

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Capacity Building Mission in Somalia (EUCAP SOMALIA) 3-2017 Call for Contributions				
Organisation:	EUCAP SOMALIA			
Job Location:	As indicated below			
Employment Regime:	As indicated below			
Job Title/ Vacancy Notice:	Ref.:	Name of the Post:	Location:	Availability:
	<u>Seconded (31)</u>			
	SOM-008	Executive Officer to Head of Mission	Mogadishu	01 Feb 2018
	SOM-013	Strategic Adviser (LO1)	Garowe	ASAP
	SOM-014	Strategic Adviser (LO1)	Garowe	ASAP
	SOM-015	Institutional Adviser (LO2)	Garowe	ASAP
	SOM-018	Institutional Adviser (LO2)	Garowe	ASAP
	SOM-019	Senior Legal Adviser (LO2)	Mogadishu	ASAP
	SOM-021	Legal Adviser (LO2)	Mogadishu	ASAP
	SOM-026	Operational Capability Unit Officer (LO3)	Mogadishu	ASAP
	SOM-029	Operational Capability Unit Officer (LO3)	Mogadishu	ASAP
	SOM-054	Coast Guard Adviser (LO3)	Hargeisa	ASAP
	SOM-060	Coast Guard Adviser (LO3)	Hargeisa	ASAP
	SOM-062	Adviser (LO1)	Mogadishu	ASAP
	SOM-068	Police Adviser (LO3)	Garowe	ASAP
	SOM-071	Coastal Policing Adviser (LO3)	Hargeisa	ASAP
	SOM-072	Coastal Policing Adviser (LO3)	Hargeisa	ASAP
	SOM-075	Coastal Policing Adviser (LO3)	Hargeisa	ASAP
	SOM-086	Strategic Maritime Adviser (LO1)/ Head of Field Office Mogadishu	Mogadishu	ASAP
	SOM-094	Senior Maritime Adviser / Head of Field Office Hargeisa	Hargeisa	ASAP
	SOM-102	Senior Police Adviser (LO1)	Mogadishu	ASAP
	SOM-104	Legal Adviser (LO2)	Garowe	ASAP
	SOM-108	Maritime Adviser (LO3)	Garowe	04 Feb 2018
	SOM-110	Adviser (LO1)	Mogadishu	ASAP
	SOM-111	Chain of Prosecution Adviser (LO2)	Mogadishu	ASAP
	SOM-112	Chain of Prosecution Adviser (LO2)	Mogadishu	ASAP
	SOM-114	Adviser (LO1)	Hargeisa	ASAP
	SOM-116	Strategic Adviser (LO1)	Hargeisa	ASAP
	SOM-118	Chain of Prosecution Adviser (LO2)	Garowe	ASAP
	SOM-121	Institutional Adviser (LO2)	Mogadishu	ASAP
SOM-122	Senior Press and Public Information Officer	Mogadishu	ASAP	
SOM-123	Document Manager/Registry	Mogadishu/ Nairobi	ASAP	

	BRS-122*	Brussels Support Element (BSE) - Policy Support Officer	Brussels	07 Feb 2018
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<u>Seconded/Contracted (13)</u>				
	SOM-011	Strategic Adviser (LO1)	Garowe	ASAP
	SOM-016	Head of Planning and Evaluation Department	Mogadishu	ASAP
	SOM-022	Senior Operational Capability Unit Officer (LO3)	Mogadishu	ASAP
	SOM-034	Information Security Officer	Mogadishu/ Nairobi	ASAP
	SOM-048	Medical Advisor	Mogadishu	ASAP
	SOM-053**	CIS Officer - Administrator	Mogadishu/ Nairobi	ASAP
	SOM-065	Reporting Officer	Mogadishu/ Nairobi	ASAP
	SOM-067	Coastal Policing Adviser (LO3)	Hargeisa	ASAP
	SOM-070	Project Manager	Mogadishu/ Hargeisa/ Garowe/ Nairobi	ASAP
	SOM-073	Finance Officer	Mogadishu	ASAP
	SOM-078	CIS Assistant	Hargeisa	ASAP
	SOM-098**	Mission Security Officer	Hargeisa	ASAP
	SOM-109	Finance and Administration Officer	Garowe	ASAP
Deadline for Applications:	Thursday 7 December 2017 at 17:00 (Brussels time)			
E-mail Address to send the Job Application Form to:	<p style="text-align: center;">cpcc.eucaphoa@eeas.europa.eu or https://goalkeeper.eeas.europa.eu/registrar/ (for seconded candidates by EU Member States only)</p>			
Information:	<p style="text-align: center;">For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Mr Tapio Rasanen cpcc.eucaphoa@eeas.europa.eu +32 (0)2 584 26 43</p>			

* The availability of this position is subject to the non-confirmation of a request for extension.

** The availability of this position is subject to the non-acceptance of a job offer.

EUCAP Somalia has a High Risk Non-Family Mission status. For security reasons, the Mission Members are obliged to live in restricted areas, where security responsibilities are borne by the Mission.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States/contributing third States (contributing States) will be considered. Contributing States will bear all personnel-related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from contributing third States are not entitled to receive allowances paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Contracted Personnel – Contracted Personnel – The Mission may recruit international staff on a contractual basis as required, through an employment contract. The employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high risk insurance policy. Preference will be given to seconded candidates. A seconded staff member of EUCAP Somalia is eligible to apply for a contracted post only if his/her secondment will end within three (3) months from the deadline for applications and if his/her request for extension of the secondment has not been supported by the relevant State or EU Institution.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English language, if issued in another language, in accordance with the European Commission Guidelines for Lifelong Learning, which ensures transparency in higher education and fair and informed judgements about qualifications.

Tour of Duty/Contract Period – Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the initial duration of the deployment should be of 12 months.

The Civilian Operations Commander requests that contributing States propose candidates for the following international expert positions for EUCAP Somalia, according to the requirements and profiles described below:

A. Essential Requirements

The following are essential requirements in respect of civilian international experts to the Missions:

Citizenship – Citizenship of an EU Member State or of a Contributing Third State.

Integrity – The candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. The candidates are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information relating to the Mission or respective tasks and activities. They shall carry out their duties and act in the interest of the Mission.

Communication Skills – The candidates must have excellent interpersonal and communication skills, both written and oral. In particular, they must be able to write reports in the working language of the Mission.

Language Skills¹ – Spoken and written proficiency in the working languages of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions. In order to provide for national representation in all Missions, certain (ordinarily internal) positions in Missions may accept proficiency in a language other than the majority language of the Mission.

Flexibility and Adaptability – The candidates must be able to work in arduous conditions with a limited network of support, with unpredictable working hours and a considerable workload. They must have the ability to work professionally as a member of a team, in task forces and working groups with mixed composition (e.g. civilian and military staff) and be able to cope with extended separation from family and usual environment.

Availability – The candidates must be able to undertake any other tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of Mission.

Physical and Mental Health – The candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission. To ensure duty of care in a non-benign environment, selected candidates should, in principle, be under the normal age of retirement in contributing States.

Computer Skills – Skills in word processing, spreadsheet and e-mail systems are essential.

¹ [Common European Framework of References for Languages](#)

Education – A recognised academic qualification under the European Qualifications Framework (EQF)², or equivalent, at a level specified in the individual job descriptions.

Driving Licence – The candidates must be in possession of a valid – including Mission area – civilian driving licence for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle.

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

B. Desirable Requirements

Knowledge of the EU Institutions – The candidates should have a good knowledge of the EU Institutions and international standards, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

Knowledge of the Mission areas – The candidates should have a good knowledge of the history, culture, social and political situation of the region; and also knowledge of the police, judiciary and governmental structures.

Knowledge and Experience of SSR - The candidates must be acquainted with Security Sector Reform concepts and practices, especially in the Mission area.

Training and Experience – The candidates should have attended a Civilian Crisis Management Course or equivalent.

Language – Some proficiency in local language(s).

Driving Licence - Category C driving licence.

C. Essential Documents and Equipment for Selected Candidates

Passport – The selected candidates must have a passport from their respective national authorities. If possible, a Service Passport or Diplomatic Passport should be issued.

Visas – Contributing States and selected candidates must ensure that visas are obtained for entry into the Mission area prior to departure from their home country. It is also essential to obtain any transit visas, which may be required for passage through countries en route to the Mission.

Required Personnel Security Clearance (PSC) – The selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job descriptions. For seconded experts, the original certificate of the national security clearance or a proof of the initiation of the process must accompany them upon deployment. For contracted experts, the process will be initiated by the Mission upon deployment. For both seconded and contracted experts, access to EUCI will be limited to RESTRICTED until the issuance of their national security clearance.

Certificate/Booklet of Vaccination – The selected candidates must be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. They also must be vaccinated according to the required immunisations for the Mission area. Yellow fever vaccination is compulsory to be admitted to the country.

² <https://ec.europa.eu/ploteus/content/descriptors-page>

Medical Certificate – The selected candidates should undergo a medical examination and be certified medically fit for Mission duty by a competent authority from the contributing States. A copy of this certification must accompany deployed seconded/contracted personnel.

D. Additional Information on the Selection Process

Gender balance - The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The CPCC encourages the contributing States and European Institutions to take this into account when offering contributions.

Application Form – Applications will be considered only when using the standard Application Form to be returned in Word format, and indicating which position(s) the candidate is applying for.

Selection Process – The candidates considered to be most suitable will be shortlisted and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by phone, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the contributing States will bear any related costs.

The selection of candidates who are working for other civilian CSDP Missions at the time of their application will be subject to an impact assessment taking into account the operational needs of the CSDP Missions concerned.

Information on the Outcome – Contributing States and contracted candidates (applying for seconded/contracted positions) will be informed about the outcome of the selection process after its completion.

Mission Members deployed to Mogadishu, Somaliland or Puntland will be accommodated in Mission provided accommodation and will contribute towards the overall cost of the accommodation.

E. Data Protection

The EEAS, and its Directorate CPCC processes personal data pursuant to Regulation (EC) 45/2001 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data, as implemented in the EEAS by the Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 8 December 2011. The Privacy statement is available on the EEAS website>. Privacy Statement.

