

EUROPEAN EXTERNAL ACTION SERVICE



ANNEX 1

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

Advertisement for seconded/contracted staff members

Organisation:	EUPOL RD Congo		
Job Location:	Kinshasa, Goma (Democratic Republic of Congo), in accordance with the assignment indicated on each job description		
Availability:	As indicated below		
Staff Regime:	As indicated below		
Job Titles/Vacancy Notice:	Ref.	Name of the post	Available on
	<u>Seconded/Contracted</u>		
	POLRDC 010	Civilian Justice Expert	ASAP
	POLRDC 019	Deputy Executive Secretary CSRP	31/08/2013
	<u>Seconded</u>		
	POLRDC 002	Deputy Head of Mission	ASAP
	POLRDC 007	Mission Security Officer / MSO	ASAP
	POLRDC 008	Inter-Pillar Expert	01/10/2013
	POLRDC 021	CSRP Legislation Expert	13/08/2013
	POLRDC 037	Judiciary Police Trainer	ASAP
	POLRDC 043	Senior Police Counsellor / Head of Station	ASAP
POLRDC 046	Gender, Sexual Violence, Human Rights and Child Protection Expert	ASAP	
Deadline for applications:	Friday, 28 June 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 – For seconded positions, only personnel nominations received through official channels from Member/Contributing Third States will be considered. Member/Contributing Third 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 Council document 7291/09 (10 March 2009). Personnel seconded from Contributing Third 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 contract¹). 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.

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

The European External Action Service (EEAS) requests that Member/Contributing Third States propose candidates for the following international expert positions for EUPOL RD Congo, according to the requirements and profiles described below:

A. Essential requirements

EUPOL RD CONGO is a French speaking Mission.

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 Contributing Third State 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 – Mission members must be fully fluent in written and spoken French. 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>) or equivalent.

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.

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 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 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 a CSDP Mission (desirable).

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

C. Essential documents for selected candidates

Passport – The participants must obtain a passport from the respective national authorities. Seconding Member/Contributing States should 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 – Member/Contributing 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 (EU SECRET or equivalent) when deployed. The original certificate of the national security clearance must accompany deployed seconded experts.

Unless mentioned otherwise in the specific job description, the **necessary level of security clearance** is:

- (1) EU Security Clearance to level SECRET; or
- (2) Equivalent level security clearance issued by a national security agency of a country with whom the GSC has a full security agreement or arrangement with; or
- (3) Equivalent level security clearance issued by a national security agency of a participating/contributing Third State with whom the GSC does not yet have a full security agreement but an agreement exists relating to the participation/contribution of that Third State which expressly addresses the obligations of that country towards the handling of EU CI.

Security equipment : Police officers shall be fitted with individual protection gears and armament, especially flack jackets (level 4) and bullet proof helmets, and their 9 mm duty side arm together with 100 rounds of ammo.

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

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 General Secretariat 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/Mission Headquarters location for interviews, the Member State will bear any related costs.

Information on the outcome – Member/Contributing States or candidates (for contracted personnel) will be informed about the outcome of the selection process after its completion.

Seconded/Contracted

CIVILIAN JUSTICE EXPERT (POLRDC 010)

(1 position)

Post level: Expert

Security Clearance: EU SECRET

Duty Station: Kinshasa (Capital)

Proposed deployment: ASAP

Main tasks:

- Under the supervision of the Head of Mission, to assist the advisors to the Kinshasa Crime Investigation, namely the "Serious Crimes Unit", in improving the crime investigation capacities of the CNP (Congolese National Police) Judiciary Police;
- To advise the CNP Crime Investigation Advisers on all legal matters related to crime investigation;
- In cooperation with the Kinshasa Crime Investigation Advisers, to identify shortcomings in the criminal procedural system and the overall civil criminal justice system;
- To help draft recommendations on improving the applicable criminal legislation;
- To monitor the handling of selected crime cases by the Kinshasa Crime Investigation Advisers up to the prosecutor in charge;
- To facilitate and establish interaction with relevant representatives from the prosecution in order to address shortcomings identified in the crime investigation;
- To propose appropriate solutions in order to improve the investigative skills and capacities of the Kinshasa crime investigators, notably within the "Serious Crimes Unit", and the law enforcement system in general;
- Any other tasks related to his/her specialisation as requested by the Head of Mission.

