

EUROPEAN EXTERNAL ACTION SERVICE



ANNEX 1

**First Call for Visiting Experts 2013 for the  
European Union Maritime Capacity Building Mission in the Horn of Africa  
(EUCAP NESTOR Horn of Africa)**

Advertisement for seconded Visiting Experts

<b>Organisation:</b>	<b>EUCAP NESTOR Horn of Africa</b>		
<b>Job Location:</b>	<b>Victoria, Seychelles</b>		
<b>Availability:</b>	As indicated below		
<b>Staff Regime:</b>	<b>Seconded</b>		
<b>Job Titles Vacancy Notice:</b>	<b>Reference</b>	<b>Name of the post</b>	<b>Proposed Period of Deployment</b>
	VE SEY 01	Maritime Safety and Security Instructor	April - May 2014 (seven weeks)
	VE SEY 02	Marine Engineering Instructor	March to April 2014 (five weeks)
	VE SEY 03	Navigation, Communication and Seamanship Instructor	February to March 2014 (seven weeks)
	VE SEY 04	Maritime Policing Expert	ASAP - (three months)
<b>Deadline for applications:</b>	<b>Friday 6 December 2013 at 1700 Brussels time</b>		
<b>E-mail address to send the Job Application Form</b>	<a href="mailto:cpcc.eucaphoa@eeas.europa.eu">cpcc.eucaphoa@eeas.europa.eu</a>		

<b>Information:</b>	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p><b>Ms Alma Noubel:</b></p> <p><a href="mailto:alma.noubel@ext.eeas.europa.eu">alma.noubel@ext.eeas.europa.eu</a></p>
---------------------	--

**Seconded Personnel** – Only personnel nominations received through official channels from EU Member States and invited Third 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) and 9084/13 (30 April 2013). Invited 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.

**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 NESTOR, according to the requirements and profiles described below.

#### **A. Essential requirements**

EU Member States and Invited Third 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 an Invited 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 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 and Invited Third States.

**Ability to communicate effectively in English** – 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 French 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 and Invited Third 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 Invited Third 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 or equivalent) when deployed.

**Certificate/Booklet of vaccination** – EU Member States and Invited Third 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 EU Member States and Invited Third States. 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.

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

<b>Position Name:</b> Maritime Safety and Security Instructor	<b>Employment Regime:</b> Seconded	<b>Availability :</b> April - May 2014 (seven weeks)
<b>Ref. Number:</b> VE SEY 01	<b>Location:</b> Victoria, Seychelles	
<b>Reporting Line:</b> Country Team Leader Seychelles	<b>Security Clearance Level:</b> EU Restricted or equivalent	<b>Open to Third Contributing States:</b> Yes

The expert reports to the Seychelles Country Team Leader and works in close cooperation with the Coast Guard Expert.

### Main Tasks

- The expert will assist instructors from the Seychelles Coast Guard in delivering training in maritime safety and security in the newly created Basic Training Programme for the Coast Guard. The expert should also be ready to deliver training, if requested;
- The expert will spend two weeks preparing the modules and training material, together with the Coast Guard instructors. This would be followed by the delivery of the safety and security modules;
- Instructor should be able to write syllabuses, handbooks, plan and conduct practical exercise on the subjects listed below;
- Carries out any other task as deemed necessary;
- The expert should be able to provide training in the following subjects:
  - **Maritime Safety:** IMO (Introduction), Maritime Safety issues /Disasters, Maritime Safety Conventions, SOLAS, Port/Flag State Control,
  - **Search & Rescue:** IAMSAR Manual Vol I/II, Regional/National SAR Organisation, Maritime SAR Planning, SAR Response Exercise,
  - **Maritime Security Threats:** Narco-traffic, Maritime Terrorism, Illegal Migration, Human trafficking, Maritime Piracy,
  - **Anti-Piracy Operations:** National anti-piracy operations, Regional Initiatives (Djibouti Code of Conduct), International anti-piracy efforts, and Best Management Practices (BMP),
  - **ISPS Code:** Introduction to ISPS Code.

### Qualifications and Experience

- University degree or military equivalent training in Maritime Safety and Maritime Security matters;
- Professional background in the Coast Guard, Navy, or a Maritime Safety and Maritime Security agency;
- A minimum of 8 years of professional experience in maritime security, including two years in teaching;
- Experience in international organizations, preferably in EU crisis management operations, and an understanding of the regional context is highly desirable;
- Ability to work independently and harmoniously with colleagues and as part of a team;
- Works methodically, accurately and with attention to details as well as to tight deadlines; and, is used to work on a multitude of activities at the same time with limited supervision;

- Ability and willingness to work long irregular hours and to perform under pressure, as well as to establish priorities, to plan and to exercise control over the conduct of activities;
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Ability to operate Microsoft Office package (Word, Excel, PowerPoint, Outlook);
- Excellent written and oral communication skills in English.

