

## **Directorate-General for Defence Industry and Space**

Publication of a vacancy for the function of Deputy Director-General (Grade AD 15)

(Article 29(2) of the Staff Regulations)

COM/2023/10428

### **We are**

The overall mandate of the Directorate-General for Defence Industry and Space (DEFIS) is to develop and carry out the Commission's policies on defence industry and space.

The Deputy Director-General assists the Director-General in the definition and implementation of the overall strategy of DG DEFIS as well as in the achievement of its mission, objectives and priorities.

The Deputy Director-General replaces the Director-General and represents DEFIS and/or the Commission in any internal or external meeting.

The Deputy Director-General supports the Director-General in the management and coordination of the DG, in particular by providing leadership and supervision of activities of Directorate B “Innovation & Outreach” and C “Space”.

Directorate B “Innovation & Outreach” is responsible for new space developments, space research and innovation, space-based applications and market uptake, communication and international relations. A major objective is to foster jobs and growth based on space applications, supporting the development and use of new technologies. Directorate B is responsible for the development of IRIS2 (Infrastructure for Resilience, Interconnectivity and Security by Satellite), a new constellation that will ensure a secure and resilient global connectivity to increase the digitisation of the economy and society, and address the growing geopolitical and cybersecurity threats.

The Directorate C “Space” is responsible for the overall Space Policy of the European Union and the management of the Satellite Navigation and Earth Observation components of the Space Programme. In particular, the Directorate will guarantee the competitiveness and sustainability of Copernicus, Galileo and the European Geostationary Navigation Overlay Service (EGNOS). Further objectives pursued by the Directorate are to ensure the consistency of the European Space Policy and to promote the development of a strong European space industry.

### **We propose**

The duties of the Deputy Director-General are to support the Director-General while providing an overall strategic orientation of DG DEFIS in the field of defence industry and space, and in particular activities of Directorates B and C including to:

- contribute to building resilience, safety and security in the EU space and defence industry value chains to promote our European Way of Life
- develop IRIS2, a new multi-orbital constellation, projected to be operational in 2024 and focused on providing secure satellite communications

- monitor the functioning of existing EU space programmes (Copernicus and Galileo/EGNOS), including their financial management
- assist the Director-General in cooperation with the European Space Agency (ESA) and the EU Agency for the Space Programme (EUSPA)
- foster synergies between civil, space and defence industries and ensure cross-fertilisation including at programme and application levels
- ensure strategic oversight of new EU space activities
- support research and innovation in space, including quantum technologies, and develop a European 'new space' approach in fostering the innovation potential of SMEs and start-ups
- foster the dissemination of data and information from the EU space programme including in closely liaising with relevant DGs and EU agencies
- contribute to the development of and access to financial instruments
- define and implement international strategies related to space and defence

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

Candidates should have:

#### **Management skills**

- Proven ability to manage change
- Ability to set efficiently priorities and objectives, and to allocate resources accordingly
- Excellent managerial skills, in particular proven ability to lead and motivate teams, and take decisions

#### **Specialist skills and experience**

- Very good understanding of the aviation, defence and space ecosystem
- Excellent ability to define and focus on strategic plans, evaluate progress and oversee implementation
- Excellent ability to establish synergies between public authorities and private entities in the field of space and defence

#### **Personal qualities**

- Very good ability to communicate effectively and efficiently with all stakeholders inside or outside the Commission
- Very good negotiation skills
- Very good analytical, organisational and conceptual skills

## 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).
- 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.
- 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>).

Alongside the present external publication under Article 29 (2) of the Staff Regulations, this function is published by the European Commission internally under Article 29 (1) (a) (i) and

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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> <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01958R0001-20130701>

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

<sup>5</sup> [https://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission\\_en#vacancies](https://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission_en#vacancies) (only exists in English)

(iii) of the Staff Regulations as well as inter-institutionally under Article 29 (1) (b) of the Staff Regulations.

The internal and interinstitutional applications will be examined before proceeding with the possible examination of the external applications. Accordingly, the European Commission reserves the right not to proceed with the examination of the external applications.

As part of this selection procedure, the European Commission sets up a pre-selection panel. Where the European Commission proceeds with the examination of the external applications, this panel performs 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.

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).

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 by the end of its current mandate 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 AD 15. He / she will be classified depending on the length of his / her 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**

Before taking up his/her duties, the selected candidate 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 his/her 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 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/>

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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).

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

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 **14/04/2023, 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>