

EUROPEAN EXTERNAL ACTION SERVICE



ANNEX 1

EU Police Mission and its Justice Interface in the Democratic Republic of the Congo (EUPOL RD Congo)

Advertisement for EU Seconded Visiting Experts

Organisation:	EUPOL RD Congo		
Job Location:	Kinshasa		
Availability:	As indicated below		
Staff Regime:	As indicated below		
Job Titles/Vacancy Notice:	Reference	Name of the post	Proposed Period of Deployment
	VTERDC 002	Weapons and Ammunition Management Trainer	18/05/2013 - 25/05/2013
	VTERDC 003	Mobile Response Units Trainer	12/05/2013 - 01/06/2013
	VTERDC 004	Mobile Response Units Trainer	12/05/2013 - 01/06/2013
	VTERDC 005	Mobile Response Units Trainer	12/05/2013 - 01/06/2013
	VTERDC 006	Trainer on Urban Violence Response Teams	09/06/2013 - 06/07/2013
	VTERDC 007	Trainer on Urban Violence Response Teams	09/06/2013 - 06/07/2013
	VTERDC 008	Trainer on Urban Violence Response Teams	09/06/2013 - 06/07/2013
Deadline for applications:	Friday, 26 April 2013		
E-mail address to send the Job Application Form/CV:	cpcc.eupolrdcongo@eeas.europa.eu		
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Ms Caroline SWAGEMAKERS e-mail: cpcc.eupolrdcongo@eeas.europa.eu		

Seconded Personnel – Only personnel nominations received through official channels from EU Member States will be considered. The Mission pays the daily allowances for Visiting Experts, the travel costs to and from the place of deployments reserved by the Mission and any duty travel undertaken by Visiting Experts while on deployment. Each EU Member State bears the salary and other costs related to the Visiting Experts put at the Mission's disposal, according to Council document 8551/12 (4 April 2012).

Tour of Duty – The duration of the deployment is indicated in the Job Descriptions.

The Civilian Planning and Conduct Capability (CPCC) requests that EU Member States propose candidates for the following international Visiting Experts' positions for EUPOL RD Congo, according to the requirements and profiles described below.

A. Essential requirements

EUPOL RD CONGO is a French-speaking Mission.

EU 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 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.

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 – Mission members must be fully fluent in written and spoken French. English report writing skills would be an asset.

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

Training – eHEST (<https://webgate.ec.europa.eu/eeas/ehest/login/signup.php>) or HEAT is 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, including the European Security and Defence Policy.

Knowledge of the Mission area – To have a good knowledge of the history, culture, social and political situation of the country. To have a good knowledge of the police structures (distinct advantage).

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

Language skills – Knowledge of English or local languages will be an asset.

C. Essential documents for selected candidates

Passport – The participants must obtain a passport from the respective national authorities. However, seconding EU Member States should preferably provide their personnel with a service/diplomatic passport, and agree to have them accredited to their Embassies or Consulates as appropriate in the region.

Visas – EU 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 – It is desirable that the selected candidate possesses the necessary level of security clearance (*EU Restricted*) when deployed.

Certificate/Booklet of vaccination – EU Member States have ultimate responsibility for ensuring their Visiting Experts have adequate vaccinations consistent with the agreed "Medical Support Principles" (ARES 2011/290250).

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 EU Member State. A copy of this certification must accompany deployed seconded personnel.

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

D. Additional information on the selection process

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The Civilian Planning and Conduct Capability (CPCC) encourages EU Member States 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 will be selected by the Mission through the assessment of the applications and individual interviews. 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/Mission Headquarters location for interviews, the EU Member State will bear any related costs.

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

WEAPONS AND AMMUNITION MANAGEMENT TRAINER

(VTERDC 002)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 18/05/2013 to 25/05/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Establish the necessary documents to identify and manage stockpiles of weapons and ammunition in a police unit;
- Develop, implement and enforce procedures for packaging and good storage of armament in a police unit.