F. Job Descriptions

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

SECONDED POSITIONS

Position Name: Executive Officer to Head of Mission	Employment Regime: Seconded	
Ref. Number: SOM-008	Location: Mogadishu	Availability: 01 Feb 2018
Component/Department/Unit: MHQ Mogadishu	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Executive Officer reports to the Head of Mission (HoM).

2. Main Tasks and Responsibilities:

- To support the HoM in managing the Office of the HoM;
- To maintain a registry of all official contacts with the Mission;
- To ensure that advice and information provided for the HoM by Mission offices and Mission staff is coordinated with all relevant components of the Mission prior to its submission to the HoM;
- In close cooperation with other relevant Mission staff, to draft plans, directives, SOPs, orders and instructions to be approved and/or issued by the HoM;
- To coordinate and liaise with relevant Mission components as deemed appropriate by the HoM;
- Under the direction of HoM, to maintain contacts with local authorities, governmental organisations, non-governmental organisations or other external counterparts in order to collect and disseminate information;
- To conduct any other tasks and assignments at the request of the HoM.

3. Mission Specific Tasks and Responsibilities:

- To organise in-country and regional travels (transport, accommodation, programmes, etc.) for the HoM;
- To arrange various high-level meetings with senior officials from presidential administration, relevant ministries, leaders of political parties, representatives of the media, civil society and resident diplomatic community;
- To draft and distribute invitations for briefings and meetings;
- To take minutes at meetings and conferences, as well as prepare draft reports, documents, speaking points, etc. for the HoM;
- To accompany the HoM on trips to the regions when required;
- To review Mission reporting.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree; AND
- A minimum of 4 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to organise all senior staff work at strategic level;
- Ability to manage and coordinate diversified and multidisciplinary teams of advisers;
- Proactive and stress-resistant;
- Administrative skills (office management, event planning, project management).

6. Desirable Qualifications and Experience:

- Professional training in project management;
- Executive assistant training/course or other related training/course.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Strategic Adviser (LO1)	Employment Regime: Seconded	
Ref. Number: SOM-013 SOM-014	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Strategic Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Legal, Justice, Maritime and Police Advisers;
- To take a strategic view across and beyond the Mission, ensuring alignment with priorities, identifying gaps, opportunities and challenges, and making links between policy areas;
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterparts in a structured manner;
- To build capacity in the Mission to think strategically and to make and deliver effective objectives;
- To assist in guiding the work of the Mission by the creation of goals and how to get there;
- To undertake short sharp projects to develop new policy ideas in response to changing priorities and/or tackle cross-cutting policy problems;
- To support activity across all lines of operations;
- To be embedded with a local institution/Ministry, security permitting;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To complete research and assess the performance of Puntland's maritime governance mechanisms and Institutions;
- To mentor and advise the Puntland authorities on developing maritime civilian law enforcement governance to assist counterparts to improve the future outcomes of their organisation;
- To support the development and the implementation of comprehensive strategies and mechanisms for the governance of civilian maritime law enforcement authorities;
- To support Puntland civilian maritime law enforcement institutions and Ministries to set and maintain the strategic direction and priorities for their departments;
- To advise on implementation of Somalia Maritime Resources and Security Strategy;
- To advise authorities of Internal Security, Justice, Attorney General or equivalent on the development and implementation of the maritime security strategy as defined in the National Security Policy;
- To contribute to the definition of clear competencies between civilian maritime law enforcement agencies, line ministries and other relevant actors at the federal and member states levels;
- To build strong working relationships with relevant actors in Puntland and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR police or military and/or coast guard equivalent education or training and rank; AND
- A minimum of 6 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of Security Sector/Rule of Law (RoL) Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/RoL;
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Institutional Adviser (LO2)	Employment Regime: Seconded	
Ref. Number: SOM-015 SOM-018	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Institutional Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Legal Advisers, Criminal Justice/Chain of Prosecution Advisers, Maritime and Police Advisers;
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterparts in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To assess the status of the institutional development of civilian maritime law enforcement agencies including Ministry of Internal Security, and, as necessary, to give expert recommendations;
- To support the development of frameworks and mechanisms relevant to the institutional development of maritime civilian law enforcement agencies including Ministry of Internal Security, in the fields of human resources, recruitment, accountability, oversight, gender representation etc.;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions to strengthen them;
- To mentor and advise the Somali authorities including Ministry of Internal Security on developing the governance of maritime civilian law enforcement;
- To develop and organise training in human resources management, budgeting, recruitment, accountability, oversight, gender representation etc.;
- To build strong working relationships with relevant actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree.

- The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) or Business Administration/Management OR equivalent and attested police or/and military and/or coast guard education or training or an award of an equivalent rank: AND
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Experience in Security Sector/RoL Reform in a national or host state context;
- Ability to mentor and motivate local counterparts;
- Mediation skills.

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Maritime experience;
- Human resources and recruitment experience;
- Budget management experience;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to effectively advise senior decision-makers, negotiation and diplomacy skills;
- Human rights and gender expertise;
- Organisational, planning and project development skills.

Position: Senior Legal Adviser (LO2)	Employment Regime: Seconded	Post Category:
Ref. Number: SOM-019	Location: Mogadishu	Availability: 0ASAP
Component/Department/Unit: MHQ Mogadishu/Operations Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Legal Adviser reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To assess local legislative/normative/regulatory frameworks, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To advise the Head of Unit regarding identified host state needs and recommended support by the Mission;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Head of Unit;
- In coordination with the Mission's Coordination and Cooperation capability, to closely coordinate with other EU/international actors involved in this field;
- To support the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;
- To contribute to Mission induction training of Mission personnel as required;
- To identify and report on lessons and best practices within the field of responsibility;
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To supervise and to co-ordinate the Legal Advisers operational activities;
- To assess the Somali criminal justice system, including the roles, responsibilities and performance of the different actors involved in it, and, as necessary, gives expert recommendations;
- To analyse, assess and advise on legislative frameworks governing the criminal justice system in relation to crimes at sea, maritime security and laws regulating maritime affairs/governance, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities focusing, in particular, on matters relevant to the Somali Maritime Resource & Security Strategy and the New Deal Compact;
- To develop and implement a mentoring project in partnership with the judiciary, prosecution authorities, and international partners for Somalia's judges and prosecutors and law drafting professionals, focused on crimes at sea, to improve skills and entrench relevant training received into their everyday working practices;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and relevant legal professionals;
- To advise and provide sustainable legal training for law enforcement, judicial and other authorities;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities);
- To provide advice within the context of the Somali Maritime Resource and Security Strategy and the New Deal Compact;
- To conduct legal research as necessary.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. The qualification should be in Law; AND
- A minimum of 6 years of relevant professional experience, as a practising lawyer after having fulfilled the education requirements, out of which at least 3 at a management level.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Time management skills.

5. Desirable Qualifications and Experience:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation.
- Admission to the Bar in home or residential jurisdiction;
- Extensive experience as a practising lawyer.
- Knowledge of the jurisprudence in the host country;
- Mentoring or legal training experience;
- Knowledge of constitutional law, human rights law or maritime law;
- International experience, particularly in crisis or post-conflict areas with multinational and/or International organisations.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Legal Adviser (LO2)	Employment Regime: Seconded	
Ref. Number: SOM-021	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: MHQ Mogadishu	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Legal Adviser reports to the Senior Legal Adviser.

2. Main Tasks and Responsibilities:

- To assess local legislative/normative/regulatory frameworks, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To advise the Line Managers and other Advisers regarding identified host state needs and recommended support by the Mission;
- To be embedded with a local institution/Ministry, security permitting;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Line Managers;
- To closely coordinate with other EU/international actors involved in this field;
- To contribute to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;
- To contribute to Mission induction training of Mission personnel as required;
- To identify and report on lessons and best practices within the field of responsibility;
- To perform any other task as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To analyse, assess and advise on legislative frameworks governing the justice system in relation to crimes at sea, maritime security and laws regulating maritime affairs/governance including IUU fishing and, as necessary, give expert recommendations;
- To contribute to the drafting of legislation in supporting effective maritime civilian law enforcement;
- To support the development of legal drafting capabilities by mentoring, advising and training;
- To mentor and advise the Somali judiciary authorities and maritime law enforcement agencies in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and relevant legal professionals.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree.
- The qualification should be in Law AND
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements as a practicing lawyer.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Time management skills.

6. Desirable Qualifications and Experience:

- Admission to the Bar in home or residential jurisdiction;
- Experience as a practicing lawyer;
- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Practical experience as a legal professional including in legal reform, either in legislative drafting matters or as a practitioner at a criminal court (as a judge, prosecutor, defense lawyer), legal expert in the Ministry of Justice, Parliament, Government or similar;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of constitutional law, human rights law or maritime law.

Position Name: Operational Capability Unit Officer (LO3)	Employment Regime: Seconded	
Ref. Number: SOM-026 SOM-029	Location: Mogadishu	Availability: ASAP ASAP
Component/Department/Unit: MHQ Mogadishu	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Operational Capability Unit Officer reports to the Senior Operational Capability Unit Officer.

