Directorate-General for Defence Industry and Space (DEFIS)

Publication of a vacancy for the function of Director for General Affairs and Resources (DEFIS.R)
(Grade AD14)

(Article 29(2) of the Staff Regulations)

COM/2026/10491

We are

The Directorate-General for Defence Industry and Space (DG DEFIS) leads the European Commission's activities in the European defence industry and European space sectors. DG DEFIS implements the Union's Space Programme and ensures an innovative, and competitive defence industry.

The Directorate DEFIS.R «Resources and General affairs» is responsible within the Directorate-General for ensuring coordination and coherence in the implementation of defence and space policies. It provides comprehensive resource management and support to DG DEFIS' activities. It also provides essential horizontal functions including international cooperation, legal support, financial management, internal control, communication, human resources and planning. It is composed of 75 staff members, divided across 3 units.

The Directorate works in close cooperation with the other directorates to fulfil its mission.

We propose

A high-impact leadership role at the heart of the European Commission's Defence Industry and Space (DEFIS) Directorate-General, where you will shape the strategic direction of general affairs, resources, and operational support for one of the EU's most dynamic policy areas.

The future Director DEFIS.R will ensure the sound management of the Directorate, provide an overall strategic orientation to the Directorate, as well as plan and follow-up the implementation of its activities; in particular:

- Direct the Directorate for General Affairs and Resources, ensuring efficient planning, coordination, and execution of activities under the Deputy Director-General (DDG) for Space and Resources.
- Drive a modern, open team culture, fostering innovation, talent development, and cross-directorate collaboration.
- Oversee business continuity planning (BCP) and internal control systems, ensuring compliance with EU Commission standards.
- Act as an authorising officer, managing the DG's financial and administrative resources, including budget execution, procurement, and discharge procedures.
- Supervise internal control frameworks for financial and legal matters, ensuring transparency, accountability, and risk management.
- Supervise the development of the Annual Management Plan and Annual Report, aligning with DG DEFIS's strategic objectives in defence and space.
- Represent the DG in high-level internal/external fora, including Member States, international organisations, industries, and other stakeholders.
- Support the DG and DDG in the negotiation and follow-up on international agreements in space and defence industry.
- Lead and coordinate DG DEFIS's horizontal work on economic security, including coordination of contributions on Foreign Direct Investments (FDI) screening files, support to the implementation of the European Economic Security Strategy, and oversight of work related to the Observatory on Critical Technologies and associated technology risk assessments, in close cooperation with the relevant Commission services, the EEAS, Member States and other stakeholders.

- Supervise the development and the implementation of the DG's internal and external communication activities.

We look for (selection criteria)

An experienced, visionary leader with a proven track record in strategic management, resource allocation, and institutional governance, coupled with a deep understanding of EU policies in defence, space, or related sectors.

Candidates should demonstrate:

Personal qualities

- Resilient and adaptable, with a proven ability to thrive in high-pressure environments and exercise sound judgement in politically sensitive situations.
- Strategic thinking and problem-solving abilities, with a resilient, innovative, solution-driven and adaptable approach to high-pressure environments.
- Empathetic and inclusive, fostering trust and collaboration through strong interpersonal and knowledge-sharing skills.
- Excellent communication and negotiation skills, including the ability to chair meetings, engage stakeholders, build consensus among divergent positions, and represent the DG at senior levels inside or outside the Commission.

Specialist skills and experience

- Proven expertise in financial/budgetary management, procurement, or administrative governance, preferably in an EU or international context.
- Deep knowledge of EU financial regulations, procurement procedures, and the Commission's programming cycles.
- Experience in policy coordination, legal/compliance frameworks, and international cooperation, particularly in defence, space, or security sectors.
- Good understanding of the European Economic Security Strategy, the policy issues surrounding critical and emerging technologies, and the interplay between openness, competitiveness and security in the EU policy framework.
- Experience in economic security, including exposure to FDI screening, critical technologies, risk analysis, resilience or related regulatory/policy frameworks, would be a strong asset.
- Familiarity with defence industry, space policy, or EU security frameworks as well as prior experience in European institutions, agencies, or international organisations will be considered as an asset.

