

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

1-2018 Call for Contributions for the Regional Coordination Cell (RCC) and its Internal Security and Defence Experts (ISDEs)

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| Organisation: | Regional Coordination Cell (RCC) and its Internal Security and Defence Experts (ISDEs) | | | |
| Job Location: | Bamako (RCC) – Nouakchott (ISDEs) | | | |
| Availability: | As indicated below | | | |
| Staff Regime: | As indicated below | | | |
| Job Titles/ Vacancy notice | Ref. | Name of the post | Location | Available on |
| | <u>Seconded</u> (1 position) | | | |
| | RCC 10* | Senior Internal Security Expert | Nouakchott/ Mauritania | Feb 2018 |
| | <u>Seconded/Contracted</u> (1 position) | | | |
| | RCC 07* | Defence Reporting and Planning Officer | Bamako | 01 Aug 2018 |

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| Deadline for applications: | Thursday 15 February 2018 at 17:00 Brussels time |
| E-mail address to send the Job Application Form: | cpcc-mali@eeas.europa.eu |
| Information: | For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Ms Carmen EPURE carmen.epure@ext.eeas.europa.eu |

*The availability of this post is conditional on the EU Member States decisions as regards "Regionalisation of the CSDP Missions in Sahel" next phases, beyond the first semester of 2018.

While being a separate entity, the Regional Coordination Cell (RCC) and its Internal Security and Defence Experts (ISDEs) are administratively attached to EUCAP Sahel Mali.

EUCAP Sahel Mali bears a High Risk Non-Family Mission status due to the present risk rating of the mission area as high. Risk assessment is also high for Niger and Chad, and medium for Burkina-Faso and Mauritania.

As such, international RCC seconded and contracted staff and ISDEs located in Mali, Niger and Chad shall at no time receive visits or be habitually accompanied by any family member in the area for the duration of their tour of duty or contract. For security reasons, the Mission Members are obliged to live in restricted areas, where security responsibilities are borne by the Mission. For the ISDE located in Mauritania the same conditions apply, in accordance with the relevant OPLANs.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States will be considered. EU Member 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 Council Documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Contracted Personnel – The Mission may recruit international staff on a contractual basis as required, through an employment contract. 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.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English or French 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 approving the appropriate Budgetary Impact Statement and of the revised OPLANs of EUCAP Sahel Mali and EUCAP Sahel Niger, the duration of the deployment should be of 12 months.

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

I. GENERAL CONDITIONS

Citizenship – The candidates must have 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.

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 Third States.

Serious deficiencies in any of these general conditions may result in repatriation/termination of the secondment/contract.

II. REQUIREMENTS

II.A Essential Requirements

The following are essential requirements in respect of civilian international experts to the Missions for all Job Descriptions:

1. Education and Training

The candidates should have a recognised academic qualification under the European Qualifications Framework (EQF)¹, or equivalent, at a level specified in the individual job descriptions.

2. Knowledge

The candidates should have knowledge of the EU Institutions and Mission Mandate, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

3. Skills and abilities

Language Skills² – Spoken and written proficiency in the working language 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.

Communication and Interpersonal Skills – The candidates must have excellent interpersonal and communication skills, both written and oral.

Organisational skills - The candidates must have excellent organisational skills, with the ability to prioritise work to meet deadlines, and a concern for order and accuracy.

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

Driving Skills – 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.

¹ <https://ec.europa.eu/ploteus/content/descriptors-page>

² Common European Framework of References for Languages

II.B Desirable Requirements

Knowledge of the Mission area – 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, as applicable.

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), depending on the job tasks and responsibilities.

Driving Licence - Category C driving licence.

III. 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, if applicable. It is also essential to obtain any transit visas, which may be required for passage through countries *en route* to the Mission.

Education diploma(s)/certificate(s) or/and professional certificate(s) – The selected international contracted candidates must have and present to the Mission the university diploma or the professional certificate/diploma, depending on the job description, before signing the contract or the taking up duties.

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 LIMITE/LIMITED 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. (For EUCAP Sahel Mali and Niger only - Yellow fever vaccination is compulsory to be admitted to the country).

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.

