in Border policing;
- Knowledge of field experience as appropriate in Border Policing.

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Security Sector Reform concepts and practices, especially related to the Mission Area.

Position Name: Finance Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. Number: MSD 02	Location: Ramat Gan	Availability: ASAP
Component/Department/Unit: Mission Support Department / Finance Unit	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

The Finance Officer reports to the Head of Finance Unit.

2. Main Tasks and Responsibilities:

- To maintain the financial and accounting operations of the Mission;
- To develop policies for accounting and control of Mission finances in close cooperation with the Head of MSD;
- To manage the accounts, payments, treasury, financial system, claims and other financial functions;
- To follow up on the reconciliation of bank statements with payroll and accounts;
- To verify the legality and regularity of transactions prior to authorising financial transactions;
- To assist in the reporting, verifying the integrity of accounts, their accuracy and their on-time delivery;
- To implement audit recommendations and ensure the effectiveness of internal control;
- To assist in identifying goods and services required for improvement/efficiency for procurement;
- To prepare the Mission budget;
- To liaise and coordinate on financial issues with authorities and all other relevant actors (banks etc.) under the supervision of the Head of MSD;
- To support, maintain and make necessary recommendations on the use of the ERP (Enterprise Resource Planning) System;
- To support, maintain and make necessary recommendations on the financial management of Quick Implementation Projects (small projects).

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 accounting and general financial principles;

- Proficiency in at least one accounting software and MS software, especially Excel;
- Proficient English language skills.

6. Desirable Qualifications and Experience:

- Degree or certificate in Economics / Business Administration / Finance / Banking / Accounting or other related field;
- Member of a corps or body within EU member states public institutions having functions of this nature and/or certification as a Certified Public Accountant or Chartered Accountant;
- Knowledge of current technologies used for Finance/Accounting like an Enterprise Resource Planning (ERP) System.

7. Desirable Knowledge, Skills and Abilities:

- Arabic/Hebrew language skills.

Position Name: Logistics and Transport Officer	Employment Regime: Seconded	
Ref. Number: MSD 06	Location: Ramat Gan / Ashkelon / Rafah Crossing Point	Availability: ASAP
Component/Department/Unit: Mission Support Department / Logistics and Transport Unit	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

The Logistics and Transport Officer reports to the Head of Logistics and Transport.

2. Main Tasks and Responsibilities:

- To support the Head of Logistics and Transport in the management of Mission facilities, assets, inventories, warehousing, general services and transport activities, as required
- To apply general logistics policies, draft technical reports and implement operating instructions, guidelines and procedures regarding provision of assets and supplies;
- To provide logistical support to all Mission members for assets required to fulfil their tasks, e.g. computers, vehicles, furniture, telecommunications, stationery, etc.;
- To organize and managing inventory, storage, and transportation of goods and assets, including assets registration and compliance with relevant rules;
- To coordinate and manage the distribution and reallocation of all logistical resources provided for the region, ensuring systems are in place for replacement and repair;
- To identify goods and/or services requirements and technically define the requirements to correspond to the process to procure goods and services;
- To receive, review, analyze, assign, process and track certified requisitions submitted for procurement action;
- To conduct market surveys and draft specifications for issuing tenders related to the area of responsibility in addition to market surveys linked to the Mission asset management strategy;
- To support, maintain and make necessary recommendations on the use of the ERP (Enterprise Resource Planning) System;
- To ensure the Mission vehicles are used in accordance with the rules and regulations, and that vehicle usage data for each vehicle is correctly recorded/documented e.g. maintenance, service/repair and usage history;
- To plan work orders, preventive maintenance, vehicle technical inspection reports and determine the maintenance/repair required to ensure the roadworthiness of the Mission fleet;
- To supervise the provision of workshop services, to monitor maintenance and repairs outsourced to external workshops, and to inspect the quality and spare parts following vehicle service performance;
- To maintain a cost control database for analysis of fuel consumption, maintenance, repairs, scheduled services of vehicles and associated costs, and tracking of reimbursement of repairs following accidents;
- To ensure effective management of the transport capability (including liaising with car rental agencies), monitoring the fleet (fuel accountability, damage to the vehicles, road accidents and insurance cover) through Fleet Management Solution;
- To identify/monitor spare parts requirements, workshop equipment and tools to facilitate efficient maintenance and performing quality assurance;
- To ensure inventory control and physical annual checks of vehicles and related equipment;
- To propose withdrawal of vehicles from service if considered not roadworthy;
- To conduct accident damage assessments, process vehicle accident reports, participate in Boards of Inquiry and raise Damage Discrepancy Reports;