Management skills

- Excellent leadership and people management skills, including the ability to inspire multidisciplinary teams, foster inclusion, allocate tasks effectively and deliver under pressure.
- Strong understanding of Human Resources (HR) management, including staff regulations, performance evaluation, and team leadership.
- Strong coaching and staff development skills, aligning HR strategies with organisational goals.
- Capacity to represent the Directorate-General at senior levels, handling politically sensitive issues with diplomacy and authority.
- Being structured and efficiency-focused, with a strong ability to meet deadlines, ensure quality, and optimise resources, including budgetary planning tools.

Security clearance: The job holder will be required to undergo security vetting if not already holding a security clearance at an appropriate level (Secret UE/EU Secret), in accordance with the relevant security provisions.

Candidates must (eligibility requirements)

Candidates will only be considered for the selection phase on the basis of the following formal requirements to be fulfilled **by the deadline for applications**:

- Nationality: candidates must be a citizen of one of the Member States of the European Union.

- University degree or diploma: candidates must have:

  - either a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is 4 years or more;

  - or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least 1 year when the normal period of university education is at least 3 years (this one year's professional experience cannot be included in the postgraduate professional experience required below).

  Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities of one of these Member States may be taken into consideration.

- Professional experience: candidates must have at least 15 years postgraduate professional experience [1] at a level to which the qualifications referred to above give admission.

- Management experience: at least 5 years of the post-graduate professional experience must have been gained in a high–level management function [2].

- Languages: candidates must have a thorough knowledge of one of the official languages of the European Union[3] and a satisfactory knowledge[4] of another of these official languages. Selection panels will verify during the interview(s) whether candidates comply with the requirement of a satisfactory knowledge of another official EU language[5]. This may include (part of) the interview being conducted in this other language.

- Age limit: candidates must not have reached regular retirement age, which for officials of the European Union is defined as being the end of the month in which the person reaches the age of 66 years (see Article 52 lit (a) of the Staff Regulations [6]).

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1 Professional experience is only taken into consideration if it represents an actual work relationship defined as real, genuine work, on a paid basis and as employee (any type of contract) or provider of a service. Professional activities pursued part-time shall be calculated pro rata, on the basis of the certified percentage of full-time hours worked. Maternity leave / parental leave / leave for adoption is taken into consideration if it is in the framework of a work contract. PhDs are assimilated to professional experience, even when unpaid, but for a duration of three years maximum, provided that the PhD has been successfully completed. A given period may be counted only once.

2 In their curriculum vitae, candidates should clearly indicate for all years during which management experience has been acquired: (1) title and role of management positions held; (2) numbers of staff overseen in these positions; (3) the size of budgets managed; (4) numbers of hierarchical layers above and below; and (5) number of peers.

3 http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01958R0001-20130701&qid=1408533709461&from=ENhttps://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01958R0001-20130701
At least level B2 of the Common European Framework of Reference for Languages (CEFR) - https://europass.europa.eu/en/common-european-framework-reference-language-skills

5 https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701

6 https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701

Selection and appointment

The selection and appointment will be conducted according to the European Commission's selection and recruitment procedures (see: Document on Senior Officials Policy [7]).

As part of this selection procedure, the European Commission sets up a pre-selection panel. This panel analyses all applications, proceeds with a first eligibility verification and identifies candidates having the best profile in view of the selection criteria mentioned above, and who may be invited for an interview with the pre-selection panel. Candidates may be requested to provide documents supporting the information provided in their application at any moment of the procedure. Failure to provide those documents within the deadline set in the request may lead to the exclusion from the selection.

Following these interviews, the pre-selection panel draws up its conclusions and proposes a list of candidates for further interviews with the European Commission's Consultative Committee on Appointments (CCA). The CCA, taking into consideration the conclusions of the pre-selection panel, will decide on the candidates to be invited for an interview.

Candidates who are called for an interview with the CCA participate in a full-day management assessment centre run by external recruitment consultants. Taking account of the results of the interview and the report of the assessment centre, the CCA establishes a shortlist of candidates it considers suitable for the function.