Personal Protection Equipment – It is recommended that national authorities provide seconded selected candidates with protection equipment.

Deficiencies in any of the documents asked for a specific position may result in failure of the selection process.

IV. ADDITIONAL INFORMATION

Gender balance - The EU strives for improved gender balance in CSDP operations in compliance with EU policy and UNSCR 1325 on Women, Peace and Security (WPS). The CPCC encourages the Contributing States and European Institutions to take this into account when offering contributions at all levels.

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 Third States will bear any related costs.

N.B 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.

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 on meetings and events is available on the EEAS website [PRIVACY STATEMENTS](#).

SECONDED

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| Position Name: Senior Internal Security Expert | Employment Regime: Secoded | |
| Ref. Number: RCC 10* | Location: EU DELEGATION Nouakchott/Mauritania | Availability: Feb 2018 |
| Component/Department/Unit: ISDE | Level of Security Clearance: EU SECRET | Open to Contributing Third States: No |

1. Reporting Line:

The Senior Internal Security Expert reports to the Head of the Regional Coordination Cell (RCC), and works under the political authority of the Head of Delegation in the host country in close coordination with all colleagues dealing with security cooperation issues.

2. Main Tasks and Responsibilities:

- To operationalise the RCC tasks as set out in the Civilian Concept of Operations (CONOPS) Sahel Regionalisation and the relevant OPLAN;
- To support the RCC efforts in identifying areas of structural weaknesses in the performance and accountability of respective counterparts/ security institutions of their G5 Sahel country of deployment, to propose analysis and solutions for strengthening same, taking into account existing cooperation programs in the security sector;
- To ensure timely reporting to the RCC on information and activities within their field of responsibility, notably on progress and/or lack of progress, with copy to the relevant sections of the host Delegation;
- To maintain necessary contacts and build relationships with relevant local and international counterparts;
- To identify best practice and lessons learned within their field of responsibility;
- To provide security analysis / expertise to the RCC;
- Without prejudice to the chain of command described above, the Heads of EU Delegation shall have political authority over the Expert collocated in their respective Delegation who will work closely with the political section of the host Delegation;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

Under the supervision of the RCC, through the Internal Security Team Leader, and in close coordination with their respective EU Delegation:

- To be part of the Internal Security and Defence Experts (ISDEs) of the RCC, and of the local security / defence network, by cooperating and working closely with all key interlocutors in their country of deployment, including EU and non-EU counterparts, international organisations and representatives of Member States;
- To maintain effective and regular contact with other ISDEs, and existing CSDP Missions (where applicable), in particular with a view to facilitating the development of interregional activities and initiatives;

- To monitor and analyse (mapping) ongoing initiatives and projects carried out by various key actors in the field of security in their host country;
- To collect, in close cooperation with colleagues of the Delegation dealing with security issues, and report to the RCC, data and information related to the security situation and to the security capabilities of the host country, as well as information on the development of possible policies in these areas (policy of the local authorities, legal basis, general trends ...);
- To provide the RCC with analysis and recommendations on security related issues, contributing to needs mapping and gap analysis in the security sector of G5 Sahel Countries, with a view to develop a CSDP Regional implementation plan, taking into account existing processes and cooperation programs in the security sector.
- To establish and maintain direct contacts, in close cooperation with the political section of the host Delegation, with the competent national authorities and the relevant regional authorities with a view to promoting and supporting their engagement in the EU's security and defence actions, and to facilitating, when relevant, EU assistance in these areas;
- Where possible and relevant, provide EU coordinated advice to local authorities and, if necessary, to G5 Sahel structures present in their host country on security issues;
- In liaison with the RCC staff in Bamako, to facilitate and coordinate:
 - the participation of officers from their respective host country in EUTM Mali, EUCAP Sahel Mali and EUCAP Sahel Niger training activities;
 - the organisation and follow-up of the appropriate training courses (supervision of the coherence of the CV of the trainees, ensure the follow-up of trainees trained ...) .
- In liaison with the EUDEL to ensure, as appropriate, the integration of security aspects into other issues such as development, technical cooperation, or implementation of the frameworks bilateral and regional cooperation, including by proposing new potential EU assistance and cooperation projects, that may be financed through the EU Emergency Trust Fund of Africa and other instruments, in line with the RCC's objectives;
- To provide security expertise / support to the EU Delegation as requested.

