

Associate, Defence Manufacturing Integrity – Ukraine

Place of work:	Kyiv, Ukraine
Employment rate:	up to 100%
Start date:	15 November 2025, or as soon as possible
Contract type:	1-year contract with possibility of extension
Other:	Must be based and eligible to work in Ukraine

Basel Institute on Governance

The Basel Institute on Governance is a hands-on centre of competence dedicated to promoting good governance and countering corruption for a more peaceful, just and sustainable world. Established in 2003 in Basel, Switzerland, the Institute works with partners worldwide to advance knowledge, practice and policy on anti-corruption, asset recovery and business integrity. With field operations worldwide, it has some 150 staff covering 32 nationalities. The Basel Institute is an Associated Institute of the University of Basel.

The Basel Institute has been working with and in Ukraine for over a decade, with engagements in both the corruption prevention and enforcement space. The Basel Institute is currently engaged in various programmes in Ukraine, including asset recovery, strengthening compliance of private, public and state-owned institutions, and collaborating closely with Ukrainian civil society. As part of an ongoing programme in the defence sector, the Basel Institute is seeking an Associate for our team, focusing on building integrity in the defence manufacturing sector.

Job description

We are seeking a highly qualified and motivated Associate, Defence Manufacturing Integrity to support the implementation of the Basel Institute's defence industry compliance and integrity programme in Ukraine. The Associate will provide in-depth advice and consultancy on technical, operational and market-related aspects of the defence industry. They will act as a bridge between existing compliance specialists and the Ukrainian defence industry, help to adapt international standards to the local context, engage stakeholders and provide practical insights into how Ukrainian defence companies operate. The role will involve outreach to defence manufacturers, interpretation of international and foreign procurement and compliance requirements for the Ukrainian context, and contributions to reports, workshops and guidance materials.

Key responsibilities

Advisory

- Map and engage Ukrainian defence companies (state-owned and private) relevant to project activities, with a focus on export-oriented firms.
- Provide insights into how defence companies are structured, governed and managed in practice (decision making, procurement, HR, trade unions).
- Support adaptation of EU/NATO procurement and compliance requirements to Ukrainian realities.
- Monitor changes in Ukrainian and EU legislation affecting defence sector governance, procurement and exports, and provide timely analysis.
- Contribute to development of practical guidance for defence companies.
- Provide input to reports, training modules and communication materials.
- Participate in consultations, interviews and workshops with defence sector stakeholders.
- Ensure all advice and analysis are aligned with Ukrainian legislation, EU defence procurement regulations and international best practices.
- Act as a cultural and technical bridge between international experts and Ukrainian defence practitioners.

Stakeholder engagement

- At the request of the Senior Specialist, Corruption Prevention and/or the Senior Advisor for Central and Eastern Europe, participate in coordination meetings, brainstorming sessions and workshops.
- Due to the multi-sectoral nature of the engagement, the Associate will engage with numerous colleagues within the Basel Institute.

Qualifications and skills

- Higher education in the defence industry, public administration, economics, law or engineering
- Minimum 3 years of experience in Ukraine's defence sector in technical, operational, governance or advisory roles (e.g., state-owned enterprises, private manufacturers, Ministry of Defence, industry associations)
- Familiarity with procurement, production or governance processes in defence companies
- Understanding of compliance and integrity challenges in Ukraine's state-owned and private defence industries, with preference for practical, hands-on experience
- Strong professional stakeholder network in Ukraine's defence industry
- Strong analytical and problem-solving skills with experience contributing to reports, assessments or guidance materials

- Ability to translate EU/NATO requirements into practical implications for Ukrainian companies
- Excellent communication and interpersonal skills, with the ability to collaborate effectively with diverse teams and stakeholders
- Excellent written and verbal Ukrainian; working knowledge of English is an asset.
- Strong analytical and reporting skills, with experience contributing to technical sections of reports or assessments
- Motivation to contribute to governance reform and integrity in Ukraine's defence sector as part of an international not-for-profit organisation
- Experience with defence technologies (e.g., drones, air defence systems, artillery, munitions) and/or involvement in state contracts with the Armed Forces or foreign defence agencies/companies is an asset.
- Knowledge of foreign defence technical standards is an advantage.
- Candidates who are veterans of the Ukrainian Armed Forces are particularly welcome.

Offer

We offer an interesting and rewarding working environment with a proactive, dynamic and international team spirit. The work is both routine and varied and offers scope for initiative and innovation. The salary is competitive.

Application

Please submit your application at your earliest convenience, but no later than **18:00 CET on 14 November 2025**, using the following link: <https://intranet.basel.institute/job/apply/60>. Applications will be reviewed on a rolling basis.

For further information about this position, please contact yuliia.brusko@baselgovernance.org.

*** Why work with us? Watch this [video](#) to find out more. ***

Equal opportunity employer

The Basel Institute is an equal opportunity employer. It does not discriminate on the basis of race, religion, colour, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, merit, and business need.