

EUROPEAN EXTERNAL ACTION SERVICE



Civilian Operations Headquarters – CivOpsHQ
Managing Director / Civilian Operations Commander

Brussels,
EEAS.CIVOPSHQ.3/TH(2026)

TO ALL REPRESENTATIVES TO PSC

Subject: 1-2026 Call for Contributions for the possible European Union Partnership Mission in the Republic of Armenia (EUPM Armenia)

References: Formal request of the deployment of a civilian CSDP mission from the Foreign Minister of Armenia to HR/VP dated 12 December 2025.
Report on scoping mission to CivCom of 21 January 2026, PSC information note of 27 January 2026, Presentation of Political Framework for Crisis Approach to PSC on 05 March 2026 and Crisis Management Concept of (EEAS(2026) 325, dated 18 March 2026, adopted by PSC on 31 March, based on CivCom Advice of 30 March 2026 (ST 7788/26).

Dear Ambassadors,

I am writing concerning a Call for Contributions for the possible European Union Partnership Mission in the Republic of Armenia (EUPM Armenia). 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, subject to the possible establishment of the Mission at the Foreign Affairs Council on 21 April 2026. Please note the age specification introduced under *II.A Essential requirements* of the attached Annex 1.

1. Background

In a letter addressed to the High Representative of the European Union for Foreign Affairs and Security Policy / Vice-President (HR/VP) on 12 December 2025, the Minister of Foreign Affairs of the Republic of Armenia formally submitted a request for the deployment of a Civilian CSDP Mission to Armenia. The proposed mission would aim to bolster the nation's resilience against hybrid threats, with a particular focus on enhancing Armenia's institutional capacities in countering such threats, including through strengthened cybersecurity measures, the mitigation of Foreign Information Manipulation and Interference (FIMI), and the disruption of illicit financial flows. This initiative would be pursued under a comprehensive, whole-of-government approach.

Subsequent to the Political and Security Committee's (PSC) endorsement of the Crisis Management Concept on 30 March 2026, the adoption of the Council Decision establishing the mission is scheduled for 21 April 2026 by the Foreign Affairs Council.



MD-Civilian Operations Headquarters (CivOpsHQ)
European External Action Service (EEAS)
Rue d'Arlon 88, B-1046 Brussels
Telephone: (+32 (0)2 584 2191
Email: CivOpsHQ-HR-EUPM-Armenia@eeas.europa.eu

2. Methodology

- a) EU Member States are requested to examine the personal profiles and job descriptions to ensure that:
 - 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 **Thursday, 23 April 2026, at 17:00 hours CET (Brussels time)**, through the following link:

<https://goalkeeper.eeas.europa.eu/registrar/web>
- e) Interviews will take place between end-April and early May 2026, after the possible establishment of the Mission by the Foreign Affairs Council on 21 April 2026.
- 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 end-May.
- 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 ST 7291/09 (10 March 2009), as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).
- 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:

Ms Tanja HERTOGHE
CivOpsHQ-HR-EUPM-Armenia@eeas.europa.eu
Tel. +32 (0)2 584 2191

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/>