

Position Name: Head of Hybrid Threats and Cyber Security Component	Employment Regime: Seconded	
Ref. Number: MOL 11	Location: Chisinau	Availability: 10 February 2026
Component/Department/Unit: Operations Department/Hybrid Threats and Cyber Security Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Head of Hybrid Threats and Cyber Security Component reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the work and staff of the Component in the implementation of the Mission mandate as set out in the Mission's Operation Plan and relevant planning documents;
- To develop strategies in the field of responsibility and set corresponding priorities for the Component;
- To coordinate the work of staff in the field of advising on hybrid and cyber modus operandi, including responses and preventive aspects;
- To oversee the Component's input to the development and regular updating of the Mission Implementation Plan by supporting the identification of relevant Mission operational requirements;
- To ensure consistency and sustainability of the Mission operational activities over time;
- To oversee the Component's contribution to the Mission's internal and external reporting against benchmarking;
- To work in close cooperation with the other Mission Components and advisers;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To facilitate liaison with Member States and like-minded agencies;
- To act as the representative of the Component with external interlocutors as required;
- To deputise for the Head of Operations when so appointed by the Head of Operations;
- To identify, manage and report the risks arising from the specific processes, systems and projects;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g.

Master's Degree **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**

- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years at coordination/management level.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of civilian structures involved with prevention of and responses to antagonistic hybrid- and cyber modus operandi;
- Ability to exercise collaborative, sound and effective leadership;
- Ability to manage, mentor and motivate a professionally diversified and multicultural team;
- Ability to establish plan, and review priorities;
- Ability to communicate and engage with senior officials and governmental decision makers;
- Experience in the handling of sensitive and confidential information, ensuring compliance with data protection standards.

6. Desirable Qualifications and Experience:

- Management experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analysis in a governmental agency/Ministry or equivalent, planning and reporting as well as a sound understanding of strategic and operational considerations;
- International experience, particularly in crisis, post-crisis or transitory areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Romanian or/and Russian language.