

Position Name: Senior Adviser Hybrid Threats	Employment Regime: Seconded	
Ref. Number: UAO 171	Location: Kyiv	Availability: 01 Jun 2026
Component/Department/Unit: Operations/National Security Component/Hybrid Threats Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line:

The Senior Adviser on Hybrid Threats reports to the Head of Hybrid Threats Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To support the sustainable development of relevant Ukrainian counterparts in the field of countering hybrid threats—particularly the National Security and Defense Council, the Security Service of Ukraine, the Foreign Intelligence Service of Ukraine, and the State Service of Special Communications and Information Protection of Ukraine—by providing strategic advice and identifying sustainable training and equipment needs.
- To support counterparts in developing strategies and policies aligned with EU standards and best practices for strengthening resilience to hybrid threats.

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 police or military equivalent education or training and rank; AND
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Good knowledge of hybrid threats, including concrete strategic- or operational-level experience gained in a governmental agency or an equivalent institution.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and international organisations.
- Knowledge of the EU policy framework for enhancing resilience to, and countering, hybrid threats;
- Experience in developing hybrid-threat scenarios;
- Expertise in the field of national security, including relevant knowledge of the work of security and intelligence agencies.

7. Desirable Knowledge, Skills and Abilities:

- Russian and/or Ukrainian language.