- To develop and conduct Mission driving orientation briefings to ensure all Mission members are familiar with road/traffic conditions and traffic rules/regulations;
- To maintain a file of all driver related documents and records;
- To coordinate and implement a Mission air and land movement plan;
- To ensure necessary storage, distribution and allocation of motor vehicles and associated equipment;
- To provide advice, support and train Mission members on transport related matters and guidelines.

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 implement good environmental practices in the line of work;
- 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 (the qualification should be in any of the fields of Transport, Logistics, Automotive Technology, Engineering, Supply Chain Management or other related field) **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:

- Proficiency in use of standard maintenance related software and data entry processes, knowledge of logistics databases and inventory procedures;
- Knowledge of using electronic logistics platforms or ERP software.

6. Desirable Qualifications and Experience:

- Knowledge of current technologies used for Logistics, Supply Chain Management, Asset Management, Procurement, Inventories like an Enterprise Resource Planning (ERP) System;
- Knowledge of fleet management systems and practical experience in fleet monitoring and management;
- International experience, particularly in crisis areas, with multinational and international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Arabic language skills;
- C1/C driving license.

Position Name: Head of Finance Unit	Employment Regime: Seconded	
Ref. Number: MSD 08	Location: Ramat Gan	Availability: ASAP
Component/Department/Unit: Mission Support Department/Finance Unit	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

The Head of Finance Unit reports to the Head of Mission Support Department.

2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the staff and work of Finance Unit;
- To ensure sound and effective financial management of the Common Security Defence Policy Mission and the development of internal policies and procedures for finance;
- To define procedures for accounts, payments, petty cash, claims and other financial functions in a multicurrency system;
- To approve financial obligations, payments and disbursements;
- To ensure the integrity, accuracy and timely submission of internal and external financial reporting;
- To limit financial risk by taking action and evaluate the local banking infrastructure, the physical/electronic security of funds and internal controls;
- To liaise and cooperate on financial issues with the relevant supervising authorities and all other relevant actors;
- To ensure that external audits are carried out and their recommendations implemented;
- To coordinate the preparations for the Missions' periodical budget, and liaise with Civilian Planning and Conduct Capability and Foreign Policy Instrument;
- To identify goods and services required to improve the efficiency of the Unit and define the technical requirements for procurement;
- To identify, manage and report the risks arising from the implementation of specific processes/systems/projects, including physical and electronic security of funds, and active, archived documents and transactions;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

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 4 years attested by a diploma in Business Administration/ Economics/Finance/Banking/Accounting or related field **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 6 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 2 years at coordination/management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to exercise collaborative, sound and effective leadership;
- Ability to manage, mentor and motivate a professionally diversified and multicultural team;
- Ability to establish, plan, and review priorities;
- Knowledge of accounting, current technologies used for Finance/Accounting including ERP System, and knowledge of general financial principles;
- Proficiency in at least one accounting software.

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Arabic and Hebrew language

Position Name: Head of Procurement Unit	Employment Regime: Seconded	
Ref. Number: MSD 09	Location: Ramat Gan	Availability: ASAP
Component/Department/Unit: Mission Support Department / Procurement Unit	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

The Head of Procurement Unit reports to the Head of Mission Support Department.

2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the work and staff of the Procurement Unit;
- To coordinate the Mission contracting and procurement processes in accordance with EU established professional and transparent procurement policies, rules and procedures;
- To assist and advise the chain of command on all contracting and procurement issues;
- To provide support related to contracting and procurement matters to other units within the Mission;
- To identify, manage and report the risks arising from the implementation of specific processes, systems and projects;
- To establish and manage the Procurement Acquisition Plan in coordination with the Requesting Units;
- To oversee the preparation of technical specifications and Terms of Reference in cooperation with requesting units and to support the evaluation of tenders in accordance with the applicable procurement rules and procedures;
- To monitor contract implementation, delivery, and vendor performance;
- To maintain clear records of all procurement files for internal and external audits.
- To handle vendor disputes, claims, and appeals correctly.
- To develop professional relationships with the European Commission and other actors involved in the process in Brussels HQ;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

