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| LogoConsEuropean Union  Team of the EUSR for Afghanistan |

Advertisement for International Seconded/Contracted Staff Members

**ANNEX 1**

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| **Organisation:** | EUSR Office for Afghanistan | | |
| **Jobs Location:** | Kabul, Afghanistan | | |
| **Availability:** | As indicated below (\*):  The availability of the posts is subject to a Council Decision that will extend the current mandate of the EUSR until 31 August 2017. The form of the continuation beyond August 2017 will be subject of a specific discussion in the Council bodies foreseen for March 2017. | | |
| **Employment Regime:** | As indicated below | | |
| **Job Titles / Vacancy Notice:** | **Name of the posts** | **Location** | **Availability** |
| **Seconded / Contracted (8)** | | |
| Programme Manager  (EUSR-C-PM-01) | Kabul | As indicated above |
| Advisor to the National Security Council  (EUSR-C-NSC-02) |
| Advisor/Mentor (Prosecutor) to A.C.J.C.  (EUSR-C-ACJC-03) |
| Advisor to MOI (Deputy Minister Administration)  (EUSR-C-ADM-07) |
| Advisor to MOI (Deputy Minister Security)  (EUSR-C-SEC-11) |
| Advisor to MOI (Anti-Crime)  (EUSR-C-ACRI-13) |
| Finance and Administrative Officer – Deputy \*)  (EUSR-C-FAO-02) |
| Mission Security Officer – Deputy \*) (EUSR-C-MSO-02) |
| **Seconded (10)** | | |
| Advisor/Mentor (Prosecutor) to A.C.J.C.  (EUSR-S-ACJC-04,05,06) | Kabul | As indicated above |
| Advisor to MOI (Deputy Minister Administration)  (EUSR-S-ADM-08,09) |
| Advisor to MOI (Deputy Minister Administration)  (EUSR-S-ADM-10) |
| Advisor to MOI (Deputy Minister Security)  (EUSR-S-SEC-12) |
| Advisor to MOI (Anti-Crime)  (EUSR-S-ACRI-14) |
|  | Advisor to MOI (Anti-Crime)  (EUSR-S-ACRI-15) |  |  |
| Political Adviser – Human Rights and Gender  (EUSR-S-PA.HRG.-05) |
| **Number of posts:** | 18 | | |
| **Deadline for applications:** | **26 February 2017 at 17.00 Brussels time (with the exception of Finance and Administrative Officer – Deputy (EUSR-C-FAO-02) and Mission Security Officer – Deputy (EUSR-C-MSO-02) posts for which the closing date is 16 February 2017 at 17.00 Brussels time)** | | |
| **Email address to send the Application form:** | **Office of the European Union Special Representative for Afghanistan**  E-mail: [delegation-afghanistan-eusr-recruitment@eeas.europa.eu](mailto:delegation-afghanistan-eusr-recruitment@eeas.europa.eu) | | |
| **Information:** | For more information related to the selection and recruitment, please contact:  Office of the European Union Special Representative in Afghanistan  Kabul, Afghanistan  Ion Stan Tel: +93 729 90 96 25 or Brendon Largue +93 793 37 73 19  Email: [Ion.Stan@ext.eeas.europa.eu](mailto:Ion.Stan@ext.eeas.europa.eu) or [Brendon.Largue@ext.eeas.europa.eu](mailto:Brendon.Largue@ext.eeas.europa.eu) | | |

\*) The deadline of submitting application forms (Annex 2) for the Finance and Administrative Officer – Deputy (EUSR-C-FAO-02) and Mission Security Officer – Deputy (EUSR-C-MSO-02) posts is 16 February 2017 at 17.00 Brussels time.

The European External Action Service requests Member States and EU Institutions to consider seconding the above mentioned qualified candidates for the team of the EUSR in Afghanistan, according to the described requirements and profiles:

**A. Essential Requirements**

**Citizenship -** Citizen of a member state of the European Union (EU) and enjoying full rights as a citizen.

**Integrity -** The participants must maintain the highest standards of personal integrity, impartiality and self-discipline. Participants are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information related to the mission or respective tasks and activities. The participants shall carry out their duties and act in the interests of the mission.

**Physical and mental health** - Physically fit and in good health without any physical or mental problems or substance dependency which can impair operational performance in the mission.

**Negotiation Skills** - The participants must have excellent negotiating skills and the ability to work professionally in a stressful and diverse environment. The 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 is crucial.

**Flexibility and adaptability** - Be able to work in arduous conditions with a limited network of support. Strong interpersonal and communication skills. Good networking abilities.

**Ability to communicate effectively in English** – The candidates must be fully fluent in written and oral English language. Report writing ability, analysis, drafting and editing skills are especially needed.

**Computer Skills** - Skills in word processing, spreadsheets and email systems are essential. Knowledge of other IT tools will be an asset.

**B. Recommended Requirements or Experience**

**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 Common Security and Defence Policy (desirable).

**International Experience** - To have international experience, particularly in crisis areas with multi-national and international organisations.

**Local Experience** – To have strong familiarity with the political, historical and cultural context of Afghanistan.

**Language skills** - knowledge of Dari or Pashtu will be a distinct advantage.

**C. Essential Documents and Requirements for the Selected Candidates**

**Visas** - Contributing countries and mission members, for seconded staff, must ensure that visas are obtained for entry into the mission area prior to departure from their home country. For contracted staff, visas are facilitated by the EUSR Office.

**Security Clearance required** - To have a national security clearance at "EU SECRET" level or equivalent. Or to obtain this on arrival in case of successful contracted candidate, in which case a basic security clearance will be requested in advance.

**Driving Licence** – Be in possession of a valid civilian driving licence for motor vehicles (Category B or equivalent).

Each candidate completes the standard job application form in English (Annex 2). Applications will be considered only when using this form and indicating which position(s) the candidate is applying for (maximum 3 options/posts applied for, in the preferred order).

