

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Aviation Security Mission in South Sudan (EUAVSEC-South Sudan)

Organisation:	European Union Aviation Security Mission in South Sudan			
Job Location:	Juba			
Availability:	As soon as possible			
Staff Regime:	Seconded/contracted			
Job Titles/ Vacancy notice	Ref.	Name of the post	Location	Available on
	<u>Seconded/Contracted</u>			
	EUAVSEC 36	Aviation Security Trainer	Juba	ASAP
	EUAVSEC 40	Airport Security Mentor	Juba	ASAP
	EUAVSEC 41	Airport Security Mentor	Juba	ASAP
	EUAVSEC 42	Airport Security Mentor	Juba	ASAP
EUAVSEC 43	Airport Security Mentor	Juba	ASAP	
Deadline for applications:	28 June 2013			
E-mail address to send the Job Application Form/CV:	eeas-cpcc-euavsec-south-sudan@eeas.europa.eu			
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability, CPCC, Mr. Jørn Laursen / cpcc.cfc@eeas.europa.eu			

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from Member/Contributing States will be considered. Member/Contributing States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to document 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from Third Contributing States is not entitled to receive allowances paid according to document 7291/09 (10 March 2009).

Contracted Personnel – The Head of Mission may recruit international staff on a contractual basis as required, through an employment contract ⁽¹⁾. The employment contract with the Head of Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high risk insurance policy. Preference will be given to candidates seconded by Member States.

¹ Commission Communication on Specific Rules of Special Advisers entrusted with the implementation of operational CFSP actions and contracted international staff (C(2009) 9502 of 30 November 2009) sets out the conditions of employment of international contracted staff.

Tour of Duty/Contract Period – Subject to the adoption of the Council Decision of the Mission mandate and approving the appropriate Budgetary Impact Statement, the duration of the deployment should be of 12 months.

The Civilian Planning and Conduct Capability, CPCC, requests that Member/Contributing States propose candidates for the following international expert positions for the EUAVSEC South Sudan, according to the requirements and profiles described below:

A. Essential requirements

Member/Contributing 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), or of a Third Contributing State when foreseen for specific positions, 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 English – Mission members must be fully fluent in written and spoken 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.

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.

Training – eHest (<https://webgate.ec.europa.eu/eeas/ehest/login/signup.php>) or equivalent.

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

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 Common Security and Defence Policy.

Knowledge of South Sudan – 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).

Language skills – knowledge of local languages will be an asset.

C. Essential documents for selected candidates

Passport – The participants must obtain a passport from the respective national authorities valid for at least 2 years.

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, according to every 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.

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 Member/Contributing 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/Contributing States and candidates (for contracted personnel) 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 CONOPS/OPLAN.

Seconded/Contracted Positions:

Aviation Security Trainer (EUAVSEC 36)

Category : Mission Support Management Level

Duty Station: Juba, South Sudan

Security Clearance level: EU Restricted or equivalent

Main tasks

Under the supervision of the Senior Aviation Security Trainer, the Aviation Security Trainer will:

- Develop curricula for Aviation Security (AVSEC) training courses according to identified priorities;
- Plan, organise, conduct and evaluate AVSEC training at Ministry of Transport (MoT) (in association with Senior MoT Advisor) and airport level on the basis of the International Civil Aviation Organisation (ICAO) Security Standards (Annex 17 to the Chicago Convention), including computer based courses;
- Assist in the establishment of the National Aviation Security Training Programme (NCASC) for South Sudan (in association with Senior MoT Advisor) and Juba International Airport (JIA);
- Provide advice and assistance to the selection, recruitment, aptitude testing, and management of security staff;
- Prepare proposals for upgrading the aviation security structure and introduction of essential regulations and procedures as well as improvement of security procedures;
- Deliver expertise in all aviation security matters;
- Undertake any other tasks assigned by the Senior AVSEC Trainer.

Qualifications and Experience

- Progressively senior or supervisory roles in the aviation security sector and preferably with experience in providing specialist training;
- Qualification as ICAO, European Civil Aviation Conference (ECAC) or National Aviation Security Auditor or Trainer is desirable;
- Proven experience in Aviation Security at national and / or international level;
- International experience, particularly in Africa or other crisis areas with multinational and / or international organisations, ideally in an operational capacity with police or AVSEC development is desirable;
- Excellent interpersonal skills which will facilitate effective communication in a culturally and politically sensitive environment;
- Fluent level of written and spoken English with a demonstrated ability to deliver lectures and report effectively both orally and in writing is essential.

**Airport Security Mentor
(EUAVSEC 40 to 43)**

(4 positions)

Category : Mission Support Management Level

Duty Station: Juba, South Sudan

Security Clearance level: EU Restricted or equivalent

Main tasks

Reporting to the Senior Airport Security Advisor, the Airport Security Mentor will:

- Mentor the key operational security staff of Juba International Airport (JIA) in their daily management and operations, in close coordination with the aviation security advisors and trainers;
- Mentor the operational Aviation Security (AVSEC) screeners and officers working within the airport terminal and on patrol at JIA;
- Prepare proposals for upgrading of individual parts of the aviation security structure and introduction of essential regulations and procedures as well as improvement of security procedures;
- Maintain close, result-orientated working relationships with relevant local counterparts;
- Undertake any other tasks assigned by the Senior Airport Security Advisor.

Qualifications and Experience

- ICAO Aviation Security (AVSEC) Professional Management diploma or European Civil Aviation Conference (ECAC) diploma or certification as national or airport AVSEC auditor or trainer preferred;
- Alternative appropriate qualifications or professional training in policing, military or in aviation security may be accepted;
- Appropriate professional experience in a supervisory position at national and / or international level within the security sector, preferably in aviation security;
- Excellent interpersonal skills which will facilitate effective communication in a culturally and politically sensitive environment;
- Ability to establish priorities, coordinate and plan, whilst exercising control over the conduct of activities;
- International experience, particularly in Africa or other crisis areas with multinational and / or international organisations, ideally in an operational capacity is desirable;
- Fluent level of written and spoken English and ability to report effectively both orally and in writing is essential.