

EUROPEAN DEFENCE AGENCY (EDA)

Vacancy notice

Directorate	Media & Communication Unit
Vacancy title	Trainee Media and Communication
Contract type	Trainee
Group	N.A.
Grade	N.A.
Indicative starting date	01/09/2021
Security Clearance	SECRET UE/EU SECRET
Management of staff	N.A.
Location	Brussels
Closing date for applications	12/04/2021

The selection of candidates will follow the EDA Staff Recruitment Procedure. Candidates must apply for this post via the EDA website <http://www.eda.europa.eu - vacancies>. Please note that to make an EDA on - line application you will need to create your EDA profile using a valid e - mail address and a password.

1. BACKGROUND

The European Defence Agency was established on 12 July 2004, and is governed by Council Decision (CFSP) 2015/1835 defining the statute, seat and operational rules of the European Defence Agency. The Agency has its headquarters in Brussels.

The main task of EDA is to support the Council and the Member States in their effort to improve the Union's defence capabilities in the field of crisis management and to sustain the Common Security and Defence Policy (CSDP) as it currently stands and as it develops in the future.

The Agency is structured into four directorates. The Corporate Services Directorate (CSD) and three operational directorates: Industry, Synergies and Enablers (ISE); Capability, Armament & Planning (CAP); Research, Technology and Innovation (RTI).

2. THE AGENCY'S WAY OF WORKING

The Agency is an "outward-facing" organisation, constantly interacting with its shareholders, the participating Member States, as well as with a wide range of stakeholders. It works in an integrated way, with multi-disciplinary teams representing all of the Agency's functional areas, to realise its objectives. Its business processes are flexible and oriented towards achieving results. Staff at all levels need to demonstrate the corresponding qualities of commitment, flexibility, innovation, and team-working; to work effectively with shareholders and stakeholder groups, formal and informal; and to operate without the need for detailed direction.

3. PURPOSE AND SCOPE OF THE TRAINEESHIP

EDA's traineeship programme is addressed to university graduates, including those who, in the framework of lifelong learning, have recently obtained a university diploma and are at the beginning of a new professional career.

The aim of EDA's traineeship programme is:

- to introduce recent graduates to the professional world and enable them to apply knowledge acquired during their studies, particularly in their specific areas of competence.
- to create a pool of young people with first-hand understanding of EDA's mission and activities.
- to enrich the work of EDA with a fresh point of view and up-to-date academic knowledge.
- to promote European integration and create awareness of European citizenship in a multi-cultural and multilingual environment.

While at EDA, trainees will be working side by side with motivated and highly qualified experts coming from the participating Member States and they will have the opportunity to contribute to specific projects within the Agency.

4. THE MEDIA & COMMUNICATION UNIT

The Media and Communication Unit is responsible for all internal and external communication activities of the Agency. The Unit provides communication advice to the Agency's top team and supports the entire Agency to promote its achievements in terms of project and programme output.

The Unit thus has a double function including providing communication advice to the Chief Executive and Deputy Chief Executive as well as a public information role. The importance of communication within the Agency is illustrated by the fact that the Unit directly reports to the Chief Executive/Deputy Chief Executive.

The Unit consists of a small, dynamic and dedicated team. Its aim is to efficiently and innovatively communicate developments and achievements of the Agency to a wide variety of stakeholders. The team includes a Head of Unit, two Media and Communication Officers, a webmaster and a graphic designer/assistant and a trainee (Junior Communication Officer). Each team member has his/her distinct tasks; and while all team members support one another, personal accountability and independent handling of tasks is expected. A framework contract for communication activities is in place which supports the Unit among others in event management, production of publications, etc.

The main channels for external communication the Unit currently uses are its website, presence on social media platforms, publications including the biannual EDA magazine "European Defence Matters", audiovisual products, newsletters, media articles and events.

5. THE TRAINEESHIP

As a trainee in the EDA's Media and Communication Unit you are part of a small and dynamic team responsible for all external and internal communication at the Agency. The Unit reports directly to EDA's top management.

6. TASKS AND DUTIES

Under the supervision of his/her advisor, the Trainee Media and Communication will be supporting the Unit's activities on social media and internal communication.

For example, the Unit is in charge of the organisation of main events, such as EDA's annual conference. The trainee will be involved in all aspects of event organisation including speaker and attendee management, logistic support and protocol questions.

