

EUROPEAN EXTERNAL ACTION SERVICE



2nd Call for Contributions (2-2014 CfC) for EUCAP Sahel Niger

Annex 1- Requirements and Job Descriptions

Organisation:	European Union Capacity Building Mission in Niger			
Job Location:	Niamey			
Availability:	As indicated below			
Staff Regime:	As indicated below			
Job Titles/ Vacancy notice	Ref.	Name of the post	Location	Available on
	<u>Seconded</u>			
	NI 04	Head of Operations	Niamey	ASAP
	NI 35	Logistics Training Expert	Niamey	ASAP
	NI 41	Analyst MAC	Niamey	ASAP
	NI 54	Planning and Evaluation Expert	Niamey	ASAP
	NI 55	Criminal Intelligence Training Expert	Niamey	ASAP
	NI 56	Strategic Training Expert	Niamey	ASAP
	NI 57	Operational Training Expert	Niamey	ASAP
	NI 58	Forensics Expert	Niamey	ASAP
	NI 59	Senior Strategic Border Management Adviser	Niamey	ASAP
	NI 60	Coordinator for Regional Activities	Niamey	ASAP
	<u>Seconded/Contracted</u>			
	NI 23	Chief of CIS*	Niamey	ASAP
	NI 26	Deputy Senior Mission Security Officer	Niamey	ASAP
NI 53	Mission Security Analyst	Niamey	ASAP	
Deadline for applications:	Close of business on 25 July 2014 17:00 hours (Brussels time)			
E-mail address to send the Job Application Form:	eeas-cpcc-eucap-niger@eeas.europa.eu			
Information:	For more information relating to selection and recruitment, please contact Civilian Planning and Conduct Capability (CPCC) Mr Aurel Hariton aurel.hariton@ext.eeas.europa.eu			

*) The post availability is subject to the extension process.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member/Invited Third States will be considered. EU Member/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 other than those paid according to document 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from Invited Third States are not entitled to receive allowances paid according to document 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Contracted Personnel – The Mission may recruit international staff on a contractual basis as required, through an employment contract (¹). The employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high risk insurance policy. Preference will be given to candidates seconded by EU Member States.

Tour of Duty/Contract Period – Subject to the Council approval of the extension of the current Mission mandate beyond the 15 of July 2014 and the appropriate Budget Impact Statement, the duration of the deployment should be of 12 months.

The Civilian Planning and Conduct Capability (CPCC) requests that EU Member/Invited Third States propose candidates for the following international expert positions for the EUCAP Sahel Niger Mission, according to the requirements and profiles described below:

A. Essential requirements

EU Member/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 a 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 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. 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 EU Member/Invited Third 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, spread sheet and E-mail systems are essential. Knowledge of other IT tools will be an asset.

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.

Training – eHest (<https://webgate.ec.europa.eu/eeas/ehest/login/signup.php>) as required.

Serious deficiencies in any of these essential requirements may result in repatriation/termination of the secondment/contract.

B. Recommended requirements

Knowledge of the EU Institutions – To have basic knowledge of the EU Institutions and international standards, particularly related to the Common Foreign and Security Policy (CFSP), including the European Security and Defence Policy (CSDP)

Knowledge of Sahel – To have a good knowledge of the history, culture, social and political situation of the region; 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)

C. Essential documents for selected candidates

Passport – The participants must obtain a passport from the respective national authorities valid for at least 2 years. If possible, a Service Passport or Diplomatic Passport should be issued.

Visas – EU Member/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 - 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 an Invited Third State with whom the GSC does not yet has a full security agreement but an agreement exists relating to the participation/contribution of that Invited Third State which expressly addresses the obligations of that country towards the handling of EUCI.

Security equipment - Police/Military Officers shall be fitted with individual protection gears and armament especially flak 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 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 EU Member/Invited Third States. 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). Able to drive any 4-wheel drive vehicle. Category C driving license is desirable.

D. Additional information on the selection process

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The CPCC encourages EU Member/Invited Third 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 EU Member/Invited Third States will bear any related costs.

