Council of the European Union
General Secretariat
Directorate-General for Organisational Development and Services
Directorate for Human Resources
The Director

His /Her Excellency the Ambassador
Permanent Representative of the Member States to the
European Union

(by email)

Brussels, 2 March 2026

Subject: **Secondment to the General Secretariat of the Council of a national expert in the field of cyber policy**

Ref.: SNE/04/2026 (GSC.JAI.2) - 1 post (312925)

Dear Sir or Madam,

Ten years ago, the **Horizontal Working Party on Cyber Issues (HWPCI)** was set up as a preparatory body of the Council, reflecting the need for a coordinated approach and expertise in the cyber domain, especially on cybersecurity and cyber diplomacy. Since then, cybersecurity threats have multiplied. The workload of the working party as well as its contribution to the work of the Council and the European Council have significantly increased.

In the General Secretariat of the Council (GSC), the work of the HWPCI is handled by DG JAI (Directorate-General for Justice and Home Affairs) with a specific team of administrators and assistants dedicated to cyber policy. DG JAI is looking for a **seconded national expert** to be part of this cyber team and reinforce it with cyber policy experience gained at national level. The work of DG JAI's cyber team is not limited to the work of the HWPCI but also includes supporting the work of the Council and the European Council in cyber related policies at all levels of the working structure.

During the secondment, the national expert will have the chance to work on cyber-related policies that directly impact the future of Europe, engage with key stakeholders, and participate in high-level negotiations in a dynamic and collaborative environment. Moreover, the importance of work-life balance is recognised at the GSC, and flexible working hours, as well as the possibility to work remotely part of the time, are offered to staff.

The job description, which details the qualifications and experience required, is annexed hereto.

The duration of the secondment is two years, with the possibility of extending it to a maximum of four years in total. Please note that, in accordance with Article 5 of Council Decision (EU) 2015/1027, the secondment could be extended for an additional two years in exceptional cases.

The expert should take up their duties at the General Secretariat of the Council ideally between **1 July and 1 September 2026.**

The conditions of the secondment, including allowances paid by the Council, are set out in the Council Decision of 23 June 2015 concerning the rules applicable to experts on secondment to the General Secretariat of the Council (Council Decision (EU) 2015/1027, OJ L 163, 30.6.2015, repealing Decision 2007/829/EC). According to Article 2 of that Decision, seconded national experts must be nationals of an EU Member State.
Member States are hereby invited to propose qualified candidates for the post.

Proposals should indicate the national contact point(s) responsible for each candidate's submission. Submissions should be accompanied by a curriculum vitae detailing all posts held by the candidate to date as well as their education, and by a motivation letter.

Replies to this letter should be sent by email, no later than **17:00 CET on 30 April 2026,** to the following address: seconded.national.experts@consilium.europa.eu.

The relevant department, together with the Human Resources Directorate, will examine the applications received, decide which candidates to shortlist, and conduct the interviews. The Appointing Authority will decide on the appointment based on the outcome of the selection procedure. The General Secretariat of the Council may also decide to use the list of suitable candidates to fill future vacancies with the same profile.

If necessary, further information can be obtained from the General Secretariat of the Council by contacting Mr Serge de Biolley, Director of JAI.2 in DG JAI (email: serge.debiolley@consilium.europa.eu).

Yours sincerely,

[e-signed]
Rebekka Wiemann

Annexes

Annex 1 – Job description

ANNEX

Seconded National Expert (SNE)
at the General Secretariat of the Council of the European Union

Directorate 2 Justice of DG Justice and Home Affairs

Ref.: SNE/04/2026 (JAI.2) - 1 post (312925)

Job description

A. Main tasks and responsibilities

As a member of the cyber team in DG JAI, the selected seconded national expert will in particular be expected to:

- Advise the Presidency on the handling of cyber policy files at all levels of the decision-making process (working party, Coreper, Council, trilogues, etc.); this includes advice on procedural aspects as well as on strategy for finding solutions and compromises in the different files.;
- Prepare draft documents, including discussion papers and compromise texts, to advance the work in the HWPCI and at other levels.
- Ensure the proper preparation of meetings of the HWPCI, including preparation of the agendas and working with the assistants of the cyber team to ensure the production and dissemination of documents.
- Write or contribute to briefs for the chairs (Coreper, Council, trilogues, European Council) on cyber-related issues.
- Attend meetings on cyber issues in different institutions, bodies and agencies.