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 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 6 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 2 years at coordination/management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to exercise collaborative, sound and effective leadership;
- Ability to manage, mentor and motivate a professionally diversified and multicultural team;
- Ability to establish, plan, and review priorities;
- Knowledge of using legally established professional and transparent procurement policies, rules and procedures;

6. Desirable Qualifications and Experience:

- University and/or Master's Degree in management, business or public administration/law/procurement/supply chain or other related or relevant field;
- Experience in financial management of tendering processes and audits, preferably including EU procedures;
- Knowledge of current technologies used for Procurement like an Enterprise Resource Planning (ERP) System;
- International experience, particularly in crisis areas with multinational and international organisations.

Position Name: Head of Logistics and Transport Unit	Employment Regime: Seconded	
Ref. Number: MSD 10	Location: Ramat Gan	Availability: ASAP
Component/Department/Unit: Mission Support Department / Transport and Logistics Unit	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

The Head of Logistics and Transport Unit reports to the Head of Mission Support.

2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the Logistics and Transport Unit;
- To manage and coordinate logistics support, facility management, transport and general services to ensure the effective delivery of Mission support services;
- To advise the Mission on logistical requirements in line with operational decisions within budgetary and time constraints;
- To advise the Head of Security and Health Department on logistical requirements related to Mission Contingency Plans;
- To develop Standard Operating Procedures related to logistics, support facility management, transportation and services management;
- To maintain the asset registry of all Mission assets with the support and contribution of relevant Mission units;
- To ensure acceptance/rejection status reports of goods and equipment entering the Mission are maintained;
- To liaise with procurement in the preparation of technical specifications of tenders;
- To organise the storage and rotation of stock and disposal as appropriate in line with disposal rules and regulations;
- To be responsible for managing the Mission transportation and advise senior management on fleet and transport related matters;
- To establish a fleet management system incorporating vehicle usage, mileage, fuel consumption, maintenance, damages/repair of vehicles, road accidents and insurance cover;
- To provide advice, support and training on transport related matters to Mission members;
- To ensure the necessary storage, distribution and allocation of vehicles and associated equipment to Mission members;
- To be responsible for the efficient execution of contracts related to acquisition, maintenance/services, repair and vehicle insurance;
- To identify supplies/services for future vehicles and define requirements and costs;
- To participate in the procurement process for vehicle supplies and services;
- To ensure effective management of logistics databases, inventories and lists of equipment;
- To manage the implementation of lease contracts for Mission premises and other logistics and general services contracts within the Unit's area of responsibility;
- To identify, manage and report the risks arising from the implementation of specific processes, systems and projects;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

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 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 (the qualification should be in any of the fields of Transport, Logistics, Engineering, Administration or other related field) **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 2 years at coordination/management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to exercise collaborative, sound and effective leadership;
- Ability to manage, mentor and motivate a professionally diversified and multicultural team;
- Ability to establish, plan, and review priorities;
- Knowledge of current Warehousing technology and Supply Chain Management;
- Ability to develop solutions and to adapt to new and emerging technologies;

6. Desirable Qualifications and Experience:

- Master's Degree in management, business administration, international/national certificate/diploma in management/leadership or other related field;
- Knowledge of Enterprise Resource Planning (ERP) System;
- International experience, particularly in crisis areas, with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Understanding of budget processes;
- Language skills.

Position Name: CIS and Cyber Security Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Staff - Management Level (MSML)
Ref. Number: MSD 11	Location: Ramat Gan	Availability: ASAP
Department/Component/Unit: Mission Support Department / Communications and Information Systems (CIS)	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The CIS and Cyber Security Officer (CIS) reports to the Head of Mission Support Department.