Information on the outcome – EU Member/Invited Third States and contracted candidates for seconded/contracted positions will be informed about the outcome of the selection process after its completion.

E. Additional information

Mission staff will be accommodated in Mission provided accommodation. Mission members may be asked to contribute towards the overall cost of the accommodation.

F. Job descriptions

The current reporting lines of the following job descriptions might be subject to modification based on operational requirements and in line with the principles set out in the OPLAN.

Seconded positions

Position Name: Head of Operations	Employment Regime: Seconded	Post Category: n/a
Ref. no. NI 04	Location: Niamey	Availability:
Component/Department/Unit: Operations Directorate	Security Clearance Level: EU Secret	Open to Invited Third States: No

Reporting Line:

The Head of Operations acts under the authority of HoM/DHoM.

Main Tasks:

- Manage and coordinate the Operations Directorate of the Mission and provide guidance to each Head of Unit. As such, he/she is responsible for planning and conduct of all operational activities carried out through training, mentoring, monitoring and advising.
- Upon request of the Nigerien authorities, review and assess the structures and organisations of the security forces.
- Coordinate and support the Nigerien security actors to assess and address their training needs.
- Organise and attend meetings with all relevant international and local counterparts.
- In coordination with the Planning, Evaluation and Reporting Department, inform the Mission Implementation Plan and report against benchmarking.
- With the support of the Heads of Unit, design advising activities, training programmes and curricula for all Mission's training activities (e.g. police leadership, criminal intelligence, penal procedures, forensics and police tactics etc).
- Define the target audience for the training courses and, upon request, support the Nigerien authorities in selecting the future trainees.
- Provide guidance on advising and training activities carried out by the Mission.
- In coordination with the Planning, Evaluation and Reporting Department, develop and implement a training evaluation process (Kirkpatrick model) for each activity.
- Monitor training organised under local ownership and monitor operations as relevant.
- Ensure an effective coordination between the Operations Directorate and the Mission HQ.
- Provide recommendations for the improvement of Mission achievements.
- Provide induction to all new trainers appointed to the Mission.
- Report regularly to the HoM on the consistence and sustainability of the activities by the four units.
- In coordination with the Human Rights and gender adviser, ensures that Human Rights and gender aspects are mainstreamed in the operational activities;
- Undertake any other related tasks as required by the HoM.

Qualifications and Experience:

- Senior rule of law officer.
- Relevant university or equivalent professional degree.
- At least 10 years of experience within a security service.

- Previous criminal investigation experience in terrorism and organised crimes, public security, and public order expertise.
- Previous experience of operational planning.
- Experience of operations/missions and/or cooperation in Africa, desirable.
- Experience of international organizations and/or multinational operations, desirable.
- Good understanding and ideally direct experience in the European Institutions and CFSP/CSDP.
- Comprehensive management and leadership experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff, is an advantage.
- Excellent skills in written and spoken French.
- Good working knowledge of English.
- Good interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Logistics Training Expert	Employment Regime: Seconded	Post Category: n/a
Ref. no. NI 35	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Directorate / Sustainability Policies Unit	Security Clearance Level: EU Confidential or equivalent	Open to Invited Third States: Yes

Reporting Line:

The Logistic Training Expert reports directly to the Sustainability Policies Head of Unit.

Main Tasks:

- Supports the development of Nigerien Security Forces' sustainability.
- Proposes a logistics and maintenance policy.
- Trains the trainers in the field of vehicle maintenance.
- Delivers training related to the equipment provided through the Project Coordinator.
- In close coordination with Nigerien security forces, assesses their current logistic and maintenance system capacities, strengths and weaknesses, notably for the vehicles fleet (4x4, pick-up and motorcycles).
- Assists the Nigerien security actors in the implementation of different logistic functions such as Movement and Transportation, Supply Chain, Asset and Services Management, as well as Engineering and Facilities.
- Explores possible ways to create synergies between the Nigerien Logistic management system and bilateral cooperation activities.
- Assists the local logistic responsible in the production of reports concerning logistical issues, proposing/recommending changes and improvements, ensuring accuracy and comprehensive policies and guidelines where necessary.
- Assists in the elaboration of technical specifications of items to be procured.
- In coordination with the Human Rights and gender adviser, ensures that Human Rights and gender aspects are mainstreamed in the operational activities.
- Undertakes any other related tasks as required by the Sustainability Policies Head of Unit.