**NOTE FOR THE SCONDING AUTHORITIES:**

Seconding authorities remain responsible for ensuring that their staff are in possession of a valid Hostile Environment Awareness Training suitable for Afghanistan and meeting their own National Standards. Furthermore, seconding authorities are responsible for equipping their seconded staff with appropriate Personal Protection equipment, to include a Ballistic Vest & Ballistic Helmet meeting their minimum National Standards.

Those seconded Police staff being deployed in an armed capacity, for personal protection purposes only, must meet the respective minimum National Standards of the seconding Member State and are to be equipped with weapons and ammunition officially supplied and in accordance with their own rules. ALL firearms related training and recertification's remain the sole responsibility of the Seconding authority

**D. Desirable**

Diplomatic Status - To facilitate free movement, credibility and access.

Diplomatic or Service Passport - From their respective national authorities.

**E. Job Descriptions:**

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| Job Title / Code | **EUAT Programme Manager (1 post) – EUSR-C-PM-01** |
| Employment regime | **Seconded / Contracted** |
| Post category | **Expert** |
| Location of the post | **EU Delegation and working at the Presidential Palace** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR, the Programme Manager of the EU Advisory Team will directly report to the Adviser to the National Security Council who will report to the EUSR. She/he will:   * Coordinate and manage the work of the EU Advisory Team on behalf of the Adviser to the National Security Council. * Assist the EUSR in helping to manage the EU Advisory Team in terms of recruitment, absences and other human resources areas. * Provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force. * Provide advice on cross-cutting strategic issues related to the Ministry of Interior (MOI) and the Police forces on how best to re-posture current police forces to improve performance, against KPI’s and measurable outputs as agreed with the Host nation and implementation plan. * To monitor major Policing developments at the MOI and provide relevant advice to the National Security Council (NSC), with the aim to transition the ANP from a security force to a modern democratic Police service.   Ensure that the NSC receives relevant, timely and agreed strategic advice before key decisions are taken related to the MOI and Policing in Afghanistan.   * Coordinate with other international stakeholders; * Undertake any other related tasks/function as required.   The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a Masters diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree   OR   * Held the substantive rank of Assistant Commissioner, or above, within a Member States primary Civilian Police Service for a period of at least 3 years and having served within the past 5 years   AND   * After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience including at least 4 years of experience at senior level.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **General professional experience:** International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations. Experience in home country working as a senior civil servant or police officer, having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation.  **Essential:**   * Strong experience (at least 10 years of relevant proven full-time experience) in the security sector, preferably in post-conflict context; * Experience in advising and / or mentoring; * Full working knowledge of English and excellent drafting skills.   **Desirable:**   * Strong preference for candidates having worked in similar positions with documented successful results; * Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (Ministry of Interior/National Security Council/Attorney's General Office); * Strong knowledge of professional standards in Ministry of Interior/Home Office Departments; * Proven ability to lead and manage multinational teams; * Experience of overseeing and reviewing law enforcement agencies and their working; * Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics, government of Afghanistan Governance structures at national and sub-national level. Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Knowledge and understanding of the relationship between standards and performance outcomes; * Knowledge of Dari or Pashto is an asset. |

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| Job Title / Code | **Advisor to the National Security Council/EU Advisory Team Leader (1 post) – EUSR-C-NSC-02** |
| Employment regime | **Seconded / Contracted** |
| Post category | **Expert** |
| Location of the post | **EU Delegation and working at the Presidential Palace** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR, the Advisor to the National Security Council/EU Advisory Team Leader will directly report to the EUSR. She/he will:   * Provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force. * Provide advice on cross-cutting strategic issues related to the Ministry of Interior (MOI) and the Police forces on how best to re-posture current police forces to improve performance, against KPI’s and measurable outputs as agreed with the Host nation and implementation plan. * To monitor major Policing developments at the MOI and provide relevant advice to the National Security Council (NSC), with the aim to transition the ANP from a security force to a modern democratic Police service.   Ensure that the NSC receives relevant, timely and agreed strategic advice before key decisions are taken related to the MOI and Policing in Afghanistan.   * Coordinate with other international stakeholders. * Undertake any other related tasks/function as required by the EUSR.   The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a diploma at Master’s level   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. a Master's degree   OR   * Held the substantive rank of Assistant Commissioner (equivalent) or above within a Member States primary Civilian Police Service for a period of at least 3 years and having served within the last 5 years   AND   * After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience including at least 4 years of experience at senior level.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **General professional experience:** International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations. Experience in home country working as a senior civil servant or police officer, having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation.  **Essential:**   * Strong experience (at least 10 years of relevant proven full-time experience) in the security sector; * Experience in advising and/or mentoring; * Full working knowledge of English and excellent drafting skills.   **Desirable:**   * Strong preference for candidates having worked in similar positions with documented successful results, preferably in post-conflict context; * Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (Ministry of Interior/National Security Council/Attorney's General Office); * Strong knowledge of professional standards in Ministry of Interior/Home Office Departments; * Experience of overseeing and reviewing law enforcement agencies and their working; * Proven ability to lead and manage multinational teams; * Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Knowledge and understanding of the relationship between standards and performance outcomes; * Knowledge of Dari or Pashto is an asset. |

