



## **Terms of Reference**

<b>Position Title:</b>	<b>International Advisor (policing, public safety and security sector)</b>
<b>Position reference number :</b>	<b>IS 2016 - 4</b>
<b>Direct Supervisor:</b>	<b>Head of Rule of Law Section</b>
<b>Duty Station:</b>	<b>Sarajevo, Bosnia and Herzegovina</b>

International Adviser is an expert advisory post at strategic-political level reporting to the Head of Rule of Law section under the EUSR. S/he represents the Rule of Law Section in all aspects of the EUSR mandate<sup>1</sup> in accordance with the terms of reference of the section.

The powers and authorities of the EUSR and the powers and authorities of the Head of European Union Head of Delegation in Bosnia and Herzegovina are vested in the same person. The EUSR's mandate includes facilitating progress on political, economic and European priorities in close coordination with European Commission and EEAS in order to ensure consistency with other relevant activities falling within the competence of the Union. In particular, EUSR ensures the implementation of the Union's efforts in the whole range of activities in the field of rule of law and security sector reform by monitoring and advising the executive and legislative authorities at all levels of government in BiH.

The EUSR modus operandi and internal organisation will necessarily evolve in accordance with decisions of the Council and in relation to the challenges the EUSR meets in BiH. The outlined role and functions are therefore typical but not exclusive and the EUSR reserves the right to reasonably amend those stated here within in a view to ensure that all Union instruments in the field are applied coherently to attain the Union's policy objectives.

### **Typical Duties and Responsibilities**

- Reports to the EUSR in BiH through the Head of Rule of Law Section
- Supports the Head of Section to deliver the EUSR mandate in relation to BiH policing, public safety and security sector
- Supports the EUSR in the effective delivery of EU projects in policing, public safety and security sector
- Supports BiH authorities at a strategic, political and policy level into and through EU pre-accession and accession process
- Identifying and prioritising key areas of support with BiH authorities and agencies within an overall strategy, in collaboration with other EUSR / EUD sections and European Commission
- Advising and supporting the Head of Section on issues related to strategy and policy within the policing, public safety and security sector
- Supports BiH in regional endeavours to improve international policing, public safety and security cooperation with EU, Regional and International cooperation institutions and mechanisms
- Collaborates closely with other EUD/EUSR internal sections as well as international actors to assist BiH security executives to develop workable solutions to challenging policing, public safety and security sector issues within the EU pre-accession and accession requirements

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<sup>1</sup> COUNCIL DECISION (CFSP) 2015/970 of 22 June 2015

- Monitors and advises BiH policing, public safety and security executive authorities at the strategic - political level supporting their efforts to improve capacity and capability in related EU priority key areas
- Other tasks as assigned by the Head of Section

### **Professional Requirements/Qualifications**

- Minimum 8 years of extended experience in complex security environments, post-conflict and/or developing countries and communities, with policy level experience
- Advanced/first level university degree in political, security or other suitable sciences related to the complex, post-conflict or development work alternatively extensive track record in the field of policing, public safety and security sector
- Good knowledge of EU related policies for South East Europe, Western Balkans and BiH
- Knowledge of EU acquis in relation to Justice and Home Affairs (Chapters 23 and 24) with focus on policing, public safety and security
- Good knowledge of the European Union, the European Union institutions and institutions (e.g. EUROJUST, EUROPOL, FRONTEX, European Monitoring Centre for Drugs and Drug Addiction, European Anti-Fraud Office and CEPOL) with knowledge of relevant policies, including the CSDP and CFSP
- Knowledge of programme management (preferably EU programme management cycle) considered an advantage

### **Competencies & Attributes**

- Proven track record of working at a national policy level, developing and delivering strategy
- Experience of interacting with interlocutors at strategic, political and policy level
- Team-player; taking initiative with high sense of confidentiality and flexibility
- Ability to work independently
- Excellent interpersonal skills, communication and reporting skills [English language], with the ability to present information in a clear and concise manner
- ICT skills commensurate with the scope of the post
- Knowledge of the official languages of Bosnia and Herzegovina may be an advantage;
- Knowledge of international organisations such as OSCE, UNDP, UNODC, IOM, ICITAP, Council of Europe considered an advantage

### **General conditions**

- National of a Member State of the European Union;
- The Candidate will need to be in possession of a necessary level of security clearance (EU Secret or equivalent) for the post. Further advice may be provided upon request;
- The Candidate will need to be certified medically fit for employment by a competent authority/person in the country of the candidate's residence.



