FRONTEX

SECONDED NATIONAL EXPERT- JOB PROFILE

Capacity and Readiness Unit
(EIBM Intelligence Division)

SNE/2026/15
RCT-2026-00067

Tasks and responsibilities:

Reporting to the Head of Unit and under the supervision of the respective team leader in the Capacity and Readiness Unit, the main duties related to this position are:

- Provide support to the implementation of different data collection schemes for vulnerability assessments;
- Monitor and analyse information on Member States' technical equipment, systems, capabilities, resources, infrastructure, adequately skilled and trained staff necessary for border control as well as contingency plans on border management according to the best practices in the field;
- Prepare vulnerability assessments, reports, letters, briefing notes, responses to enquiries and presentations for assigned Member States (MS) / Schengen associated countries (SAC) with particular focus on e-gates, Self-Service Systems and EES implementation;
- Prepare the monitoring and implementation of recommended measures following different vulnerability assessments for assigned MS/SAC;
- Support activities related to the Vulnerability Assessment Network including organisation of meetings and workshops as well as network cooperation related to joint analytical activities;
- Engage regularly with colleagues in other teams and Frontex Units/Sectors, promoting best practices and knowledge-sharing;
- Provide support to the further development of the Common Vulnerability Assessment Methodology (with particular focus on e-gates, Self-Service Systems and EES implementation as well as the establishment of common standards);
- Provide counsel / advice to team leaders and/or the Head of Unit;
- Prepare and carry out occasional missions to MS/SAC with regard to the duties listed above.

Professional qualifications, competencies and experience required:

Essential:

- At least 10 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.
- At least 5 years of work at an international airport and excellent knowledge of Vulnerability of e-Gates and Self-Service Systems.

- Experience in delivering reports/ analysis on border management, security or other law enforcement issues.
- Excellent knowledge of Entry-Exit-System requirements and their practical implementation in MS.
- Excellent knowledge of the Schengen Acquis in general, the Schengen Borders Code and its Practical Handbook in particular.
- Sound understanding of the European Integrated Border Management and the mandate of the European Border and Coast Guard Agency.
- Familiarity with administrative working practices of the EU or other international organisations.

Assets:

- Experience in organising meetings and follow-up activities.
- Proven experience in MS preparation for the implementation of the Entry-Exit System (EES) as well as the usage of e-gates and Self-Service Systems.
- Experience in working on Vulnerability Assessment matters and/or participating Vulnerability Assessment Network meetings.

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 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.