**JOB DESCRIPTION**

**PART 1 - JOB IDENTIFICATION**

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| **ORGANIZATION:**  Hybrid CoE | **LOCATION:**  Helsinki / FINLAND |
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| JOB TITLE:CHIEF ANALYST OF HYBRID THREATS | NATIONALITY:- |
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## PART 2 - DUTIES

1. **Post Context:**

The function of Chief Analyst of Hybrid Threats is to establish appropriate capacity for the Secretariat to analyse, consult, train and educate in the field of hybrid threats as a strategic and political matter relevant to countering these threats.

To ensure the implementation of the Memorandum of Understanding (MOU), he/she will perform his/her duties in order to develop the Centre’s work programme in one of its functions (three Communities of Interest, Research & Analysis and Exercises & Training).

1. **Reports To:**

He/she reports to the relevant function director at the Hybrid CoE.

**c. Main Duties:**

1. Responsible for gathering best practises on countering hostile state influence from participating countries, compiling it and drawing policy recommendations based on these practices
2. Contributes to Centre’s work programme on the relevant community of interest or in the field of research and analysis and of training and exercises and the management of the function itself.
3. Liaises with relevant EU and NATO entities in order to develop expertise and understanding on the character of hybrid threats and possibilities to counter them at EU/NATO level.
4. As directed, acts as instructor/briefer/lecturer and delivers specific classes
5. As directed, participates in international meetings, conferences, seminars, workshops.

**d. Additional Duties:**

1. The incumbent of the post may be required to perform other related duties as directed.

**PART 3 – QUALIFICATIONS**

1. **Essential Qualifications:**
2. Professional

Staff Officer or civilian with **extensive knowledge on analysing hybrid threats and international security policy with expertise either on international law and the normative framework for hybrid threats or on Chinese strategies and policies in the context of hybrid threats to be counted as a special asset.** A good institutional knowledge on the EU and/or NATO is another requirement. He/she should have diplomacy skills necessary to facilitate the work of a multinational Staff.

1. Education/Training

Senior level military education or civilian equivalent.

Academic qualification (master’s level or higher) in any of the subjects mentioned afore.

Completed professional training and/or refresher courses related to the cyber security.

PC operating skills.

1. Security Clearance:

EU/NATO SECRET or national equivalent.

1. Language (Listening, Speaking, Reading, Writing)

English.

1. **Desirable Qualifications:**
2. Professional

Previous international experience.

1. Education/Training

Academic education on any one of the subjects mentioned afore.

1. Language (Listening, Speaking, Reading, Writing)

Any other foreign language except English.

**c. Remarks: NIL”**