Qualifications and Experience:

- Logistics Expert specialised in vehicle fleet maintenance.
- 5 years of relevant experience.
- Experience in management of logistics, including maintenance of transport means.
- Experience in training of trainers.
- Experience on operations/missions and/or cooperation in Africa will be ideal.
- Experience in international organisations and/or multinational operations will be ideal
- Excellent skills in written and spoken French.
- Working knowledge of English is an asset.
- Good interpersonal skills, ability to engage with local officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Analyst MAC	Employment Regime: Seconded	Post Category: n/a
Ref. no. NI 41	Location: Niamey	Availability: ASAP
Component/Department/Unit: Mission Headquarters (HQ)	Security Clearance Level: EU Secret	Open to Invited Third States: No

Reporting Line:

The Analyst MAC (Mission Analysis Capability) reports to the Senior Analyst/Head of MAC.

Main Tasks:

- Supports the structuring of Mission information flows with regard to the Mission's analytical needs.
- Operationalizes HoM information and analysis requirements (identification, prioritization, planning, tasking).
- Uses the Mission information and knowledge management system to process information from all Mission components and from accessible sources external to the Mission, especially coming from the liaison officers.
- Provides comprehensive and timely assessments of situations, events and developments, including contributions to early warning of potential threats and upcoming opportunities for mandate implementation.
- Provides analytical support to public surveys authorized by the HoM.
- Contributes to identify and maps relevant entities requiring interconnectivity in support of the civilian CSDP Mission and key characteristics of the associated information flows, including timelines, accuracy, level of security, format (voice/text/imagery/video). This provides a generic view of the CSDP operational context and the communication needs of actors associated with it, both in the field and towards Brussels.
- Ensures liaison arrangements with similar capabilities of other organisations and entities operating in theatre, as deemed appropriate by HoM.
- Contributes to Mission reports, ensuring the inclusion of relevant assessments.
- Disseminates MAC products internally and/or externally as directed by the HoM or his/her delegated person, and ensures the security of the information handled by the MAC.
- Contributes to security and risk assessments conducted by the Mission, in liaison with the Mission Security Office.
- Contributes to develop and maintain MAC working methodology and relevant Standard Operating Procedures (SOPs).
- Undertakes any other tasks, including of administrative nature, as directed by the Senior Analyst/Head of the MAC.

Qualifications and Experience:

- University Degree in Political Sciences, International Relations, Social Sciences or related field or equivalent police education.
- Proven skills and experience in the handling, processing and analysis of information from various sources. Minimum of 5 years of relevant experience.
- Significant experience in the use of analytical IT packages and processes, including specific analytical software.

- Excellent interpersonal skills and ability to work dynamically on his/her own initiative in a methodical manner.
- Excellent skills in written and spoken French.
- Working knowledge of English.
- Ability to understand the cultural, social, economic, religious, political and other components of a crisis environment.
- Experience in matters relating to the Africa, particularly with Niger and the other Sahel countries. Knowledge of the languages, history, and culture, social and administrative structures of the Sahel countries is an advantage.