We develop and execute specific communication campaigns on EDA projects including social media, audiovisual communication, editorial and publications. In terms of press relations, we regularly organise press briefings and interviews. We also ask the trainee to support some of our administrative tasks like writing meeting minutes, taking care and updating

the journalist and picture database, the Media and Communication Unit (MCU) project management plan, as well as organising visits to the Agency. The Unit also produces a daily press review which will be tasked to the trainee.

We offer the trainee a very diverse working experience covering the whole range of media and communication tasks.

On a typical day, the following tasks can be asked:

- prepare daily press review;
- prepare update for EDA TVs (in PPT);
- support to event organisation (i.e. participants registration);
- write meeting minutes.

7. LEARNING OUTCOMES

A. Project outputs & learning outcomes

The traineeship will offer junior communication experts:

- hands-on experience in all areas of internal and external communication including social media, event management, editorial and publications, press relations.
- understanding of the role, contribution and potential impact of communication in a sensitive domain;
- social media management experience;
- understanding of the conceptual design and practical implementation of an effective internal communication strategy;
- ability to critically assess media coverage and select relevant items for press reviews.

B. Technical / Soft skills to be acquired

- ability to work effectively in a multinational/multicultural and complex environment;
- ability to work in a small team and independently in his/her area of responsibility;
- accuracy and attention to detail;
- affinity with security and defence;
- report preparation and writing skills;
- ability to tailor messaging to specific stakeholders and media channels;
- web-tool/database management skills;
- result-orientated planning and execution;
- time management;
- multi-stakeholder relations/management;
- organisation of (international) meetings and events including protocol.

8. ELIGIBILITY CRITERIA

Traineeships are open to applicants who have not previously undertaken a paid or unpaid traineeship or any kind of employment in another European institution or a body and which lasted for more than six weeks.

To be considered eligible to take part in this selection procedure, on the closing date for the submission of applications candidates must satisfy all the eligibility criteria as specified below:

- be a national of a Member State participating in the Agency;
- be entitled to his/her full rights as a citizen;
- produce the appropriate character references as to his/her suitability for the performance of his/her duties (extract from the "judicial record" or certificate of good conduct will be requested prior to recruitment);
- be physically fit to perform his/her duties;
- have a thorough knowledge of one of the languages of the participating Member States and a satisfactory knowledge

of another of these languages to the extent necessary to discharge his/her duties;

- hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level);
- have completed at least the first (minimum three-year) cycle of a higher education course (university education) and obtained a full degree or its equivalent by the closing date for applications.

Age limit: No age limit is imposed on the candidates for traineeships; however, traineeships are as a matter of priority offered to recent graduates.

Diploma: Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. In the latter case, the authority authorised to conclude contracts of employment reserves the right to request proof of such equivalence.

Personnel Security Clearance Certificate (PSCC): It is a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (CONFIDENTIEL UE/EU CONFIDENTIAL or above), the date of validity of the relevant PSC and the date of expiry of the certificate itself. Note that the necessary procedure for obtaining a PSCC can only be initiated by EDA on behalf of the selected candidate.

9. SELECTION CRITERIA

A. Essential

(1) Academic

The candidate will be required to demonstrate that he/she has a Bachelor degree (or equivalent academic degree) in Communications, Journalism, Political Sciences or similar.

(2) Linguistic

Excellent knowledge of written and spoken English (level C1/C2).

(3) Technical

- advanced IT literacy, particularly in MS Office applications (Word, Excel, PowerPoint, Outlook);
- experience with different social media channels (min. Twitter, LinkedIn, YouTube, Flickr, Instagram);
- experience in providing and reading social media and website analytics/statistics;
- basic knowledge of image editing software (i.e. Adobe Photoshop).

B. Desirable

The following will be considered an advantage:

- excellent knowledge of written and spoken French (level C1/C2);
- exposure to an international environment;
- previous experience working in a communication team;
- previous experience in event organisation;
- strong editorial skills with high attention to detail;
- knowledge of MS Office 365;
- knowledge of Microsoft SharePoint;
- strong sense of initiative.

10. INDEPENDENCE AND DECLARATION OF INTEREST

Trainees must exercise the greatest discretion regarding facts and information that come to their knowledge during the course of their training. They must not, in any manner whatsoever, disclose to any unauthorised person any document or

information not already made public. They will be required to make a declaration of commitment to act independently in the Agency's interest and to make a declaration in relation to interests that might be considered prejudicial to their independence. They will continue to be bound by the obligation of confidentiality and professional discretion after the end of their training. EDA reserves its legal right to terminate the traineeship and to pursue any person who does not respect this obligation.