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| Job Title / Code | **Advisor/Mentor (Prosecutor), Anti-Corruption Justice Centre, Kabul Afghanistan – (1 post) / EUSR-C-ACJC-03** |
| Employment regime | **Seconded / Contracted** |
| Post category | **Expert** |
| Location of the post | **RS KAIA compound and working in A.C.J.C location** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | The Advisor shall assist the EU Advisory Team Leader in providing effective advising and mentoring services in the area of prosecution at the Anti-Corruption Justice Centre (ACJC).  The posts will be flexible with advisors being required to switch between advisee areas within the EU Advisory Team in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity.  With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the ACJC will directly report to the EU Advisory Team Leader who reports to the EUSR. She/he will:  **Main Tasks and Responsibilities:**   * Within her/his areas of responsibility, provide advice and mentorship to prosecutors at the ACJC. * Provide advice on cross-cutting strategies related to the successful prosecution of high-level corruption cases at the ACJC and the Attorney General's Office (AGO). * Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. * Ensure that the ACJC receive relevant strategic advice before key decisions are taken related to the investigation processes and policing in Afghanistan. * Providing relevant recommendations on a coherent advising strategy to support the ACJC. * Support coordination and cooperation between the Ministry of Interior (MOI), ACJC, AGO and the Major Crimes Task Force (MCTF). * Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy * Liaise closely with the other members of the Advisory Team in order to implement a joint coherent advising strategy. * Build and maintain effective partnerships working with other relevant international and national stakeholders. * Draft reports on areas of advisory responsibility. * Undertake any other related tasks/function as requested by the EU Advisory Team Leader.   The content and scope of the positions will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a Masters diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree.   AND   * After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **General professional experience:** Experience in working as a prosecutor or within a courts system, having worked on developing strategies and/or in a developmental, transitional or post-conflict situation.  **Essential:**     * At least 10 years of relevant experience, within the past 15 years. This requires experience of investigation and manage case files; * Full working knowledge of English and excellent drafting skills.   **Desirable:**   * Experience in Afghanistan in rule of law or justice development and capacity-building, including training and mentoring is an advantage; * At least 3 years of capacity-building training or mentoring of prosecutors in a post-conflict or developing country outside of the mentor candidate’s home country, preferably including abuse of power, corruption and economic and financial crimes. * Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level will be appreciated. * Experience in working in the criminal justice system of an Islamic country is an advantage; * Experience in training and supervising prosecutors or investigators in the candidates’ home country’s prosecution office is an advantage. * Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (MOI/ACJC/AGO); * Excellent interpersonal skills and ability to work in multinational teams; * Good knowledge and experience of security sector reform, gender, human rights, anti-corruption and police accountability and professional standards; * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Highly resilient under physical and mental pressure; * Knowledge of Dari or Pashto is an asset. |

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| Job Title / Code | **Advisor to the Afghan Ministry of Interior –** (Deputy Minister Administration) - **Finance and accountability aspects** **(1 post ) – EUSR-C-ADM-07** |
| Employment regime | **Seconded / Contracted** |
| Post category | **Expert** |
| Location of the post | **EU Delegation and working in the old MoI (across the EU Delegation compound)** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | The advisors shall complement each other's work and shall assist the EU Advisory Team Leader in performing effective advising in their allocated areas of responsibility within the departments under the responsibility of the :   * Deputy Minister of Administration   The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity.  With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR. She/he will:  **Main Tasks and Responsibilities:**   * Assist the MOI in enhancing its ability to carry out reforms and to put in place modern financial management and budget accountability systems to enable democratic policing as well as in elaborating and implementing policing strategies and best practice, including the fight against misuse of power, improvement of the quality of systems and processes. * Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy * Liaise closely with the other members of the Advisor Team in order to implement a joint coherent advising strategy. * Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility. * Build and maintain effective partnership working with other relevant international and national stakeholders. * Draft reports on areas of advisory responsibility. * Undertake any other related tasks/function as requested by the EU Advisory Team Leader.   The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a Masters diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree   OR   * Held the minimum rank of Superintendent / Major or above within a Member States primary Civilian Police Service.   AND   * After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **Desirable:**  The above mentioned university degree or equivalent police education is preferred to be in at least one of the following fields of expertise: Management, Financial Sciences and Administration, Law Enforcement or other area of specialisation recognized in their respective areas of assistance.  **General professional experience:** Experience in home country working as a senior police officer or senior civil servant having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation is an advantage.  **The followings are also considered as a distinct advantage:**   * Proven experience of Police Training and Development, both with regards to training but also administrative and financial policy development. * Excellent interpersonal skills and ability to work in multinational teams; * Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). * Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains of activities related to their area of specialization (Ministry of Interior) * Strong knowledge of professional standards in Ministry of Interior/Home Office Departments, knowledge and understanding of the relationship between standards, * International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage * Experience in advising and mentoring; * Experience in Police Administration; * Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards; * Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Highly resilient under physical and mental pressure; * Strong experience (more than 10 years of relevant proven full-time experience) in the Reform of Security Sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. * Knowledge of Dari or Pashto is an asset. |

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| Job Title / Code | **Advisor to the Afghan Ministry of Interior (Deputy Minister Security) – Strategic Planning Aspects (1 post) – EUSR-C-SEC-11** |
| Employment regime | **Seconded / Contracted** |
| Post category | **Expert** |
| Location of the post | **RS KAIA and working at the new MOI building** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | The advisors shall complement each other and shall assist the EU Advisory Team Leader in performing effective advising in their areas of responsibility within the Ministry of Interior departments under the responsibility of the :   * Deputy Minister for Security   The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity.  With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR and will:  **Main Tasks and Responsibilities:**   * Advise the department on the broad development of the civilian policing philosophy and specific priority areas including advising at the strategic level on the integration and expansion, enhancing community and civil society engagement, confidence building measures, enhancing accountability and governance of policing and promoting the mainstreaming of gender and human rights. * Within their areas of responsibility, provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force. * Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. * Support the department to strengthen linkages with the Attorney General's Office (AGO) to support the development of the rule of law * Ensure that the MOI receives relevant strategic advice before key decisions are taken related to policing in Afghanistan with the aim to transition the ANP from a security force to a modern democratic Police service. * Provide relevant recommendations on a coherent advising strategy to support the MOI and Afghan authorities. * Focus advising to enhance police command and control between the MOI, Zone and Provincial Commanders and advising on crisis response and crisis management employing Gold, Silver and Bronze command structures in response to major events will be integral to advisory efforts. * Assist the MOI in enhancing its ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing as well as in elaborating and implementing policing strategies and best practice, including the fight against misuse of power, improvement of the quality of police personnel, facilities, systems and processes * Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy. * Liaise closely with the other members of the Advisor Team in order to implement a joint coherent advising strategy. * Build and maintain effective partnership working with other relevant international and national stakeholders. * Draft reports on areas of advisory responsibility. * Undertake any other related tasks/function as required by the EU Advisory Team Leader**.**   The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a Masters diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree   OR   * Held the substantive minimum rank of Chief Superintendent / Lt. Col. (or equivalent) or above within a Member States primary Civilian Police Service.   AND   * After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **Desirable:**  **General professional experience:**  Experience in home country working as a senior police officer/senior civil servant having worked on developing strategies in areas of Homeland Security, National Security or activity considered relevant and international experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage.  **The followings are also considered as a distinct advantage:**   * Strong experience (at least 10 years of relevant proven full-time experience) in the security sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. * Experience should have ideally been gained at strategic level (substantive Chief Superintendent or above (or equivalent) in a primary national police organisation (civilian or police at or above chief Superintendent or equivalent level) for a period of at least 3 years and served within the past 5 years. * Excellent interpersonal skills and ability to work in multinational teams; * Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). * Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (Ministry of Interior); * Strong knowledge of professional standards in Ministry of Interior/Home Office Departments; * Knowledge and understanding of the relationship between standards; * Experience in advising and mentoring; * Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards; * Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Highly resilient under physical and mental pressure; * Experience in security sector reform is an advantage; * Knowledge of Dari or Pashto is an asset. |