2. Main Tasks and Responsibilities:

- To analyse and assess the development and progress of the Unit's performance against the Mission's mandate, tasks and priorities set in the Mission's planning documents and the Mission Implementation Plan;
- To conduct quantitative and qualitative analysis of inputs originating from the Unit's operational activities and state of play on mandate implementation;
- To produce timely and accurate periodic and ad-hoc reports for submission to the chain of command, the Mission's operational headquarters, and EU Member States on the status of the Mission's mandate implementation;
- To liaise regularly with other Mission operational elements;
- To contribute, in support of the Mission's Project Cell, to identify and develop new projects according to the objectives of the Mission's mandate;
- To support and contribute to the development and regular updating of the Mission Implementation Plan (MIP);
- To support and contribute to the collection of the Mission's lessons learned, originating from and having an effect on CSDP activities, from operational and tactical levels of planning and conduct;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To support the definition of the criteria for the initial operational capability for the various law enforcement agencies at the federal and regional levels based on the priorities set by the Maritime Security Coordination Committee (MSCC) and National Maritime Coordination Committee (NMCC);
- To assist in coordinating all work being carried out by the Operational Capability Unit in the Mission under the supervision of the Operational Capability Unit Senior Officer;
- To mentor, advice and support Somali counterparts on the implementation of operational policies, as well as on skills needed to carry out coast guard functions;
- To cooperate closely with international stakeholders in the country, according to the Mission mandate;
- To provide analysis and recommendations on developing maritime security operational capabilities;
- To conduct frequent reviews and assessments of impact of the overall training and expertise provided to the maritime function in Somalia;
- To promote effective cooperation between Somali maritime bodies;
- To work in support of other EU and funding Instruments in the development of maritime infrastructure and capabilities in support of the Missions mandate;
- To assess the functioning, organisation operational capacity skills and needs of the Somali maritime law enforcement/security; to identify and advise upon improvements;
- To cooperate closely with EUNAVFOR and EUTM in developing synergies to improve security management in Somalia;

- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To assist in organising and conducting Mission's direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings across all lines of operations;
- To support the Operational Capability Unit Senior Officer and Mission's advisers on all training related projects, especially the projects related to Maritime Law Enforcement Agencies (MLEA) training activities;
- To assist the development tools and curricula for MLEA and to coordinate as required;
- To develop tools to assess the effectiveness of the conducted training, including Train the Trainer courses, the participation of visiting experts and e-learning, under the guidance of the Head of Operations and in close cooperation with the Mission's advisers;
- To assist the organisation of training activities with counterparts and related to the Police Professional Development Board (e.g. UNODC, UNSOM, AMISOM, etc.).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police, Coast Guard/Maritime Border Guard or/and military education or training or an award of an equivalent rank; AND
- A minimum of 4 years of overall professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Analytical capability and knowledge of information collection and analytical methods;
- Report compilation, drafting and editing skills as well as database management.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis or post-conflict areas with multinational and/or international organisations, ideally in an operational management capacity.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Coast Guard Adviser (LO3)	Employment Regime: Seconded	
Ref. Number: SOM-054 SOM-060	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Coast Guard Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To be embedded with a local institution/Ministry, security permitting;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To give advice, guidance, mentoring and training on topics related to the coast guard functions.
- To establish efficient working relationships at operational level with all the key stakeholders involved in the Somali policing capacity development, including UNSOM, UNDP, UNODC;
- To deliver maritime training, expert advice and mentoring as required in maritime skills (navigation, seamanship, engineering, communications, etc.);
- To develop training curricula in cooperation with the other Mission experts;
- To provide operational guidance and advice to develop civilian (maritime) law enforcement operational capabilities in line with the Somali National Security Policy (NSP) and other relevant strategies;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), in particular in relation to the maritime boat operations in the 9 – 30m range;
- To assess the operational capacity skills and needs of the Somaliland civilian law enforcement/security agencies and advise on improvements;
- To establish and maintain cooperation with the authorities of the maritime law enforcement services on the development of training programmes on maritime security matters including IUU fishing;
- To develop working groups with the maritime law enforcement services training officers to plan implement and improve the training and train the trainer activities;
- To conduct, upon request, reviews of the structures on authorities involved in carrying out the Coast Guard function and assist in developing SOP's;
- To support the selection of future trainees, among the maritime law enforcement services, for advanced training courses.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree.
- The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) or Business Administration/Management OR equivalent and attested police or/and military and/or coast guard education or training or an award of an equivalent rank; AND
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of maritime law;
- Mediation skills.

6. Desirable Qualifications and Experience:

- Previous experience in the delivery of training connected to the coast guard functions;
- Experience in project management;
- Experience of small boat driving and maintenance;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Deck or Engineering Officer from the Navy or Coast Guard or Maritime Border Guard or MRCC/NMOC Supervisor or similar maritime service;
- Good understanding of policies and organisational aspects of maritime administration, maritime security and Coast Guard function.

Position Name: Adviser (LO1)	Employment Regime: Seconded	
Ref. Number: SOM-062	Location: Mogadishu	Availability: ASAP
Division/Department/Unit: MHQ Mogadishu	Level of Security Clearance EU SECRET or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Adviser reports to the Senior Legal Adviser.

2. Main Tasks and Responsibilities:

- To operationalize the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To advise counterparts in developing legislative/regulatory frameworks under which maritime civilian law enforcement agencies can operate;
- To advise counterparts in the drafting or amending legislation to support effective maritime civilian law enforcement;
- To support the development of Somali legal drafting capabilities;
- To advise counterparts on the development of governance of maritime civilian law enforcement agencies, including in the field of human resources, recruitment, management, accountability, oversight and gender representation;
- To advise counterparts to enhance cooperation and coordination in the conduct of maritime crime investigation and prosecution, to strengthen the first level of the criminal justice chain, excluding the correctional system.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. OR equivalent and attested police or/and military and/or coast guard education or training or an award of an equivalent rank; AND
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of police and/or military and/or maritime law;
- Mediation skills.

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Police Adviser (LO3)	Employment Regime: Seconded	
Ref. Number: SOM-068	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Police Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To operationalize the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening them;
- To provide analysis and recommendations to the local counterpart(s) in the area of responsibility;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from the Mission management;
- To liaise closely with other Mission advisers, as appropriate;
- To identify best practices and lessons learned within the field of responsibility;
- To design and deliver training programmes and projects, as appropriate;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To provide operational guidance and advice to the Somali Police Force (SPF) on the development and implementation of policies and procedures related to police training, community policing, criminal investigations, intelligence, and police administrative functions, in particular for the Maritime Police Unit;
- To provide operational support to the development of civilian maritime law enforcement capacities in line with the Somali National Security Policy (NSP) and other relevant strategies;
- To promote effective cooperation between the Somali Police bodies, both at federal and member-state (regional) level;
- To promote effective cooperation between the Somali Police Force and judiciary, with the aim of strengthening the first level of the judicial chain;
- To establish efficient working relationships at operational level with all the key stakeholders involved in the development of the Somali policing capacity, including UNSOM, UNDP, UNODC and AMISOM.

4. Essential Qualifications and Experience:

- Successful completion of a university study of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the second 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
- A minimum of 6 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Organisational, planning and project development skills;

- Knowledge of designing and delivering training programmes;
- Knowledge of Security Sector/Rule of Law (RoL) Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/ROL;
- Management experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Experience of working on maritime security;
- Experience of police investigations in the maritime domain;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Coastal Policing Adviser (LO3)	Employment Regime: Seconded	
Ref. Number: SOM-071 SOM-072 SOM-075	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Coastal Policing Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterparts in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterparts in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To identify best practices and lessons learned within the field of responsibility;
- To design and deliver training programmes and projects, as appropriate;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To provide operational guidance, training and advice on the development and implementation of strategies, policies and procedures related to (community) policing in coastal communities and port policing, undertaken by civilian maritime law enforcement agencies;
- To promote effective cooperation between the civilian maritime law enforcement agencies and judiciary, with the aim to strengthen the first level of the judicial chain;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), in particular in relation to the maritime domain;
- To develop and provide training for civilian maritime law enforcement agencies in search, arrest, detention, evidence, and report writing in relation to maritime crime, including IUU fishing;
- To work in cooperation with other Mission advisers and provide policing advice to the Senior Mission Management and, as required, to other EU bodies, in particular in relation to maritime related issues;
- To contribute to the development and delivery of (police) training courses, as required;
- To establish efficient working relationships at operational level with all the key international stakeholders involved in the policing capacity development.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military and/or coast guard education or training or an award of an equivalent rank; AND

- A minimum of 6 years of relevant professional experience after having fulfilled the education requirements, in a civilian (maritime) law enforcement agency.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of maritime law;
- Mediation skills.

6. Desirable Qualifications and Experience:

- Experience in ship handling inclusive use of radar and radio communication;
- Experience of small boat driving and maintenance;
- Experience of working on maritime security;
- Experience of police investigations in the maritime domain.
- Experience in project management;
- Experience of small boat driving and maintenance;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Good understanding of policies and organisational aspects of maritime administration, maritime security and Coast Guard function;
- Knowledge of maritime law, shipping law and environmental law of the sea.

Position: Strategic Maritime Adviser (LO1)/ Head of Field Office Mogadishu	Employment Regime: Seconded	
Ref. Number: SOM-086	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: MHQ Mogadishu	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Strategic Maritime Adviser/Head of Field Office Mogadishu reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterparts in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To provide analysis and recommendations on the development of maritime security capacities;
- To mentor, advise and support Somali counterparts in the implementation of strategic and operational maritime security policy;
- To promote effective cooperation between the Somali maritime bodies;
- To advise Somali authorities on the implementation of the policy on Maritime Security in line with the Somali Maritime Resources and Security Strategy (SMRSS);
- To advise on operational policy within the context of the National Maritime Coordination Committee (NMCC), the Maritime Security Coordination Committee and other maritime coordination mechanisms;
- To work closely with the other EU Instruments and under the political guidance of the EU Delegation;
- To assess the functioning, organisation, management capacity skills and needs of the Somali maritime law enforcement/security agencies, to identify and advise upon improvements;
- To assess training programmes and training facilities of Somalia's maritime law enforcement agencies, to identify gaps and proposes means to fill these gaps;
- To deputise for the Head of Operations in his/her absence as required;
- As Head of Field Office Mogadishu:
 - To support the Mission HQ by monitoring, making recommendations to line managers, and leading activities to promote staff welfare, maintenance of high morale, administration, and the upkeep of irreproachable standards of conduct in accordance with the Mission's OPLAN, and relevant planning documents.
 - To coordinate the FO's contribution to the Mission's internal and external reporting;
 - To ensure that Standard Operating Procedures (SOPs) are properly implemented within the FO;
 - To ensure that the FO Mission Members are periodically updated on Mission's mandate implementation progress.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree.
- The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) , Business Administration/Management or Maritime Studies OR equivalent and attested police or/and military/coast guard education or training or an award of an equivalent rank; AND
- A minimum of 6 years of relevant professional experience after having fulfilled the education requirements, out of which at least 3 at a management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of Security Sector/Rule of Law (RoL) Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity;
- Seagoing experience particularly on Naval or Coast Guard vessels and working with small craft;
- Organisational, planning and project development skills.