Position Name: Planning and Evaluation Expert	Employment Regime: Seconded	Post Category: n/a
Ref. no. NI 54	Location: Niamey	Availability: ASAP
Component/Department/Unit: Mission Headquarters (HQ), Planning / Evaluation and Reporting Department /	Security Clearance Level: EU Secret	Open to Invited Third States: No

Reporting Line:

The Planning and Evaluation Expert reports to the Head of the Planning / Evaluation and Reporting Department

Main Tasks:

- Ensures that mission operational activities are consistently planned according to HoM's directions. To this effect, he/she contributes to develop and periodically review the Mission Implementation Plan (MIP) in coordination with other relevant organizational units.
- Helps ensuring that mission operational activities are executed according to the MIP. To this effect, in coordination with the Operational Training Expert and the Strategic Training Expert, he/she monitors and reports on the state of play of mandate implementation, including through benchmarking, analysis of internal operational reporting and evaluation.
- Contributes to reports on the outputs and outcomes of mission activities as required.
- Contributes to the various periodical and special mission reports.
- Contributes to ensure that the mission staff is periodically updated on the progress of mission implementation.
- Contributes to the development and periodic review of relevant mission Standard Operating Procedures (SOPs).
- Contributes to identify and report lessons and best practices within its respective field of responsibility.
- Undertakes any other tasks assigned by the Head of Department.

Qualifications and Experience:

- Relevant university or equivalent professional degree.
- At least 5 years of relevant professional experience, knowledge of the Logical Framework and other planning techniques/tools is desirable.
- Knowledge of the political, cultural and security situation of the mission area or other areas within the same geopolitical region is desirable.
- Excellent interpersonal and communication skills.
- Good working knowledge of the MS Office applications.
- Proficient in French.
- Working knowledge of English is an asset.

Position Name: Criminal Intelligence Training Expert	Employment Regime: Seconded	Post Category: n/a
Ref. no. NI 55	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Directorate/ Technical Competencies Unit	Security Clearance Level: EU Secret	Open to Invited Third States: No

Reporting Line:

The Criminal Intelligence Training Expert reports to the Head of Technical Competencies Unit.

Main Tasks:

- Conducts, upon request, review of the Interior Security Forces structure regarding intelligence.
- Establishes and develops working relationships with the Nigerien partners in charge of the intelligence aspects inside the security forces.
- Assesses the needs of the security forces in charge of criminal intelligence.
- Elaborates in partnership with the Nigerien authorities a national intelligence plan.
- Elaborates a training plan addressing operational criminal intelligence and the fight against terrorism and organised crime.
- Designs and implements specialized training in analysis and sharing intelligence process.
- Develops curricula in order to implement cooperation programs in his domain of competency (criminal intelligence)
- Identifies the target audience for the training courses.
- Coordinates and controls criminal intelligence training.
- Implements evaluation of the training.
- Delivers expertise in terms of criminal intelligence cooperation.
- Reports to the Head of Unit on the consistency, complementarity and sustainability of the programs.
- In coordination with the Human Rights and gender adviser, ensures that Human Rights and gender aspects are mainstreamed in the operational activities;
- Undertakes any other related tasks as required by the Head of Unit.

Qualification and Experience:

- Law Enforcement Officer.
- Relevant university or equivalent professional degree.
- At least 5 years of significant experience within a security service: intelligence analysis, criminal investigation and terrorism investigation.
- Proficient in French.
- Working knowledge of English is an asset.
- Previous experience in training of the trainers.
- Knowledge and experience in security operations and related law enforcement.
- Experience of operations/missions and/or co-operation in Africa, desirable.
- Experience of international organizations and/or multinational operations.
- Good interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Strategic Training Expert	Employment Regime: Seconded	Post Category: n/a
Ref. no. NI 56	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Directorate / Sustainability Policies Unit	Security Clearance Level: EU Secret	Open to Invited Third States: No

Reporting Line:

The Strategic Training Expert reports directly to the Head of Sustainability Policies Unit.