## EUROPEAN UNION

SPECIAL REPRESENTATIVE IN BOSNIA AND HERZEGOVINA

### Terms of Reference

<b>Position Title:</b>	International Advisor (Counter Terrorism, Countering Violent Extremism, Organised, Serious and Cross-Border Crime)
<b>Position reference number:</b>	IS 2016 - 3
<b>Direct Supervisor:</b>	Head of Rule of Law Section
<b>Duty Station:</b>	Sarajevo, Bosnia and Herzegovina

International Adviser is an expert advisory post at strategic-political level reporting to the Head of Rule of Law section under the EUSR. S/he represents the Rule of Law Section in all aspects of the EUSR mandate in accordance with the terms of reference of the section.

The powers and authorities of the EUSR and the powers and authorities of the Head of European Union Head of Delegation in Bosnia and Herzegovina are vested in the same person. The EUSR's mandate includes facilitating progress on political, economic and European priorities in close coordination with European Commission and EEAS in order to ensure consistency with other relevant activities falling within the competence of the Union. In particular, EUSR ensures the implementation of the Union's efforts in the whole range of activities in the field of rule of law and security sector reform by monitoring and advising the executive and legislative authorities at all levels of government in BiH.

The EUSR modus operandi and internal organisation will necessarily evolve in accordance with decisions of the Council and in relation to the challenges the EUSR meets in BiH. The outlined role and functions are therefore typical but not exclusive and the EUSR reserves the right to reasonably amend those stated here within in a view to ensure that all Union instruments in the field are applied coherently to attain the Union's policy objectives.

### Typical Duties and Responsibilities

- Reports to the EUSR in BiH through the Head of Rule of Law Section
- Supports the Head of Section to deliver the EUSR mandate in BiH on Counter Terrorism, Countering Violent Extremism, Organised, Serious and Cross-Border Crime
- Supports the EUSR in the effective delivery of EU projects in Counter Terrorism, Countering Violent Extremism, Organised, Serious and Cross-Border Crime
- Supports BiH authorities at a strategic, political and policy level into and through EU pre-accession and accession process
- Identifying and prioritising key areas of support with BiH authorities and agencies within an overall strategy, in collaboration with other EUSR / EUD sections and European Commission
- Advising and supporting the Head of Section on issues related to strategy and policy in Counter Terrorism, Countering Violent Extremism, Organised, Serious and Cross-Border Crime
- Supports BiH in regional endeavours to improve international cooperation with EU, Regional and International cooperation institutions and mechanisms on Counter Terrorism, Countering Violent Extremism, Organised, Serious and Cross-Border Crime
- Collaborates closely with other EUD/EUSR internal sections as well as international actors to assist BiH security executives to develop workable solutions to the challenging issues of Counter Terrorism, Countering Violent Extremism, Organised, Serious and Cross-Border Crime

- Monitors and advises BiH executive authorities at the strategic - political level supporting their efforts to improve capacity and capability in related EU priority key areas on Counter Terrorism, Countering Violent Extremism, Organised, Serious and Cross-Border Crime
- Other tasks as assigned by the Head of Section

### **Professional Requirements/Qualifications**

- Minimum 8 years of extended experience in complex security environments, post-conflict and/or developing countries and communities, with policy level experience
- Advanced/first level university degree in political, security or other suitable sciences related to the complex, post-conflict or development work alternatively extensive track record in the field of Counter Terrorism, Countering Violent Extremism, Organised, Serious and Cross-Border Crime
- Good knowledge of EU related policies for South East Europe, Western Balkans and BiH
- Knowledge of EU standards in relation to Counter Terrorism, Countering Violent Extremism, Organised, Serious and Cross-Border Crime
- Good knowledge of the European Union, the European Union institutions (e.g. EUROJUST, EUROPOL, FRONTEX, European Monitoring Centre for Drugs and Drug Addiction, European Anti-Fraud Office and CEPOL) with knowledge of relevant policies, including the CSDP and CFSP
- Knowledge of programme management (preferably EU programme management cycle) considered an advantage

### **Competencies & Attributes**

- Proven track record of working at a national policy level, developing and delivering strategy
- Experience of interacting with interlocutors at strategic, political and policy level
- Team-player; taking initiative with high sense of confidentiality and flexibility
- Ability to work independently
- Excellent interpersonal skills, communication and reporting skills [English language], with the ability to present information in a clear and concise manner
- ICT skills commensurate with the scope of the post
- Knowledge of the official languages of Bosnia and Herzegovina considered an advantage;
- Knowledge of international organisations such as OSCE, UNDP, UNODC, IOM, ICITAP, Council of Europe considered an advantage

### **General conditions**

- National of a Member State of the European Union;
- The Candidate will need to be in possession of a necessary level of security clearance (EU Secret or equivalent) for the post. Further advice may be provided upon request;
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**EUROPEAN UNION**

SPECIAL REPRESENTATIVE IN BOSNIA AND HERZEGOVINA

## **Terms of Reference**

<b>Position Title:</b>	<b>Head of Communication and Spokesperson</b>
<b>Position reference number:</b>	<b>IS 2016 - 5</b>
<b>Direct Supervisor:</b>	<b>EUSR in BiH</b>
<b>Duty Station:</b>	<b>Sarajevo, Bosnia and Herzegovina</b>

The Head of Communication and Spokesperson will report to the EUSR in BiH. He/she will be responsible for all EUSR press/media activities and will be responsible for the strategic deployment of public diplomacy and outreach actions in support of the EUSR's mandate. He/she will be the focal point for all media and press matters and shall ensure coordination with various EU actors in BiH, including the EU Delegation, EUFOR, the Member States and relevant EEAS and Commission actors in Brussels.