2. Main Tasks and Responsibilities:

- Assume operational responsibility for the cybersecurity and cyber defence of the Mission CIS environment, including endpoints, servers, networks, identities, cloud services, email and information assets;
- Acts as the Mission's principal technical specialist for the prevention, detection, investigation, containment, eradication and recovery from cyber security incidents affecting the Mission's CIS environment;
- Continuously monitor security telemetry and detect cyber attacks, intrusions and compromises in real time, including through proactive threat hunting for IOCs, IOAs, anomalous behaviour, credential abuse, persistence, lateral movement and privilege escalation;
- Lead and execute the technical response to cyber security incidents, independently determining the attack vector, scope, affected systems, compromised accounts, attacker activity and potential data exposure, and taking immediate authorised containment and countermeasures;
- Conduct technical investigation and digital forensic analysis of endpoints, identities, email, network and cloud activity, including malicious processes, PowerShell, command-line activity, persistence mechanisms, files, scripts, phishing messages, URLs and other attack artefacts;
- Assess the Mission's CIS environment from an attacker's perspective and conduct authorised penetration testing, security assessments and controlled attack simulations;
- Identify, prioritise and drive remediation of vulnerabilities and security weaknesses and implement appropriate security hardening;
- Operate and continuously improve security monitoring and detection capabilities using EDR/XDR, SIEM and Microsoft security technologies, including Microsoft Defender for Endpoint/XDR, Microsoft Sentinel, Microsoft Entra ID, Microsoft 365 and Intune, as applicable;
- Develop threat-hunting queries, detection rules and other mechanisms to improve detection and defensive capabilities;
- Monitor and investigate identity-related threats, including compromised credentials, abnormal authentication, MFA attacks, privilege escalation and unauthorised access;
- Maintain awareness of current cyber threats, vulnerabilities and attacker TTPs, applying the MITRE ATT&CK framework where appropriate;
- Maintain incident response procedures and technical playbooks, preserve relevant security evidence and conduct post-incident analysis and lessons learned;
- Provide authoritative technical advice on cybersecurity risks, incidents and mitigation measures and coordinate, where required, with EEAS, CivOpsHQ, CERT-EU and specialised external providers while retaining technical ownership of the Mission's cyber security response;
- Conduct cybersecurity risk assessments and support security audits, inspections, awareness activities and security improvement programmes;

- Provide secondary CIS operational support and continuity only when required, primarily during the absence or unavailability of the CIS Officer;

3. General Tasks and Responsibilities:

- Maintain a high level of professional and technical competence in cybersecurity and cyber defence;
- Maintain confidentiality and appropriately protect Mission information and security-related information;
- Comply with applicable EU, Mission and CIS security policies, procedures and standards;
- Maintain appropriate technical, security and incident documentation;
- Contribute to the continuous improvement of Mission cybersecurity resilience and defensive capabilities;
- Ensure timely escalation and reporting of significant cybersecurity risks, vulnerabilities and incidents;
- 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. The qualification should be in any of the fields of Information Technology, Computer Science, Communications, Engineering or other related field, 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, out of which a minimum of 2 years of experience in an IT Security/Cyber Security (including experience in managing IT security and related technologies, e.g. NG firewalls, SIEM, IDS, IPS, NAC, multifactor authentication, endpoint security, and operational hardening of networks, systems and services), after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Excellent knowledge of cybersecurity, cyber defence and incident response;
- Strong practical knowledge of cyber attack techniques, attacker TTPs and MITRE ATT&CK;
- Strong knowledge of threat hunting, IOCs/IOAs and security monitoring;
- Strong knowledge of endpoint, Windows, network, identity, email and cloud security;
- Practical knowledge of EDR/XDR, SIEM, Microsoft Defender, Microsoft Sentinel, Microsoft Entra ID, Microsoft 365 and Intune;
- Knowledge of PowerShell, Active Directory, authentication mechanisms, TCP/IP, DNS, HTTP/HTTPS, VPN, firewalls and network traffic analysis;
- Ability to analyse security logs, endpoint telemetry, authentication events, network traffic and other technical evidence;
- Ability to identify credential theft, privilege escalation, lateral movement, persistence and data exfiltration;
- Ability to conduct vulnerability assessments, security hardening and authorised penetration testing;
- Ability to independently detect, investigate and respond to active cyber attacks and take rapid technical countermeasures;
- Strong analytical, investigative and problem-solving skills and ability to work effectively under pressure.