Main Tasks:

- Helps implement the mission's sustainability strategy with regard to all mission's training activities including the training of trainers' concept and the mentoring phase of the post-train the trainers' activities in order to reinforce local ownership.
- Organizes and coordinates appropriation committees to integrate and recognize EUCAP training modules and curricula into the national Nigerien training programs.
- In coordination with the Planning / Evaluation and Reporting Department, develops analytical indicators to monitor, evaluate and assess current and future training outcomes, outputs and Return on Investment according to Kirkpatrick's model for EUCAP and Nigerien training courses in the area of organized crime and fight against terrorism.
- Assists the Nigerien security forces in the development and implementation of a coherent and well established training policy in the area of fight against terrorism and organized crime.
- Increases the Nigerien security forces capacity in benefiting from related training programs in the fight against terrorism and organized crime at African regional training centers and EU training centers.
- In coordination with the Planning / Evaluation and Reporting Department, analyses and interprets the results and data, drafts reports with lessons learned and suggestions for best practice.
- In coordination with the Human Rights and gender adviser, ensures that Human Rights and gender aspects are mainstreamed in the operational activities;
- Undertakes any other related tasks as required by the Head of Sustainability Policies Unit.

Qualifications and Experience:

- Military or Law Enforcement Officer (OF3/OF4) or Civilian.
- Relevant university or equivalent professional degree.
- At least 4 years of relevant management level experience in a training department with at least 3 years as a trainer in security forces or in a military operation or civilian mission.
- Excellent analytical, synthesis and drafting skills.
- Excellent organizational and coordination skills.
- Basic knowledge of CSDP missions.
- Experience of operations/mission and/or cooperation in Africa, desirable
- Excellent interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural and multi-ethnic environment with sensitivity and respect for diversity
- Proficient in French.
- Working knowledge of English is an asset.

Position Name: Operational Training Expert	Employment Regime: Seconded	Post Category: n/a
Ref. no. NI 57	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Directorate	Security Clearance Level: EU Secret	Open to Invited Third States: No

Reporting Line:

The Operational Training Expert reports directly to the Head of Operations.

Main Tasks:

- Assists the Head of Operations in the daily management and coordination of all EUCAP related activities and their allocated budget.
- Supports the EUCAP training experts in all the practical organizational aspects of their training activities. This includes, editing invitation letters, ensuring security clearances of participants, per diem etc.
- Creates and maintains a training library with all related EUCAP training courses.
- Maintains a database with all past, current and planned training activities as well as the participants.
- Ensures the follow up of the established EUCAP harmonized training policy.
- Produces, on request, statistics, evaluations and reports on the current state of affairs, in coordination with the Planning and Reporting Department.
- In coordination with the Human Rights and gender adviser, ensures that Human Rights and gender aspects are mainstreamed in the operational activities.
- Undertakes any other related tasks as required by the Head of Operations.

Qualifications and Experience:

- Military or Law Enforcement Officer or Civilian.
- Relevant university or equivalent professional degree.
- At least 3 years of relevant experience as a training manager with at least 2 years in national security forces or in a military operation or civilian mission.
- Excellent analytical, synthesis and drafting skills.
- Excellent organizational and coordination skills.
- Basic knowledge of CSDP missions.
- Experience of operations/mission and/or cooperation in Africa, desirable.
- Excellent interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural and multi-ethnic environment with sensitivity and respect for diversity.
- Proficient in French.
- Working knowledge of English is an asset.

Position Name: Forensics Expert	Employment Regime: Seconded	Post Category: n/a
Ref. no. NI 58	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Directorate / Technical Competencies Unit	Security Clearance Level: EU Secret or equivalent	Open to Invited Third States: Yes

Reporting Line:

The Forensic Expert reports directly to the Head of the Technical Competencies Unit.

Main Tasks:

- Overall contributes to strengthen the rule of law through the development of the Nigerien criminal investigation capacities.
- Identifies and assesses needs of the Nigerien security forces in charge of the forensics aspects of the criminal investigation.
- Develops and promotes the implementation of a train the trainer programme to support the development of forensics capacities.
- Contributes to the further development and implementation of finger prints processing.
- Contributes to the development of biometrics and identification capacities.
- Contributes to the development of evidence management skills.
- Advises local authorities on how to ensure compliance with established policies and procedures, including existing applicable laws in Niger and internationally accepted Human Rights standards, in the forensics examination.
- Advises local authorities on how to ensure evidence can be used as proves in the criminal procedure.
- In coordination with the Human Rights and gender adviser, ensures that Human Rights and gender aspects are mainstreamed in the operational activities.
- Undertakes any other related tasks as required by the Head of Unit.