7. Desirable Knowledge, Skills and Abilities: N/A

Position: Senior Maritime Adviser/ Head of Field Office Hargeisa	Employment Regime: Seconded	
Ref. Number: SOM-094	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Senior Maritime Adviser/Head of Field Office Hargeisa reports to the Head of Operations.

2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterparts in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To build a strong working relationship with the main Maritime security system actors in Somaliland and other key stakeholders (including other EU bodies, UN organisations, states involved in bilateral activities).
- To assess the Somaliland Maritime Security and law-enforcement-at-sea system, including the roles, responsibilities and performances of the different actors involved in it, and give expert recommendations on how to improve effectiveness.
- To establish and develop an efficient working relationship with the Somaliland authorities in charge of the development and training on Maritime Security and Maritime Law Enforcement.
- To establish efficient working relationships at strategic and operational level with all the key stakeholders involved in the Somaliland maritime security capacity development, including the EU Somalia Unit, UNDP, UNODC and other key international players.
- To be responsible for planning and developing the different projects connected to Maritime security in Somaliland.
- To participate as required in the organisation of maritime training courses in the region.
- As Head of Field Office Hargeisa:
 - To support the Mission by monitoring, making recommendations to line managers, and leading activities to promote staff welfare, maintenance of high morale, administration, and the upkeep of irreproachable standards of conduct in accordance with the Mission's OPLAN, and relevant planning documents.
 - To coordinate the FO's contribution to the Mission's internal and external reporting;
 - To ensure that Standard Operating Procedures (SOPs) are properly implemented within the FO;
 - To ensure that the FO Mission Members are periodically updated on Mission's mandate implementation progress.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree.
- The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) , Business Administration/Management or Maritime Studies OR equivalent and attested police or/and military/coast guard education or training or an award of an equivalent rank; AND
- A minimum of 6 years of relevant professional experience after having fulfilled the education requirements, out of which at least 3 at a management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of Security Sector/Rule of Law (RoL) Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity;
- Seagoing experience particularly on Naval or Coast Guard vessels and working with small craft;
- Organisational, planning and project development skills.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Senior Police Adviser (LO1)	Employment Regime: Seconded	
Ref. Number: SOM-102	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: MHQ Mogadishu	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Police Adviser reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To operationalize the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterparts on strategic level and operational level, as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening them;
- To provide analysis and recommendations to the local counterparts in the area of responsibility;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant international and local counterparts;
- To ensure compliance with instructions/directions from the Mission management;
- To identify best practices and lessons learned within the field of responsibility;
- To direct, design and deliver training programmes and projects, as appropriate;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To provide strategic guidance and advice to the Ministry of Internal Security and Somali Police Force (SPF) on the development and implementation of strategies, policies and procedures related to police training, community policing, criminal investigations, intelligence, and police administrative functions, in particular for the Maritime Police Unit;
- To be embedded in the Ministry of Internal Security and/or Somali Police Force to offer guidance and assistance to the development of civilian maritime law enforcement capacities in line with the Somali National Security Policy (NSP) and other relevant strategies;
- To advise the Federal Ministry of Internal Security, Ministry of Justice and Attorney General on the development and implementation of the relevant aspects of maritime security as defined in the National Security Policy;
- To promote effective cooperation between the Somali police bodies, both at federal and member-state (regional) level;
- To work in cooperation with other Mission advisers and provide policing advice to the Senior Mission Management and, as required, to other EU bodies;
- To cooperate closely with EUNAVFOR and EUTM in developing synergies to improve security management in Somalia;
- To establish efficient working relationships at the strategic level with all the key stakeholders involved in the development of the Somali policing capacity, including UNSOM, UNDP, UNODC and AMISOM.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND

- A minimum of 6 years of relevant professional experience after having fulfilled the education requirements, out of which at least 3 at a management level.

5. Essential Knowledge, Skills and Abilities:

- Organisational, planning and project development skills;
- Ability to mentor and motivate local counterparts;
- Knowledge of Security Sector/Rule of Law (RoL) Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/RoL;
- Experience of working on maritime security;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of security policy, law enforcement strategies, reform of police service organisations and police administrative functions.

Position Name: Legal Adviser (LO2)	Employment Regime: Seconded	
Ref. Number: SOM-104	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Legal Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To assess local legislative/normative/regulatory frameworks, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To advise the Line Managers and other Advisers regarding identified host state needs and recommended support by the Mission;
- To be embedded with a local institution/Ministry, security permitting;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Line Managers;
- To closely coordinate with other EU/international actors involved in this field;
- To contribute to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;
- To contribute to Mission induction training of Mission personnel as required;
- To identify and report on lessons and best practices within the field of responsibility;
- To perform any other task as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To analyse, assess and advise on legislative frameworks governing the justice system in relation to crimes at sea, maritime security and laws regulating maritime affairs/governance including IUU fishing and, as necessary, give expert recommendations;
- To contribute to the drafting of legislation in supporting effective maritime civilian law enforcement.
- To support the development of legal drafting capabilities by mentoring, advising and training;
- To mentor and advise the Somali judiciary authorities and maritime law enforcement agencies in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and relevant legal professionals.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree.
- The qualification should be in Law AND
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements as a practicing lawyer.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Time management skills.

6. Desirable Qualifications and Experience:

- Admission to the Bar in home or residential jurisdiction;
- Experience as a practicing lawyer;
- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Practical experience as a legal professional including in legal reform, either in legislative drafting matters or as a practitioner at a criminal court (as a judge, prosecutor, defense lawyer), legal expert in the Ministry of Justice, Parliament, Government or similar;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of constitutional law, human rights law or maritime law.

Position Name: Maritime Adviser (LO3)	Employment Regime: Seconded	
Ref. Number: SOM-108	Location: Garowe	Availability: 04 Feb 2018
Component/Department/Unit: Field Office Garowe	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Third Contributing States: Yes

1. Reporting Line:

The Maritime Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To be embedded with a local institution/Ministry, security permitting;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To work in close cooperation with the Senior Maritime Adviser;
- To mentor and advise at the operational level the 'Puntland' Ministries with maritime responsibilities;
- To develop strategic policy on maritime security in line with Somali Maritime Resources and Security Strategy (SMRSS);
- To advise on operational policy within the context of the Maritime Security Coordination Committee (MSCC) and other maritime coordination mechanisms;
- To mentor, advise and support Puntland counterparts in the implementation of strategic and operational policy and projects;
- To cooperate closely with international stakeholders in the region, according to the Mission mandate;
- To provide analysis and recommendations on the development of maritime security capacities;
- To promote effective cooperation between Somali maritime bodies;
- To work in conjunction with EUCAP Somalia police and legal advisers units;
- To work closely with the other EU Instruments and under the political guidance of the EU Delegation;
- To assess the functioning, organisation, management capacity skills and needs of the Somali maritime law enforcement/security and defence agencies, identifies and advises upon improvements;
- To assess training programmes and training facilities of Puntland maritime law enforcement agencies; identifies gaps and proposes means to fill these gaps;
- To carry out any other task in the domain of his/her competence as deemed necessary;
- To participate as required in duty trips to high risk areas, including all regions in Somalia.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree.
- The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) or Business Administration/Management OR equivalent and attested police or/military and/or coast guard education or training or an award of an equivalent rank; AND
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to effectively advise senior decision makers, negotiation and diplomacy skills;
- Strong team player and able to work alone and ability to work with a range of people from diverse cultural and professional backgrounds;
- Knowledge of maritime law;
- Organisational, planning and project development skills.

6. Desirable Qualifications and Experience:

- Previous experience as Navy/Coast Guard Officer or in Maritime policy development or a closely related field;
- Experience in project management;
- Experience of small boat driving and maintenance;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Deck or Engineering Officer from the Navy or Coast Guard or Maritime Border Guard or MRCC/NMOC Supervisor or similar maritime service;
- Good understanding of policies and organisational aspects of maritime administration, maritime security and Coast Guard functions.

Position Name: Adviser (LO1)	Employment Regime: Seconded	
Ref. Number: SOM-110	Location: Mogadishu	Availability: ASAP
Division/Department/Unit MHQ Mogadishu	Level of Security Clearance EU SECRET or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Adviser reports to the Senior Legal Adviser.

2. Main Tasks and Responsibilities:

- To operationalize the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To advise counterparts in developing legislative/regulatory frameworks under which maritime civilian law enforcement agencies can operate;
- To advise counterparts in the drafting or amending legislation to support effective maritime civilian law enforcement;
- To support the development of Somali legal drafting capabilities;
- To advise counterparts on the development of governance of maritime civilian law enforcement agencies, including in the field of human resources, recruitment, management, accountability, oversight and gender representation;
- To advise counterparts to enhance cooperation and coordination in the conduct of maritime crime investigation and prosecution, to strengthen the first level of the criminal justice chain, excluding the correctional system.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. OR equivalent and attested police or/and military and/or coast guard education or training or an award of an equivalent rank; AND
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of police and/or military and/or maritime law;
- Mediation skills.

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management.
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Chain of Prosecution Adviser (LO2)	Employment Regime: Seconded	
Ref. Number: SOM-111 SOM-112	Location: Mogadishu	Availability: ASAP ASAP
Component/Department/Unit: MHQ Mogadishu	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Criminal Justice/Chain of Prosecution Adviser reports to the Senior Legal Adviser.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Legal Advisers and Police Advisers;
- To support the enhancement of cooperation and coordination in the conduct of maritime crime investigations and prosecution between law enforcement agencies and prosecutors;
- To strengthen the first level of the criminal justice chain, excluding the correctional system;
- To advise local counterparts on legislation and best practices relevant to police/prosecutor cooperation particularly in the maritime sector;
- To liaise with other international actors;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To advise on/provide sustainable legal training for law enforcement, judicial and other authorities;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary and the civilian maritime law enforcement agencies;
- To ensure timely reporting and information flow on justice issues;
- To contribute to identifying and reporting on lessons and best practices within the field of criminal justice, with particular reference to maritime related crime;
- To conduct legal research as necessary;
- To support Legal advisers in the drafting of legislation, as appropriate;
- To support activity across all lines of operations;
- To be embedded with a local institution/Ministry, security permitting;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To advise on the promotion of criminal justice aspects in relation to crimes at sea, maritime security and laws regulating maritime affairs/governance including IUU fishing among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- To mentor and advise the Somali judiciary authorities and civilian maritime law enforcement agencies staff in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To monitor and analyse the justice situation in the host state;
- To liaise with and advise the host state justice authorities and relevant security sector reform actors.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher

Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.