6. Desirable Qualifications and Experience:

- Experience in a governmental, diplomatic, international organisation, military, law-enforcement or other security-sensitive environment;

- Experience in a SOC, CSIRT, CERT, incident response or cyber defence team;
- Advanced threat hunting and detection engineering experience;
- Experience with Microsoft Sentinel, KQL and Defender Advanced Hunting;
- Experience with Fortinet security technologies;
- Experience in DFIR, malware analysis, reverse engineering or red-team operations;
- Experience with penetration testing and security assessment tools such as Nessus, Nmap, Wireshark or equivalent;
- Experience with PowerShell/Python security automation;
- Experience developing incident response playbooks and detection rules;
- Experience with CIS Benchmarks, NIST CSF, ISO/IEC 27001 or similar security frameworks.

7. Desirable Knowledge, Skills and Abilities:

- Advanced knowledge of adversary tactics, techniques and procedures (TTPs);
- Advanced threat hunting and behavioural detection skills;
- Knowledge of APTs, initial access, command and control, persistence, lateral movement, privilege escalation and exfiltration;
- Knowledge of digital forensics, malware analysis and network packet analysis;
- Knowledge of offensive security and penetration testing methodologies;
- Knowledge of security automation and scripting;
- Knowledge of threat intelligence and modern SIEM/SOAR/EDR/XDR technologies;
- Strong investigative mindset, technical curiosity and ability to think like an attacker while operating as a defender.

Position Name: Mission Security Analyst	Employment Regime: Seconded/contracted	Post Category for Contracted: Mission Support Management Level (MSML)
Ref. number: SEC 04	Location: Ramat Gan / Ashkelon / Rafah Crossing Point	Availability: 16 November 2026
Component/Department/Unit: Head of Mission Office / Security and Health Department	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Mission Security Analyst reports to the Head of Security and Health Department (SMSO)

2. Main Tasks and Responsibilities

- To Assist the Mission Security Officer to collect/process information and update the contingency plans for implementation in emergencies that require relocation/evacuation of Mission members;
- In line with the EU Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:
 - To assist the Head of Security and Health Department in the development, implementation, and updating of the Mission Security Plan, as well as supporting security and safety instructions and procedures;
 - To assess the security situation and to analyse all relevant information;
 - To produce incident and travel security advisories;
 - To prepare daily, weekly, monthly security working papers, and other reports as required;
 - To produce long-term assessments and forecasts of the security situation;
 - To assist the Head of Security and Health Department in maintaining continuity of security information analysis;
 - To gather comprehensive information regarding events/actions that may affect the safety and security of Mission members and assets within the Mission area, generate reports and make recommendations;
 - To conduct risk analysis' and threat assessments on security developments for persons and assets;
 - To provide briefings to new Mission members on the security situation and ensure all members are prepared for emergencies;
 - To ensure the quick dissemination of security related information;
 - To assist and support the Information Security Officer in the management of EU Classified Information and security clearances;
 - To deputise in the absence of the Information Security Officer as required;
 - To perform security reviews of personal protective security equipment, transport and residences and Mission offices;
 - To liaise and cooperate closely with national law enforcement agencies, International Organisations, NGOs, other EU bodies and diplomatic representatives on security matters;
 - To provide assistance to Mission members and ensure all necessary actions are taken, particularly in emergency cases;
 - To provide timely, precise and accurate reports, analyses.

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 at the level in the National Qualifications Framework 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 or/and 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, out of which a minimum of 2 years at management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to contribute to the development of security policies and procedures;
- Reporting skills;
- Presentation skills (preparing and delivering presentations);
- Valid license C or C1 Driving license and experience in driving armoured vehicles.

6. Desirable Qualifications and Experience:

- Security studies, security and defence studies, peace and conflict studies, intelligence or other related fields;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area and potential security threats;
- Arabic/Hebrew skills.

Position Name: Deputy Head of Security and Health Department	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level (MSML)
Ref. number: SEC 05	Location: Ramat Gan / Ashkelon / Rafah Crossing	Availability: ASAP
Component/Department/Unit: Head of Mission Office / Security and Health Department	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Deputy Head of Security and Health Department reports to the Head of Security and Health Department (SMSO).