Qualifications and Experience:

- Law Enforcement Officer or civilian equivalent.
- Relevant university or equivalent professional degree.
- 5 years of specific experience in forensic matters.
- Proven training skills.
- Basic knowledge of CSDP missions.
- Proficient in French.
- Working knowledge of English is an asset.
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Senior Strategic Border Management Adviser	Employment Regime: Seconded	Post Category: n/a
Ref. no. NI 59	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Directorate / Inter- operability Unit	Security Clearance Level: EU Secret	Open to Invited Third States: No

Reporting Line:

The Senior Strategic Border Management Adviser reports directly to the Inter-operability Head of Unit

Main Tasks:

- Assesses the situation, the capacities and the needs of the Nigerien authorities with regards to border management and territorial control issues, including the regions and particularly in the North.
- Analyses the border security and homeland control issues in the Sahel and elaborates strategic assessments.
- Supports and advises Nigerien authorities in defining and implementing a strategic approach to border security.
- Facilitates cooperation between the strategic, operational and tactical levels.
- Supports and advises Nigerien authorities as appropriate to enhance their cross-border cooperation with neighbouring countries and their participation in relevant regional and international fora, in coordination with relevant mission experts (namely the Inter-operability Unit).
- Contributes to the Mission's coordination with EUBAM Libya, with a view to identifying and putting in place possible joint activities in the field of border security.
- In coordination with the Human Rights and gender adviser, ensures that Human Rights and gender aspects are mainstreamed in the operational activities.
- Undertakes any other related tasks as required by the Head of Inter-operability Unit.

Qualifications and Experience:

- Senior Law Enforcement Officer/Border Guard.
- Relevant university or equivalent professional degree.
- 10 years of significant experience within law enforcement.
- 10 years of experience in Border Management services.
- Experience in immigration and/or against international human smuggling and trafficking in human beings.
- Experience in strategic analysis of international immigrant border crossing (illegal immigration).
- Experience of operations/missions and/or cooperation in Africa, desirable.
- Proficient in French.
- Working knowledge of English is an asset.
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Coordinator for Regional Activities	Employment Regime: Seconded	Post Category: n/a
Ref. no. NI 60	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Directorate	Security Clearance Level: EU Secret	Open to Invited Third States: No

Reporting Line:

The Coordinator for Regional Activities reports to the Head of Operations.

Main Tasks:

- Supports, develops and coordinates the Mission's operational activities in Niger's regions, particularly in the North of the country.
- Assesses the needs for and possible improvements of Mission activities in Niger's regions.
- Ensures consistency and complementarity of the different operational activities of the Mission in the Nigerien regions, particularly in the North.
- Coordinates the Mission's operational experts/units and liaises with relevant HQ Staff/departments with regards to the Mission's operational activities in the Nigerien regions, particularly in the North.
- Establishes and maintains cooperative and effective working relationships with relevant local and international partners for the related activities, in coordination with relevant Mission experts (namely the Inter-operability Unit).
- Plans and coordinates the training and advising activities of the Mission in the Nigerien regions, particularly in the North of the country, in line with the overall Mission sustainability strategy.
- In coordination with the Human Rights and gender adviser, ensures that Human Rights and gender aspects are mainstreamed in the operational activities;
- Undertakes any other related tasks as required by the Head of Operations.

Qualifications and Experience:

- Law enforcement officer or civilian expert.
- Relevant university or equivalent professional degree.
- At least 5 years of significant experience within a law enforcement agency.
- Experience of operations/missions and/or cooperation in Africa, desirable.
- Experience in training of the trainers, desirable.
- Experience in Project Management.
- Experience of international organizations and/or multinational operations would be an asset.
- Experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff, is an advantage.
- Proficient in French. Working knowledge of English is an asset.
- Good interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

Seconded /Contracted positions

Position Name: Chief of CIS*	Employment Regime: Seconded/Contracted	Post Category: MSML
Ref. no. NI 23	Location: Niamey	Availability: ASAP
Component/Department/Unit: Mission Support Department	Security Clearance Level: EU Secret	Open to Invited Third States: No

Reporting Line:

The Chief of CIS will assist the Head of Mission Support in fulfilling the duties set in support of the Mission mandate and reports to the Head of Mission Support.