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
- After having fulfilled the education requirements, a minimum of 6 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Extensive knowledge of security sector;
- Ability to provide strategic analysis and formulate coherent policy recommendations and to display political sensitivity and sound judgement;
- Organisational skills, the ability to work under pressure, and with tight deadlines and to manage multiple tasks and unexpected demands.

6. Desirable Qualifications and Experience:

- Police officer ideally ranked OF4 or OF5, or equivalent;
- A minimum of 3 years at management/coordination level;

- Experience in security analysis and/or planning, and diplomacy;
- Experience of working in the EU environment;
- Familiarity with other international actors in the field of crisis management and/or security cooperation;
- EU or international post conflict mission/organisation field experience;
- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity;
- Reporting and drafting skills;
- Strategic and creative thinking as well as proven decision making ability.

7. Desirable Knowledge, Skills and Abilities:

Language Skills

| Language/Language Level | French | | English | |
|-----------------------------------|-----------|-----------|-----------|-----------|
| | Mandatory | Desirable | Mandatory | Desirable |
| Level C1 or C2 (Proficient User) | | | | |
| Level B1 or B2 (Independent User) | | | | |
| Level A1 or A2 (Basic User) | | | | |

SECONDED/CONTRACTED

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|---|---|--|
| Position Name: Defence Reporting and Planning Officer | Employment Regime: Seconded/Contracted | Post category: Mission Support Management Level (MSML) |
| Ref. number: RCC 07* | Location: Regional Coordination Cell (Bamako) | Availability: 01 Aug 2018 |
| Component/Department/Unit: RCC | Security Clearance Level: EU SECRET | Open to Contributing Third States: No |

7. Reporting Line:

The Defence Reporting and Planning Officer reports to the Head of the Regional Coordination Cell (RCC).

2. Main Tasks and Responsibilities:

- To contribute to monitor and collect information on security situation, with a particular focus on the G5 Sahel countries capability development and structures, EU and international relevant stakeholders, that may impact on the situation in the RCC 's area of responsibility;
- To develop, maintain and regularly update the follow-up of activities, and the mapping exercise of the RCC together with its Internal Security and Defence experts (ISDEs), and CSDP Missions deployed in the G5 Sahel countries;
- To communicate with RCC staff members, ISDEs and CSDP Missions deployed in the G5 Sahel countries, 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 RCC staff members, ISDEs and CSDP Missions deployed in the G5 Sahel countries on their mapping exercise and activities;
- To support and contribute to timely and accurate periodic and ad-hoc reports;
- 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 RCC lessons learned observations;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

In close cooperation with the Defence Team Leader:

- To collect, centralise and process relevant information and analysis, with a focus on defence sector, obtained from the ISDEs and CSDP Missions in theatre, as well as to possible projects that may be financed through the EU Emergency Trust Fund of Africa and other instruments;
- To draft the needs mapping and gap analysis report with a focus on defence sector of the G5 Sahel Countries;
- To draft the CSDP Regional Implementation Plan.

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; AND

- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Analytical and research capability and knowledge of information collection and analytical methods;
- Report compilation, drafting, writing and editing skills;
- Time management and ability to prioritise multiple tasks;
- Presentation skills.

6. Desirable Qualifications and Experience:

- Military officer ideally ranked OF3 or OF4, or equivalent;
- Experience in reporting and/or planning;
- Experience in analytical work with a demonstrated ability to coordinate many different levels and participants;
- Experience of working in the EU environment;
- Familiarity with EU & other international actors in the field of crisis management;
- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity;
- Strategic and creative thinking.

7. Desirable Knowledge, Skills and Abilities:

Language Skills

| Language/Language Level | French | | English | |
|-----------------------------------|-----------|-----------|-----------|-----------|
| | Mandatory | Desirable | Mandatory | Desirable |
| Level C1 or C2 (Proficient User) | | | | |
| Level B1 or B2 (Independent User) | | | | |
| Level A1 or A2 (Basic User) | | | | |