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| Job Title / Code | **Advisor to the Afghan Ministry of Interior (Anti-Crime) – Organized Crime (1 post) - EUSR-C-ACRI-13** |
| Employment regime | **Seconded / Contracted** |
| Post category | **Expert** |
| Location of the post | **RS KAIA and working at the new MOI building** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | The advisors shall complement each other's work and shall assist the EU Advisory Team Leader in performing effective advising in favour of their allocated areas of responsibility, namely within the departments of the Ministry of the Interior under the responsibility of the :   * Deputy Minister Interior ( Anti-crime including the Major Crime Task Force and the Criminal Investigation Department)   The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity.  With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR and will:  **Main Tasks and Responsibilities:**   * Support department in addressing organised criminality, which facilitates Human Trafficking. * Within their areas of responsibility, provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force. * Provide advice on cross-cutting strategic issues related to the MOI and the police forces and how to re-posture current police forces to improve performance. * Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. * Ensure that the MOI receives relevant strategic advice before key decisions are taken related to policing in Afghanistan. * Support the EUSR in the decision making process by providing relevant recommendations on a coherent advising strategy to support the MOI and Afghan authorities. * Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy * Liaise closely with the other members of the Advisor Team in order to implement a joint coherent advising strategy. * Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility. * Build and maintain effective partnership working with other relevant international and national stakeholders. * Draft reports on areas of advisory responsibility. * Undertake any other related tasks/function as required by theTeam Leader.   The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a Masters diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree   OR   * Held the minimum substantive rank of Detective or equivalent in National Criminal Police Service within a Member States primary Civilian Police Service.   AND   * After having obtained the relevant degree/qualification, at least 6 years of relevant and proven fulltime police professional experience and having served within the past 5 years.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **Desirable:**  **General professional experience:** Experience in home country working as a senior police officer or senior civil servant having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation. International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage.  **The followings are also considered as a distinct advantage:**   * Ability to provide a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (Ministry of Interior); * Strong knowledge of professional standards in Ministry of Interior/Home Office Departments; * Strong experience (more than 6 years of relevant proven full-time experience) in the security sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. Experience should have ideally been gained at strategic level (Detective/Criminal Superintendent Rank or above (or equivalent)) in a Member states main national police organisation (civilian or police at or above Detective/Criminal Superintendent/Major or equivalent level); * Excellent interpersonal skills and ability to work in multinational teams; * Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). * Knowledge and understanding of the relationship between standards; * Experience in advising and mentoring; * Experience in operational activities related to their area of specialization and criminal investigations; * Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards is an advantage; Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Highly resilient under physical and mental pressure; * Experience in security sector reform, is an advantage; * Knowledge of Dari or Pashto is an asset. |

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| Job Title / Code | **Finance and Administrative Officer – Deputy (FAO - Deputy) - (1 post) – EUSR-C-FAO-02** |
| Employment regime | **Seconded / Contracted** |
| Post category | **MSML (Mission Support Management Level)** |
| Location of the post | **Kabul/EU Delegation** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | Under the supervision of the Finance and Administrative Officer (FAO), will ensure the administrative and financial, incl. accounting, functioning of the EUSR office in Kabul. Reporting to the Finance and Administrative Officer.  **Main Tasks and Responsibilities:**   * Ensure day-to-day administration of EUSR administrative affairs in close collaboration with the European External Action Service and the Commission, as well as other relevant actors on office related finance and administrative issues (i.a. identify needs of goods and/or services specifically required for its area of responsibility and to technically define the appropriate requirements of the means required to cover these needs and to participate, as appropriate, in the correspondent processes to procure these goods and services, maintain updated inventory lists); * Approve obligations, payments and disbursements; * Manage salaries, per diems, and reimbursements; * Manage effective and cost efficient administrative and internal financial procedures and control spanning the EUSR team; provide periodic evaluation of trends and suggestions for improvement; * Act as the EUSR Accountant, including mission bookkeeping on a daily basis, bank accounts, credit cards, payments etc. and financial issues at EUSR mission offices, registration of all the financial activities in the Sage Accounting Program; * Manage budgetary, financial and HR resource management policies for all EUSR offices, liaise with the financial authorities of the European External Action Service and the Commission, assure quality standards and timeliness, establish monthly, interim and final financial reports concerning the financial and budgetary situation in all offices; * To supervise the monthly end balance sheet reconciliations; * Preparation of annual/mandates budgets and any modifications that could be requested during the mandate; * Preparing the files for the mandate's external audit and assisting the auditors; * Any other tasks to fulfil the mandate of the EUSR as requested by the FAO and/or EUSR. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 3 years attested by a diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 6 in the European Qualification Framework (Equivalent Police and or Military education)   OR   * A qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. a Bachelor's degree.   AND   * After having fulfilled the above requirements, a minimum of 5 years of full time relevant and proven experience in financial and administrative matters, including budget, accounting / book-keeping, HR, administration. Very good knowledge of financial management principles and accounting techniques. |
| Specification of experience | **Desirable:**   * Master degree in Finance / Accountancy / Economics / Business Administration; * At least two years of professional experience in a similar position in an international environment; * Computer literate with practical experience with Windows applications and Finance software; * Extensive experience in the use of MS office and databases; * Knowledge of EC procurement and financial regulations; * Experience in planning and implementing projects. |