Candidates on the CCA shortlist will be interviewed by the relevant Member(s) of the Commission.

Following these interviews, the European Commission takes the appointment decision.

The selected candidate must have fulfilled any obligations imposed by law concerning military service, produce appropriate character references as to their suitability for the performance of their duties and be physically fit to perform their duties.

The selected candidate should hold, or be in the position to obtain, a valid security clearance certificate from their national security authority. A personal security clearance is an administrative decision following completion of a security screening conducted by the individual's competent national security authority in accordance with applicable national security laws and regulations and certifying that an individual may be allowed to access classified information up to a specified level. (Note that the necessary procedure for obtaining a security clearance can be initiated on request of the employer only, and not by the individual candidate).

Until the personal security clearance has been granted by the Member State concerned and the clearance procedure completed with the legally required briefing from the European Commission's Security Directorate, the candidate will not be able to access EU Classified Information (EUCI) at the level of CONFIDENTIEL UE/EU CONFIDENTIAL or above, nor attend any meetings at which such EUCI is discussed.

Equal opportunities

[7] https://commission.europa.eu/publications/documents-senior-management-selection-procedures_en (only exists in English)

In accordance with Article 1d of the Staff Regulations, the European Commission pursues a strategic objective of achieving gender equality at all management levels and applies an equal opportunities policy encouraging applications that could contribute towards more diversity, gender equality and overall geographical balance.

Conditions of employment

The salaries and conditions of employment are laid down in the Staff Regulations.

The selected candidate will be recruited as an official at grade AD14 and will be classified depending on the length of their previous professional experience in step 1 or step 2 within that grade.

The selected candidate should note the requirement under the Staff Regulations for all new staff to complete successfully a nine-month probationary period.

The place of employment is Brussels, Belgium.

Independence and declaration of interests

Candidates will be required to make a declaration of commitment to act independently in the public interest and to declare any interests which might be considered prejudicial to their independence.

Important information for candidates

Candidates are reminded that the work of the selection panels is confidential. It is forbidden for candidates to make direct or indirect contact with their individual members or for anybody to do so on their behalf. Any query has to be addressed to the secretariat of the respective panel.

Protection 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 [8]. This applies in particular to the confidentiality and security of such data.

Application procedure

Before submitting your application, you should carefully check whether you meet all eligibility requirements ('Candidates must'), particularly concerning the types of diploma, high-level professional

[8] 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).

experience as well as linguistic capacity required. Failure to meet any of the eligibility requirements means an automatic exclusion from the selection procedure.

If you want to apply, you must register via the Internet on the following website and follow the instructions concerning the various stages of the procedure:

https://ec.europa.eu/dgs/human-resources/seniormanagementvacancies/

You must have a valid e-mail address. This will be used to confirm your registration as well as to remain in contact with you during the different stages of the procedure. Therefore, please keep the European Commission informed about any change in your e-mail address.

To complete your application, you need to upload a CV in PDF format, preferably using the Europass CV format[9], and to fill out, online, a letter of motivation (maximum 8 000 characters). Your CV and your letter of motivation may be submitted in any of the official languages of the European Union.

It is in your interest to ensure that your application is accurate, thorough and truthful.

Once you have finished your online registration, you will receive an email confirming that your application has been registered. **If you do not receive a confirmation email, your application has not been registered!**

Please note that it is not possible to monitor the progress of your application online. You will be contacted directly by the European Commission regarding the status of your application.

Applications sent by e-mail will not be accepted. If you require more information and/or encounter technical problems, please send an e-mail to: HR-MANAGEMENT-ONLINE@ec.europa.eu

It is your responsibility to complete your online registration in time. We strongly advise you not to wait until the last few days before applying, since heavy internet traffic or a fault with your internet connection could lead to the online registration being terminated before you complete it, thereby obliging you to repeat the whole process. Once the deadline for the submission of registrations has passed, you will no longer be able to introduce any data. Late registrations will not be accepted.

Closing date

The closing date for registration is **18/12/2026, 12.00 noon Brussels time**, following which registration is no longer possible.

[9] You can find information on how to create your Europass CV online at: https://europa.eu/europass/en/create-europass-cv