- The qualification should be in Law or other relevant field AND
- A minimum of a minimum of 5 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of legal reform processes in fragile environments, including the development of legal policy and legislation.

6. Desirable Qualifications and Experience:

- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience in criminal justice reform either domestically or internationally;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of constitutional law, human rights law or maritime law.

Position Name: Adviser (LO1)	Employment Regime: Seconded	
Ref. Number: SOM-114	Location: Hargeisa	Availability: ASAP
Division/Department/Unit Field Office Hargeisa	Level of Security Clearance EU SECRET or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To operationalize the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To advise counterparts in developing legislative/regulatory frameworks under which maritime civilian law enforcement agencies can operate;
- To advise counterparts in the drafting or amending legislation to support effective maritime civilian law enforcement;
- To support the development of Somali legal drafting capabilities;
- To advise counterparts on the development of governance of maritime civilian law enforcement agencies, including in the field of human resources, recruitment, management, accountability, oversight and gender representation;
- To advise counterparts to enhance cooperation and coordination in the conduct of maritime crime investigation and prosecution, to strengthen the first level of the criminal justice chain, excluding the correctional system.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. OR equivalent and attested police or/and military and/or coast guard education or training or an award of an equivalent rank; AND
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of police and/or military and/or maritime law.
- Mediation skills.

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Strategic Adviser (LO1)	Employment Regime: Seconded	
Ref. Number: SOM-116	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Strategic Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Legal, Justice, Maritime and Police Advisers;
- To take a strategic view across and beyond the Mission, ensuring alignment with priorities, identifying gaps, opportunities and challenges, and making links between policy areas;
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterparts in a structured manner;
- To build capacity in the Mission to think strategically and to make and deliver effective objectives;
- To assist in guiding the work of the Mission by the creation of goals and how to get there;
- To undertake short sharp projects to develop new policy ideas in response to changing priorities and/or tackle cross-cutting policy problems;
- To support activity across all lines of operations;
- To be embedded with a local institution/Ministry, security permitting;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To complete research and assess the performance of Somaliland’s maritime governance mechanisms and Institutions;
- To mentor and advise the Somaliland authorities on developing maritime civilian law enforcement governance to assist counterparts to improve the future outcomes of their organisation;
- To support the development and the implementation of comprehensive strategies and mechanisms for the governance of civilian maritime law enforcement authorities;
- To support Somaliland civilian maritime law enforcement institutions and Ministries to set and maintain the strategic direction and priorities for their departments;
- To advise on implementation of the Somalia Maritime Resources and Security Strategy;
- To advise authorities of Internal Security, Justice, Attorney General or equivalent on the development and implementation of the maritime security strategy as defined in the National Security Policy;
- To contribute to the definition of clear competencies between civilian maritime law enforcement agencies, line ministries and other relevant actors at the state level;
- To build strong working relationships with relevant actors in Somaliland and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree.
- The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) or Business Administration/Management OR police or military and/or coast guard equivalent education or training and rank; AND
- A minimum of 6 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of Security Sector/Rule of Law (RoL) Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/RoL;
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Chain of Prosecution Adviser (LO2)	Employment Regime: Seconded	
Ref. Number: SOM-118	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Criminal Justice/Chain of Prosecution Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Legal Advisers and Police Advisers;
- To support the enhancement of cooperation and coordination in the conduct of maritime crime investigations and prosecution between law enforcement agencies and prosecutors;
- To strengthen the first level of the criminal justice chain, excluding the correctional system;
- To advise local counterparts on legislation and best practices relevant to police/prosecutor cooperation particularly in the maritime sector;
- To liaise with other international actors;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To advise on/provide sustainable legal training for law enforcement, judicial and other authorities;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary and the civilian maritime law enforcement agencies;
- To ensure timely reporting and information flow on justice issues;
- To contribute to identifying and reporting on lessons and best practices within the field of criminal justice, with particular reference to maritime related crime;
- To conduct legal research as necessary;
- To support Legal advisers in the drafting of legislation, as appropriate;
- To support activity across all lines of operations;
- To be embedded with a local institution/Ministry, security permitting;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To advise on the promotion of criminal justice aspects in relation to crimes at sea, maritime security and laws regulating maritime affairs/governance including IUU fishing among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- To mentor and advise the Somali judiciary authorities and civilian maritime law enforcement agencies staff in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To monitor and analyse the justice situation in the host state;
- To liaise with and advise the host state justice authorities and relevant security sector reform actors.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher

Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.

- The qualification should be in Law or other relevant field AND
- A minimum of a minimum of 5 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of legal reform processes in fragile environments, including the development of legal policy and legislation.

6. Desirable Qualifications and Experience:

- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience in criminal justice reform either domestically or internationally;
- Experience in mentoring or conducting legal training.
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of constitutional law, human rights law or maritime law.

Position Name: Institutional Adviser (LO2)	Employment Regime: Seconded	
Ref. Number: SOM-121	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: MHQ Mogadishu	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Institutional Adviser reports to the Senior Police Adviser.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Legal Advisers, Criminal Justice/Chain of Prosecution Advisers, Maritime and Police Advisers;
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterparts in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To assess the status of the institutional development of civilian maritime law enforcement agencies including Ministry of Internal Security, and, as necessary, to give expert recommendations;
- To support the development of frameworks and mechanisms relevant to the institutional development of maritime civilian law enforcement agencies including Ministry of Internal Security, in the fields of human resources, recruitment, accountability, oversight, gender representation etc.;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions to strengthen them;
- To mentor and advise the Somali authorities including Ministry of Internal Security on developing the governance of maritime civilian law enforcement;
- To develop and organise training in human resources management, budgeting, recruitment, accountability, oversight, gender representation, etc.;
- To build strong working relationships with relevant actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree.

- The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) or Business Administration/Management OR equivalent and attested police or/and military and/or coast guard education or training or an award of an equivalent rank: AND
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge in Security Sector/RoL Reform in a national or host state context;
- Ability to mentor and motivate local counterparts;
- Mediation skills.

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Maritime experience;
- Human resources and recruitment experience;
- Budget management experience;
- Human rights and gender expertise;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Organisational, planning and project development skills;
- Ability to effectively advise senior decision-makers, negotiation and diplomacy skills.

Position: Senior Press and Public Information Officer	Employment Regime: Seconded	
Ref. number: SOM-122	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: MHQ Mogadishu	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Senior Press and Public Information Officer reports to the Deputy Head of Mission/Chief of Staff (DHoM/CoS).

2. Main Tasks and Responsibilities:

- To act as the Mission's main spokesperson and to communicate the work of the Mission to the public;
- To lead, direct and manage the work and staff of the Press and Public Information Office (PPIO);
- To supervise the Press and Public Information budget and procurement processes as well as all contract/tender/designs for Mission visibility items;
- To draft if necessary, keep under review, and implement the Strategic Communications Plan of the Mission;
- To organise and conduct press conferences, briefings and other media events;
- To cover the media aspects of high-level visits as well as supervise and coordinate arrangements for visiting journalists/media;
- To supervise the development and maintenance of an effective Mission website and, if relevant, social media platforms;
- To supervise the drafting of press releases, public statements, articles and features, and to seek clearance from the HOM's office if appropriate. To co-ordinate same with other EU actors in theatre if appropriate;
- To ensure coordination with the press offices of other EU actors in the host state;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To liaise with the EU HR/VP Spokesperson Office and the EEAS Strategic Communication Division;
- To coordinate communication activities and provide tailor-made support to Mission HQ, Field Offices and Back Office;
- To make sure that specific political sensitivities (Somaliland, Puntland) are properly integrated in the communication activities.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree.
- The qualification should be in any of the fields of Communication Sciences, Political Science, International Relations or Business Administration; AND
- A minimum of 7 years of relevant professional experience after having fulfilled the education requirements, out of which 3 years of experience at management level.
- Experience as a spokesperson and institutional communication.

5. Essential Knowledge, Skills and Abilities:

- Excellent drafting and presentation skills;
- Proficiency with social media platforms, website management and design software.

6. Desirable Qualifications and Experience:

- Experience in the field of institutional communication;
- Experience running media and outreach campaigns;

- Experience in planning and implementing projects.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge about the local press and media environment.

Position Name: Document Manager/Registry	Employment Regime Seconded	
Ref. number: SOM-123	Location: Mogadishu/Nairobi	Availability: ASAP
Component/Department/Unit: HoM/DHoM Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Document Manager/Registry reports to the Deputy Head of Mission.

2. Main Tasks and Responsibilities:

- To manage the Mission's records and archives appropriately and effectively;
- To assist the Mission with preparation and management of various metrics/reports – perform document collection, archiving and filing of various records;
- To maintain office services by organising office operations and procedures, controlling correspondence, designing filing systems, reviewing and approving supply requisitions;
- To register and distribute all official incoming and outgoing communications in the correspondence registration database;
- To assist in the identification, development and implementation of appropriate policies, procedures and guidelines and keep these up to date;
- To ensure secure destruction for "restricted" records authorised for destruction;
- To facilitate in the development of single centralised filing system and maintaining it to meet organisational requirements;
- To identify, develop and maintain effective relationships and networks with information, knowledge, records and archives management;
- To store arrange and index classified records;
- To research new technologies, automation and new soft- and hardware for archives and records unit;
- To ensure the security, integrity and optimal performance of the document management system;
- To administer relevant reports and required information to internal and external stakeholders;
- To undertake any other related task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

- Successful completion of a minimum level of secondary education attested by a diploma giving access to post-secondary education; AND
- A minimum of 3 years of experience in administration and document management after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of records management practices;
- Understanding of application of records management practices including an understanding of computerised records management systems;
- Knowledge of contemporary archival and records management principles and practices;
- Familiarity with diplomatic protocol.

6. Desirable Qualifications and Experience:

- Document registry and archive experience.

7. Desirable Knowledge, Skills and Abilities:

- PC skills with a good knowledge of MS Office, internet and Outlook applications;
- Presentation and reporting skills.