Qualifications and experience:

- To have an advanced University Degree in Law, preferably with the specialisation in criminal and criminal procedure law;
- To have a minimum of 8 (eight) years of professional experience in criminal legal matters, of which a minimum of 5 (five) years of experience in working as a judge, a public prosecutor or similar experience in crime investigation or criminal procedure;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multinational and international organisations, and to be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritize tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

**DEPUTY EXECUTIVE SECRETARY CSRP ("Comité de Suivi de la
Réforme de la Police" (POLRDC 019)**

(1 position)

Post level: Expert

Security Clearance: EU Secret

Duty Station: Kinshasa

Proposed deployment: 31/08/2013

Main Tasks:

- To work under the supervision of the Deputy Head of Mission;
- To provide expertise and act as a reference in the field of Security Sector Reform in his/her capacity as EUPOL staff supervisor within the CSRP ("Comité de Suivi de la Réforme de la Police") Executive Secretariat for the Mission Implementation Structure as well as for the external partners;
- To supervise the activity of EUPOL members of CSRP Executive Secretariat and in that capacity engage in the implementation of that structure;
- To be the Deputy Executive Secretary of the CSRP and in that capacity act as private adviser to the Executive Secretariat in the field of reform;
- To assure all necessary contacts with external bodies involved in the reform process;
- As EUPOL representative to participate in the meetings of the SSR;
- To centralize information and to be the focal point of EUPOL in the field of SSR;
- To be the EUPOL senior adviser in the field of SSR and in that capacity, support the Head of Mission in the drafting of the Action Plans;
- To carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Rank of Senior Officer or Senior Manager;
- To have proven experience in the field of SSR (desirable);
- Advanced University Degree in Police Sciences, Social Sciences, Law or equivalent University Degree;
- A minimum of 10 (ten) years of relevant professional experience;
- International experience particularly in crisis areas with multinational and/or international organisations (desirable);
- Knowledge of the Congolese Police and the DRC (desirable);
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience in Africa, particularly in crisis areas with multinational and international organisations (desirable).
- To be able to manage an important volume of work and to prioritize tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable);

Seconded

DEPUTY HEAD OF MISSION (POLRDC 002)

(1 position)

Security Clearance: EU Secret

Duty Station: Kinshasa

Proposed deployment: ASAP

Main Tasks:

- To report to the Head of Mission;
- To assist the Head of Mission in managing and coordinating the Mission operational activities;
- To assist the Head of Mission to command, coordinate, manage and control the Mission structure and services;
- To develop and implement all necessary activities and competences to achieve the objectives of the CSDP Mission, planning and maintaining timelines, allocating resources and coordinating the development of the activities to ensure progress and success of the mission mandate;
- To establish professional working relationships with relevant civilian and military personnel within designated organisations in the mission area, to facilitate the mutual exchange of necessary information, to allow effective co-ordination and co-operation between the Mission and other primary stakeholders international organisations and external partners;
- To assist the Head of Mission in the day-to-day management of CSDP Mission;
- To be responsible for staff and disciplinary matters in his/her area of responsibilities;
- To be responsible for all operational, logistical and functional aspects of the Mission as delegated by the Head of Mission;
- To undertake any other tasks required by the Head of Mission.

Qualifications and Experience:

- Rank of Senior Officer in a police force;
- An advanced University education in International Studies, Law, Political Sciences, Social Sciences, Public Administration, Diplomacy, policing or related field;
- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Experience in national or international assignments within staff functions, in particular planning and organisation of crisis management missions;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Fluency in both oral and written French;
- Working knowledge of English (desirable);
- Excellent interpersonal and communication skills and teamwork capabilities;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- Knowledge of Police and civil society, political and legal context in the DRC (desirable);
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

MISSION SECURITY OFFICER / MSO (POLRDC 007)

(1 position)

Post level: Mission Support Staff/Management Level

Security Clearance: EU SECRET only

Duty Station: Kinshasa (Capital)

Proposed deployment: ASAP

In line with the EU's Policy on the Security of EU staff deployed outside the EU in an operational capacity under Title V of the TEU (Field Security Policy) and under the authority of the Senior Mission Security Officer (SMSO), the MSO will

Tasks and responsibilities:

- Implement security requirements for EU-led civilian crisis management operations;
- Assist the SMSO in the development of the Mission Security Plan, and all supporting security and safety instructions and procedures;
- Assess the security situation and maintain updated security and contingency plans ensuring that plans for relocation/evacuation to safe havens are current and able to be utilised at short notice;
- Conduct or initiate security surveys of Mission members' personal protective security requirements, transport security, residential and office security;
- Ensure that all security and communications' equipment is kept up-to-date and in a state of operational readiness;
- Conduct regular security drills, communication tests and evacuation exercises;
- Provide briefings to new staff with regard to safety and security issues and ensure that all staff are properly prepared for emergencies;
- Establish liaison as directed and co-operative closely with other international organisations and national law enforcement agencies or other authorities in the member states and third states that the Mission might operate alongside;
- Provide comprehensive reports to the SMSO on any incidents affecting Mission staff and initiate necessary follow up action with the appropriate authorities;
- Generate and elaborate precise and accurate reports on information received that impacts upon the Mission, providing appropriate analyses and assessment of all pertinent information;
- Produce briefings and presentation relating to their sphere of work for the benefit of the Mission;
- Assist in the definition and implementation of the security and safety instructions for the Mission (including risk assessment/evacuation/extraction plans), analysing and assessing the threat level and maintain updated security and contingency plans for the relocation/evaluation;
- Report and assist the SMSO on the security level and state of alert for the Mission staff.
- Provide assistance and appropriate response to Mission members in respect of security measures, ensuring that all necessary actions are provided in support of any related situation, particularly in emergency cases;
- To be responsible for in-depth planning and execution of security operations;
- Travel to High Risk areas and conduct security duties;
- Undertake any other tasks required by the SMSO in support of the objectives of the Mission.

Qualifications and experience:

- - University Degree in Police Sciences, Military Sciences, Social Sciences, security or related fields (or undergraduate degree along with extensive previous experience in security management);
- - **or** a graduate from a military/police academy or civilian security organisation with specialised training in field operations, force protection and/or a demonstrable experience as a Mission Security Officer in a CSDP mission or EUSR team;
- - **or** equivalent combination of education, training and practical experience, preferably with substantial part of it in an international organisation involved in crisis management;
- In all cases professional experience must demonstrate increasing responsibility at management level in the civilian security field or in the military/police field, in particular with regard to the security/protection of personnel, facilities and assets;
- Minimum of 5 years of progressively responsible professional experience at management level in the civilian security sector in the military/police;
- Successful completion of the EU Mission Security Officer Certification Course (desirable);
- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- International experience of an ESDP/CSDP Mission desirable together with experience of multinational and international organisations / Missions;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Excellent organisational, planning, and time-management skills;
- Experience in planning and implementing projects;
- Good interpersonal skills, ability to work in a multicultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure and willingness to work extra hours when required;
- Solid knowledge of the Mission area and potential security threats;
- Ability to operate Windows and Power Point applications, including Word processing, e-mail, and spreadsheets (Excel);
- Civilian driving license class B and C;
- Working knowledge of English (desirable).

INTER-PILLAR EXPERT (POLRDC 008)

(1 position)

Security Clearance: EU Secret

Duty Station: Kinshasa

Proposed deployment: 01/10/2013

Main Tasks:

- To work under the supervision of the EUPOL SSR Coordinator;
- To work along with EUSEC RD Congo and Commission experts in a joint team in support of the SSR inter-pillar coordination mechanism, in close connection with the other international actors engaged in SSR;
- To support the SSR inter-pillar coordination mechanism in order to facilitate coherence and consistency between the EU actors and the Defense/Police/Justice sectors;
- To advise on the SSR overall strategy and policy to be devised by DRC, in accordance with the views of the Congolese government and in close connection with the other international actors engaged in SSR;
- To help the Congolese government devise the political and legal framework for the various security sectors, in accordance with the views of the Congolese government and in close connection with the other international actors engaged in SSR;
- To support the Head of CSRP ("Comité de Suivi de la Réforme de la Police") adviser on all issues relating to the SSR cross-pillar activities,
- To report to the Head of Mission on the SSR coordination issues, especially those concerning the police reform process and its justice interface.

