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(Announcements)

ADMINISTRATIVE PROCEDURES

COUNCIL AND COMMISSION

EXTERNAL RELATIONS DIRECTORATE-GENERAL (RELEX)

Creation of a Delegation of the European Union to the African Union in Addis Ababa

Publication of a vacancy for the function of Head of the EU Delegation (grade AD14)

Engagement of a temporary agent under Article 2(a) of the Conditions of Employment of Other Servants

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The European Union (EU) envisages creating an EU Delegation to the African Union (AU) in Addis Ababa, with the purpose of:

- enhancing the EU's political dialogue and broader relationship with the AU,
- strengthening the EU-AU partnership in the priority sectors set out in the EU Strategy for Africa and the EU-Africa dialogue,
- working with, and providing support to the African Union (AU) by supporting institutional development and strengthening the relationship between EU and AU Institutions, including through development assistance, to promote in particular peace and security, human rights and governance, sustainable growth, regional integration and trade, investing in people,
- ensuring better coherence of EU and Community policies, instruments and actions with Member States' policies towards the AU, as well as coordinating EU policies with non-EU-actors, without prejudice to respective competences, and
- strengthening the AU's crisis management capabilities.

For this purpose, it is intended to engage an individual as a temporary agent, who will act during the assignment as **Head of the EU Delegation**. This person will perform the functions of:

- (a) **Head of Delegation of the European Commission (EC)** to the AU, appointed by the European Commission. As Head of the EC Delegation, he/she will represent the EC and the European Community vis-à-vis the AU, on all matters falling under Community competence;
- (b) **EU Special Representative (EUSR)** to the AU, to be appointed by the Council of the European Union pursuant to Article 18(5) of the Treaty on European Union (TEU). As EUSR to the African Union, the individual concerned would represent the EU vis-à-vis the AU in matters falling under the Common Foreign and Security Policy (CFSP).

The individual concerned will work under the authority and operational direction of the Secretary-General/High Representative for the CFSP (SG/HR), Mr Javier Solana, in accordance with the procedures and guidelines in force, as far as his/her tasks as EUSR are concerned, and under the authority and operational direction of the European Commission as far as his/her tasks of Head of the EC Delegation are concerned.

Description of tasks

- As **Head of the European Commission Delegation to the African Union**, the individual concerned will have the following tasks:
 - (a) to strengthen the EU-AU partnership in all areas outlined in the Africa Strategy and the EU-Africa Dialogue, such as promotion of stability, governance, migration management, economic and social growth and to address issues of mutual interest and concern such as migration as well as other global issues such as energy, environment and climate change;
 - (b) to ensure the representation of the European Commission in the EU Troika meetings with the AU and other International and Regional Organisations, with third countries participating in major conferences and other such meetings taking place in Addis Ababa;
 - (c) to maintain contacts and coordinate with the local EU Presidency and Member States represented in Addis Ababa in the implementation of EU policies;
 - (d) to represent the European Commission with the African Union and maintain good and effective contacts and dialogue with the AU Commission, the Intergovernmental Authority on Development (IGAD) and other international organisations established in Ethiopia;
 - (e) to assume the role of spokesperson of the Community in areas of Community competence;
 - (f) to ensure the effective management and implementation, as authorising officer by sub-delegation, of European Community development cooperation programmes and support activities to the African Union Institutions, such as twinning and capacity building as well as technical and financial assistance;
 - (g) to promote the visibility of the European Union by carrying out press, information and communication activities;
 - (h) to report regularly to Headquarters of EU Institutions and Delegations of EU Member States on progress made in the relations with the African Union as well as on the broader aspects of the implementation of the EU-AU partnership;
 - (i) to provide advice to Headquarters of EU Institutions on policy issues and developments arising within the framework of EU-AU relations;
 - (j) to ensure sound management of the EC Delegation.
- As **EUSR** to the African Union and in order to achieve the CFSP/ESDP objectives of the EU, the individual concerned will have the following indicative tasks pending finalisation of the mandate by the Council:
 - (a) to strengthen the overall EU influence in and coordination of the Addis Ababa-based dialogue with the AU and its Commission on the whole range of issues covered by the EU-AU relationship;
 - (b) to ensure an adequate level of political representation, reflecting the importance of the EU as a political, financial and institutional partner of the AU;

