

CALL FOR EXPRESSION OF INTEREST FOR SECONDED NATIONAL EXPERTS (SNEs)

REF. ENISA-SNE-2025-01

Type of contract	Seconded National Expert (SNE) ¹
Duration of contract	Flexible: starting from 6 months up to 2 years (renewable up to total 4 years)
Profile	Various
Place of Employment ²	Athens, Greece or Brussels, Belgium
Publication date	05/02/2025
Start date for submitting applications	05/02/2025
End date for submitting applications	Ongoing open call

1. THE AGENCY

ENISA's mission is to achieve a high common level of cybersecurity across the Union, by actively supporting Member States, European Union institutions, industry, academia and EU citizens³.

ENISA contributes to policy development and implementation, supports capacity building and preparedness, facilitates operational cooperation at Union level, enhances the trustworthiness of ICT products, services and processes by rolling out cybersecurity certification schemes, enables knowledge sharing, research, innovation and awareness raising, whilst developing cross-border communities and synergies.

ENISA is located in Athens, Greece (the Agency's official seat) with a branch office in Heraklion, Crete, Greece and a Local Office in Brussels, Belgium.

Further information about ENISA is available on the ENISA website: <https://www.enisa.europa.eu/>.

2. THE AIM OF THE CALL

The aim of this call is to establish a pool of eligible candidates for secondment linked to current and future workstreams as defined in the ENISA operational activities as described in our [Single Programming Document](#). Throughout the period of 2025-2027, from the pool of eligible candidates, the Agency plans to fulfil several vacant posts.

¹ On the basis of the [Decision No MB/2013/15](#) and [ED Decision 88/2028](#)

² ENISA reserves the right as per Staff Regulations to change the location of the post should it be in the interest of the service.

³ Regulation (EU) 2019/881 - Cybersecurity Act: <http://data.europa.eu/eli/reg/2019/881/oj>

In the SPD 2025-2027, you will be able to find the description of the operational activities under section 3.1 (page 41 to 69).

3. WHAT TASKS CAN AN SNE EXPECT TO PERFORM?

You are expected to carry out some of the tasks described below (depending on the profile and the assignment to the post within a Unit). Further clarity on the relevant list of tasks will be provided to candidates invited for an interview.

- Support EU policy development and implementation, providing advice, helping to develop technical guidelines, recommendations and tools both in general and/or in different policy and technological fields and sectors, as well as facilitating the exchange of best practices;
- Assist with information collection, sharing and analysis of information and support the organization of workshops and validating of findings;
- Support Member States, European Union institutions, Bodies, Offices and Agencies to improve their capabilities on the prevention, detection, analysis of and response to cyber threats and incidents;
- Support operational communities, such as Computer Security Incident Response Teams (CSIRTs), in the area of security incident handling and response;
- Facilitate operational cooperation among Member States, European Union Institutions, Bodies, Offices, Agencies and between stakeholders, including the development and improvement of Standard Operational Procedures;
- Support the management, including crisis communication of cross-border large-scale incidents and crises (Cyber Crises Management);
- Assist with the design, deployment and maintenance of EU cybersecurity certification schemes and the EU cybersecurity certification framework;
- Support national market surveillance authorities in identifying products with significant cybersecurity risks, cybersecurity supervision, as well as identifying emerging cybersecurity risks and trends in products with digital elements;
- Conduct market analyses for both the supply and demand side;
- Support the establishment and take-up of European and International standards for risk management and for the security of ICT products, ICT services and ICT processes;
- Support in the threat assessments and risk analysis in the area of cybersecurity, including emerging technologies;
- Support in raising public awareness of cybersecurity risks and provide guidance on good practices, in cooperation with the Member States, European Union institutions, bodies, offices and agencies and industry;
- Support European Union institutions, bodies, offices and agencies and the Member States on research needs and priorities in the field of cybersecurity;
- Support the development and maintenance of platforms related to the core operational activities of ENISA;
- Take on additional tasks as required in the interest of the service.

The successful candidate(s) will also be required to act and abide by [ENISA's core values](#).

4. REQUIRED QUALIFICATIONS AND EXPERIENCE

Who can apply?

To be considered eligible, candidates must satisfy all the **eligibility criteria** listed below:

Eligibility criteria

1. Be a national of an EU Member States or of the Member States of the European Free Trade Area (EFTA) or, be a national of a third country public authority with whom ENISA has a working arrangement;
2. Have at least three years' experience of administrative or legal or scientific or technical or advisory or supervisory functions;

3. Have worked for their employer on a permanent or contract basis for at least 12 months before the secondment;
4. Remain in the service of that employer throughout the period of secondment;
5. Be able to produce evidence of a thorough knowledge of one of the languages of the European Union and of a satisfactory knowledge of another language of the European Union to the extent necessary for the performance of the candidate's duties. An SNE from a third country must produce evidence of a thorough knowledge of one of the European Union languages necessary for the performance of the candidate's duties: the working language used within the Agency is English.

