On behalf of the German Federal Government, represented by the Foreign Office, ZIF recruits, trains and deploys (seconds) German civilian experts for multilateral organizations and their missions. In 2019, ZIF seconded 194 experts to international and regional organizations.

- **194 Secondments**
- ...to 52 offices/missions...
- ...in 31 countries

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**Number of Secondees**

- EU: 93
- OSCE: 83
- UN & UN OCHA: 4
- NATO: 6
- Council of Europe: 2
- OAS: 2
- Other: 4

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**Areas of Expertise**

- Democratization
- Security Sector Reform
- Rule of Law
- Mission Management
- Capacity Building
- Monitoring & Verification
- Human Rights
- Political Support

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*Number of filled seconded positions in 2019  ** Selected areas of expertise