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| Job Title / Code | **Mission Security Officer – Deputy (MSO - Deputy) - (1 post) – EUSR-C-MSO-02** |
| Employment regime | **Seconded / Contracted** |
| Post category | **MSML (Mission Support Management Level)** |
| Location of the post | **Kabul/Mission wide** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | In line with the EU's Policy on the security of EU staff deployed outside the EU in an operations capacity under Title V of the TEU (Field Security Policy), the Deputy Mission Security Officer reports to the Mission Security Officer (MSO).  **Main Tasks and Responsibilities:**   * To assist the MSO in the development, implementation and updating of the Mission Security Plan (MSP) and all supporting security and safety instructions and procedures; * To provide security advice/support/guidance/assistance to EUSR and Security Management Team as appropriate * To assess the security situation and maintain updated all security related documents; * To conduct or initiate security surveys of Mission members' personal protective security requirements, transport security, residential and office security; * To ensure that all security and communications equipment is kept up-to-date and in a state of operational readiness; * To conduct regular security drills, communication tests and evacuation exercises; * To provide briefings on matters affecting the security and safety of Mission members and ensure all staff are properly prepared for emergencies; * To liaise as directed and co-operate closely with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives, in the field of security; * To provide timely and comprehensive reports to the MSO/SMT/IBS2 on all incidents affecting Mission members and initiate necessary follow up action with the appropriate authorities; * To produce briefings and presentations relating to his/her sphere of work for the benefit of the Mission; * To assist the MSO in reviewing the security level and state of alert: * To assist the MSO in the drafting of security related Terms of Reference for the procurement of security equipment, contracts and services; * To provide personal security advice , support and assistance, and an appropriate response to Mission members and ensure that all necessary actions are taken, particularly in emergency cases; * To deputise for the MSO and coordinate all absences, to ensure that continuity of cover is afforded and either is present in Country at any time. * To work in synergy and closely, with the resident EEAS RSO, in the common interests of protecting EU Personnel and assets. * To manage the Kabul Security Cell and its functioning sub-sections, as appropriate, in accordance with the Mission Security Plan and relevant EEAS Field Security Policies. * To produce security based travel advisories and to travel to travel to high risk areas and conduct security duties; * To undertake any other tasks as assigned by the EUSR/MSO in the domain of his/her competency as deemed necessary.   The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 3 years attested by a diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 6 in the European Qualification Framework (Equivalent Police and or Military education)   OR   * A qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. a Bachelor's degree   OR   * Equivalent and attested police or/and military education or training or an award of an equivalent rank and at least 6 years of relevant and proven full-time experience of which one year experience of Field Security   AND   * Previous and recent experience in carrying and the use of firearms, for personal protection purposes whilst conducting duties within a Military, Police or Diplomatic Security role. Authorized to carry and issued a personal weapon if seconded or be prepared to be trained in their use if contracted; * To be in a possession of Personnel Security Clearance at the level of SECRET UE/EU SECRET or willing to be positively vetted to this level upon employment; * Possession of a valid and current Civilian driving license class at C/C1 for manual transmissions.   **Advantageous:**   * Successful completion of EU Mission Security Officer Certification Course is a considerable asset. |
| Specification of experience | **General professional experience:** International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations.  **Essential:**   * Experience at least 5 years of relevant proven full-time experience in the civilian, military, police, security sector, with a strong preference for candidates having worked in similar positions; * Full working knowledge of English and excellent drafting skills.   **Desirable:**   * Previous management and supervisory experience, preferably in a strategic and operational level and a multi-cultural and faith environment. * 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; * Demonstrated experience and ability to contribute creatively to the development of security strategies and procedures; * Demonstrated ability to contribute creatively to the development of security policies and procedures; * Ability to analyse information; * Excellent organisational, planning, and time-management skills; * Experience in planning and implementing projects; * Highly resilient under mental pressure and willingness to work extra hours when required; * Ability to perform under stress and in difficult circumstances * Excellent knowledge of the Mission area and potential security threats; * Ability to operate Windows and Power Point applications, including Word processing, e-mail, and spread sheets (Excel); * Previous work experience in the region would be an advantage; * Previous international experience in CSDP/CFSP missions or multi-national/international organisations would be an advantage; * Previous exposure/experience of working with, in or alongside the EEAS Field Security Division (IBS2) * Formal risk management accreditation. * To provide personal security advice and support to the staff; * To provide security support and advice to EU managers and the EU chain of command * Ability to perform under stress and in difficult circumstances |