Qualifications and experience:

- To have an advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training;
- To be an expert in internal security and law enforcement systems and/or in Foreign Affairs;
- To have a minimum of 3 (three) years of experience both in planning and organisational aspects at strategy or a proven academic and field experience in the area of security and foreign affairs;
- To be familiar with diplomatic protocol;
- Fluency in both oral and written French;
- Excellent interpersonal and communication skills and teamwork capabilities;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

CSRP ("Comité de Suivi de la Réforme de la Police") WORKING GROUP
"CNP LEGISLATION" EXPERT (POLRDC 021)
(1 position)

Security Clearance: EU Secret

Duty Station: Kinshasa (Capital)

Proposed deployment: 13/08/2013

Main tasks:

- To work under the supervision of the Deputy Head of Mission;
- To help record all documentation relating to the laws and regulations for the CNP (Congolese National Police);
- To help review and re-visit the current legal framework to fit it into the CNP reform and restructuring process;
- To assist the CNP in the conceptual and doctrinal framework underlying the CNP reform process;
- To assist in drafting regulations deriving from the "Loi Organique portant organisation de la CNP".
- To assist the CNP in outlining the future legal and professional status of police personnel;
- To help outline a timeline for implementation of the new laws and regulations;
- To provide his/her expertise regarding the reform and restructuring process of a law enforcement agency in his/her area of competence;
- To help the CSRP ("Comité de Suivi de la Réforme de la Police") Executive Secretariat adviser prepare the CSRP meetings relating to the topics dealt with by his/her Working Group;
- To report, through the Deputy Head of Mission/CSRP, to the Head of Mission on the developments relating to his/her Working Group;
- To carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- To have a rank of Junior Officer in a police service or to be a civilian with equivalent professional experience in Police matters;
- To have an advanced University Degree in Law or equivalent academic training (desirable);
- To have a minimum of 8 (eight) years of police management experience, with broad professional experience in police rules and regulations;
- To have proven analysis and drafting capacities;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multinational and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritize tasks;
- To possess a training in Civilian Crisis Management or having served in another CSDP Mission (desirable).

JUDICIARY POLICE TRAINER (POL RDC 037)

(1 position)

Security Clearance: EU SECRET

Duty Station: Mobile Team (Kinshasa)

Proposed deployment: ASAP

Main tasks:

- To work under the supervision of the training coordinator expert;
- To train and advise the CNP (Congolese National Police) on Judiciary Police issues;
- To assist and train the CNP in the crime investigation capability of the OPJ, notably the "Crime Unit", when operational;
- To advise and train the CNP on the OPJ capacity of the "Crime Unit" in investigating crimes, in order to enhance the effectiveness and efficiency of the crime police, in accordance with the local legal framework and with full respect for Human Rights;
- To assist and provide training in criminal procedures and reporting, in compliance with the DRC Criminal Procedural Code;
- To help develop a crime intelligence collection system and assist in gathering and updating criminal police data;
- To provide Training on how to collate process and analyse evidence, when appropriate;
- To perform any other task linked to his/her technical specification as requested by the Head of Mission.

Qualifications and experience:

- To have a rank of Lieutenant/Captain/Major/Inspector Chief in a police force;
- To have a degree or equivalent training in relevant police management, namely with crime investigation units and forensics;
- To have a minimum of 5 (five) years of police experience;
- To have experience in crime investigations and crime intelligence processing;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multinational and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritize tasks;
- To possess a training in Civilian Crisis Management or having served in another CSDP Mission (desirable).

SENIOR POLICE COUNSELLOR – HEAD OF STATION (POLRDC 043)

(1 position)

Security Clearance: EU SECRET

Duty Station: Goma (North Kivu)

Proposed deployment: ASAP

Main Tasks:

- To work under the supervision of the Deputy Head of Mission,
- To manage the Antenna of Goma at both operational and administrative levels;
- To be responsible for the administration of the international personnel and local staff within the Antenna of Goma;
- To assure all contacts with regional CNP (Congolese National Police) authorities and other partners in order to support the police reform process in eastern DRC;
- To provide expertise and act as a reference in the field of SSR (Security Sector Reform) in his/her capacity as Head of a EUPOL antenna for the Mission Implementation Structure as well as for the external partners;
- To participate in the Stabilisation and Reform plans established to support the stabilisation efforts in eastern DRC and help ensure proper linkages and harmonisation for the overall reform process of the Congolese Police;
- To supervise the linkage between the CSRPs and the various projects on SSR matters;
- To assure all necessary contacts with external bodies involved in the reform process;
- As EUPOL representative, to participate in the meetings of the SSR;
- To be the EUPOL Senior Adviser in the field of SSR and in that capacity, support the Head of Mission in the drafting of the Action Plans;
- To carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Rank of Senior Officer and proven experience in the field of SSR;
- Advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training (desirable);
- Minimum of 8 (eight) years of relevant professional experience;
- International experience particularly in crisis areas with multinational and/or international organisations (desirable);
- Knowledge of the Congolese Police and the DRC (desirable);
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Working knowledge of English;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience in Africa, particularly in crisis areas with multinational and international organisations (desirable);
- To be able to manage an important volume of work and to prioritize tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable);