The HWPCI covers a wide range of cyber policy issues. Because of the horizontal dimension of its mandate, it places an equally strong focus on both the internal and external dimension (including cyber diplomacy) of cyber policy. The files covered by the seconded national expert will depend on the profile of the selected candidate and on the issues dealt with in the Council during the secondment.

The seconded national expert will need to maintain a good contact network, including among delegations of Member States, the Commission, the European External Action Service, the European Parliament, the European Agency for cybersecurity (ENISA), CERT-EU, Europol and the European Cybersecurity Competence Centre (ECCC).

DG JAI.2 attaches great importance to internal coordination: the cyber team cooperates closely with staff responsible for related policy issues such as digital policy, combating cybercrime, external relations, restrictive measures or crisis management. It also cooperates closely with colleagues responsible for, among other things, the cybersecurity of the organisation.

The secondment may entail some missions abroad, for example to attend conferences or meetings organised by national authorities or EU agencies.

B. General conditions

According to the Decision[1] applicants must:

- have worked for their employer on a permanent or contract basis for at least 12 months before their secondment;
- remain in the service of their employer throughout the period of secondment;
- have at least three years' full-time experience of administrative, scientific, technical, advisory or supervisory functions relevant to the performance of the duties assigned to them;
- be nationals of one of the Member States of the European Union;
- have a thorough knowledge of one official language of the EU[2] and a satisfactory knowledge of a second language for the performance of their duties.

C. Qualifications and experience

- A level of education in a relevant field, which corresponds to completed university studies of at least three years attested to by a diploma, or equivalent vocational training attested to by a diploma, or a certificate issued by an institute for advanced studies or by an institute or an academy such as a national school of magistracy or police;
- Professional experience of at least three years in the field of cybersecurity policy or cyber diplomacy;
- Knowledge of the EU institutional and decision-making framework;
- A thorough oral and written command of English, and a good knowledge of French as an asset.

D. Required skills

- Pro-activity and ability to work independently, with a strong sense of responsibility;
- Capacity to plan and organise and to deliver quality results within deadlines;
- Political sensitivity in understanding complex files;
- Strong analytical skills, as well as judgement and problem-solving skills;
- Ability to adapt to and to work in a multicultural environment;
- Ability to coordinate between multiple stakeholders;
- Capacity to establish and maintain constructive relations with a wide variety of stakeholders;
- Strong interpersonal communication skills.

E. Security clearance

National security clearance at EU SECRET level is required. Such clearance needs to be obtained by the candidate from their competent authorities before secondment to the General Secretariat of the Council. The validity of the clearance should cover the entire period of the secondment. In the absence of security clearance, the General Secretariat reserves the right to refuse the candidate's secondment.

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[1] Council Decision of 23 June 2015 concerning the rules applicable to experts on secondment to the General Secretariat of the Council.

[2] The languages of the EU are: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish and Swedish.

The GSC is committed to diversity and inclusion. We actively seek diversity and promote inclusion among staff. We embrace all differences based on geographical and demographic characteristics and identities and strongly believe that diversity enriches our perspectives, improves our performance, and increases our well-being. We therefore encourage applications from qualified candidates from diverse backgrounds and on the broadest possible geographical basis amongst the EU Member States.

Please find here a link to the privacy statement about the treatment of your personal data.

Further information on the nature of the post can be obtained from Mr Serge de Biolley, Director of JAI.2 in DG JAI (tel.: 02 281 90 11; email: serge.debiolley@consilium.europa.eu).

Electronically signed on 27/02/2026 18:52 (UTC+01)