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| Job Title / Code | **Advisor/Mentor (Prosecutor), Anti-Corruption Justice Centre, Kabul Afghanistan – (3 posts) / EUSR-S-ACJC-04, EUSR-S-ACJC-05, EUSR-S-ACJC-06** |
| Employment regime | **Seconded** |
| Location of the post | **RS KAIA compound and working in A.C.J.C location** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | The Advisors shall assist the EU Advisory Team Leader in providing effective advising and mentoring services in the area of prosecution at the Anti-Corruption Justice Centre (ACJC).  The posts will be flexible with advisors being required to switch between advisee areas within the EU Advisory Team in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity.  With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the ACJC will directly report to the EU Advisory Team Leader who reports to the EUSR. She/he will:  **Main Tasks and Responsibilities:**   * Within her/his areas of responsibility, provide advice and mentorship to prosecutors at the ACJC. * Provide advice on cross-cutting strategies related to the successful prosecution of high-level corruption cases at the ACJC and the Attorney General's Office (AGO). * Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. * Ensure that the ACJC receive relevant strategic advice before key decisions are taken related to the investigation processes and policing in Afghanistan. * Providing relevant recommendations on a coherent advising strategy to support the ACJC. * Support coordination and cooperation between the Ministry of Interior (MOI), ACJC, AGO and the Major Crimes Task Force (MCTF). * Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy * Liaise closely with the other members of the Advisory Team in order to implement a joint coherent advising strategy. * Build and maintain effective partnerships working with other relevant international and national stakeholders. * Draft reports on areas of advisory responsibility. * Undertake any other related tasks/function as requested by the EU Advisory Team Leader.   The content and scope of the positions will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a Masters diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree.   AND   * After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **General professional experience:** Experience in working as a prosecutor or within a courts system, having worked on developing strategies and/or in a developmental, transitional or post-conflict situation.  **Essential:**     * At least 10 years of relevant experience, within the past 15 years. This requires experience of investigation and manage case files; * Full working knowledge of English and excellent drafting skills.   **Desirable:**   * Experience in Afghanistan in rule of law or justice development and capacity-building, including training and mentoring is an advantage; * At least 3 years of capacity-building training or mentoring of prosecutors in a post-conflict or developing country outside of the mentor candidate’s home country, preferably including abuse of power, corruption and economic and financial crimes. * Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level will be appreciated. * Experience in working in the criminal justice system of an Islamic country is an advantage; * Experience in training and supervising prosecutors or investigators in the candidates’ home country’s prosecution office is an advantage. * Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (MOI/ACJC/AGO); * Excellent interpersonal skills and ability to work in multinational teams; * Good knowledge and experience of security sector reform, gender, human rights, anti-corruption and police accountability and professional standards; * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Highly resilient under physical and mental pressure; * Knowledge of Dari or Pashto is an asset. |

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| Job Title / Code | **Advisor to the Afghan Ministry of Interior – (Deputy Minister Administration) Institutional Capacity Building Advisor (2 posts –EUSR-S-ADM-08, EUSR-S-ADM-09).** |
| Employment regime | **Seconded** |
| Location of the post | **EU Delegation and working in the old MoI (across the EU Delegation compound)** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | The advisors shall complement each other's work and shall assist the EU Advisory Team Leader in performing effective advising in their allocated areas of responsibility within the departments under the responsibility of the :   * Deputy Minister of Administration   The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity.  With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR. She/he will:  **Main Tasks and Responsibilities:**   * Provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force. * Advise the department with a specific focus at the institutional level on improving the leadership and processes in the provision and content of new recruit and NCO training. Furthermore also advising the Afghan National Police Academy with a particular focus on curricula review, in support of the Afghan National Police, strategic objectives. * Advise in regard to the development of a high potential development scheme for talented staff and supporting their professional development and rapid advancement * Develop and maintain close working relations with other interlocutors to support and promote diversity within police training & development, capacity building and integration * Support the maintenance of the capability within the Police Staff College and Crime Management Colleges, by supporting the evolution of these flagship institutions and ensuring that training provision remains in support to operational policing and the overall Policing strategy of the MoI. * Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. * Ensure that the MOI receives relevant strategic advice before key decisions are taken related to policing in Afghanistan, with the aim to transition the ANP from a security force to a modern democratic Police service. * Provide relevant recommendations on a coherent advising strategy to support the MOI and Afghan authorities. * Address deficits in intra-ministerial coordination and enhance matrix communication to ensure the attainment of strategic deliverables. This will include ensuring for example that identified lessons learned, operational development and training requirements of the ANP are effectively addressed through policy, leadership development and training * Advise in support of the implementation of merit based appointments and professional police career paths, continuous professional development and senior leadership development * Liaise closely with the other members of the Advisor Team in order to implement a joint coherent advising strategy. * Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility. * Build and maintain effective partnership working with other relevant international and national stakeholders. * Draft reports on areas of advisory responsibility. * Undertake any other related tasks/function as requested by the EU Advisory Team Leader.   The content and scope of the positions will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a Masters diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree   OR   * Held the minimum rank of Superintendent / Major or above within a Member States primary Civilian Police Service.   AND   * After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **Desirable:**  The above mentioned university degree or equivalent police education is preferred to be in at least one of the following fields of expertise: Management, Financial Sciences and Administration, Law Enforcement or other area of specialisation recognized in their respective areas of assistance.  **General professional experience:** Experience in home country working as a senior police officer or senior civil servant having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation is an advantage.  **The followings are also considered as a distinct advantage:**   * Proven experience of Police Training and Development, both with regards to training but also administrative and financial policy development. * Excellent interpersonal skills and ability to work in multinational teams; * Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). * Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains of activities related to their area of specialization (Ministry of Interior) * Strong knowledge of professional standards in Ministry of Interior/Home Office Departments, knowledge and understanding of the relationship between standards, * International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage * Experience in advising and mentoring; * Experience in Police Administration; * Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards; * Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Highly resilient under physical and mental pressure; * Strong experience (more than 10 years of relevant proven full-time experience) in the Reform of Security Sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. * Knowledge of Dari or Pashto is an asset. |

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| Job Title / Code | **Advisor to the Afghan Ministry of Interior –** (Deputy Minister Administration)- **(1 post ) – Administrative and logistic aspects - EUSR-S-ADM-10.** |
| Employment regime | **Seconded** |
| Location of the post | **EU Delegation and working in the old MoI (across the EU Delegation compound)** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | The advisors shall complement each other's work and shall assist the EU Advisory Team Leader in performing effective advising in their allocated areas of responsibility within the departments under the responsibility of the :   * Deputy Minister of Administration   The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity.  With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR. She/he will:  **Main Tasks and Responsibilities:**   * Within her/his areas of responsibility, provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force. * Provide advice on cross-cutting strategic issues related to the MOI and the police forces and how to re-posture current police forces to improve performance. * Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. * Ensure that the MOI receives relevant strategic advice before key decisions are taken related to policing in Afghanistan. * Provide relevant recommendations on a coherent advising strategy to support the MOI and Afghan authorities. * Assist the MOI in enhancing its ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing as well as in elaborating and implementing policing strategies and best practice, including the fight against misuse of power, improvement of the quality of police personnel, facilities, systems and processes * Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy * Liaise closely with the other members of the Advisor Team in order to implement a joint coherent advising strategy. * Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility. * Build and maintain effective partnership working with other relevant international and national stakeholders. * Draft reports on areas of advisory responsibility. * Undertake any other related tasks/function as requested by the EU Advisory Team Leader.   The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a Masters diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree   OR   * Held the minimum rank of Superintendent / Major or above within a Member States primary Civilian Police Service.   AND   * After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **Desirable:**  The above mentioned university degree or equivalent police education is preferred to be in at least one of the following fields of expertise: Management, Financial Sciences and Administration, Law Enforcement or other area of specialisation recognized in their respective areas of assistance.  **General professional experience:** Experience in home country working as a senior police officer or senior civil servant having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation is an advantage.  **The followings are also considered as a distinct advantage:**   * Proven experience of Police Training and Development, both with regards to training but also administrative and financial policy development. * Excellent interpersonal skills and ability to work in multinational teams; * Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). * Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains of activities related to their area of specialization (Ministry of Interior) * Strong knowledge of professional standards in Ministry of Interior/Home Office Departments, knowledge and understanding of the relationship between standards, * International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage * Experience in advising and mentoring; * Experience in Police Administration; * Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards; * Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Highly resilient under physical and mental pressure; * Strong experience (more than 10 years of relevant proven full-time experience) in the Reform of Security Sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. * Knowledge of Dari or Pashto is an asset. |