2. Main Tasks and Responsibilities

- To support the Head of Security and Health Department in leading, managing and coordinating the work and staff of Security and Health Department;
- To support Mission members related to security measures and ensure all necessary actions are taken particularly in emergency cases;
- To assist the Head of Security and Health Department in the supervision and planning of all field visits/journeys and provide timely advice and guidance to Mission members;
- To participate in the staff recruitment for the Security and Health Department;
- To assist the Head of Security and Health Department in the management of Contracted Private Security personnel ;
- To travel to high threat/risk areas and implement security measures;
- In line with the EU Security and Duty of Care Policy for Civilian CSDP Missions;
 - To contribute to the development, implementation and updating of the Mission Security Plan and supporting health, security and safety instructions, security documents, and procedures;
 - To contribute to the development and implementation of relocation measures and establish an effective warden and movement of personnel system;
 - To advise the Head of Mission, Senior Mission Management and Mission Members on all security, safety and health related matters affecting the Mission, its assets, personnel, information and reputation;
 - To assess the security situation and provide advice, assistance, and implement measures to ensure the security and safety of Mission members;
 - To contribute to the protection of EU classified information (EUCI) and ensure information is handled in accordance with EU rules and regulations;
 - To provide comprehensive security induction training to Mission members;
 - To conduct regular security drills, communication tests and evacuation exercises;
- To develop professional contacts with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives in relation to security;
- To work in close cooperation with the Mission Support Department on matters related to budget and procurement of security equipment, contracts/services and draft terms of reference and with Operations Department on operational matters;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

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 at the level in the National Qualifications Framework 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 or/and military education or training or an award of an equivalent rank **AND**
- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years at management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to contribute creatively to the development of security policies and procedures;
- Planning, and time-management skills;
- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Excellent organizational, planning, and time-management skills;
- Experience in planning and implementing projects;
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure and willingness to work extra hours when required;
- Excellent knowledge of the Mission area and potential security threats;
- Ability to operate Windows and Power Point applications, including Word processing, e-mail, and spreadsheets (Excel).
- C or C1 Driving license and experience to drive armoured vehicles.

6. Desirable Qualifications and Experience:

- University or/and Master's Degree in security studies (security studies, security and defence studies, international security studies, peace and conflict studies, intelligence or other related studies);
- Successful completion of a Mission Security Officer Course;
- International experience of an ESDP/CSDP mission, together with experience of multi-national and international organizations / Missions;

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area and potential security threats.

Position Name: Mission Security Officer (2 positions)	Employment Regime: Seconded	
Ref. number: SEC 06 SEC 07	Location: Ramat Gan / Ashkelon / Rafah Crossing Point	Availability: ASAP
Component/Department/Unit: Head of Mission Office / Security and Health Deptment	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Mission Security Officer reports to the Head of Security and Health Department (SMSO).

2. Main Tasks and Responsibilities

- To assist the Head of Security and Health Department in the development, implementation and updating of the Mission Security Plan and all supporting security and safety documents, instructions and procedures;
- To assess the security situation and to provide comprehensive reports to the Senior Mission Security Officer on all incidents affecting Mission members;
- To assist the Head of Security and Health Department (SMSO) in reviewing the security phases;
- To work in close cooperation with the Mission Support Department in matters related to the procurement of security related equipment and services;
- To elaborate in-depth planning and execution of security operations;
- To support in the identification, development, delivery and auditing of security training requirements;
- In line with the EU Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:
 - To perform security reviews of personal protective equipment, transport and residences and Mission Offices;
 - To ensure all security and communications equipment is operational and ready to use;
 - To conduct regular security drills, communication tests and evacuation exercises;
 - To provide briefings and presentations to Mission members on matters related to safety and security to ensure staff are prepared for emergencies;
 - To liaise and cooperate with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives on security matters;
 - To provide assistance to Mission members and ensure all necessary actions are taken, particularly in emergency cases;
 - To travel to all Mission areas including high-risk areas as required.

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 at the level in the National Qualifications Framework 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 or/and 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, out of which a minimum of 3 years at management level.

5. Essential Knowledge, Skills and Abilities:

- Planning and time-management skills;
- Analytical skills;
- Valid C or C1 Driving license and experience to drive armoured vehicles.

6. Desirable Qualifications and Experience:

- Security studies, security and defence studies, peace and conflict studies, intelligence or other related fields;
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area and potential security;
- Arabic/Hebrew skills