

EUROPEAN EXTERNAL ACTION SERVICE



ANNEX 1

**European Capacity Building Mission in Niger
(EUCAP SAHEL Niger)**

<u>Advertisement for EU Seconded Visiting Experts Organisation:</u>	EUCAP SAHEL Niger		
Job Location:	Niamey		
Availability:	As indicated below		
Staff Regime:	Seconded		
Job Titles/Vacancy Notice:	Reference	Name of the post	Proposed Period of Deployment
	VTENI 01	Trainer: Criminal Investigation (Armed Forces)	27.01.2014 - 21.02.2014
	VTENI 02	Trainer: Weapon Inspection Team (WIT)	24.02.2014 - 21.03.2014
	VTENI 03	Trainer: Operations Room	19.05.2014 - 27.06.2014
	VTENI 04	Trainer: Planning of Operations (Counter-Terrorism and Organised Crime)	12.05.2014 - 13.06.2014
	VTENI 06	CIS Expert for Operational Room Networks	22.04.2014 - 16.05.2014
	VTENI 08	Cybercrime Expert	17.03.2014 - 04.04.2014
	VTENI 09	Money Laundering Expert	24.02.2014 - 14.03.2014
	VTENI 10	International Judicial Cooperation Expert	13.01.2014 - 31.01.2014
	VTENI 11	Taking Judiciary Office Expert	03.02.2014 - 21.02.2014
	VTENI 12	Criminal Information Analysis Expert	11.11.2013 - 20.12.2013

Deadline for applications:	Friday, 11 October 2013
E-mail address to send the Job Application Form/CV:	EEAS-CPCC-EUCAP-Niger@eeas.europa.eu
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Mr Aurel Hariton e-mail: aurel.hariton@ext.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 EUCAP SAHEL Niger, according to the requirements and profiles described below.

A. Essential requirements

EUCAP SAHEL Niger 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.

TRAINER: CRIMINAL INVESTIGATION (ARMED FORCES)

(VTENI 01)

(1 Position)

Security Clearance: EU restricted

Duty Station: Niamey

Proposed period of deployment: 27.01.2014 - 21.02.2014

Main tasks :

Under the EUCAP Team Leader of the Interoperability Office,

- Trains selected members (between 10 and 20 trainees) from Armed Forces (Gendarmerie Nationale, Garde Nationale du Niger and Forces Armées Nigériennes) to deal with a preliminary criminal investigation, using «lessons learned» and actual cases;
- Trains operational police/military officers medium rank to take appropriate measures on a crime scene (among others after military operations against terrorists or organized criminals, mostly in desert zones);
- Contributes to the elaboration of “Standard Operation Procedures” and helps for the draft of a manual (or a checklist) for distribution within the armed forces;
- Helps to standardize mutual exchanges of intelligence between participants from both entities (Army/Police).

Qualifications and experience:

- Police officer medium rank: Captain or Major (or equivalent);
- Officer with criminal investigation department experience (mandatory);
- A minimum of 10 years of relevant professional experience (mandatory);
- Proven experience in the field of training and/or technical advice (mandatory);
- Previous experience in Africa (desirable);
- Having served in another CSDP mission (desirable);
- Officer with a military police experience (advantageous);
- Knowledge of the Nigerien security forces (advantageous);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including MS Office.

TRAINER: WEAPON INSPECTION TEAM (WIT)

(VTENI 02)

(1 position)

Security Clearance: EU restricted

Duty station: Niamey

Proposed period of deployment: 24.02.2014 - 21.03.2014

Main tasks:

Under the EUCAP Team Leader of the Interoperability Office:

- Trains selected members of the Nigerien Security Forces (4 trainees) and the Garde Nationale du Niger (4 trainees) in order to create a WIT;
- Trains selected members (Cy commanders) of the Forces Armées Nigériennes (armed forces) on the needs for the criminal investigation on the battlefield, and on the benefits of a strict method of collecting evidences;
- Trains and advices the Forces Armées Nigériennes (destruction teams) and the members of the WIT (within the Gendarmerie Nationale or the Garde Nationale du Niger) to cooperate in this area.

Qualifications and experience :

- Police officer (Non-Commissioned Officer to medium rank officer);
- Officer serving in a WIT or a ballistic expert working in a forensic laboratory (mandatory);
- A minimum of 5 years of relevant professional experience (mandatory);
- Having served in an operational field as weapon expert (advantageous);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including MS Office.