Position Name: Brussels Support Element / Policy Support Officer	Employment Regime: Seconded	
Ref. number: BRS-122*	Location: Brussels	Availability: 7 Feb 2018
Component/Department/Unit MHQ Mogadishu	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The BSE / Policy Support Officer reports to the Head of Operations (HoO), while embedded within the CPCC Somalia Desk from whom he/she may also take instructions.

2. Main Tasks and Responsibilities:

- To maintain close coordination between the Mission and the CPCC, as well as with other relevant EEAS/Commission services and EU Member States under the overall coordination of the CPCC Somalia Desk;
- To closely coordinate with the Mission regarding its specific tasks implementation as well as Brussels based developments and to follow closely any relevant developments in the Mission's area of interest;
- To provide analysis on the Mission's specific tasks implementation;
- To contribute to the reporting and to the drafting of reporting, planning and other documents related to the Mission;
- To support the organisation of CPCC visits to the Mission area and Mission's visits to Brussels and capitals;
- To regularly visit the Mission in agreement with the HoO and CPCC;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To work closely with appropriate counterparts in the European Commission and its programs, and with the EU Special Representatives' Office in Brussels;
- As appropriate contributes to CPCC's presentations to Brussels-based working groups and other actors.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree; AND
- A minimum of 4 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Analytical and reporting skills;
- Networking skills.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience in of Security Sector/Rule of Law (RoL) Reform analysis with a demonstrated ability to coordinate with many different levels and participants.

7. Desirable Knowledge, Skills and Abilities:

- Ability to develop and maintain effective work relationships with different national and cultural background with sensitivity and respect for diversity;
- Knowledge of development aid and/or financial and technical cooperation projects, ideally through EU financial instruments;
- Knowledge of the European Commission's aid programming and implementing process.

SECONDED/CONTRACTED POSITIONS

Position Name: Strategic Adviser (LO1)	Employment Regime: Seconded/Contracted	Post Category: Expert
Ref. Number: SOM-011	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Strategic Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Legal, Justice, Maritime and Police Advisers;
- To take a strategic view across and beyond the Mission, ensuring alignment with priorities, identifying gaps, opportunities and challenges, and making links between policy areas;
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterparts in a structured manner;
- To build capacity in the Mission to think strategically and to make and deliver effective objectives;
- To assist in guiding the work of the Mission by the creation of goals and how to get there;
- To undertake short sharp projects to develop new policy ideas in response to changing priorities and/or tackle cross-cutting policy problems;
- To support activity across all lines of operations;
- To be embedded with a local institution/Ministry, security permitting;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To complete research and assess the performance of Puntland's maritime governance mechanisms and Institutions;
- To mentor and advise the Puntland authorities on developing maritime civilian law enforcement governance to assist counterparts to improve the future outcomes of their organisation;
- To support the development and the implementation of comprehensive strategies and mechanisms for the governance of civilian maritime law enforcement authorities;
- To support Puntland civilian maritime law enforcement institutions and Ministries to set and maintain the strategic direction and priorities for their departments;
- To advise on implementation of Somalia Maritime Resources and Security Strategy;
- To advise authorities of Internal Security, Justice, Attorney General or equivalent on the development and implementation of the maritime security strategy as defined in the National Security Policy;
- To contribute to the definition of clear competencies between civilian maritime law enforcement agencies, line ministries and other relevant actors at the federal and member states levels;
- To build strong working relationships with relevant actors in Puntland and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. OR police or military and/or coast guard equivalent education or training and rank; AND
- A minimum of 6 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of Security Sector/Rule of Law (RoL) Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/RoL;
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations.

7. Desirable Knowledge, Skills and Abilities: N/A

Position: Head of Planning and Evaluation Department	Employment Regime: Seconded/Contracted	Post Category: Expert
Ref. number: SOM-016	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: MHO Mogadishu	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Head of Planning and Evaluation Department reports to the Deputy Head of Mission/Chief of Staff (DHoM/CoS).

2. Main Tasks and Responsibilities:

- To lead, direct and manage the work and staff of the Unit, so as to produce the Mission's operational planning, reporting and analysis requirements, including, but not limited to, the Monthly Report, the Six-Monthly Report and Special Reports;
- In coordination with the Mission's Operational and Cooperation/Coordination Components, to ensure and support external communication, cooperation and coordination on the technical planning level with other relevant stakeholders in the Mission's area of operation with a view to avoid duplication of efforts and to maximise synergies;
- To supervise the development and regular updating of the Mission Implementation Plan (MIP) in close coordination with the Mission's operational elements and the monitoring of its execution, including through benchmarking, analysis and evaluation of outcome;
- To supervise and support the drafting and analysis of reports originating from the Mission's operational elements (on their operational activities and state of play on mandate implementation), and channel relevant information in line with the relevant planning documents;
- To collect, collate and analyse the Mission's Lessons Learned;
- To ensure timely and accurate reporting and information flow to the chain of command, the Mission's operational headquarters, EU Member States and other international stakeholders;
- To undertake any other related tasks as requested by the Line managers.

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree.
- The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) or Business Administration/Management OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- A minimum of 7 years of relevant professional experience after having fulfilled the education requirements, out of which a minimum 3 years at management level.
- Operational planning/project management experience, in a national or international context.

5. Essential Knowledge, Skills and Abilities:

- Report compilation, drafting and editing skills.

6. Desirable Qualifications and Experience:

- Experience in the area of knowledge management, organisational learning or policy development related working experience;
- International experience, particularly in crisis or post-conflict areas with multinational and/or international organisations, ideally in an operational management capacity;
- Project management training, such as APM, PPM, PRINCE2, or equivalent;

- Knowledge of operational Maritime Law Enforcement.

7. Desirable knowledge, skills and abilities:

- Analytical capability and profound knowledge of information collection and analytical methods.

Position Name: Senior Operational Capability Unit Officer (LO3)	Employment Regime: Seconded/Contracted	Post Category: Expert
Ref. Number: SOM-022	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: MHQ Mogadishu	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Operational Capability Unit Officer reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To analyse and assess the development and progress of the Unit's performance against the Mission's mandate, tasks and priorities set in the Mission's planning documents and the Mission Implementation Plan;
- To conduct quantitative and qualitative analysis of inputs originating from the Unit's operational activities and state of play on mandate implementation;
- To produce timely and accurate periodic and ad-hoc reports for submission to the chain of command, the Mission's operational headquarters, and EU Member States on the status of the Mission's mandate implementation;
- To liaise regularly with other Mission operational elements;
- To contribute, in support of the Mission's Project Cell, to identify and develop new projects according to the objectives of the Mission's mandate;
- To support and contribute to the development and regular updating of the Mission Implementation Plan (MIP);
- To support and contribute to the collection of the Mission's lessons learned, originating from and having an effect on CSDP activities, from operational and tactical levels of planning and conduct;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To deputise for the Senior Maritime Adviser in his/her absence as required;
- To support the definition of the criteria for the initial operational capability for the various law enforcement agencies at the federal and regional levels based on the priorities set by the Maritime Security Coordination Committee (MSCC) and National Maritime Coordination Committee (NMCC);
- To coordinate all work being carried out by the Operational Capability Unit Advisers in the Mission under the supervision of the Head of Operations;
- To ensure that Mission staff members working in the Operational Capability Unit identify and report lessons and best practices within their respective fields of responsibility;
- To mentor, advice and support Somali counterparts in the implementation of operational policies, as well as on skills needed to carry out coast guard functions;
- To cooperate closely with international stakeholders in the country, according to the Mission mandate;
- To provide analysis and recommendations on developing maritime security operational capabilities;
- To provide operational guidance to Mission advisers and, as requested, senior Mission management;
- To conduct frequent reviews and assessments of impact of the overall training and expertise provided to the maritime function in Somalia;
- To promote effective cooperation between Somali maritime bodies;
- To work in conjunction with Mission police and legal advisers units;
- To work in support of other EU and funding Instruments in the development of a maritime infrastructure and capabilities in support of the Missions mandate;
- To assess the functioning, organisation operational capacity skills and needs of the Somali maritime law enforcement/security and defence agencies; to identify and advice upon improvements;

- To cooperate closely with EUNAVFOR and EUTM in developing synergies to improve security management in Somalia;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To organise and conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings across all lines of operations;
- To support the Head of Operations and Mission's advisers on all training related projects, especially the projects related to Maritime Law Enforcement Agencies (MLEA) training activities;
- To assist the development tools and curricula for MLEA and to coordinate as required;
- To coordinate all work being carried out by the Coast Guard/Operational Advisers in the Mission under the supervision of the Head of Operations;
- To develop tools to assess the effectiveness of the conducted training, including Train the Trainer courses, the participation of visiting experts and e-learning, under the guidance of the Head of Operations and in close cooperation with the Mission's advisers;
- To assist the organisation of training activities with counterparts and related to the Police Professional Development Board (e.g. UNODC, UNSOM, AMISOM, etc).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police, Coast Guard/Maritime Border Guard or/and military education or training or an award of an equivalent rank; AND
- A minimum of 6 years of overall professional experience after having fulfilled the education requirements, out of which 3 years of experience at management level;
- Operational planning/project management experience, in a national or international context.

5. Essential Knowledge, Skills and Abilities:

- Analytical capability and knowledge of information collection and analytical methods;
- Report compilation, drafting and editing skills as well as database management.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis or post-conflict areas with multinational and/or international organisations, ideally in an operational management capacity.

