

Annex 1

CALL FOR DEPLOYMENT OF ONE (1) CRT OR OTHER MEMBER STATE EXPERT TO SUPPORT THE CSDP MISSION IN LIBYA (EUBAM LIBYA)

Organisation:	EUBAM Libya		
Job Location:	Tripoli, Libya		
Availability:	As indicated below		
Staff Regime:	CRT/MS short term Expert		
Job Titles/ Vacancy notice	Ref.	Name of the post	Location
			Available on
	1 Project Engineer		Tripoli, Libya
Deadline for applications:	19 July 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>Mr Frank Borchers Phone: +32 (0)2 584 6906 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 Van Breda’s Group insurance facility which is the same policy applicable to all EUBAM Libya International staff members and covers medical care, accidental death & disability benefits amongst other benefits). Taking into account the critical security situation in Tripoli, the mission will exceptionally also cover accommodation. 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 and inside the Mission area (including home leave), and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Tour of Duty/Contract Period – The duration of the deployment should be up to 4 months with the possibility of extension on a month by month basis.

Leave – The holiday arrangements are set at a national level and subject to change. The national arrangements as applied for regular secondments to CSDP missions could be used as an indication for a proper holiday arrangement for CRT/Member State experts as well. Due to the nature of the short term assignment, it would be preferable that accrued holidays be taken after the deployment has ended. As a rule there is no leave included during CRT deployments. Any leave will be considered as interruption of service, there will be no allowances of any kind paid by the mission during any leave period and all travel costs related to the leave must be borne by the sending Member State or by the expert.

The Civilian Planning and Conduct Capability (CPCC) requests that Member States propose candidates for the following international expert position for EUBAM Libya, 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 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.

Training – Hostile Environment Awareness Training or equivalent (average of 4-5 days hostile environment training) mandatory. A certificate to this effect must be submitted prior to deployment.

B. Compulsory documents for selected candidates

Passport – Applicants must hold a valid passport from the respective national authorities valid for at least 2 years. Seconding Member States can alternatively provide their personnel with a Service Passport or Diplomatic Passport and agree to have them accredited to their embassies or consulates in the area of deployment as appropriate. Please be aware that there is a practice by airlines and Libyan border agencies to reject passports if the passport contains Israeli stamps.

Visas – Member States 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. Please note that the visa process for Libya is very strict and procedures for obtaining visa should be started as soon as possible after selection.

Security clearance required – The selected candidate must have a security clearance level EU SECRET or equivalent, 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). Ability to drive a 4-wheel drive vehicle.

C. 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, 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.

Project Engineer EUBAM LIBYA

Duty Station: Tripoli, Libya

Duration of deployment: 4 months

Start Date: 1 August 2013

Security Clearance Level: EU Confidential

Main Tasks:

Under the supervision of the Senior Mission Security Officer (SMSO), the Project Engineer:

Ensures that the activities related to the Mission Headquarters (HQ) Physical Security Upgrade Project, which he/she is responsible for, are consistently planned and executed according to SMSO directions.

- Assists the SMSO by overseeing the construction and/or installation of physical security measures related to the HQ. In this regard, he/she will:
- Provide approval of technical and structural specifications related to any new constructions.
- Supervise project works as the 'client' and conduct oversight of contractor operations pertaining to the construction/installation of physical security measures to ensure compliance with EU security standards.
- Calculate stresses and strain affecting proposed physical security structures, taking into account such factors as estimated load, blast and impact resistance, wind resistance, soil characteristics, temperature fluctuations and the nature of building materials to be used.
- Recommend solutions to unusual engineering problems that may arise during the project implementation phase.
- Evaluate, review and revise project documents, and analyse design specifications included in project proposals for accuracy, soundness, feasibility and cost.
- Contribute to project implementation reporting, especially with regard to design, technical, contractual and financial aspects.
- Advise the Head of Mission on the acceptance of works upon completion.
- Develop guidelines for the general planning and maintenance of physical security measures and facilities post implementation, in accordance with CFSP Facility Management Guidelines.
- Develop documentation for use in inspections of physical security measures post implementation and develop relevant Mission Standard Operating Procedures (SOPs).
- Undertake any other tasks assigned by the SMSO.

Qualifications and Experience

- University degree in Buildings Construction, Civil Engineering or Architecture mandatory, Structural Engineering Accreditation is desirable.
- Practical experience working as civil engineer. To have a minimum of 5 years of experience working as civil engineer, with experience managing physical security projects.
- High degree of personal initiative and willingness to accept wide responsibilities.
- Demonstrated effectiveness in developing policies and procedures.
- Ability to provide technical and procedural advice in a broad range of engineering areas.
- Ability to deploy to remote locations on short notice for limited duration.
- Excellent communication skills (spoken, written and presentational), including ability to present sensitive issues/positions and to write reports and engineering decisions.
- Demonstrated planning and organizational skills and ability to coordinate the work of contractors and work to tight deadlines.
- Strong negotiating skills and ability to influence others to reach agreement.

- Excellent interpersonal skills, ability to establish and maintain effective working relationships in a multi-cultural, multi-ethnic environment.
- International experience, particularly in crisis areas with multinational and international organizations.
- Familiarity with international crisis management institutions and past experience with the European Union would be desirable.
- Relevant past work experience in MENA is desirable.
- Excellent level of written and spoken English.