

SECONDED NATIONAL EXPERT- JOB PROFILE

Seconded National Expert (Preparedness and Deployment Unit/Deployment Sector)

Tasks and responsibilities:

Reporting to the Head of Sector and under the supervision of the Team Leader the main duties related to this position are:

- Contribute to the establishment, implementation and continuous improvement of deployment-related processes across all phases, from the analysis of operational requests to the execution of deployments, redeployments and rotations of Standing Corps Officers.
- Liaise with internal and external stakeholders, including operational divisions, HR, Standing Corps hierarchy, contributing countries and field structures, ensuring coherence, accountability and service-oriented delivery, to enhance deployment efficiency.
- Support the identification and matching of suitable officers for deployment, taking into account operational needs, profiles, availability and applicable rules.
- Coordinate deployment preparation, follow-up and rotation-related actions, including urgent or ad hoc operational requirements.
- Provide guidance and support to colleagues and stakeholders in building strong and productive working relationships in deployment planning and field team management (generation and management of Standing Corps field teams).
- Contribute to the development and consistent application of operational procedures, workflows and practical solutions related to deployment management.
- Manage and support handling of urgent operational challenges including last-minute replacements, redeployments, extensions, or surge redeployments due to reinforcements.

Selection criteria:

Professional qualifications, competencies and experience required:

Essential:

- At least 8 years of progressively responsible experience in law enforcement, border management, and operational coordination
- Sound knowledge of EU institutional and operational frameworks relevant to Frontex activities
- Proven professional experience in planning, coordinating or implementing deployments, redeployments, rotations or equivalent operational staff movements
- Proven ability to coordinate multiple stakeholders and manage competing priorities in a dynamic operational environment
- Strong coordination and organisational skills, with the ability to support timely operational decision-making in a dynamic environment

- Strong written and verbal communication skills, including drafting abilities, with the capacity to produce clear, concise and well-structured operational and administrative outputs

Assets:

- Experience in international missions or cross-border operations
- Familiarity or previous experience with Standing Corps operational frameworks and deployment processes
- Advanced knowledge of crisis management and rapid response deployments
- Experience working with operational planning and coordination tools or systems (e.g. deployment management platforms), supporting data-driven decision-making and efficient resource allocation

Personal skills & competencies required:

- Excellent communication skills, both verbal and written, with the ability to interact effectively with diverse stakeholders
- Strong decision-making and problem-solving skills, particularly in fast-paced operational environments
- Ability to adapt to evolving operational needs and respond efficiently to urgent deployment challenges
- High level of personal integrity, accountability, and commitment to professional ethics