5. WHAT ARE THE SELECTION CRITERIA?

We are looking for you if you meet the eligibility criteria above and if you have:

1. Proven professional experience and knowledge relevant to at least 1 (one) operational activity as described in section 3.1 of [ENISA SPD 2025-2027](#) (operational activities are activities 1-8);
2. Ability to work cooperatively with others in multicultural teams and across organisational boundaries;
3. Ability to prioritise and to organise activities/tasks/resources to deliver on several projects in parallel;
4. Strong communication skills in English, both orally and in writing and ability to communicate clearly and effectively with internal and external stakeholders.

6. WHAT ARE THE CONDITIONS OF SECONDMENT?

The framework for the Seconded National Experts (SNEs) at ENISA is defined in [Decision No MB/2013/15](#) of the Management Board of the European Union Agency for Cybersecurity laying down rules on the secondment of national experts (SNE) to the Agency and [ED Decision 88/2018](#) on the procedure for the selection of Seconded National Experts (SNEs) at ENISA. Seconded National Experts (SNEs) are staff employed by a national, regional or local public administration who are seconded to the Agency so that it can use their expertise in a particular field. ENISA may avail of cost-free seconded national expert under certain conditions and in line with Article 2 of the MB Decision 2013/15 or SNEs for whom ENISA may pay the daily allowance and monthly subsistence allowance. For the exact conditions of applicability, we invite you to refer to the Management Board Decision No 2013/15.

SNEs must have worked for their employer on a permanent or contract basis for at least 12 months before their secondment and shall remain in the service of that employer throughout the period of secondment. The SNE's employer shall thus undertake to continue to pay their salary, to maintain their administrative status (permanent official or contract staff member) throughout the period of secondment and to continue to be responsible for all their social rights, particularly social security and pension rights. An SNE is eligible to a daily subsistence allowance of **173.30 EUR**⁴ and a monthly subsistence allowance paid by ENISA. SNEs may be eligible to reimbursement of the cost of their travel between their place of origin and the place of secondment at the beginning and end of their secondment.⁵

The initial period of secondment may not be less than six months or more than two years. It may be renewed one or more times, up to a total period not exceeding four years. Exceptionally, where the interests of the service warrant it,

⁴ Allowances are subject to correction coefficient which are reviewed yearly with retroactive effect from 1 July. The current correction coefficient applicable for Greece is 86% while for Brussels is 100%. Therefore, the allowance will be adjusted accordingly to the place of secondment.

⁵ For third country candidates, this will be considered on a case-by-case basis.

the Executive Director may authorise one or more extensions of the secondment for a maximum of two more years at the end of the four-year period.

For specific posts, the successful candidate(s) will be required to hold, or be in a position to obtain, a valid Personnel Security Clearance Certificate (national or EU PSC at SECRET UE/EU SECRET level). Personnel Security Clearance Certificate (PSCC) means a certificate issued by a competent authority establishing that an individual is security cleared and holds a valid national or EU PSC, and which shows the level of EUCI to which that individual may be granted access (SECRET UE/EU SECRET), the date of validity of the relevant PSC and the date of expiry of the certificate itself.

7. THE APPLICATION

Candidates should send their applications (CV in Europass⁶ format and motivation letter, both documents in English) to recruitment@enisa.europa.eu.

Your incoming application will be assessed against the eligibility and selection criteria. Upon positive outcome, the Agency will contact you for an interview.

After successful inclusion in the pool of potential candidates, ENISA may make an initial offer on the basis of available or open SNE posts which align or are close to your profile. Upon accepting the initial offer, candidates can submit their secondment request via their Permanent Representation or their third country competent authority.

Suitable candidates who were not selected after an interview may remain in the pool of interested candidates for future secondment opportunities.

8. EQUAL OPPORTUNITIES

As a European Union Agency, ENISA is committed to providing equal opportunities to all its employees and applicants for employment. As an employer, ENISA is committed to ensuring gender equality and to preventing discrimination on any grounds. It actively welcomes applications from all qualified candidates from diverse backgrounds, across all abilities, without any distinction on any ground such as sex, race, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, marital status or other family situation or sexual orientation, and from the broadest possible geographical basis amongst the EU Member States. In particular, ENISA encourages the applications of women for the positions where they are currently under-represented.

If you have a disability or medical condition that may hinder ability to sit the interview or written test, please indicate this in your application and let us know the type of special arrangements you need. If the disability or medical condition is developed after the deadline for the applications, you must notify us via email recruitment@enisa.europa.eu. Overall, ENISA strives to select, recruit, develop and retain, diverse talent workforce.

⁶ <https://europass.cedefop.europa.eu/documents/curriculum-vitae>.

9. DATA PROTECTION

All personal data shall be processed in accordance with Regulation (EU) No 2018/1725 of the European Parliament and of the Council (OJ L 295, 21.11.2018, p. 39–98) on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data. ENISA is supervised by EDPS, <http://www.edps.europa.eu>. For any further enquiries you may contact the Data Protection Officer at: dataprotection@enisa.europa.eu Candidates are invited to consult the [privacy statement](#) which explains how ENISA processes personal data in relation to recruitment selection processes.