**GENDER, SEXUAL VIOLENCE, HUMAN RIGHTS AND CHILD
PROTECTION EXPERT (POLRDC 046)**
(shared with EUSEC)
(1 position)

Security Clearance: EU Secret

Duty Station: Goma (North Kivu)

Proposed deployment: ASAP

Main tasks:

- To work under the supervision of the “Chef d’Antenne”;
- To provide technical assistance in the mainstreaming of gender and violence sexual issues in policies, programme and projects in support of EUPOL in the framework of the police reform and the strengthening of the CNP (Congolese National Police) capabilities;
- To be responsible for planning and for following up gender equality and sexual violence issues especially in the framework of the police reform and the strengthening of the CNP capabilities;
- To support and organise initiatives intended to raise the Congolese police, justice and army awareness on the gender and sexual violence issues;
- To promote and conduct projects in support of gender, sexual violence and child protection issues in the framework of the police reform and the strengthening of the CNP capabilities;
- To promote gender equality, equal opportunities in the framework of the police reform and the participation of women in conflict resolution, giving advice and guidance, setting standards for achievements and developing plans of action for the CNP;
- To contribute to promote policies aiming at ensuring a better protection of women in DRC;
- To organise and promote contacts and co-operation on gender and sexual violence issues with other international organisations and non-governmental organizations;
- To help advise and monitor compliance with commitments to equal opportunities in recruitment, reviewing policies and reporting on findings within the CNP;
- To help promote gender equality within the missions and assist the head of mission in defining training standards, content and material for the training of mission’s staff on gender-related issues;
- To provide expertise and act as a reference in the field of Human Rights and Child Protection within the police reform sector at the “Antenne de Goma” both for EUPOL and others external partners;
- To represent EUPOL in Human Rights and Child Protection coordination forums in order to ensure consistency between projects to be implemented in the field of the Congolese Police Reform;
- To maintain the necessary contacts with external bodies involved in the reform or service providers, on matters relevant to the area of Human Rights and child protection expertise;
- To provide information and statistics to EUPOL in the field of Human Rights and Child Protection;
- To exchange information with the experts of EUPOL posted at the SE/CSRP and assist in maintaining consistency between different SE/CSRP works/orientations and EUPOL “antenne de Goma” projects in the field of Human Rights and Child Protection;

- To carry out any other tasks as delegated by the Head of Mission;
- The position is shared with EUSEC RD Congo. It is the responsibility of EUSEC RD Congo to provide the relevant additional guidelines on the tasks to be performed in this framework.

Qualifications and experience:

- To have an advanced University Degree in Law and Social Sciences with focus on gender, sexual violence, Human Rights and Child Protection issues;
- To have knowledge of the latest international developments in gender methods, approaches and tools for mainstreaming gender and research in the field;
- To have good knowledge of the judiciary and the police issues in post-conflict areas and especially in DRC;
- To have international experience , particularly in a crisis zone, in the field of gender, human rights, sexual violence and child protection issues;
- To have experience in advising, seminars, training and project management as well as collaborations, changes and developmental work;
- To have experience working with international development tasks in other international organisations is desirable;
- To have proven experience in the field of Human Rights and Child Protection;
- Ability to coordinate and lead a working group;
- Ability to work with other entities on the same programme;
- Ability to initiate and promote projects with institutional and international partners;
- Formal/informal networking with other experts in gender, human rights or sexual; violence, as well as Child Protection matters at international level, experience from civilian crisis management operations will be an advantage;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Ability to work in a multicultural environment;
- Fluency in both oral and written French;
- Knowledge of English (desirable);
- To be able to manage an important volume of work and to prioritize tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).