Main Tasks:

- Assists and advises the chain of command on all CIS issues.
- Produces clear and concise reports concerning CIS issues recommending improvements.
- Coordinates-supervises all CIS officers.
- Establishes the necessary technical liaison and coordination with other international organizations in the mission area.
- Establishes and maintains CIS and communications networks in support of the Mission.
- Installs specific available telecommunication systems or equipment required.
- Establishes, propose and monitor the efficiency of Standard Operating Procedures/Internal Guidelines containing policies and directives relating to all communication issues.
- Ensures, if required by the Senior Mission Security Officer, task related to information security (could incl. Crypto Custodian) of the Mission.
- Prepares in co-ordination with the Security officer contingency Plans.
- Provides a communications and network plan for the mission, taking into consideration possible local licensing and contract legislation, in conjunction with the administrative, logistical and operational requirements of the mission.
- Develops and maintains Mission's software applications as well as complex databases.
- Maintains all Server, workstation, network and communications systems in use in the Mission with an emphasis on preventative maintenance.
- Develops detailed database/software specifications, functional specifications and user documentation for the systems used as necessary.
- To identify needs and define application/database requirements, organise and implement user training, troubleshoot problems and assist with change requests.
- Defines and forward as appropriate the requirements for goods and/or services for its area of responsibility and to supervise their satisfaction.
- Keeps accurate, detailed and updated inventory of the hardware and software distributed Mission wide, in co-ordination with the Administration.
- Undertakes any other related tasks as required by the HoM.

Qualifications and Experience:

- University degree in Communications information Systems, ICT or Technical Specialization in Engineering, Communications or equivalent combination of education, training and practical experience.
- A minimum 10 years of experience in an operational environment and in a managerial position.
- Excellent background and experience in communication information networks and information management systems particularly in hardware equipment (SATCOM, VPN, VHF radios).
- Good knowledge in acquisition management.
- Experience on drafting procedures for the use and management of computer systems and networks, including security.
- Experience in database installation and database programming skills.
- System administrator with experience in the Microsoft Environment, Server 2003 / 2008, Exchange 2010, Office 2007, preferably with a relevant and official Microsoft certificate.
- Proficient in French.
- A good standard of written and spoken English is desirable.
- International experience, particularly in crisis areas with multi-national and international organizations (desirable).

Position Name: Deputy Senior Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category: MSML
Ref. no. NI 26	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Security Office	Security Clearance Level: EU Secret	Open to Invited Third States: No

Reporting Line:

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) the DSMSO is under the authority of the Senior Mission Security Officer (SMSO).

Main Tasks:

- Assists the Senior Mission Security Officer and replace him / her in his / her absence.
- Is responsible for establishment and implementation of security requirements, recommendations and safety instructions.
- Assists the Senior Mission Security Officer in drafting, continued development, implementation and updating of the Mission security plans.
- Assess the threat level and assist the Senior Mission Security Officer in maintaining and updating the Mission Security Plan (MSP), SOP's and contingency plans.
- Ensures that plans for relocation/evacuation are current and able to be implemented at short notice.
- Ensures that all security equipment is kept up-to-date and in a state of operational readiness.
- Conducts regular security drills, communication tests and evacuation exercises.
- Provides briefings on matters affecting security of mission members and ensures that they are properly prepared for emergencies.
- Liaises and co-operates closely with other international organizations and national law enforcement agencies working in the field for security.
- Provides comprehensive reports on all incidents affecting the mission and mission members, and initiates necessary follow up action with appropriate authorities.
- Ensures the protection of EU classified information.
- Elaborates precise and accurate reports concerning information received which impacts upon the mission and mission members, initiating appropriate analyses and assessments of all pertinent information.
- Works in close cooperation with the Department of Administration in matters related to the purchasing of necessary security related equipment and services.
- Elaborates security situation reports and risks assessments.
- Supervises and gives the approval on security matters travel plan.
- Conducts regular training in-theatre to ensure that all personnel employed by the contracted company in security matters are totally competent in their given role.
- Undertakes any other related tasks as required by the SMSO.