Qualifications and Experience:

- Medium rank Police Officer;
- Proficiency in IT management tools (inventory, orders ...);
- Being responsible for guns and ammunition;
- Having a gun and ammunition management specific training;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

MOBILE RESPONSE UNITS TRAINER

(VTERDC 003)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 12/05/2013 to 01/06/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Refresh/Improve the knowledge/skills already acquired by Police Officers on the standardisation of intervention techniques of mobile response teams and to assess the acquired training;
- Evaluate the Congolese National Police trainers already trained on mobile response;
- Improve autonomy and Congolese National Police ownership;
- Strengthen the operational capacity of these units;
- Standardise the tactical and technical implementation techniques.

Qualifications and Experience:

- Police Officer medium rank of Captain or Commander (or equivalent);
- Officer with command experience of a crowd control unit;
- Preparation of documents for operational management and control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

MOBILE RESPONSE UNITS TRAINER

(VTERDC 004)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 12/05/2013 to 01/06/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Refresh/Improve the knowledge/skills already acquired by Police Officers on the standardisation of intervention techniques of mobile response teams and to assess the acquired training;
- Evaluate the Congolese National Police trainers already trained on mobile response;
- Improve autonomy and Congolese National Police ownership;
- Strengthen the operational capacity of these units;
- Standardise the tactical and technical implementation techniques.

Qualifications and Experience:

- Police Officer minimum rank of Brigadier, Brigadier-chef or Brigadier-Major (or equivalent);
- Proven experience in crowd control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

MOBILE RESPONSE UNITS TRAINER

(VTERDC 005)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 12/05/2013 to 01/06/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Recycle/Improve the knowledge/skills already acquired by Police Officers on the standardisation of intervention techniques of mobile response teams and to assess the acquired training;
- Evaluate the Congolese National Police trainers already trained on mobile response;
- Improve autonomy and Congolese National Police ownership;
- Strengthen the operational capacity of these units;
- Standardise the tactical and technical implementation techniques.

Qualifications and Experience:

- Police Officer minimum rank of Brigadier, Brigadier-chef or Brigadier-Major (or equivalent);
- Proven experience in crowd control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER ON URBAN VIOLENCE RESPONSE TEAMS

(VTERDC 006)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 09/06/2013 to 06/07/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Organise a refresher training on urban violence response teams within the so-called "challenging neighborhoods";
- Complete the previous training and increase awareness about the use of non-lethal weapons;
- Organise training - improve the operational capacity of the intervention platoons;
- Test and evaluate Congolese National Police trainers;
- Implement collective intervention techniques in sensitive areas.

Qualifications and Experience:

- Police Officer minimum rank of Captain or Commander (or equivalent);
- Officer with command experience of a crowd control unit;
- Preparation of documents for operational management and control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER ON URBAN VIOLENCE RESPONSE TEAMS

(VTERDC 007)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 09/06/2013 to 06/07/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Organise a refresher training on urban violence response teams within the so-called "challenging neighborhoods";
- Complete the previous training and increase awareness about the use of non-lethal weapons;
- Organise training - improve the operational capacity of the intervention platoons;
- Test and evaluate Congolese National Police trainers;
- Implement collective intervention techniques in sensitive areas.

Qualifications and Experience:

- Police Officer minimum rank of Captain or Commander (or equivalent);
- Officer with command experience of a crowd control unit;
- Preparation of documents for operational management and control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER ON URBAN VIOLENCE RESPONSE TEAMS

(VTERDC 008)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 09/06/2013 to 06/07/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Organise a refresher training on urban violence response teams within the so-called "challenging neighborhoods";
- Complete the previous training and increase awareness about the use of non-lethal weapons;
- Organise training - improve the operational capacity of the intervention platoons;
- Test and evaluate Congolese National Police trainers;
- Implement collective intervention techniques in sensitive areas.

Qualifications and Experience:

- Police Officer minimum rank of Captain or Commander (or equivalent);
- Officer with command experience of a crowd control unit;
- Preparation of documents for operational management and control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).