

## **Directorate-General “Defence Industry and Space”**

Publication of a vacancy for the function of Director “EU-Ukraine Defence Readiness”  
(Grade AD 14)

(Article 29(2) of the Staff Regulations)

COM/2025/10485

### **We are**

Directorate-General for Defence Industry and Space (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 new Directorate DEFIS.C "EU-Ukraine Defence Readiness" ’s responsibility will be to:

- Lead the implementation of the Security Action For Europe instrument (SAFE), the Ukraine Support Loan defence window and EU-Ukraine defence-industrial cooperation,
- Support the EU and Ukraine defence readiness and capacities through loans for defence procurement and the gradual integration of the Ukrainian and European defence technological and industrial bases,
- Oversee the DEFIS Kyiv Office.

### **We propose**

The position of Director of the new Directorate "EU-Ukraine Defence Readiness" (DEFIS.C).

The duties of the future Director are to manage the Directorate, to provide an overall strategic orientation and to plan the activities of the Directorate including to:

- ensure the timely, legally sound and financially robust implementation of the Security Action for Europe instrument;
- ensure the timely, legally sound and financially robust implementation of the defence window of the Ukraine Support Loan;
- ensure close coordination between SAFE and the Ukraine Support Loan, including programming, reporting, eligibility, safeguards, monitoring and relations with Ukraine, participating Member States and implementing actors;
- steer the Directorate in crisis conditions, ensuring rapid prioritisation, clear command lines and operational coordination between policy, financial, military advisory and Ukraine-facing functions.
- steer EU-Ukraine defence industrial cooperation, including co-production, industrial ramp-up, innovation, battlefield-lesson transfer, capability development and gradual integration between the Ukrainian and European defence technological and industrial bases;
- ensure coherence with relevant EU instruments and initiatives, including the European

Peace Facility, EDIP/USI, EDF, the European Competitiveness Fund, Readiness Flagships, BraveTech EU and the DEFIS Kyiv Office;

- coordinate the defence-industrial aspects of relations with third countries relevant to SAFE, the Ukraine Support Loan and EU-Ukraine defence industrial cooperation, including countries linked to EU Security and Defence Partnerships;
- Maintain senior-level crisis-management contacts with Ukraine, Member States, the EEAS, EDA, NATO, EUMS and other relevant partners;
- maintain relations, coordination and contacts with the Member States administrations and political authorities, European and national agencies, international organisations, third country administrations and agencies and other relevant stakeholders.

### **We look for (selection criteria)**

Candidates should have:

#### **Personal qualities (20%)**

- Very good capacity to communicate effectively and efficiently with all stakeholders inside or outside the Commission,
- Very good negotiation skills and ability to build consensus among divergent positions, including in politically sensitive and security-sensitive files.
- Strong analytical and conceptual skills with an acute sense of judgment in politically sensitive and operational urgent issues.
- High resilience, integrity and discretion in handling crisis-driven files, security-sensitive information and relations with Member States, Ukraine and international partners, including in an military environment.

#### **Specialist skills and experience (40%)**

- Excellent understanding of EU security and defence policy, EU support to Ukraine and EU defence industrial policy.
- Proven experience in crisis management and steering complex and politically sensitive security and defence files, including in conflict-affected or high-pressure operational environments, CSDP missions and operations.
- Proven experience in cooperation with NATO, Member States, Ukraine and partner countries, in a security, defence, industrial, financial or foreign-policy context, including in the context of Security and Defence Partnerships or the European Peace Facility.
- Proven ability to translate operational lessons from Ukraine and other crisis theatres into policy, programming and implementation priorities.

#### **Management skills (40%)**

- Proven capacity for managing changes,
- Excellent managerial skills, in particular proven ability to lead and motivate teams, set priorities and take decisions,
- Ability to set efficiently the priorities and objectives and capacity to allocate resources accordingly,

- Demonstrated ability to develop and maintain productive working relationships with a broad range of institutional, governmental, military, industrial and international stakeholders.
- Proven ability to deliver results under time pressure while ensuring legal soundness, financial discipline, security of information and internal-control compliance.

### **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 <sup>1</sup> 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 <sup>2</sup>.
- Languages: candidates must have a thorough knowledge of one of the official languages of the European Union<sup>3</sup> and a satisfactory knowledge 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. This may include (part of) the interview being conducted in this other language.

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<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> <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>

- 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 <sup>4</sup>).

## **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 <sup>5</sup>).

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 his/her 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).

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<sup>4</sup> <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701>

<sup>5</sup> [https://commission.europa.eu/publications/documents-senior-management-selection-procedures\\_en](https://commission.europa.eu/publications/documents-senior-management-selection-procedures_en) (only exists in English)

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**

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 <sup>6</sup>. 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

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<sup>6</sup> 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).

professional 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<sup>7</sup>, 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 electronic mail confirming that your application has been registered. **If you do not receive a confirmation mail, your application has not been registered!**

Please note that it is not possible to monitor the progress of your application on-line. 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](mailto: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 **14/07/2026, 12.00 noon Brussels time**, following which registration is no longer possible.

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<sup>7</sup> You can find information on how to create your Europass CV online at: <https://europa.eu/europass/en/create-europass-cv>