The EUSR in BiH is double-hatted with the EU Head of Delegation. In this context, there are also press, media and public diplomacy activities related to the responsibilities of the Head of Delegation, including EEAS and European Commission functions. The Commission remains responsible for information activities related to the implementation of overall EU enlargement policy and which are funded through the IPA information and communication programme. The EUSR mandate includes to '*coordinate and implement the Union's communication efforts on EU issues towards the public in BiH*' and to '*promote the process of EU integration through targeted public diplomacy and EU outreach activities designed to ensure a broader understanding and support from the BiH public on EU related matters*'. In accordance with this, the Head of Communication and Spokesperson will, under the direction of the EUSR, work in close conjunction with the Commission and the EEAS.

The EUSR *modus operandi* and internal organisation will necessarily evolve in accordance with decisions of the Council and in relation to the challenges the EUSR meets in BiH. The duties and responsibilities outlined are therefore typical but not exclusive and the EUSR reserves the right to reasonably amend the duties and responsibilities.

### **Typical Duties and Responsibilities include:**

- Act as Spokesperson for the EUSR in Bosnia and Herzegovina (BiH);
- To be the principal point of contact for all BiH and foreign press and media contact with the EUSR and the EUSR office
- Maintaining and developing contacts with both local and international press;
- Writing press releases, articles, press statements, answering press enquiries and organising/hosting press conferences for the EUSR and staff as required;
- Advise the EUSR and other staff on press lines and media issues;
- Advise EUSR and relevant staff on a daily basis of press and media coverage relevant to the mandate, both national, regional and international;
- Develop the EU Communication Strategy in BiH with due regard to separate roles of the EEAS and Commission from the EUSR;



- Develop public diplomacy/outreach strategies, programmes and projects with due regard to separate roles of the EEAS and Commission from the EUSR and in line with working arrangements for IPA and overall Commission coordination on enlargement issues.
- Provide analysis of BiH public opinion and of the impact of EU communication activities in BiH;
- Ensure close coordination and collaboration between EUSR, EUFOR, and EUD communications resources to ensure that the EU speaks with one voice in BiH (without prejudice to the separate roles of the EEAS and Commission from the EUSR).
- Liaise/coordinate with Brussels-based Commission communication counterparts, as well as those in Council and EEAS.
- Liaise with other international organisations outside the 'EU family' of organisations as necessary.
- Daily oversight and management of the work of the EUSR press and media function (without prejudice to separate roles of the EEAS and Commission from the EUSR)
- Be responsible for management of the staff members of the section, including their work quality and professional performance, and for the adherence of the section and its staff to the EUSR rules and regulations
- Carry out other related duties as required.

### **Professional Requirements/Qualifications**

- University Degree in relevant related field [examples include; Journalism, Communications, Political Sciences, International Relations, etc];
- Preferably at least 10 (ten) years of professional experience, and 6 years of relevant experience in the press and media environment and at levels including responsibility for the collaborative outputs of staff and/or external contractors;
- Demonstrable experience of acting as a Spokesperson on political matters for a major international organization, preferably an EU office;
- Experience in strategic communications planning - conceptualizing, developing and implementing communication tools/projects for public media, print, broadcast and internet;
- Experience of interacting with senior members of governments/organizations;
- Excellent knowledge of the European Union institutions and the relevant EU policies and bodies related to BiH;
- Sound understanding of the Bosnia and Herzegovina media environment and excellent awareness of BiH's political environment and/or other working experience in Western Balkans is desirable.

### **Competencies & Attributes**

- Experience of interacting with interlocutors at government/ministerial level;
- Ability to be team captain- and team-player; taking initiative and work in team setting with high sense of confidentiality and flexibility;
- Ability to work long hours with focus on result and objective;
- Ability to operate independently;
- Excellent communication and reporting skills [English language], and the ability to present information in a clear and concise manner;
- ICT skills commensurate with the scope of the post;
- Good interpersonal skills to interact within multicultural environment;
- Excellent oral and written English;
- Knowledge of the official languages of Bosnia and Herzegovina will be an asset;

**General conditions**

- National of a Member State of the European Union;
- The candidate will need to be in possession of a necessary level of security clearance (EU Secret or equivalent) for the post. Further advice may be provided during interview;
- The candidate will need to be certified medically fit for employment by a competent authority/person in the country of the candidate's employment.

