FRONTEX

SECONDED NATIONAL EXPERT- JOB PROFILE

Capacity and Readiness Unit
(EIBM Intelligence Division)

SNE/2026/18
RCT-2026-00065

Tasks and responsibilities:

Reporting to the Head of Unit and under the supervision of the respective Head of Sector the main duties related to this position are:

- Collecting and processing data for the purpose of vulnerability assessment;
- Contributing to the development and continuous improvement of methodologies, procedures, guidelines and workflows, in order to efficiently monitor and assess the implementation of recommended measures;
- Monitoring of implementation of vulnerability assessment recommended measures;
- Managing interactions with Member States on selected matters;
- Cooperating with fellow intelligence analysts in providing statistics, ad-hoc analysis, analytical overview;
- Collecting and analysing Member States recommendation implementation reports and identifying delays;
- Cooperating with Member States to identify Frontex resources that can be utilised in support of implementation of recommended measures;
- Fostering effective cooperation with both external and internal partners and stakeholders, including with Frontex Liaison Officers in Member States, promoting best practices and knowledge-sharing;
- Supporting development of web-based tools for monitoring of ongoing recommended measures;
- Using data analysis tools and technologies to interpret information and identify trends;
- Supporting decision-making processes with analytical products and other materials;
- Supporting business with analytical insights for evaluation and planning activities.

Professional qualifications, competencies and experience required:
Essential:

- At least 7 years of work experience within national and/or EU public administration, and international organisation and/or EU Member State authorities in law enforcement or judicial authorities; ideally in relation to the main tasks covered by INTEL/CRU.
- Experience in delivering reports/ analysis on border management, internal security or other law enforcement domain.
- Proven experience in developing and applying methodologies for risk analysis, operational analysis, data analysis, vulnerability assessment and/or performance audit.

- Excellent knowledge of the Schengen Acquis in general, the Schengen Borders Code and its Practical Handbook in particular.

- Excellent drafting, editing and communication (including presentation) skills in English both verbal and in writing, specifically focusing on analytical products.

Assets:

- Sound understanding of the European Integrated Border Management and the mandate of the European Border and Coast Guard Agency.
- Experience in working on Vulnerability Assessment matters and/or participating Vulnerability Assessment Network meetings.
- Training in the area of tasks related to the post, i.e., Schengen Evaluators' Training, EIBM Training, CIRAM Training.

Generic competencies required

- To synthetically integrate and link information from multiple sources, analyse complex data, and draw sound, well-reasoned conclusions to support effective decision-making.
- To coordinate, steer and supervise activities within the field of expertise, plan and use resources effectively and timely, make informed decisions, and proactively implement them anticipating future obstacles.
- To support others by taking up the role as mentor, by acting as an example and by helping others with their activities or assisting them in dealing with difficulties.
- To manage and foster the relationships with the relevant internal and external stakeholders. To give targeted advice to others based on one's own credibility and expertise.
- To manage actively self-learning, growth and self-improvement. To demonstrate a growth mindset and dedication to quality.