- (c) to represent, should the Council so decide, EU's positions and policies, when the AU plays a major role in a crisis situation for which no EUSR has been appointed;
- (d) to follow closely and report on all relevant developments on AU level;
- (e) to maintain close contact with the AU Commission, other AU organs, missions of African Sub-regional organisations to the AU and the missions of the AU Member States to the AU;
- (f) to facilitate the relations/cooperation between the AU and African Sub-regional organisations especially in those areas where the EU is providing support;
- (g) to offer advice and provide support to the AU upon request in the areas outlined in the EU Strategy 'The EU and Africa: towards a strategic partnership';
- (h) to offer advice and provide support to the building up of AU's crisis management capabilities;
- (i) to coordinate and support the actions of EUSRs with mandates in AU Member States/Regions;
- (j) to maintain close contacts and promote coordination with key international partners of the AU present in Addis Ababa, especially the United Nations, but also with non-State actors on the whole range of the EU-AU relationship;
- (k) to promote the visibility of the European Union on the whole range of CFSP/ESDP issues by carrying out press, information and communication activities.

We look for candidates with:

— *General skills and competencies:*

- proven capacity to undertake and maintain diplomatic relations; experience as head of diplomatic mission would be an asset,
- proven capacity to assure representation, communication and management in a complex, multi-cultural environment,
- proven capacity to negotiate with national authorities, international organisations, regional organisations and Member States,
- proven capacity for analysis of political, economic and social issues in the field of international relations, as well as strategic planning in those areas,
- the official languages of the African Union are Arabic, English, French and Portuguese. Candidates must have a very good working knowledge of English and French. Portuguese and/or Arabic would be an asset.

— *Experience in specific areas of expertise:*

- proven experience and in-depth knowledge of CFSP and ESDP-related issues, development policy and issues, common trade policy and EU-UN relations,
- proven experience in the external relations field and in-depth knowledge of Community policies and the functioning of the Union,
- proven experience and in-depth knowledge of EU policies related to Africa and in particular of the EU/Africa partnership. Former professional experience and posting in Africa would be an asset,

- necessary knowledge and/or experience to ensure sound administrative and financial management of the Delegation and of projects/programmes under his/her responsibility, or demonstrate an aptitude to carry out these tasks; the successful candidate will be Authorising Officer for EU financial assistance.
- *Experience in team management and/or equivalent professional experience:*
 - proven capacity to ensure planning of the activities of the Delegation,
 - proven experience in human resources management and in motivating multidisciplinary and multicultural teams.

Applicants must:

1. Be a citizen of one of the EU Member States;
2. Hold a university degree that gives access to undertaking doctoral studies;
3. Have at least **15** years postgraduate professional experience at a level to which the qualifications referred to above give admission; at least **five** of that professional experience must have been gained at high management level;
4. Have a thorough knowledge of one of the official languages of the EU and a satisfactory knowledge of another of these languages.

The successful candidate will be required to undergo security vetting if she or he does not already hold security clearance to an appropriate level, in accordance with the Commission's security provisions ⁽¹⁾.

Independence and declaration of interests

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

Selection procedure, appointment and conditions of employment

- (i) Following a pre-selection procedure, pre-selected candidates will undergo two separate interviews:
 - (a) by a consultative committee on appointments consisting of senior Commission staff and in which Council Secretariat staff will participate as observers, under the chairmanship of the Commission;
 - (b) by an advisory selection panel consisting of senior Council Secretariat staff and a representative of the Presidency, and in which Commission staff will participate as observers, under the chairmanship of the Council Secretariat.
- (ii) Short-listed applicants will be interviewed by the competent Commissioners and the SG/HR. The successful applicant will be recommended, following agreement between the competent Commissioners and the SG/HR, to the Commission and the Council for appointment in parallel in accordance with each institution's respective procedures.