Qualifications and Experience:

- Successful completion of a full course of university studies attested by a degree in Police Sciences, Military Sciences, Social Sciences, security or related studies, where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least 6 years of relevant and proven full-time professional experience;

or

- Successful completion of a full course of university studies attested by a degree in Police Sciences, Military Sciences, Social Sciences, security or related studies, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience;

or

- Equivalent education in Police/Military and at least 7 years of relevant and proven full-time professional experience.
- Minimum of 7 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 multi-national and international organizations / Missions.
- Demonstrated ability to contribute creatively to the development of security policies and procedures.
- Excellent organizational, planning, and time-management skills.
- Experience in planning and implementing projects.
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.
- Fluency in French (speaking, reading, writing, understanding).
- A good standard of written and spoken English is desirable.
- 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).
- Hostile Environment Awareness Training (HEAT) is recommended.
- Civilian driving license class B and C mandatory

Position Name: Mission Security Analyst	Employment Regime: Seconded/Contracted	Post Category: MSML
Ref. no. NI 53	Location: Niamey	Availability: ASAP
Component/Department/Unit: Security Office	Security Clearance Level: EU Secret	Open to Invited Third States: No

Reporting Line:

The Mission Security Analyst reports to the Senior Mission Security Officer (SMSO).

Main Tasks:

- Assists the SMSO and DSMSO in the development of the Mission Security Plan, and all supporting security and safety instructions and procedures.
- Assesses the security situation and analyses all relevant information.
- Generates and elaborates precise and accurate reports on information received that impact upon the mission, providing appropriate analyses and assessment of all pertinent information.
- Prepares analyses and distributes daily, weekly, monthly working papers.
- Prepares security incident background papers.
- Produces long term assessments, forecasts of the upcoming security situation.
- Assists the SMSO in maintaining continuity of security information analysis efforts.
- Gathers comprehensive information about events or actions that may affect the safety and security of EUCAP SAHEL Niger staff and assets within the mission area.
- Conducts risk analysis and threat assessments regarding security developments in the area of operations.
- Provides briefings to new staff members on the mission wide security situation.
- Ensures the quick dissemination of security related information.
- Coordinates with the Information Security Officer the management of EU Classified Information
- Maintains updated security and contingency plans ensuring that plans for relocation/evacuation to safe havens are current and able to be utilised at short notice under the supervision of the SMSO.
- Conducts or initiates security surveys of mission member's personal protective security requirements, transport security, residential and office security.
- Establishes 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.
- Undertakes any other tasks required by the SMSO.

Qualifications and Experience:

- Successful completion of a full course of full-time university studies attested by a degree in Police Sciences, Military Sciences, Social Sciences, Security or in a related field, where the normal duration of university education in the country is three (3) years or more
OR
Equivalent Police and/or Military education
OR

A graduate diploma from a civilian security organisation with specialised training on field operations, force protection

- Minimum 5 years of relevant experience work experience in security information analysis in a civilian security sector or in the military/police.
- Ability and experience in collecting, assessing, analysing and reporting data related to security.
- Excellent analytical skills.
- International experience, particularly in crisis areas with multi-national and international organizations (desirable).
- Successful completion of the EU Mission Security Officer Certification Course (desirable);
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required;
- Excellent organisational, planning, and time-management skills.
- Ability to work in a demanding, deadline-driven environment
- International experience of an ESDP/CSDP desirable together with experience of multi-national and international organizations / Missions.
- Proficient in French and good knowledge of English is required
- Civilian driving license class B and C mandatory.