<b>Position Name:</b> Marine Engineering Instructor	<b>Employment Regime:</b> Seconded	<b>Availability :</b> March to April 2014 (five weeks)
<b>Ref. Number:</b> VE SEY 02	<b>Location:</b> Victoria, Seychelles	
<b>Reporting Line:</b> Country Team Leader Seychelles	<b>Security Clearance Level:</b> EU Restricted or equivalent	<b>Open to Third Contributing States:</b> Yes

The expert reports to the Seychelles Country Team Leader and works in close cooperation with the Coast Guard Expert.

### Main Tasks

- The expert will assist instructors from the Seychelles Coast Guard in delivering training in marine engineering in the newly created Basic Training Programme for the Coast Guard. The expert should also be ready to deliver training, if requested;
- The expert will spend one to two weeks preparing the modules and training material, together with the Coast Guard instructors. This would be followed by the delivery of the marine engineering module;
- Instructor should be able to write syllabuses, handbooks, plan and conduct practical exercise on the subjects listed below;
- Carries out any other task as deemed necessary;
- The expert should be able to provide training in the following subjects:
  - o Requirements of engineering and electrical systems onboard, functions of engineering department onboard,
  - o Basic construction of a ship with technical terms, hull protection and hull survey, hull structure maintenance. Basics of ship stability,
  - o Various types of propulsion systems and their specific characteristics, layout of a propulsion system with special emphasis on diesel engine propulsion plant,
  - o General location of other auxiliary equipment like generators, pumps, steering system, AC plant, air compressors, RO plant, valves, firefighting equipment etc onboard a ship.
  - o Explanation regarding components of a propulsion system:
    - a) **Main Engine** : Basic concepts regarding IC engines, difference between petrol and diesel engines, 2 stroke and 4 stroke engines, brief on technologies like CRDI and electronic governor, POLs used and hygiene,
    - b) **Gearbox** : Requirement of a gearbox viz reduction ratio and reversing, basic construction and oil hygiene,
    - c) **Shafting** : Requirement of shafting and thrust block, explanation regarding rake angle, coupling, bulkhead glands, plummer block, stern gland and brackets. Shaft locking,
    - d) **Propeller** : Principle of a screw propeller, basic construction.
  - o Brief regarding Auxiliaries:
    - a) **Diesel Generators and PGD** : Requirement of power supply onboard, concept of voltage frequency and phase in AC, methods of power generation, power distribution system onboard including brief description of switch boards and transformers,
    - b) **Pumps** : Types and usage of pumps viz positive displacement and dynamic pressure pumps, priming of pumps, operating procedure of pumps,

- c) **Steering system** : Requirement and function of steering system, types of steering system, hydraulic and pneumatic system overview,
  - d) **AC Plant** : Requirement of AC plant onboard. Components of AC plant their layout and functions. AC discipline onboard,
  - e) **Air Compressors** : Requirement of compressed air onboard, Lp and HP air,
  - f) **RO Plant** : Requirement of RO plant onboard,
  - g) **Valves** : Various types of valves onboard and their significance including sea chest valves,
  - h) **Firefighting equipment** : Basic firefighting equipment like AFFF, CO2 and DCP extinguishers, Fire main system, Major firefighting system like CO2.
- Brief on ships systems like salt water system, fresh water system, compressed air system, fuel filling and transfer system, lub oil filling and transfer system and their uses. colour coding of system pipes;
  - Docking of a ship, requirement of docking, types of docks, precautions before docking and undocking;
  - Watch keeping on a diesel engine. Pre starting checks, important parameters to be monitored, warming up of an engine and its importance, low load running and its effects, warning and safety devices, emergency and breakdown drills;
  - Outboard motors. Basic construction and starting stopping procedures;
  - Bridge MCR integration, engine orders, actions to be taken in case of various emergencies.

### **Qualifications and Experience**

- University degree or military equivalent training in Marine Engine matters;
- Background in Coast Guard or Navy;
- Officer from the Coast Guard/Navy (OF2/3 or 8 years of seniority);
- A minimum of two years of professional experience in teaching;
- Experience in international organizations, preferably in EU crisis management operations, and an understanding of the regional context is highly desirable;
- Ability to work independently and harmoniously with colleagues and as part of a team;
- Works methodically, accurately and with attention to details as well as to tight deadlines; and, is used to work on a multitude of activities at the same time with limited supervision;
- Ability and willingness to work long irregular hours and to perform under pressure, as well as to establish priorities, to plan and to exercise control over the conduct of activities;
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Ability to operate Microsoft Office package (Word, Excel, PowerPoint, Outlook);
- Excellent written and oral communication skills in English.