7. Desirable knowledge, skills and abilities: N/A

Position: Information Security Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level
Ref. number: SOM-034	Location: Mogadishu/Nairobi	Availability: ASAP
Component/Department/Unit: Mission Security	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

In line with the EU's Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:

- To develop and to ensure application of relevant Standard Operating Procedures for secure information handling, and all other communications issues – particularly in relation to Security Operating Procedures for Mission classified information systems - in accordance with the provisions of the Council Security Regulations;
- To liaise in conjunction with the SMSO, Chief of CIS and with the European External Action Service (EEAS) Security Office for information security issues and especially in case of incidents
- To provide input and assessment of existing and future IT infrastructure and application architecture from a security perspective;
- To assume responsibilities as the Crypto Custodian for the Mission, including:
- Ensuring registration, protection and transfer of accountable security items (crypto devices, smartcard, keys, etc.);
- Informing immediately the EU Crypto Custodian (within DGA5-SSICS) in case of compromise or suspicion of compromise.
- To be the Mission focal point for information security compromise or suspicion of compromise;
- To report to the SMSO any IT security related incidents;
- To be the Mission focal point for Data Protection issues;
- To develop awareness with regard to IT security for the Mission staff;
- To verify periodically the security posture of IT systems (for example through log analysis, integrity of seals, suspicious elements);
- To advise and monitor the vulnerability detection and remedial efforts and oversee vulnerability testing;
- To advise and monitor the institution's policies on anti-SPAM, anti-virus, anti-spyware, and other "malware" protection;
- To undertake other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree, OR equivalent and attested police or/and military education or training or an award of an equivalent rank, AND
- A minimum of 4 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to work collaboratively with a broad range of constituencies essential;
- 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;

- Knowledge of key information security principles and best practices and professional experience in the activities, responsibilities, processes and documentation required to maintain a security management system or program;
- Ability to analyse, and interpret general business periodicals, professional journals, technical procedures, or Mission regulations.

6. Desirable Qualifications and Experience:

- Experience in developing and administrating an information security program;
- Certification such as CISSP or any other international relevant certification in the field; forensic or malware analysis certification would be an asset
- Experience using methodology such as EBIOS, PILAR, CRAMM and implementing risk assessment recommendation using any other international relevant methodology in the field.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of EU information security standards and formal accreditation processes international experience, particularly in crisis areas with multi-national and international organisations;
- Technical knowledge of information technology and security issues.

Position Name: Medical Advisor	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level
Ref. Number: SOM-048	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Medical Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: No

1. Reporting Line:

The Medical Advisor reports to the Head of Mission Support Department.

2. Main Tasks and Responsibilities:

- To lead, direct and manage the work of the Medical Unit;
- To assist and advise the HoM and Head of Mission Support on all medical/welfare matters;
- To develop, organise and monitor the provision of primary care and first aid to the Mission;
- To co-ordinate the plans and policies on all medical issues and health matters related to the provision of medical support to the Mission, including a medical emergency plan;
- To provide the necessary medical inputs for all Mission staff elements especially with regards to operational planning, decision making processes and resulting orders and documents;
- To provide medical guidance to all staff members and to liaise with Finance and human Resources on certified sick leaves, uncertified sick leaves – both in and out of theatre;
- To liaise with international civilian and non-governmental humanitarian and support agencies in the areas of operation when required;
- To assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if EU staff members are in need of (advanced) medical treatment due to illness or an emergency in close cooperation with the medical practitioner in attendance;
- To co-ordinate and monitor all elements of the medical evacuation chain in case of disease or injury of the Mission member in close cooperation with all involved health care providers and the Mission's insurance company;
- To organise the use of available MEDEVAC capabilities (air and /or ground) inside or outside the areas of operation;
- To co-ordinate and perform Medical Briefings and BLS (Basic Life Support) training for all incoming Mission members;
- To monitor the epidemiological and overall medical situation in the area of operation, promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- To gather all information related to medical support for the Mission members, including social security and health and repatriation insurance, practical and administrative aspects;
- To assess on regular basis existing in- and out-patient medical treatment facilities (MTF) both of the local health service and others and regularly issue an updated list of available MTF in the areas of operation;
- To ensure that the contents of all Mission First Aid and Trauma Kits are present and up-to-date;
- To keep a database on all accidents, incidents and recorded illnesses – and ensure compliance with data protection for sensitive data – in conformity with medical staff- patient confidentiality;
- To perform the role of Paramedic as and when required;
- To undertake any other related task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To establish a theatre holding policy in concert with the operational, national and medical planning staffs. The planning and execution of effective medical evacuations are to be based upon the evacuation policy developed by CPCC for civilian missions and implemented within theatre by the civilian Head of Mission;
- To coordinate the provision of evacuation resources. This may comprise assets from a number of sources, including common use theatre assets, national owned assets, Host Nation Support and contracted or Third Party Logistic support.

4. Essential Qualifications and Experience:

- Successful completion of university studies in medical related field of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in Medicine;
- Registered Nurse Bachelor's degree in Nursing with specialisation in Emergency medicine or Anaesthesia or Intensive Care;
- A minimum 3 years of relevant clinical experience
- A minimum of 5 years of relevant professional experience, in the field of medical planning and administrative procedures, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Extensive experience in the area of emergency medicine;
- Knowledge of tropical medicines;
- International medical experience, particularly in crisis areas with multi-national and international organisations. Experience in assessing medical facilities, including under difficult conditions abroad;
- Experience in medical management and administration.

6. Desirable Qualifications and Experience:

- Flight Medical and/or MEDEVAC experience;
- (ATLS) Advanced Trauma Life Support, AMLS (Advanced Medical Life Support), PHTLS (Prehospital Trauma Life Support). ACLS (Advance Cardiac Life Support) trained;
- Successful completion of MIMMS (Major Incident Medical Management and Support) training ;
- Previous CSDP mission experience.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: CIS Officer - Administrator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. number: SOM-053**	Location: Mogadishu/Nairobi	Availability: ASAP
Component/Department/Unit: Mission Support Department	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The CIS Officer reports to the Head of CIS (HoCIS), in coordination with the Head of Field Office.

2. Main Tasks and Responsibilities:

- To provide service and technical reporting to the Chief of CIS;
- To perform problem management and incident management analysis, and develop general solutions to enhance the quality and reliability of CIS services;
- To liaise with relevant CIS units on the implementation of approved CIS change management requests through standardized release management procedures;
- To design the deployment, development, testing, and maintenance processes of CIS standard hardware, software, systems, and peripherals;
- To design and deploy departmental training activities including user training programs in support of new technologies and procedures;
- To assist in the design and implementation, management and maintenance of CIS telecommunication systems in all office locations;
- To install and commission all standard communications equipment in the Mission including but not limited to: HF CODAN, UHF/VHF Motorola Mototrbo systems, HF/UHF vehicular equipment, UHF/VHF repeaters, VSAT, BGAN, and portable/mobile satellite communications equipment; and provide 1st and 2nd level support and fault finding on communication installations and equipment;
- To provide technical support for IT-network and information systems, including microwave and Wi-Fi links, Local Area Network, and Windows-based client applications and server systems;
- To provide support for mission telephony systems including IP telephony, videoconferencing, and GSM equipment;
- To deploy, install, maintain, and support of all data centre equipment, servers, software, and services in the Mission;
- To plan, implement, and maintain data recovery tools, business continuity measures, and disaster recovery measures, ensuring a high availability of mission-critical data centre services throughout the Mission;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To implement, maintain and enhance Firewall and IDS/IPS;
- To maintain and implement Linux server;
- To administer and maintain VMware ESXi 6/vSphere 6;
- To migrate, maintain and implement Windows Server 2012;
- To administer Cisco network (switches, router, WIFI).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police and/or military education or training or equivalent rank. The qualification should be in any of the fields of Information Technology, Computer Science, Communications, Engineering; AND
- A minimum of 4 years of relevant professional experience in the field of communications systems, satellite communications and positioning/navigation technologies (e.g. Thuraya, Iridium, GPS), and related antennae systems, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of technologies with wired and wireless networks (e.g. LANs, MANs, WANs);
- Problem solving skills and analytical ability to analyse complex technical customer problems, and manage the same on a day to day basis;
- Expert technical skills and hands-on experience in troubleshooting server hardware and software issues.

6. Desirable Qualifications and Experience:

- EU-Civilian mission experience of more than 2 years in either CIS or Comms context;
- Mission experience over a period of at least 1 year in high risk environments.

7. Desirable Knowledge, Skills and Abilities:

- Ability to converse in business terms about organisational technology needs and solutions, and in technical terms with IT and communications specialists;
- Inter-personal sensitivity, diplomacy and strong communication skills;
- Advanced knowledge in administration and maintenance of radio and satellite communication systems.

Position Name: Reporting Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level
Ref. number: SOM-065	Location: Mogadishu/Nairobi	Availability: ASAP
Component/Department/Unit: Head of Mission/ Deputy Head of Mission Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Reporting Officer reports to the Senior Reporting Officer.

2. Main Tasks and Responsibilities:

- To monitor and collect information on political events and trends, with a particular focus on the host country, EU and international relevant stakeholders, that may impact on the situation in the Missions' area of responsibility;
- To communicate with key Mission staff members on information management, analysis and reporting procedures in order to ensure submission of high-quality information;
- To collate and support the quantitative and qualitative analysis of inputs originating from the Mission's operational elements on their operational activities against benchmarking;
- To produce timely and accurate periodic and ad-hoc reports for submission to the chain of command, the Mission's operational headquarters, and EU Member States regarding Mission's mandate implementation;
- To contribute to the development and regular updating of the Mission Implementation Plan (MIP);
- To prepare and give presentations; produce talking points, speeches and presentations on behalf of others; and take meeting minutes;
- To contribute to the collection of the Mission's lessons learned observations;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR police or military equivalent education or training or equivalent rank (only in case of policing positions); AND
- A minimum of 4 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Excellent analytical capability and knowledge of information collection and analytical methods;
- Excellent report compilation, drafting and editing skills.

6. Desirable Qualifications and Experience:

- Experience in the area of knowledge management, organisational learning or policy development related working experience;

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Coastal Policing Adviser (LO3)	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level
Ref. Number: SOM-067	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Coastal Policing Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterparts in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterparts in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To identify best practices and lessons learned within the field of responsibility;
- To design and deliver training programmes and projects, as appropriate;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To provide operational guidance, training and advice on the development and implementation of strategies, policies and procedures related to (community) policing in coastal communities and port policing, undertaken by civilian maritime law enforcement agencies;
- To promote effective cooperation between the civilian maritime law enforcement agencies and judiciary, with the aim to strengthen the first level of the judicial chain;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), in particular in relation to the maritime domain;
- To develop and provide training for civilian maritime law enforcement agencies in search, arrest, detention, evidence, and report writing in relation to maritime crime, including IUU fishing;
- To work in cooperation with other Mission advisers and provide policing advice to the Senior Mission Management and, as required, to other EU bodies, in particular in relation to maritime related issues;
- To contribute to the development and delivery of (police) training courses, as required;
- To establish efficient working relationships at operational level with all the key international stakeholders involved in the policing capacity development.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military and/or coast guard education or training or an award of an equivalent rank; AND
- A minimum of 6 years of relevant professional experience after having fulfilled the education requirements, in a civilian (maritime) law enforcement agency.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of maritime law;
- Mediation skills.

