

EUROPEAN EXTERNAL ACTION SERVICE



Civilian Operations Headquarters – CivOpsHQ
Managing Director / Civilian Operations Commander

Brussels,
EEAS.CIVOPSHQ.3/ZF(2025)/

TO ALL REPRESENTATIVES TO PSC

Subject: 2-2025 Call for Contributions for the European Union Advisory Mission for Civilian Security Sector Reform Ukraine (EUAM Ukraine)

References: Council Decision 2014/486/CFSP of 22 July 2014 on the European Union Advisory Mission for Civilian Security Sector Reform Ukraine (EUAM Ukraine)

Council Decision (CFSP) 2024/1353 of 14 May 2024 amending Decision 2014/486/CFSP on the European Union Advisory Mission for Civilian Security Sector Reform Ukraine (EUAM Ukraine)

Dear Ambassador,

I am writing concerning a Call for Contributions for the **European Union Advisory Mission for Civilian Security Sector Reform Ukraine (EUAM Ukraine)**. It is my pleasure to invite EU Member States to put forward qualified candidates for the positions listed in Annex 1 - Requirements and Job Descriptions. Please note the age specification introduced under *II.A Essential requirements* of the attached Annex 1.

1. Background

The Council Decision 2014/486/CFSP established the European Union Advisory Mission for Civilian Security Sector Reform Ukraine (EUAM Ukraine) with mandate to advising, mentoring, training, and supporting Ukrainian partners in developing a sustainable, accountable, and efficient civilian security sector that strengthens the rule of law. The Mission provides strategic advice and practical support for specific reform measures in accordance with EU standards and international principles of good governance and human rights, including in support of Ukraine's EU accession-related commitments. This was amended and extended by Council Decision (CFSP) 2024/1353 of 14 May 2024. until 31 May 2027

2. Methodology

- a) EU Member States are requested to examine the personal profiles and job descriptions to ensure that:



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- Proposed candidates meet the listed criteria described in the essential requirements and specific job descriptions (**Annex 1**).
 - Each candidate completes the online **Application Form (AF)** indicating which position(s) the candidate is applying for. The Application Form is accessible in the Goalkeeper-Registrar system. Applications will be considered only when using this form.
- b) Proposed candidates should satisfy the requirements set out in the job description. The main criteria for suitability for post are the essential criteria, both education and professional experience.
 - c) As previously agreed, EU Member States that are also members of EGF are invited to identify suitable candidates within their capabilities.
 - d) The deadline for EU Member States to submit offers of personnel is **Friday, 1st of August 2025, at 17:00 hours CEST (Brussels time)**, through the following link:

<https://goalkeeper.eeas.europa.eu/registrar/web>
 - e) Interviews will take place between August and September 2025.
 - f) The Civilian Operations Headquarters (CivOpsHQ) will be responsible for notifying EU Member States of the outcome of the selection process. Communication of the selection results is expected to take place by September 2025.
 - g) Selected candidates should be ready for deployment to the Mission area within the deadlines specified in each job description.
 - h) Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budget Impact Statement, the initial duration of the deployment should be of 12 months.

3. General information

- a) For seconded positions, only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).
- b) The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. EU Member States are encouraged to take this into account when offering contributions.
- c) If applicable, selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job descriptions, when deployed. They should bring the original certificate upon deployment.
- d) Seconded personnel will bring their uniforms and security equipment (**Annex 2**). However, depending on the local environment, the Head of Mission will decide on the dress code and whether civilian attire or uniforms are to be worn by the Mission Members. Hats and insignia will be provided to the Mission Members.

- e) It is moreover expected that all newly selected Mission Members have undergone CSDP specific pre-deployment training before joining the Mission. CSDP specific pre-deployment training courses are regularly offered under the auspices of the European Security and Defence College (ESDC). In case ESDC does not offer a suitable course, a national alternative is also an option¹.
- f) For any further information please contact:

Mr. Bruno Ferreira
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Yours sincerely,

[e-signed]

Stefano TOMAT

Enclosures:

- Requirements and Job Descriptions (**Annex 1**)
- List of Recommended Equipment (**Annex 2**)

cc: CivCom Delegates

¹<https://esdc.europa.eu/>