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| Job Title / Code | **Advisor to the Afghan Ministry of Interior (Deputy Minister Security) – Operational Aspects (1 post) – EUSR-S-SEC-12** |
| Employment regime | **Seconded** |
| Location of the post | **RS KAIA and working at the new MOI building** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | The advisors shall complement each other and shall assist the EU Advisory Team Leader in performing effective advising in their areas of responsibility within the Ministry of Interior departments under the responsibility of the :   * Deputy Minister for Security   The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity.  With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR and will:  **Main Tasks and Responsibilities:**   * Provide advice on cross-cutting strategic issues related to the MOI and the police forces and how to re-posture current police forces to improve performance. * Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. * Provide relevant recommendations on a coherent advising strategy to support the MOI and Afghan authorities. * Support coordination and cooperation between MOI and the National Directorate of Security and work in conjunction with other interlocutors to support intelligence and information sharing between the entities. * Address deficits in intra-ministerial coordination and enhance matrix communication to ensure the attainment of strategic deliverables. This will include ensuring for example that identified lessons learned, operational development and training requirements of the ANP are effectively addressed through policy, leadership development and training. * Assist the MOI in implementing, through its chain of command, effective coordination between all the different pillars of the ANP, other Afghan National Security Forces and the judicial system * Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy * Liaise closely with the other members of the Advisor Team in order to implement a joint coherent advising strategy. * Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility. * Build and maintain effective partnership working with other relevant international and national stakeholders. * Draft reports on areas of advisory responsibility. * Undertake any other related tasks/function as required by the EU Advisory Team Leader.   The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a Masters diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree   OR   * Held the substantive minimum rank of Chief Superintendent / Lt. Col. (or equivalent) or above within a Member States primary Civilian Police Service.   AND   * After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **Desirable:**  **General professional experience:**  Experience in home country working as a senior police officer/senior civil servant having worked on developing strategies in areas of Homeland Security, National Security or activity considered relevant and international experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage.  **The followings are also considered as a distinct advantage:**   * Strong experience (at least 10 years of relevant proven full-time experience) in the security sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. * Experience should have ideally been gained at strategic level (substantive Chief Superintendent or above (or equivalent) in a primary national police organisation (civilian or police at or above chief Superintendent or equivalent level) for a period of at least 3 years and served within the past 5 years. * Excellent interpersonal skills and ability to work in multinational teams; * Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). * Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (Ministry of Interior); * Strong knowledge of professional standards in Ministry of Interior/Home Office Departments; * Knowledge and understanding of the relationship between standards; * Experience in advising and mentoring; * Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards; * Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Highly resilient under physical and mental pressure; * Experience in security sector reform is an advantage; * Knowledge of Dari or Pashto is an asset. |

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| Job Title / Code | **Advisor to the Afghan Ministry of Interior (Anti-Crime) – Analysis of criminal information and suspects signaling – (1 post) - EUSR-S-ACRI-14** |
| Employment regime | **Seconded** |
| Location of the post | **RS KAIA and working at the new MOI building** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | The advisors shall complement each other's work and shall assist the EU Advisory Team Leader in performing effective advising in favour of their allocated areas of responsibility, namely within the departments of the Ministry of the Interior under the responsibility of the :   * Deputy Minister Interior ( Anti-crime including the Major Crime Task Force and the Criminal Investigation Department)   The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity.  With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR and will:  **Main Tasks and Responsibilities:**   * Advise on Criminal Investigation Department (CID) capacity and capability development in this technical area of criminal investigations. * Advice to include a thematic focus on cross-cutting issues including intelligence led policing, crime recording, investigation and analysis, evidence based policing, CID policy implementation, promoting the use of the National Intelligence Management System, advising on forensics and supporting the Kabul Interpol National Central Bureau. This was also extended to strengthening linkages and coordination between the CID, the Directorate of Police Intelligence and the National Targeting and Exploitation Centre. * Support the further development of the CID, Organized Crime Unit, Counter Terrorism and Intelligence cadres and investigative and reporting capacity building through exploiting the EU sponsored Crime Management College will be integral to the advising function of the team and an integrated advisory model * Support coordination and cooperation between MOI and the National Directorate of Security and work in conjunction with other interlocutors to support intelligence and information sharing between the entities. * Within their areas of responsibility, provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force with the aim to transition the ANP from a security force to a modern democratic Police service * Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. * Advise to promote strengthening of the rule of law through close cooperation between the DM Anti-Crime and the AGO in the submission of cases and the oversight of criminal investigations. * Drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy * Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility. * Build and maintain effective partnership working with other relevant international and national stakeholders. * Draft reports on areas of advisory responsibility. * Undertake any other related tasks/function as required by theTeam Leader.   The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a Masters diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree   OR   * Held the minimum substantive rank of Detective or equivalent in National Criminal Police Service within a Member States primary Civilian Police Service.   AND   * After having obtained the relevant degree/qualification, at least 6 years of relevant and proven fulltime police professional experience and having served within the past 5 years.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **Desirable:**  **General professional experience:** Experience in home country working as a senior police officer or senior civil servant having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation. International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage.  **The followings are also considered as a distinct advantage:**   * Ability to provide a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (Ministry of Interior); * Strong knowledge of professional standards in Ministry of Interior/Home Office Departments; * Strong experience (more than 6 years of relevant proven full-time experience) in the security sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. Experience should have ideally been gained at strategic level (Detective/Criminal Superintendent Rank or above (or equivalent)) in a Member states main national police organisation (civilian or police at or above Detective/Criminal Superintendent/Major or equivalent level); * Excellent interpersonal skills and ability to work in multinational teams; * Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). * Knowledge and understanding of the relationship between standards; * Experience in advising and mentoring; * Experience in operational activities related to their area of specialization and criminal investigations; * Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards is an advantage; Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Highly resilient under physical and mental pressure; * Experience in security sector reform, is an advantage; * Knowledge of Dari or Pashto is an asset. |