TRAINER: OPERATIONS ROOM

(VTENI 03)

(1 position)

Security clearance: EU restricted

Duty station: Niamey

Proposed period of deployment: 19.05.2014 - 27.06.2014

Main tasks :

Under the EUCAP Team Leader of the Interoperability Office:

- Helps to define both the control room shift supervisors and the operators required knowledge and draft a handbook (or a checklist) for distribution;
- Trains selected members of the Nigerien Security Forces (10 to 15 trainees) on the main tasks that the control room shift supervisor has to perform. Uses «lessons learned» and actual cases;
- Introduces the trainees to the requirements of the work environment, transferring knowledge and showcasing supervision products (hardware and software);
- In contact with the “operation room expert” of the Mission, collects information about the local CIS equipment and teaches the trainees to use it;
- Develops the reaction competencies of the trainees in emergency situations; uses «lessons learned» and concrete cases;
- Enhances the analyzing and reporting skills of the operators.

Qualification and experience

- Law Enforcement officer, Non-Commissioned Officer up to superintendent;
- The applicant must have performed the duties of the control room shift supervisor for a minimum of 2 years (mandatory);
- Proven experience in the field of training and/or technical advice (mandatory);
- Previous experience in Africa (desirable);
- A minimum of 10 years of relevant professional experience;
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including MS Office.

TRAINER: PLANNING OF OPERATIONS
(COUNTER-TERRORISM AND ORGANIZED CRIME)

(VTENI 04)

(1 position)

Security Clearance: EU restricted

Duty station: Niamey

Proposed period of deployment: 12.05.2014 - 13.06.2014

Main tasks :

Under the EUCAP Team Leader of the Interoperability Office:

- Trains selected members of the Forces Armées Nigériennes (armed forces), the Gendarmerie Nationale, the Garde Nationale du Niger and the National Police in order to work in a coordinated manner in an operational planning center.
- Trains the planners in the use of modern planning tools;
- Draws up exercises based on “lessons learned” to train these officers to analyze and prepare crisis plans;
- Elaborates handbooks and hands them out to the planners.

Qualifications and experience :

- Senior officer Army (OF 4 and above) or Police (superintendent or equivalent);
- Proficiency in operational planning and the use of modern planning tools (mandatory);
- Professional experience in an operational room;
- A minimum of 10 years of relevant professional experience;
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including MS Office.

CIS EXPERT FOR
OPERATIONAL ROOM NETWORKS

(VTENI 06)

(1 position)

Security clearance: EU restricted

Duty station: Niamey

Proposed period of deployment: 22.04.2014 - 16.05.2014

Main tasks :

Under the EUCAP Team Leader of the Interoperability Office:

- Trains on the control room requirements for CIS networks in African context (HF for radio networks and data transmission with low connectivity);
- Trains selected specialists (10 to 15 trainees) to the main tasks and describes the equipment that the control room CIS supervisor needs to deal with;
- Provides training on hardware and software engineering support;
- Gives the trainees an introduction to the requirements of the work environment, transferring knowledge and know-how and showcasing supervision products (hardware and software).

Qualification and experience

- Law Enforcement officer, Non-Commissioned Officer up to superintendent (desirable);
- The applicant must have performed the duties of the CIS supervisor (OPS room maintenance) for a minimum of 2 years;
- A minimum of 10 years of relevant professional experience;
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including MS Office.

CYBERCRIME EXPERT

(VTENI 08)

(1 position)

Security Clearance: EU restricted

Duty station: Niamey

Proposed period of deployment: 17.03.2014 - 04.04.2014

Reporting to the EUCAP Team Leader of the Rule of Law Section, the visiting expert plans and conducts one course for police officers and judges in order to improve Nigerien capabilities to fight against cybercrime.

Main tasks

- Develops curricula and conducts a course in order to improve cybercrime investigation capabilities of the Nigerien authorities (judges, attorneys and law enforcement officers: 20 - 25 trainees);
- Advices and supports actively on the cooperation between the Mission and Nigerien authorities in cybercrime-related matters, more specifically in identifying future specialists and trainers in this domain and in advising on specific hard- and software to address cybercrime;
- Advises the Ministry of Justice and the Ministry of Interior (security services) on possible improvements.

Qualifications and experience

- Law enforcement officer;
- Relevant university or equivalent professional degree (IT expert, IT master degree, computer crime expert);
- At least 5 years of experience within rule of law;
- Experience in cybercrime investigation (mandatory), in the domain of counter terrorism or fight against organized crime (desirable);
- Excellent skills in written and spoken French (mandatory) and English (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Knowledge of IT tools, including MS Office.

MONEY LAUNDERING EXPERT

(VTENI 09)

(1 position)

Security Clearance: EU restricted

Duty station: Niamey

Proposed period of deployment: 24.02.2014 - 14.03.2014

Reporting to the EUCAP Team Leader of the Rule of Law Section, the visiting expert plans and conducts two seminars for police officers and judges in order to improve Nigerien capabilities to fight against money laundering and terrorism funding.

