



2022-IPR-E2-FGIV-021788

**FG IV - Project Officer – Researcher - Hybrid Threats  
and Resilience of Critical Entities**

**POSITION FOR:**

Member of the contract staff FGIV – art. 3b of the Conditions of Employment of Other Servants

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20110101:EN:PDF>

**WE ARE:**

As the science and knowledge service of the Commission, the mission of DG Joint Research Centre (JRC) is to support EU policies with independent evidence throughout the whole policy cycle.

The JRC is located in 5 Member States (Belgium, Germany, Italy, the Netherlands and Spain). Further information is available at: <https://ec.europa.eu/jrc/>

**The current vacancy is in the Technology Innovation in Security Unit of the Directorate for Space, Security and Migration** of the JRC. The successful candidate should join a team which performs research in Hybrid Threats as well as the Resilience of Critical Entities. JRC in collaboration with the European Center of Excellence for countering Hybrid Threats has published two reports that conceptualize and describe Hybrid Threat related activities, the influence they have on the society as well as possible ways to build resilience against as well as counter them. These reports shaped the thinking about Hybrid Threats within the EU. Recently, policy making DGs tasked JRC to examine Hybrid Threat resilience baselines, identify gaps and ways to address those.

The Russian invasion into Ukraine made it evident that building resilience against Hybrid Threats may not be enough to dissuade a hostile actor from escalating Hybrid Threats into conventional warfare. It is planned to develop a dedicated report on this topic.

Furthermore, JRC will support the implementation of the upcoming directive on the Resilience of Critical Entities by supporting the development of guidelines as well as supporting training and exercises.

**WE PROPOSE:**

A position as project officer/researcher to support the JRC work in the areas mentioned above.

Main tasks will cover the following areas:

- Performing research in building resilience against as well as deterring Hybrid Threats.
- Development of guidance material on increasing resilience.
- Facilitation of groups of external experts.

Working within a team of other scientists to support EU policy making cycle of the European Commission, the successful candidate will have to carry out research in an interdisciplinary environment and publish high level strategic documents, scientific publications, guidance material and technical reports on the above-mentioned topics. It is also expected to network with policy DGs like HOME, DEFIS and EEAS.

**WE LOOK FOR:**

The successful candidate should be able to produce high-quality technical/scientific work in a flexible, fast-evolving and interdisciplinary environment.

Qualifications:

- (required) PhD degree - or a minimum of 5 years of full-time research/relevant professional experience after the first University degree giving access to doctoral (PhD) studies, in the field of security, policy, law.
- (required) Expert knowledge of relevant research fields (Hybrid Threats, risk, security, resilience, deterrence theory, CBRNE, critical entities).
- (required) Experience in relations with high-level stakeholders, e.g. higher national administration or international institutions.

- (required) To hold, have held or be able to obtain a security clearance at the level of EU SECRET
- (required) Excellent knowledge of English (C1)
- (required) Interdisciplinary experience and the ability to act as “bridge” between colleagues with different background (especially technical and non-technical background)
- (asset) Familiarity with EU policies in the field of security and defence and in particular Hybrid Threats and critical entities
- (asset) Experience in handling classified material
- (asset) A good record of relevant publications in reputed journals
- (desirable) Dynamic, motivated, adaptable to the JRC’s specific role in EU policy support

**INDICATIVE CONTRACT’S DURATION:**

36 months initial contract with possible renewals up to maximum 6 years.

**PLACE OF WORK:**

Ispira (IT) , Italy

**ELIGIBILITY CRITERIA:**

Candidates for this contract agent post shall:

– (i) have passed a valid EPSO CAST selection procedure;

or

– (ii) be registered in the EPSO Permanent CAST <https://epso.europa.eu/en/documents/call-expressions-interest-0>

or

– (iii) be registered in the specialised call for researchers [https://joint-research-centre.ec.europa.eu/working-us/jobs-jrc/temporary-positions/contract-staff-members/function-group-iv/job-opportunities-research-fellows-european-commission\\_en](https://joint-research-centre.ec.europa.eu/working-us/jobs-jrc/temporary-positions/contract-staff-members/function-group-iv/job-opportunities-research-fellows-european-commission_en) (used mainly by the JRC).

With a valid application number to one of the above, you may then apply for this specific vacancy at JRC through: <http://recruitment.jrc.ec.europa.eu/?type=AX>.

**RECRUITMENT POLICY:**

The Joint Research Centre

- Cultivates a workplace based on respect for other people and the environment.
- Embraces non-discriminatory practices and equality of opportunity. In case of equal merit, preference will be given to the gender in minority.