

Annex 1

CALL FOR CONTRIBUTIONS/DEPLOYMENT OF ONE (1) CRT OR OTHER MEMBER STATE EXPERT TO SUPPORT THE CPCC-LED OPERATIONAL PLANNING PROCESS FOR THE CIVILIAN CSDP MISSION IN MALI

Organisation:	EEAS, CPCC			
Job Location:	Brussels			
Availability:	As indicated below			
Staff Regime:	CRT/MS short term Expert on a no-cost SNE basis			
Job Titles/ Vacancy notice	Ref.	Name of the post	Location	Available on
	1 Francophone Police Planner		Brussels	15.04.2014
Deadline for applications:	12.00 hrs (Brussels time) 17 March 2014			
E-mail address to send the Job Application Form/CV:	<u>cpcc.crt@eeas.europa.eu</u>			
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability, CPCC Ms Ulla Bergqvist Phone: +32 (0)2 584 8596 cpcc.crt@eeas.europa.eu or Ms Birgit Loeser birgit.loeser@eeas.europa.eu cpcc.planning@eeas.europa.eu			

Seconded Personnel on a no-cost SNE basis – Only personnel nominations received through official channels from Member States will be considered. All costs for this deployment are to be borne by the sending state.

Tour of Duty/Contract Period – The duration of the deployment should be up to 3 months with the possibility of extension on a month by month basis until such time that a permanent replacement has been found.

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.

The Civilian Planning and Conduct Capability (CPCC) requests that Member States propose candidates for the following international expert position for to support the CPCC-led operational planning process for the civilian CSDP mission in Mali, 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 French – Must be fully fluent in written and spoken French. Knowledge of English would be an asset. 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.

B. Compulsory documents for selected candidates

- a) **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 note that the passport must be valid at least 6 months after leaving the deployment area.
- b) **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. The nominated expert will have to obtain visas for Mali in the context of the envisaged Technical Assessment Mission led by the CPCC.

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.

Police Planner

Main tasks:

As part of the CPCC-led Planning Team for the envisaged civilian CSDP Mission in Mali, and under the supervision of the Head of the Planning Team, the police planner is to:

- Provide the Head of the Planning Team (PT) or his/her delegate with the necessary expertise in the field of police to support the design of the mission.
- Collect information, analyse and assess local legislative, institutional and administrative aspects related to the Mali internal security forces, including structures and processes.
- Contribute to a needs assessment of the Malian internal security forces, draft baselines, identify weaknesses and opportunities and prioritize remedies in order to recommend lines of operations and detailed tasks for the mission.
- Identify and analyze risks to and opportunities for the monitoring, mentoring, advising and training of Mali internal security forces and evaluate the impact of potential mission activities.
- Take part in the Technical Assessment Mission (TAM).
- Coordinate and liaise with the relevant local authorities during the CPCC-led Technical Assessment Mission.
- Liaise with the relevant EU and Member States officials as well as with the UN and other GO and NGO active in the region to determine cooperation and coordination requirements and identify possible partners for the implementation of the mission.
- Contribute to the development of the TAM report and operational planning documents, notably the Concept of Operations.
- Contribute to the identification of lessons and best practice.
- Fulfil any other task assigned by the Head of the PT or his/her delegate.

Qualifications and Experience:

- Have a University degree that is relevant for the post, preferably in the field of Law Enforcement or Rule of Law, or equivalent professional education.
- Have a good knowledge of the European Union's external action mechanisms, in particular CSDP.
- Have a sound knowledge of the aims and purposes of civilian CSDP missions and their organisational framework.
- Have proven well recorded experience of police or gendarmerie-type and/or justice related responsibilities, ideally also from international assignments.
- Have a good understanding of operational planning principles, ideally obtained through attendance of a strategic planning course.
- Have a previous experience in crisis management; experience in the field would be an asset.
- Possess strong organisational skills and have relevant experience, including in management positions where possible.
- Fluent French compulsory. Knowledge of English would be an asset.
- Have a good grasp of standard IT-tools.

Requirements/skills:

- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgement.
- Have strong organisational and managerial skills, sense of initiative and ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands.
- Have excellent interpersonal skills.
- Have ability to work in interdisciplinary and intercultural teams.
- Have excellent drafting skills.

- To be prepared to travel on mission to current or potential crisis areas and to do so at short notice.
- To maintain the highest standards of personal integrity, impartiality and self-discipline. To exercise greatest discretion with regard to all facts and information coming to his/her knowledge in the course of or in connection with the performance of his/her duties.
- National security clearance at EU SECRET level. Such clearance needs to be obtained from the competent authorities before secondment to the EEAS. The validity of the clearance should cover the entire period of the secondment. In the absence thereof, the EEAS reserves the right to refuse the candidate's secondment as a national expert.