11. TRAINEESHIP CONDITIONS

The traineeship is offered for a 1-year period.

Trainees are awarded an allowance of 1.229,32€ per month. Upon presentation of the proper justification, disabled trainees may receive a supplement to their allowance equal to a maximum of 50% of the amount of the allowance. The objective of this extra payment is to help disabled trainees to cover extra expenses (i.e. transport, cost of special accommodation etc.) which may be required due to their disability.

Health and accident insurance is mandatory. Trainees shall be responsible for organising their own insurance against accident along with health cover and any insurance required for family members for the duration of the traineeship. Trainees whose place of origin is more than 50km from the place of employment are entitled to a reimbursement of travel expenses incurred at the beginning and end of the traineeship. Travel allowances are paid at the end of the training period, provided the trainee has completed a minimum of 6 months of the traineeship.

In exceptional cases only, trainees may be sent on a mission provided that the mission is of a technical and not of a representative character. The authorisation shall be granted by the Director of the respective Directorate. For the reimbursement of these mission expenses, the general procedure of reimbursement provided in EDA's Staff Regulations will apply.

For further information on financial matters, read the FAQs (Frequently Asked Questions) on the EDA website:

<https://www.eda.europa.eu/jobs/faqs>

Admission to a traineeship does not confer on trainees the status of temporary agents or other servants of the European Union nor does it entail any right or priority with regard to future engagement in the Agency. Trainees cannot benefit from any privileges and immunities granted by the host country to temporary agents or other servants of the European Defence Agency.

12. FUTURE EMPLOYMENT CONDITIONS

Admission to a traineeship does not confer on trainees the status of temporary agents or other servants of the European Union nor does it entail any right or priority with regard to future engagement in the Agency. Trainees cannot benefit from any privileges and immunities granted by the host country to temporary agents or other servants of the European Defence Agency.

A person can only benefit from one traineeship experience at EDA. Traineeships are not renewable and may not, in principle, be extended. However, the Chief Executive may grant an extension at the end of each training period, which may not exceed six months. Requests for extensions will only be accepted if the budgetary appropriations and the capacity of the Directorate/Unit to accommodate trainees allow and if objectively justified in the interest of the service.

Regardless of the traineeship, trainees are entitled to participate as candidates in any selection procedures organised by the Agency, provided that they meet the requirements for doing so. If successful, they shall be entitled to a post accordingly.

13. APPLICATION PROCEDURE

Candidates shall not apply for more than 2 trainee profiles and are requested to indicate an order of preference in their

motivation letter.

Candidates must submit their application electronically solely via the EDA website. Applications by any other means (hard copy or ordinary e-mail) will not be accepted.

Applications must be submitted no later than midnight on the date of the deadline. Candidates are reminded that the on-line application system will not accept applications after midnight (Brussels time, GMT+1).

The Agency defines its requirements for each call and successful candidates are selected on the basis of the educational background, qualifications, competences, and motivation.

EDA's Human Resources Unit assesses compliance of applications with the eligibility criteria. The respective Directorates/Units assess applications against the selection criteria and shortlist a number of candidates that meet the requirements. Shortlisted candidates will be contacted for a telephone interview.

Following the interviews, the Directorate/Unit will select the trainee who most closely meets the requirements of the specific profile.

If offered a traineeship, candidates will be requested to supply documentary evidence in support of the statements made in their application. Candidates are requested not to send any supporting or supplementary information until they have been asked to do so by the Agency.

Please note that once you have created your EDA profile, any correspondence regarding your application must be sent or received via your EDA profile. For any prior inquiry, please refer to the FAQ (Frequently Asked Questions) section, or send an e-mail to recruitment@eda.europa.eu.

14. EQUAL OPPORTUNITIES

The EDA is an equal opportunities employer and accepts applications without distinction on the grounds of age, race, political, philosophical or religious conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

15. DATA PROTECTION

Please note that EDA will not return applications to candidates. The personal information EDA requests from candidates will be processed in line with Regulation (EU) N° 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) 45/2001 and Decision No. 1247/2002/EC.

The purpose of processing personal data which candidates submit is to manage applications in view of possible pre-selection and recruitment at EDA. More information on personal data protection in relation to selection and recruitment can be found on the EDA website: <http://www.eda.europa.eu/jobs/dataprotection>