



VACANCY NOTICE FOR A POST OF SECONDED NATIONAL EXPERT

DG – Directorate – Unit	HR-DS-2_CI
Post number in sysper:	388574
Contact person:	Attila LAJOS
Provisional starting date:	4th quarter 2025
Initial duration:	2 years
Place of secondment:	<input checked="" type="checkbox"/> Brussels <input type="checkbox"/> Luxemburg <input type="checkbox"/> Other: /
Type of secondment	<input checked="" type="radio"/> With allowances <input type="radio"/> Cost-free
This vacancy notice is open to: <input checked="" type="radio"/> EU Member States as well as <input type="checkbox"/> The following EFTA countries: <input type="checkbox"/> Iceland <input type="checkbox"/> Liechtenstein <input type="checkbox"/> Norway <input type="checkbox"/> Switzerland <input type="checkbox"/> The following third countries: <input type="checkbox"/> The following intergovernmental organisations: ... <input type="radio"/> EFTA-EEA In-Kind agreement (Iceland, Liechtenstein, Norway)	
Deadline for applications	<input type="radio"/> 2 months <input checked="" type="radio"/> 1 month Latest application date: 25-09-2025

Entity Presentation (We are)

We are HR.DS.2, the unit responsible for Investigations & Analysis within the Security Directorate of DG Human Resources and Security. Our mission is to protect the Commission's staff, assets and information against all kinds of threats deriving from hostile intelligence threat actors, terrorism, violent extremism and other origins. The unit is composed of about 45 staff members (including Seconded National Experts), divided into three sectors which focus on countering the threat relating to intelligence-gathering

(CI), terrorism and extremism (CT), and cyber-attacks (CART). The unit also hosts an open-source intelligence team (SIOS).

The Unit is responsible for producing a myriad of analysis products regarding the threats described above. Furthermore, it carries out all security investigations in the fields of espionage, terrorism and extremism and cyber.

The unit is also in charge of raising the awareness of staff members, including Cabinets and Commissioners, about threats related to CI, Cyber and CT.

It performs the screening of all Commission staff members which hold a non-European nationality. Finally, the unit performs tasks aimed at preventing the threats described above.

The Unit is the Commission's point of contact for Member States' security and intelligence services.

Job Presentation (We propose)

We propose a position as investigator/analyst in the Counter-intelligence (CI) Sector, composed of 14 staff members. The Sector identifies, analyses, assesses, investigates and monitors potential threats stemming from intelligence-gathering actors, both within the EU, and when performing missions to third countries. The sector regularly carries out counter-intelligence investigations in close collaboration with competent EU Member States authorities.

We are looking for a dynamic colleague, who under the instructions of a European official and as part of a team of CI experts, will have to carry out the following tasks:

- Gather, analyse and process intelligence concerning espionage attempts in the European Commission;
- Protect the European Commission staff, information and assets against the activity of hostile intelligence services by implementing the counter-espionage strategy of the European Commission and by assessing the intelligence threats;
- Provide his/her analytical and/or operational expertise on counter-intelligence and on the relevant threats faced by the Institution. Draft investigation reports.
- Carry out security investigations within the European Commission related to intelligence collection attempts from hostile state or non-state adversaries;
- Raise the awareness of European Commission staff with regards to the intelligence threat, by personally delivering CI-dedicated briefings to individuals or groups of European Officials;
- Maintain and improve operational liaison and working contacts with security and intelligence services of other European Institutions, Member-States, third countries and international organisations in the counter-espionage field.

Jobholder Profile (We look for)

We are a friendly and dynamic team, looking for a motivated, pragmatic and team-oriented colleague with a strong sense of responsibility, discretion and professionalism. The successful candidate should have a solid experience in CI investigations as well as the ability to perform analytical tasks such as security threat assessments.

The job requires solid investigative experience and analytical capacities, allowing the jobholder to perform preliminary and in-depth mandated investigations into the intelligence threat, and to draft the corresponding investigation reports.

Excellent communication skills as well as the ability to write in a clear, accurate and concise manner are required. Proficiency with open searches intelligence tools is considered a bonus.

The selected candidate should have the ability to work under pressure, be resilient. S/he should have a positive attitude and should be result-oriented, open-minded and flexible with good organisational and prioritisation skills.

The unit's main working language is English for which proficiency is required, both in terms of written production (notes and reports) and oral delivery (meetings with and presentations to small or large audiences). A good knowledge of French is considered as an asset.

The candidate must either be a holder of a valid security clearance up to the level of "SECRET UE/EU SECRET" or be willing to undergo the national security vetting procedure in order to be allowed to perform her/his job.

Eligibility criteria

The secondment will be governed by the **Commission Decision C(2008) 6866** of 12/11/2008 laying down rules on the secondment to the Commission of national experts and national experts in professional training (SNE Decision).

Under the terms of the SNE Decision, you need to comply with the following eligibility criteria at **the starting date** of the secondment:

- **Professional experience:** at least three years of professional experience in administrative, legal, scientific, technical, advisory or supervisory functions which are equivalent to those of function group AD.
- **Seniority:** having worked for at least one full year (12 months) with your current employer on a permanent or contract basis.
- **Employer:** must be a national, regional or local administration or an intergovernmental public organisation (IGO); exceptionally and following a specific derogation, the Commission may accept applications where your employer is a public sector body (e.g., an agency or regulatory institute), university or independent research institute.
- **Linguistic skills:** thorough knowledge of one of the EU languages and a satisfactory knowledge of another EU language to the extent necessary for the performance of the duties. If you come from a third country, you must produce evidence of a thorough knowledge of the EU language necessary for the performance of his duties.

Conditions of secondment

During the full duration of your secondment, you must remain employed and remunerated by your employer and covered by your (national) social security system.

You shall exercise your duties within the Commission under the conditions as set out by aforementioned SNE Decision and be subject to the rules on confidentiality, loyalty and absence of conflict of interest as defined therein.

In case the position is published with allowances, these can only be granted when you fulfil the conditions provided for in Article 17 of the SNE decision.

Staff posted in a European Union Delegation are required to have a security clearance (up to SECRET UE/EU SECRET level according to [Commission Decision \(EU, Euratom\) 2015/444 of 13 March 2015](#)). It is up to you to launch the vetting procedure before getting the secondment confirmation.

Submission of applications and selection procedure

If you are interested, please follow the instructions given by your employer on how to apply.

The European Commission **only accepts applications which have been submitted through the Permanent Representation / Diplomatic Mission to the EU of your country, the EFTA Secretariat or through the channel(s) it has specifically agreed to.** Applications received directly from you or your employer will not be taken into consideration.

You should draft your CV in English, French or German using the **Europass CV format** ([Create your Europass CV | Europass](#)). It must mention your nationality.

Please do not add any other documents (such as copy of passport, copy of degrees or certificate of professional experience, etc.). If necessary, these will be requested at a later stage.

Processing of personal data

The Commission will ensure that candidates' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council ⁽¹⁾. This applies in particular to the confidentiality and security of such data. Before applying, please read the attached privacy statement.

⁽¹⁾ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39)