Main tasks

- Develops curricula and conducts a course in order to improve money laundering investigation capabilities of the Nigerien authorities (judges, attorneys and law enforcement officers: 20 - 25 trainees);
- Advices and supports actively on the cooperation between the Mission and Nigerien authorities in money laundering-related matters, more specifically in identifying future specialists and trainers in this domain;
- Advises the Ministry of Justice and the Ministry of Interior (security services) on possible improvements.

Qualifications and experience

- Magistrate / attorney / law enforcement officer;
- Relevant university or equivalent professional degree (law master degree, financial master degree);
- At least 10 years of experience within rule of law;
- Experience in money laundering investigation (mandatory), in the domain of counter terrorism or fight against organized crime (desirable);
- Excellent skills in written and spoken French (mandatory) and English (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Experience of operations/missions and/or cooperation in Africa (desirable);
- Experience of international organizations and/or multinational operations (desirable);
- Knowledge of IT tools, including MS Office.

INTERNATIONAL JUDICIAL COOPERATION EXPERT

(VTENI 10)

(1 position)

Security Clearance: EU restricted

Duty station: Niamey

Proposed period of deployment: 13.01.2014 - 31.01.2014

Reporting to the EUCAP Team Leader of the Rule of Law Section, the visiting expert plans and conducts two seminars for police officers and judges in order to improve international judicial cooperation from Nigerien Authorities.

Main tasks

- Develops curricula and conducts a course in order to improve international judicial cooperation of the Nigerien authorities (judges, attorneys and law enforcement officers: 20 - 25 trainees);
- Advices and supports actively on the cooperation between the Mission and Nigerien authorities in the international judicial matters, more specifically in identifying future specialists and trainers in this domain;
- Advises the Ministry of Justice and the Ministry of Interior (security services) on possible improvements.

Qualifications and experience

- Magistrate / attorney;
- Relevant university or equivalent professional degree;
- At least 10 years of significant experience within judicial services;
- Experience in international judicial cooperation (mandatory), in the domain of terrorism or organized crime (desirable);
- Excellent skills in written and spoken French (mandatory) and English (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Experience of operations/missions and/or cooperation in Africa (desirable);
- Experience of international organizations and/or multinational operations (desirable);
- Knowledge of IT tools, including MS Office.

TAKING JUDICIARY OFFICE EXPERT

(VTENI 11)

(1 position)

Security Clearance: EU restricted

Duty station: Niamey

Proposed period of deployment: 03.02.2014 - 21.02.2014

Reporting to the EUCAP Team Leader of the Rule of Law Section, the visiting expert plans and conducts two courses for Nigerien judges and prosecutors in order to prepare them to assume their responsibilities as presidents of a tribunal, prosecutors or examining magistrates, emphasizing the importance of their role within the fight against organized crime and terrorism.

Main tasks

- Develops curricula and conducts courses in order to prepare Nigerien judges and prosecutors to taking office;
- Advices and supports actively on the cooperation between the Mission and Nigerien authorities in related matters, more specifically in identifying future specialists and trainers in this domain;
- Advises the Ministry of Justice on possible improvements.

Qualifications and experience

- Magistrate / attorney;
- At least 10 years of significant experience within judicial services;
- Experience in the fight against terrorism or organized crime (desirable);
- Excellent skills in written and spoken French (mandatory) and English (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Experience of operations/missions and/or cooperation in Africa (desirable);
- Experience of international organizations and/or multinational operations (desirable);
- Knowledge of IT tools, including MS Office.

CRIMINAL INFORMATION ANALYSIS EXPERT

(VTENI 12)

(1 position)

Security Clearance: EU restricted

Duty station: Niamey

Proposed period of deployment: 11.11.2013 - 20.12.2013

Reporting to the EUCAP Team Leader of the Rule of Law Section, the visiting expert plans and conducts training activities for police officers in order to improve Nigerien capabilities to analyse criminal information and convert it into intelligence, according to the intelligence cycle.

Main tasks

- Establishes a written course on the management of criminal information;
- Develops curricula and conducts courses of two weeks on:
 - The rules for collecting statistical data;
 - The rules for statistical data analysis;
 - The rules for using statistics;
 - The strategic and operational use of statistic data.
- Advices and supports actively on the cooperation between the Mission and Nigerien authorities in crime analysis related matters, more specifically in identifying future specialists and trainers in this domain;
- Advises the Ministry of Interior (security services) on possible improvements.

Qualifications and experience

- Law enforcement officer;
- Relevant university degree or equivalent professional experience;
- At least 10 years of experience within rule of law;
- Experience in organised crime investigation (mandatory), in the domain of counter terrorism (desirable);
- Knowledge of IT tools, analyst's notebook or other software product used for data analysis and investigation (mandatory);
- Excellent skills in written and spoken French (mandatory) and English (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Experience of operations/missions and/or cooperation in Africa (desirable);
- Experience of international organizations and/or multinational operations (desirable);
- Knowledge of IT tools, including MS Office.