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Answer given by High Representative/Vice-President Kallas
on behalf of the European Commission
(20.10.2025)

European External Action Service (EEAS) recruitments and selections are based on merit whilst ensuring adequate geographical and gender balance.

The selection procedure for Ambassador posts in EU Delegations is a thorough and inclusive one: candidates need to have a thorough knowledge and understanding of the country they apply for as well as EU policies and instruments, solid diplomatic experience and proven management skills in order to be able to manage a multinational and multicultural team.

The above are extensively tested through interviews by panels consisting of representatives of the EEAS, the Commission, the Council and two Member States, as well as by independent external consultants with regards to leadership skills.

The final decision rests with the High Representative/Vice-President (HR/VP) who is institutionally empowered to nominate the Ambassadors of the EU to third countries.

The HR/VP is committed to achieving better gender and geographical balance. In this context, the EEAS, in its contacts with Member States at all levels (Romania included), encourages them to send a sufficient number of well-prepared candidates, including women applicants, who should apply for a wide selection of posts.

In 2024 unfortunately there was a small number of Romanian candidates, the majority of whom were interviewed but none was selected.

The EEAS strives for an inclusive service that is as geographically and gender-balanced as possible, and we are always ready to offer advice to Member States on the expected qualifications for positions but also on the recruitment process and how candidates can best prepare themselves.