6. Desirable Qualifications and Experience:

- Experience in ship handling inclusive use of radar and radio communication;
- Experience of small boat driving and maintenance;
- Experience of working on maritime security;
- Experience of police investigations in the maritime domain.
- Experience in project management;
- Experience of small boat driving and maintenance;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Good understanding of policies and organisational aspects of maritime administration, maritime security and Coast Guard function;
- Knowledge of maritime law, shipping law and environmental law of the sea.

Position: Project Manager	Employment Regime: Seconded/Contracted	Post Category: Mission Support-Management Level
Ref. number: SOM-070	Location: Mogadishu/Hargeisa/ Garowe/Nairobi	Availability: ASAP
Component/Department/Unit: Head of Mission/ Deputy Head of Mission Office	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Project Manager reports to the Project Cell Coordinator.

2. Main Tasks and Responsibilities:

- To assist in project planning and development and co-ordinate the implementation of the Mission's projects;
- To assess and ensure quality of project proposals and make recommendations on the feasibility and sustainability of projects;
- To advise project leaders (within the Mission's operational components) in preparing project documents, such as project proposals, project budgets, notes of understanding, project agreements, etc.;
- To ensure that project proposals are in line with the Mission's programmes and are properly coordinated within the Mission and with external stakeholders;
- To act as the interface between project leaders and various elements of Mission Support;
- To maintain a record of the Mission's project history and ongoing activities;
- To conduct, upon project completion, post-project reporting and evaluation;
- To develop best practices on project management, make training recommendations and record lessons learnt;
- To receive, review, analyse, assign, process and track certified requisitions submitted for procurement action;
- To liaise with the Mission's international partners in close coordination with the Mission's Coordination and Cooperation capability;
- To undertake any other related tasks as required by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To coordinate project-related activities by providing advice to the Mission in relation to other (UNDP, MASE, MARSIC, INTERPOL) programmatic activities existing in the region.

4. Essential Qualification and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree.
- The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) or Business Administration/Management; AND
- A minimum of 4 years of professional experience, in the field of planning, implementation and evaluation of projects after having fulfilled the education requirements.

5. Essential knowledge, skills and abilities:

- Teamwork capabilities;
- Time management skills;
- Problem solving skills;
- Project management skills.

6. Desirable Qualifications and Experience:

- University/master degree in project management or other related topics;
- Project management training, such as APM, PPM, PRINCE2, or equivalent;
- Experience in Security Sector/RoL reform in a national or host state context;

- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable knowledge, skills and abilities:

- Familiarity with the EU Financial Regulations.

Position: Finance Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level
Ref. Number: SOM-073	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: MHQ/Mission Support Department	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Finance Officer reports to the Chief of Finance (CoF), in coordination with the Head of Field Office.

2. Main Tasks and Responsibilities:

- To assist the HoF in maintaining the financial operations of the Mission;
- To develop policies for the imprest accounts and control of Mission finances in close cooperation with the authorising and the accounting officer;
- To define procedures for imprest accounts, payments, payroll, petty cash, claims and other financial functions in a multicurrency system;
- To verify the legality and the regularity of transactions prior to authorising financial transactions (i.e. commitments and payments);
- To assist in the reporting, verifying the integrity of imprest accounts, their accuracy and their on-time delivery;
- To implement audit recommendations and ensures the effectiveness of internal controls;
- To identify areas of risk and take appropriate measures for limiting the financial risk, especially concerning the physical and the electronic security of funds, of documents (active and archived) and of transactions;
- To assist in identification of needs of goods and/or services required for improving the efficiency of the unit and help define them for procurement;
- To assist the CoF in drafting the Mission budget;
- To contribute to lessons identification;
- To liaise and cooperate on financial issues with the EU Supervising Authorities and all other relevant actors (banks etc.) under the supervision of the CoF;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To ensure the sound and effective financial management, including the preparation of the budget and follow-up of its implementation;
- To undertake administrative, human resources and procurement tasks in the MHQ in Mogadishu;
- To identify needs of goods and/or services required for improving the efficiency of the unit and to define them technically for procurement;

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- A minimum of 4 years of relevant professional experience in the field of finance/accounting or business administration after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of accounting software.

6. Desirable Qualifications and Experience:

- University and/or Master's Degree in Economics or Finance or specialised training/course in finance or other related fields.

7. Desirable Knowledge, Skills and Abilities:

- Professional accounting/audit certification;
- International experience, particularly in crisis areas with multinational and international organisations;
- Knowledge of administrative rules and regulations relevant to the European Commission and EEAS-administered Missions.

Position Name: CIS Assistant	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Assistant Level
Ref. Number: SOM-078	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Mission Support Department	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: No

1. Reporting Line:

The CIS Assistant reports to the Chief of CIS (CoCIS), in coordination with the Head of Field Office.

2. Main Tasks and Responsibilities:

- To provide service and technical reporting to the CoCIS;
- To assist in performing problem management and incident management analysis, and develop general solutions to enhance the quality and reliability of CIS services;
- To liaise with relevant CIS units on the implementation of approved CIS change management requests through standardized release management procedures;
- To assist in designing the deployment, development, testing, and maintenance processes of CIS standard hardware, software, systems, and peripherals;
- To assist in designing and deploying departmental training activities including user training programs in support of new technologies and procedures;
- To assist in the design and implementation, management and maintenance of CIS telecommunication systems in all office locations;
- To provide technical support for IT-network and information systems, including microwave and Wi-Fi links, Local Area Network, and Windows-based client applications and server systems;
- To provide support for mission telephony systems including IP telephony, videoconferencing, and GSM equipment;
- To deploy, install, maintain, and support of all data centre equipment, servers, software, and services in the Mission;
- To assist in planning, implementing, and maintaining data recovery tools, business continuity measures, and disaster recovery measures, ensuring a high availability of mission-critical data centre services throughout the Mission;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

- Successful completion of a minimum level of secondary education attested by a diploma giving access to post-secondary education and/or a professional technical/mechanical trade and/or technical engineering; AND
- A minimum of 3 years of professional experience in Information and Communication Technology support and implementation either in civilian or military environments after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of technologies with wired and wireless networks (e.g. LANs, WANs);
- Problem solving skills and analytical ability to analyse complex technical customer problems, and manage the same on a day to day basis;
- Expert technical skills and hands-on experience in troubleshooting server hardware and software issues.

6. Desirable Qualifications and Experience:

- Previous experience in international environment, particular in crisis areas with multi-national and international organizations;
- Experience with Document Management Systems.

7. Desirable Knowledge, Skills and Abilities:

- Ability to converse in business terms about organisational technology needs and solutions, and in technical terms with IT and communications specialists;
- Knowledge in Windows Server 2008R2, 2012 and 2016;
- Knowledge in VMware ESXi 6;
- Knowledge in WAN acceleration and optimisation;

Position: Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level
Ref. Number: SOM-098**	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Office of the Head of Mission/ Mission Security	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

In line with the EU's Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:

- To ensure security surveys of Mission member's personal protective security requirements, transport security, residential and office security as appropriate;
- To ensure that all security and communications equipment is kept in a state of operational readiness;
- To conduct regular security drills, communication tests and evacuation exercises;
- To provide briefings and presentations on matters affecting the security and safety of Mission members and to ensure all staff is 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 assistance and appropriate response to Mission members and to ensure that all necessary actions are taken, particularly in emergency cases;
- To travel to high risk areas and to conduct security duties;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree, OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- A minimum of 4 years of relevant professional experience after having fulfilled the education requirements;
- Civilian driving licence class C.

5. Essential Knowledge, Skills and Abilities:

- Planning, and time-management skills;
- Analytical skills.

6. Desirable Qualifications and Experience:

- University/Master degree in security studies (security studies, security and defence studies, international security studies, peace and conflict studies, intelligence or other related studies); AND/OR
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- Firearms trained;
- Previous work experience in the region.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area and potential security threats.

Position Name: Finance & Administration Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level
Ref. Number: SOM-109	Location: Garowe	Availability: ASAP
Component/Department/Unit: Mission Support Department/Finance Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Third Contributing States: Yes

1. Reporting Line:

The Finance Officer reports to the Chief of Finance (CoF), in coordination with the Head of Field Office.

2. Main Tasks and Responsibilities:

- To ensure the sound and effective financial management, including the preparation of the budget and follow-up of its implementation;
- To develop policies for the imprest accounts, in close cooperation with the authorising, and the accounting officer;
- To define procedures for the imprest accounts, payments, payroll, petty cash, claims and other financial functions in a multicurrency system;
- To verify the legality, the regularity of transactions prior to authorising financial transactions (i.e. commitments and payments);
- To ensure the reporting, verifying the integrity of the imprest accounts, their accuracy and their on-time delivery;
- To implement audit recommendations and ensure the effectiveness of internal controls;
- To identify areas of risk and take appropriate measures for limiting the financial risk, especially concerning the physical and the electronic security of funds, of documents (running and archived) and of transactions;
- To liaise and cooperate on financial issues with the EU Supervising Authorities and all relevant actors (Banks etc.) under the supervision of the Head of Finance;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To undertake administrative, human resources and procurement tasks in Garowe Field Office;
- To identify needs of goods and/or services required for improving the efficiency of the unit and to define them technically for procurement;
- To develop policies for the control of the Garowe Field Office finances, in close cooperation with the financial controller.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank AND
- A minimum of 4 years of relevant professional experience in the field of finance/accounting or business administration after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of accounting software.

6. Desirable Qualifications and Experience:

- University and/or Master's Degree in Economics or Finance or specialised training/course in finance or other related fields.

7. Desirable Knowledge, Skills and Abilities:

- Professional accounting/audit certification;
- International experience, particularly in crisis areas with multinational and international organisations;
- Knowledge of administrative rules and regulations relevant to the European Commission and EEAS-administered Missions.