Salaries and conditions of employment are those laid down in the Conditions of employment of other servants (CEOS) of the European Communities for AD14 grade temporary agents, completed by the provisions of Annex X of the Staff Regulations applying to officials and temporary agents posted outside the European Union.

⁽¹⁾ Decision 2001/844/EC, ECSC, Euratom (OJ L 317, 3.12.2001, p. 1).

It is a temporary assignment for three years, and is renewable for one more year. The decision on the engagement is scheduled for autumn 2007. It is expected that the selected candidate will take up the assignment as soon as possible thereafter. Applicants should note the requirement under the Staff Regulations and Article 14 of the Conditions of employment of other staff for all new staff to complete successfully a probationary period.

The selection procedure will be held in Brussels. The place of assignment is Addis Ababa, Ethiopia. Candidates are deemed to be fully aware of the local living conditions before applying. The appointment is subject to prior favourable opinion of the Medical Service that the candidate is fit to serve in the place of assignment.

Pre-posting training will be provided to the selected candidate to enable him/her to carry out the tasks specified in the mandate. The selection process will be open taking account of the relevant skills and experience of all candidates.

Equal opportunities

The European Union applies an equal opportunities policy.

Application procedure

Applications must be submitted both to the Secretary-General of the Council of the European Union/High Representative for the CFSP and to the European Commission.

If you want to apply, you should proceed as follows:

- **register with the Commission via the Internet** by going to the website:

http://ec.europa.eu/dgs/personnel_administration/seniormanagementvacancies/CV_Encadext/index.cfm

and follow the instructions there concerning the various stages of the procedure. It is your responsibility to complete your online registration in time ⁽²⁾.

- **e-mail a full copy of your application, along with your CV and letter of motivation to the Secretary-General/High Representative for the CFSP at the following address:**
service.mobilite@consilium.europa.eu

Before submitting your application, you should carefully check whether you meet all the eligibility criteria, particularly concerning the types of diploma and professional experience required.

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 not be able to do so.

On completion of your online registration, you will receive on screen a registration number that you must note — this will be your reference number in all matters concerning your application. When you receive this number, the registration process is finished — it is confirmation that we have registered the data you entered.

If you do not receive a number, your application has not been registered.

Please note that you must have an e-mail address. This will be used to identify your registration as well as to inform you about the outcome of the procedure. You will be required to inform the Commission about any change in your e-mail address.

You will be required to attach a curriculum vitae in word or pdf format to your application and to enter, online, a letter of motivation (maximum 8 000 characters). Please note that **it is not possible** to monitor the progress of your application online. You will be contacted directly by the recruiting DG regarding the status of your application.

⁽²⁾ No later than 12.00 noon, Brussels time, on 14 September 2007.

If you have a disability that prevents you from registering online, you may request — **preferably by e-mail** ⁽³⁾ — a paper version of the form, which you should fill in, sign and return by e-mail or registered mail, postmarked no later than the closing date for registration. All subsequent communication between the Commission and you will be by post.

You must enclose with your application form a certificate attesting your disability, issued by a recognised body. You should also set out on a separate sheet of paper any special arrangements you think are needed to make it easier for you to take part in the selection.

If you require more information and/or encounter technical problems, please send an e-mail to:

ADMIN-MANAGEMENT-ONLINE@ec.europa.eu

Closing date

The closing date for application is 14 September 2007. Online application will not be possible after 12.00 noon Brussels time.

⁽³⁾ ADMIN-MANAGEMENT-ONLINE@ec.europa.eu. European Commission, Directorate-General 'Personnel and Administration', Organisation Chart and Management Staff Unit, COM/2007/10051, MO34 5/119, B-1049 Brussels. Fax (32-2) 295 53 04.