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| Job Title / Code | **Advisor to the Afghan Ministry of Interior (Anti-Crime) – Organized Crime (1 post) - EUSR-S-ACRI-15** |
| Employment regime | **Seconded** |
| Location of the post | **RS KAIA and working at the new MOI building** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | The advisors shall complement each other's work and shall assist the EU Advisory Team Leader in performing effective advising in favour of their allocated areas of responsibility, namely within the departments of the Ministry of the Interior under the responsibility of the :   * Deputy Minister Interior ( Anti-crime including the Major Crime Task Force and the Criminal Investigation Department)   The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity.  With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR and will:  **Main Tasks and Responsibilities:**   * Support department in addressing organised criminality, which facilitates Human Trafficking. * Within their areas of responsibility, provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force. * Provide advice on cross-cutting strategic issues related to the MOI and the police forces and how to re-posture current police forces to improve performance. * Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. * Ensure that the MOI receives relevant strategic advice before key decisions are taken related to policing in Afghanistan. * Support the EUSR in the decision making process by providing relevant recommendations on a coherent advising strategy to support the MOI and Afghan authorities. * Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy * Liaise closely with the other members of the Advisor Team in order to implement a joint coherent advising strategy. * Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility. * Build and maintain effective partnership working with other relevant international and national stakeholders. * Draft reports on areas of advisory responsibility. * Undertake any other related tasks/function as required by theTeam Leader.   The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a Masters diploma   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree   OR   * Held the minimum substantive rank of Detective or equivalent in National Criminal Police Service within a Member States primary Civilian Police Service.   AND   * After having obtained the relevant degree/qualification, at least 6 years of relevant and proven fulltime police professional experience and having served within the past 5 years.   **Advantageous:**   * Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course. |
| Specification of experience | **Desirable:**  **General professional experience:** Experience in home country working as a senior police officer or senior civil servant having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation. International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage.  **The followings are also considered as a distinct advantage:**   * Ability to provide a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (Ministry of Interior); * Strong knowledge of professional standards in Ministry of Interior/Home Office Departments; * Strong experience (more than 6 years of relevant proven full-time experience) in the security sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. Experience should have ideally been gained at strategic level (Detective/Criminal Superintendent Rank or above (or equivalent)) in a Member states main national police organisation (civilian or police at or above Detective/Criminal Superintendent/Major or equivalent level); * Excellent interpersonal skills and ability to work in multinational teams; * Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). * Knowledge and understanding of the relationship between standards; * Experience in advising and mentoring; * Experience in operational activities related to their area of specialization and criminal investigations; * Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards is an advantage; Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Highly resilient under physical and mental pressure; * Experience in security sector reform, is an advantage; * Knowledge of Dari or Pashto is an asset. |

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| Job Title | **Human Rights and Gender Adviser – (1 post) – EUSR-S-PA.HRG.-05** |
| Employment regime | **Seconded** |
| Location of the post | **EU Delegation** |
| Security Clearance Level: | **EU SECRET** |
| Job Description | With the aim of implementing the EUSR's political mandate and by following his guidance, the Human Rights and Gender Adviser will report to the Head of the Political Section of the EUSR Office and/or directly to EUSR and will:   * Support and assist with the follow up to the Brussels Conference in October 2016, with regard to human rights and gender issues * Be responsible for preparations, completion and follow-up of the Local Annual EU-Afghanistan Human Rights Dialogue * Monitor the human rights situation and the situation on gender related discrimination and violence * Report and analyse developments in the fields of human rights and women's and children's rights * Support transitional justice initiatives * Maintain close contact with EU Delegations in Kabul to ensure proper co-ordination and partnership * Chair the EU Human Rights and Gender Working Group. * Liaise with government stakeholders, Afghan Independent Human Rights Commission, civil society organisations and other partners * Maintain close contact with international organisations, notably with relevant UN organisations and INGOs working in Afghanistan * Support to Human Rights Defenders and bi-monthly meetings with human rights defenders and journalists. * Perform other duties as and when required.     In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | **Essential:**   * Successful completion of university studies of at least 4 years attested by a diploma at Master’s level   OR   * A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework   OR   * A qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. a Master's degree   AND   * After having fulfilled the educational requirements, a minimum of 10 years of relevant professional experience. |
| Specification of experience | **Desirable:**  **General professional experience:** International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations. Experience in home country working as practicing lawyer or other professional legal position, having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation.  The following can be considered a distinct advantage:   * Strong experience (10 years of relevant proven full-time experience) with human rights work, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results; * Strong knowledge on international human rights standards and the international human rights systems and its procedures; * Strong experience in monitoring and reporting; * Knowledge and understanding of rule of law standards; * Excellent command of English, including the ability to draft and edit reports. * At least two years of professional experience in a similar position in an international environment (diplomacy, research or political analysis). * Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. Knowledge of Sharia law, traditional dispute resolution mechanisms, gender and human rights; * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Knowledge and understanding of human rights issues in Islamic environment; * Knowledge of Dari or Pashto is an asset. |