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With qualified electronic signature(s)

FRONTEX
EUROPEAN BORDER AND COAST GUARD AGENCY

Our internal ref. HRS/HR/TAP/SOPE/685/2026

To all NFPoCs

Call for SNE at Frontex - Seconded National Expert in Transition and Availability Unit

Dear Madam/Sir,

I would like to kindly ask for your support in considering a member of your personnel to be proposed for 1 available post and establishment of the reserve list as qualified seconded national expert (SNE) to Frontex in the following profile:

Post Title	**Capability Seconded National Expert**

- Number of the procedure: **SNE/2026/13**
- Deadline for applications: **11 December 2026**
- Proposed date of starting the secondment: **as soon as possible**
- Place of secondment: **Warsaw, Poland**

- Length of secondment: **three years that may be renewed if justified in the interest of Frontex**
- Level of security clearance: at least at the EU CONFIDENTIAL (CONFIDENTIEL UE). Copy of a Personnel Security Clearance Certificate must be presented to Frontex prior to the start of a secondment.

The secondment is governed by the Management Board Decision 12/2017 of 30 March 2017 on secondment of national experts to Frontex and Decision of the Executive Director R-ED-2016-131 of 30 November 2016 on the levels for security clearance for Frontex posts.

The applications should be submitted via the Permanent Representation Offices using the Specific Application Form annexed to this letter.

We kindly ask you to inform the applicant's employer about the obligations towards the person throughout the period of secondment in accordance with article 1(1) of the Management Board Decision 12/2017 of 30 March 2017 on secondment of national experts to Frontex.

Frontex applies an equal opportunities policy and, subject to the limitations imposed by law, accepts Seconded National Experts applications without distinction on grounds of age, race, colour, ethnic or social origin, genetic features, language, political, philosophical, religious or any other conviction, sex or sexual orientation and regardless of disabilities, marital status or family situation.

Frontex encourages and invites to apply all eligible experts of different backgrounds and origins who want to play an active role in a dynamic team in a multicultural organisation that is contributing to increased European safety. We are most welcoming female candidates to improve gender balance among Seconded National Experts.

We kindly call your attention to the fact that only applicants shortlisted for the interview/competency test will be notified about the outcomes (via the respective NFPOC).

The status of the recruitment procedure can be found on Frontex website under this link: Vacancies (europa.eu).

Yours faithfully,

Qualified electronic signature by: UKU SÄREKANNO

Date 2026-11-17 14:05:18 UTC

Uku Särekanno

Deputy Executive Director for Administration and Information Management

Annex 1: SNE job profile
Annex 2: Specific Application Form
Annex 3: Management Board Decision 12/2017 of 30 March 2017 on secondment of national experts to Frontex
Annex 4: Decision of the Executive Director R-ED-2016-131 of 30 November 2016 on the levels for security clearance for Frontex posts
Annex 5: form 1A – Employer authorization for Seconded National Expert candidate