<b>Position Name:</b> Navigation, Communication and Seamanship Instructor	<b>Employment Regime:</b> Seconded	<b>Availability :</b> February to March 2014 (seven weeks)
<b>Ref. Number:</b> VE SEY 03	<b>Location:</b> Victoria, Seychelles	
<b>Reporting Line:</b> Country Team Leader Seychelles	<b>Security Clearance Level:</b> EU Restricted or equivalent	<b>Open to Third Contributing States:</b> Yes

The expert reports to the Seychelles Country Team Leader and works in close cooperation with the Coast Guard Expert.

### **Main Tasks**

- The expert will assist instructors from the Seychelles Coast Guard in delivering training in navigation, communication, and seamanship in the newly created Basic Training Programme for the Coast Guard. The expert should also be ready to deliver training, if requested;
- The expert will spend two weeks preparing the modules and training material, together with the Coast Guard instructors. This would be followed by the delivery of the navigation, communication, and seamanship modules;
- Instructor should be able to write syllabuses, handbooks, plan and conduct practical exercise on the subjects listed below;
- Carries out any other task as deemed necessary;
- The expert should be able to provide training in the following subjects:
  - SEAMANSHIP: General naval terminology, ropes and lines, deck equipment, mooring and unmooring, anchoring, care and maintenance of the ship, use of small boats, and safety equipment,
  - NAVIGATION: Charts, publications and terms, buoyage, navigation, safety, anchoring, tides, electronic navigation, COLREG, weather forecasts , pilotage, and passage planning,
  - COMMUNICATIONS: General, coast and limited coast station, operating procedures for routine communication; distress, urgency and safety, digital selective calling communications, Search and Rescue Transponders (SARTs), Emergency Position Indicating Radio Beacons (EPIRBs), Search and Rescue, and Marine Radio Communication Equipment.

### **Qualifications and Experience**

- University degree or military equivalent training in Navigation, Communication and Seamanship;
- Background in Coast Guard or Navy;
- Officer from the Coast Guard/Navy (OF2/3 or 8 years of seniority);
- A minimum of two years of professional experience in teaching;
- Experience in international organizations, preferably in EU crisis management operations, and an understanding of the regional context is highly desirable;
- Ability to work independently and harmoniously with colleagues and as part of a team;
- Works methodically, accurately and with attention to details as well as to tight deadlines; and, is used to work on a multitude of activities at the same time with limited supervision;



- Ability and willingness to work long irregular hours and to perform under pressure, as well as to establish priorities, to plan and to exercise control over the conduct of activities;
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Ability to operate Microsoft Office package (Word, Excel, PowerPoint, Outlook);
- Excellent written and oral communication skills in English.

<b>Position Name:</b> Maritime Policing Expert	<b>Employment Regime:</b> Seconded	<b>Availability :</b> ASAP - (three months)
<b>Ref. Number:</b> VE SEY 04	<b>Location:</b> Victoria, Seychelles	
<b>Reporting Line:</b> Country Team Leader Seychelles	<b>Security Clearance Level:</b> EU Restricted or equivalent	<b>Open to Third Contributing States:</b> Yes

The Maritime Policing Expert reports to the Seychelles Country Team Leader.

### **Main Tasks**

- Project manager for project to support the Seychelles in establishing a Maritime Policing capacity;
- Carry out needs assessment and draw up detailed project plan for setting up capacity, in close coordination with national and international partners;
- Manage implementation of project together with Seychellois project manager;
- Draw up and deliver training plan for newly established maritime policing capacity;
- Carries out any other task as deemed necessary.

### **Qualifications and Experience**

- Professional experience (minimum of ten years) in maritime law enforcement, in particular as a maritime police officer;
- Expertise in maritime law enforcement and the Coast Guard functions;
- Professional experience of project management, institution-building, and training;
- University degree or equivalent;
- Previous experience of working for an international mission, in particular a CSDP Mission, and of working in the Horn of Africa is highly desirable;
- Works methodically, accurately and with attention to details as well as to tight deadlines; and, is used to work on a multitude of activities at the same time with limited supervision;
- Ability to operate Microsoft Office package (Word, Excel, PowerPoint, Outlook);
- Excellent written and oral communication skills in English;
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.