

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

CRT deployment to EUCAP SAHEL Niger

Organisation:	EUCAP SAHEL Niger			
Job Location:	Bamako, Mali			
Availability:	As indicated below			
Staff Regime:	CRT/MS short term Expert			
Job Titles/ Vacancy notice	Ref.	Name of the post	Location	Available on
		Mission Liaison Officer to Mali (Police) (1)	Bamako, Mali	ASAP
		Mission Liaison Officer to Mali (Criminal Justice) (1)	Bamako, Mali	ASAP
Deadline for applications:	7 February 2013 COB			
E-mail address to send the Job Application Form/CV:	<u>cpcc.crt@eeas.europa.eu</u>			
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability, CPCC,</p> <p>Ms Ulla Bergqvist cpcc.crt@eeas.europa.eu</p>			

Seconded Personnel – Only personnel nominations received through official channels from Member States will be considered. The Mission will cover the daily allowances and high-risk insurance (the Vanbreda's Group insurance facility which is the same policy applicable to all EUCAP SAHEL Niger International staff members and covers medical care, accidental death & disability benefits amongst other benefits). All other personnel-related costs for those seconded are the responsibility of the contributing Member States, including salaries, pre-mission medical care, travel expenses to and from the Mission area (including home leave), and allowances other than those paid according to the Council document 7291/09 (10 March 2009).

Tour of Duty/Contract Period – The duration of the deployment should initially be for 3 months.

The Civilian Planning and Conduct Capability (CPCC) requests that Member States propose candidates for the following international expert positions to reinforce the EUCAP SAHEL Niger liaison element in Mali, according to the requirements and profiles described below:

A. Essential requirements

Member States are requested to ensure that the following essential requirements are strictly met and accepted in respect of civilian international experts to the Mission.

Citizenship – Citizenship of a Member State of the European Union (EU) and full rights as a citizen.

Integrity – The participants must maintain the highest standards of personal integrity, impartiality and self discipline within the Mission. Participants are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information relating to the Mission or respective tasks and activities. The participants shall carry out their duties and act in the interest of the Mission.

Negotiation Skills – The participants must have excellent negotiating skills and the ability to work professionally in a stressful and diverse environment.

Flexibility and adaptability – Be able to work in arduous conditions with a limited network of support and with unpredictable working hours and a considerable workload. Ability to work professionally as a member of a team, in task forces and working groups with mixed composition (e.g. police, judicial, civilian and military staff). Be able to cope with extended separation from family and usual environment.

Availability – To undertake any other administrative tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of the Mission.

Physical and mental health – Physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission. To ensure duty of care in a non-benign environment, selected personnel should, in principle, be under the normal age of retirement in EU Member States.

Ability to communicate effectively in French and English – Applicants must be fully fluent in written and spoken French and English. Report writing skills are especially needed.

Computer Skills – Skills in word processing, spreadsheet and E-mail systems are essential. Knowledge of other IT tools will be an asset.

Training – eHest (<https://webgate.ec.europa.eu/eeas/ehest/login/signup.php>) / Hostile Environment Awareness Training as required.

Serious deficiencies in any of these essential requirements may result in repatriation/termination of the secondment.

B. Recommendable requirements

Knowledge of the EU Institutions – To have knowledge of the EU Institutions and international standards, particularly related to the Common Foreign and Security Policy (CFSP), including the European Security and Defence Policy (CSDP).

Knowledge of the region – To have a good knowledge of the history, culture, social and political situation of the region. To have knowledge of the police, judiciary and governmental structures (distinct advantage).

Training and experience – To have attended a Civilian Crisis Management Course or have participated in an CSDP Mission (desirable).

C. Essential documents for selected candidates

Passport – The participants must obtain a passport from the respective national authorities valid for at least 2 years. If possible, a Service Passport or Diplomatic Passport should be issued.

Visas – Member States and Mission members must ensure that visas are obtained for entry into the Mission area prior to departure from their home country. It is also essential to obtain any transit visas, which may be required for passage through countries en route to the Mission.

Security clearance required – The selected candidate will have to be in possession of the necessary level of security clearance, as indicated in the respective job description, when deployed. The original certificate of the national security clearance must accompany deployed seconded experts.

Certificate/Booklet of vaccination – To be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunizations received. To be vaccinated according to the required immunizations for the Mission area.

Medical certificate – All selected personnel should undergo an extensive medical examination and be certified medically fit for Mission duty by a competent authority from the Member State. A copy of this certification must accompany deployed seconded/contracted personnel.

Driving license – Be in possession of a valid – including Mission area – civilian driving license for motor vehicles (Category B or equivalent). Category C driving license (desirable). Able to drive any 4-wheel drive vehicle.

D. Additional information on the selection process

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The CPCC encourages Member States and European Institutions to take this into account when offering contributions.

Application form – Applications will be considered only when using the standard Application Form (Annex 2) to be returned in Word-format, and indicating which position(s) the candidate is applying for.

Selection process – The candidates considered to be most suitable will be short-listed and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by phone, before the final selection is made.

If seconded candidates are required to travel to Brussels location for interviews, the Member State will bear any related costs.

Information on the outcome – Member States will be informed about the outcome of the selection process after its completion.

E. Job descriptions

The current reporting lines of the following job descriptions might be subject to modification based on operational requirements and in line with the principles set out in the OPLAN.

Mission Liaison Officer to Mali (Police)

(1 position)

Duty Station: Bamako

Security Clearance Level: EU Secret

Availability: As soon as possible

The Mission Liaison Officer (**Police**) to Mali reports to the EUCAP SAHEL Niger Head of Mission.

