FRONTEX

**SECONDED NATIONAL EXPERT- JOB PROFILE**

Transition and Availability Unit

SNE/2026/13
RCT-2026-00070

**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:

**Capability Seconded National Expert in DELIVER**

- Supporting the management of Capability Pooling Process including the Annual Bilateral Negotiations;
- Assisting in the management of the European Border and Coast Guard return monitor pool;
- Preparing the necessary Management Board decisions on capability pools;
- Managing stakeholder interests and facilitating communication between the Agency and MS/SAC in relation to pooling capabilities;
- Assessing identified operational needs and proposing capability solutions;
- Supporting the timely availability and deployment of appropriate operational resources in the pools to address Frontex capability needs including the capacity for rapid reaction;
- Supporting the effective management of the capability pools;
- Providing reports on the pooling and delivery of capabilities to operational activities;
- Assessing the effectiveness of the capability pools and their deployments;
- Contributing to the translation of operational needs into capability requirements;
- Contributing to the establishment and management of capability products and processes;
- Performing other tasks in the area of competence as assigned by line management.

**Proposed selection criteria & the method of assessment:**

**Functional competencies (technical skills)**

- Good understanding of Frontex operational environment and its regulatory framework.
- Experience in drafting reports including statistics.
- At least three years of professional experience in mobilizing resources and optimizing deployments in border management, law enforcement, crisis management or a related field.
- Good understanding of operational planning.

**Advantageous criteria (assets):**

- Experience in analyzing, mapping, developing and evaluating business processes and standard operating procedures.
- Advanced proficiency in large-scale data management, statistical analysis, and reporting.

**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 provide support and guidance to team members and intervene correctively when necessary. To ensure that everyone behaves appropriately by giving clear instructions and by monitoring results.
- 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.