Main tasks

In coordination with the other EUCAP SAHEL liaison elements in Mali

- Act as a Mission representative in Mali.
- Help to develop regional awareness and help identify possible future actions, in particular an extension of EUCAP SAHEL Niger to Mali, and, as appropriate, other possible EU contributions to the Region, in accordance with the EU Sahel Strategy.
- Interact with government officials at appropriate levels and representatives of local and international organisations making good use of existing structures and available knowledge and expertise.
- Monitor the security situation in Mali as relevant for the mission.
- Assess requirements of Malian authorities in reconstituting its security sector and related capabilities, notably in view of maintaining the Rule of Law and effectively fighting against terrorism and organised crime.
- Assess more specifically requirements of Mali security forces and opportunities for relevant support through CSDP engagement.
- As appropriate and in coordination with other EU instruments and projects,
 - provide initial rapid support to the Malian authorities in increasing their capacities to react to the heightened risk of terrorist infiltration and attacks in particular in Bamako, through training, advice and mentoring,
 - provide initial rapid support to the security forces in view of their re-deployment in the North, to provide security and fight terrorism effectively after the territory has been re-gained, in particular with regard to the arrest, detention and investigation of terrorist offenses, through training, advice and mentoring,
 - contribute to raising awareness of Malian security forces and law enforcement agencies on respecting the rule of law and human rights.
- Liaise with national and international NGOs and civil society operating in the field of Security and Rule of Law in Mali.
- Promote coordination between Mali and other countries in the region as regards their fight against terrorism and organised crime, especially in view of effective information exchange, notably through the 'Collège Sahélien de Sécurité'.
- Liaise with the Head of Delegation in Bamako and assist him/her as appropriate on security sector issues in line with the Mission's mandate, and in maintaining relations and coordinating with relevant national and international counterparts such as EU Member States' and partners' Defence Attachés/Security advisors, in Bamako.
- Closely coordinate and seek complementarities with other EU programmes and instruments, notably with the future EUTM Mali and the CT SAHEL project.

- Contribute to the wider exchange of information with Mali as well as amongst EU actors and international stakeholders.
- Undertake any other related tasks as required by the Head of Mission.

Qualifications and Experience

- Senior Police Officer or gendarme with counter terrorism expertise.
- Experience in Counter Terrorism.
- Relevant university or equivalent professional degree.
- At least 10 years of significant experience within the security sector.
- Experience of operations/missions and/or cooperation in Africa will be desirable.
- Work experience in international organizations and/or multinational operations will be desirable.
- Good understanding and ideally direct experience in the European Institutions and CFSP/CSDP.
- Excellent skills in written and spoken French (mandatory) and English.
- Good interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

Mission Liaison Officer to Mali (Criminal Justice)

(1 position)

Duty Station: Bamako

Security Clearance Level: EU Secret

Availability: As soon as possible

The Mission Liaison Officer (**Criminal Justice**) to Mali reports to the EUCAP SAHEL Niger Head of Mission.

Main tasks

In coordination with the other EUCAP SAHEL liaison elements in Mali

- Act as a Mission representative in Mali.
- Help to develop regional awareness and help identify possible future actions, in particular an extension of EUCAP SAHEL Niger to Mali, and, as appropriate, other possible EU contributions to the Region, in accordance with the EU Sahel Strategy.
- Interact with government officials at appropriate levels and representatives of local and international organisations making good use of existing structures and available knowledge and expertise.
- Assess more specifically requirements of Mali's criminal justice system in the field of counter-terrorism and organised crime and opportunities for relevant support through CSDP engagement.
- As appropriate and in coordination with other EU instruments and projects,
 - provide initial rapid support to the Malian criminal justice system to beef up its CT capacity (collection of evidence, investigation, prosecution, transfer of detainees, pre-trial detention) to deal with the aftermath of the military operation, especially in the North, through training, advice and mentoring,
 - provide advice in the setting-up of the specialised counter-terrorism judicial pole in Bamako, in close coordination with other EU and international actors,
 - contribute to raising awareness of Malian law enforcement agencies and judiciary on respecting the rule of law and human rights.
- Liaise with national and international NGOs and civil society operating in the field of Security and Rule of Law in Mali.
- Promote coordination between Mali and other countries in the region as regards judicial cooperation in criminal matters and the fight against terrorism and organised crime, especially in view of effective information exchange, notably through the 'Collège Sahélien de Sécurité' and the UNODC Sahel judicial platform.
- Liaise with the Head of Delegation in Bamako and assist him/her as appropriate on criminal justice issues in line with the Mission's mandate, and in maintaining relations and coordinating with relevant national and international counterparts such as EU Member States' and partners' justice experts in Bamako.
- Closely coordinate and seek complementarities with other EU programmes and instruments, notably with the future EUTM Mali and the CT SAHEL project.
- Contribute to the wider exchange of information with Mali as well as amongst EU actors and international stakeholders.
- Undertake any other related tasks as required by the Head of Mission.

Qualifications and experience:

- University degree in law and qualified judge or prosecutor or investigator.
- At least 10 years relevant work experience of which at least 5 years of professional legal experience in the related field (CT experience necessary).
- Experience in developing legislative frameworks and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures, including criminal investigations and prosecution.
- Excellent legal drafting skills.
- Experience working as a CT prosecutor, judge or investigator.
- Knowledge of international and European human rights standards.
- Work experience of international organizations and/or multinational operations will be desirable.
- Good understanding and ideally direct experience in the European Institutions and CFSP/CSDP.
- Excellent skills in written and spoken French (mandatory) and English.
- Good interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.
