

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Police Mission in Afghanistan (EUPOL Afghanistan) 2-2015 Call for Contributions				
Organisation:	European Union Police Mission in Afghanistan (EUPOL Afghanistan)			
Job Location:	Kabul			
Availability:	As indicated below			
Employment Regime:	As indicated below			
Job Titles/ Vacancy Notices:	Ref.:	Name of the Post:	Location:	Availability:
	<u>Seconded/Contracted</u>			
	KA-C-32	Verification Officer	Kabul	7 Sep 2015
	<u>Seconded</u>			
	KA-A-11	Chief of Planning and Evaluation Unit	Kabul	ASAP
	KA-A-15*	SPAR/MAC Planning and Evaluation Officer (Transition)	Kabul	15 Aug - 31 Dec 2015
	KA-A-06	Senior SPAR/MAC Officer	Kabul	16 Aug 2015
	KA-A-43	MoI Reform Adviser	Kabul	27 Oct 2015
	KA-C-86*	Medical Officer	Kabul	9 Jul - 31 Dec 2015
	KA-P-31	Deputy Head ANP Professionalisation and Training Component	Kabul	23 Sep 2015
	KA-P-33	Training Administrator	Kabul	28 Aug 2015
	KA-P-45	Police Adviser Crime Management College (Team Leader)	Kabul	ASAP
	KA-P-68	Senior Interpol Expert	Kabul	ASAP
	KA-P-69	Senior Intel Expert	Kabul	1 Oct 2015
	KA-P-82	Police Command, Control and Communication Expert (PC3)	Kabul	8 Jul 2015 - 30 Jun 2016
	KA-R-30	Justice Expert (JUS)	Kabul	3 Jul - 31 Dec 2015

Deadline for Applications:	10 July 2015 at 17:00 hours (Brussels time)
E-mail Address to send the Job Application Form to:	cpcc.eupolafghanistan@eeas.europa.eu
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC) Ms Caroline SWAGEMAKERS/Mr Juho SÄRKILÄ cpcc.eupolafghanistan@eeas.europa.eu +32 (0)2 584 50 56/+32 (0)2 584 24 75

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

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 – 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.

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 the Council Decision approving the appropriate Budgetary Impact Statement and availability of the post due to the restructuring process, the 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 EUPOL Afghanistan, according to the requirements and profiles described below:

A. Essential Requirements

Contributing States are requested to ensure that the following essential requirements are strictly met and accepted in respect of civilian international experts to the Mission.

Citizenship – Citizenship of an EU Member State or of a contributing third State (Canada, New Zealand, Norway and Serbia).

Integrity – The candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission; they 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.

Negotiation Skills – The candidates must have excellent negotiating skills and the ability to work professionally in a stressful and diverse environment.

Flexibility and Adaptability – The candidates must be able to work in arduous conditions with a limited network of support and 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. police, judicial, civilian and military staff). Be able to cope with extended separation from family and usual environment.

Availability – The candidates must be able to undertake any other administrative tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of 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 personnel should, in principle, be under the normal age of retirement in contributing States.

Language Skills¹ – The candidates must be fully fluent in written and spoken English. Report-writing skills are especially needed. Knowledge of local languages will be an asset.

Computer Skills – The candidates must be skilled in word-processing, spreadsheet and e-mail systems. Knowledge of other IT tools will be an asset.

Training – e-Hest² or equivalent.

Driving License – The candidates must be in possession of a valid – including Mission area – civilian driving license for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle. Category C driving license is desirable or as specified in the respective job description.

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

B. Recommendable Requirements

Knowledge of the EU Institutions – The candidates should have 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).

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

² <https://webgate.ec.europa.eu/eeas/ehest/login/signup.php>

Knowledge of the Mission Area – The candidates should have good knowledge of the history, culture, social and political situation of the region as well as knowledge of the police, judiciary and governmental structures.

Training and Experience – The candidates should have attended a Civilian Crisis Management Course or have participated in a CSDP Mission.

C. Essential Documents for Selected Candidates

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

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

Security Clearance required – The selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job description. 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.

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

D. Additional Information on the Selection Process

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. CPCC encourages 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 (Annex 2) to be returned in Word format, and indicating which position(s) the candidate is applying for.

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

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

E. 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 Operation Plan (OPLAN). Based on the outcome of the experimental phase regarding training positions, reporting lines might be subject to revision.

Seconded/Contracted

Position Name: Verification Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level (MSML)
Ref. Number: KA-C-32	Location: Kabul	Availability: 7 Sep 2015
Component/Department/Unit: Mission Management and Chief of Staff Office.	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Verification Officer will assist the Head of Mission in fulfilling the duties set in support of the Mission mandate and report to the Head of Mission.

Main Tasks and Responsibilities:

- To perform, in coordination with Mission Support Departments, and mainly Finance, Procurement and Human Resources, ex-ante checks put in place by the Authorising Officer responsible to verify operational and financial aspects of each operation;
- To monitor that each expense is in line with criteria of eligibility as well as the relevant regulations and directives (Financial Regulations, Guide to Missions, European Commission's Communication related to the employment of personnel, local labour law, European Commission's note on representation expenses etc.);
- To review and confirm, under the supervision of the Authorising Officer and prior to the initial launch of any tender procedure and before the signature of contracts, that the Practical Guide to Contract Procedures for EC external actions is duly respected;
- To ensure compliance with financial and other applicable regulations;
- To provide oversight of chart of accounts according to the budget and financial regulations;
- To identify and resolve possible account discrepancies in a timely manner;
- To provide assistance to external auditors as required;
- To define and implement a regular training schedule on the authorising and validation process, with the aim of informing Project Managers and Officers from Mission components;
- To undertake any other related task as required by the Head of Mission.

Qualifications and Experience:

Essential Education and Experience

Completed University studies of at least 3 years attested by a degree in Audit, Economics, Finance, Accounting or Banking and Insurance (or another relevant field) and, after having obtained the university degree, at least 5 years of relevant and proven full-time professional experience.

Specification of Experience

A minimum of 5 years of experience specifically related to Audit or Project Management or accountancy and/or book-keeping.

Advantageous

- Previous experience in CSDP Missions and/or EU Institutions;
- Excellent analytical, research and problem-solving skills;
- Familiar with procedures and controls;
- Ability to operate Windows, including MS Office and being extremely confident especially with spreadsheets, or PC based budget, accounting or Human Resources systems.

Seconded

Position Name: Chief of Planning and Evaluation Unit	Employment Regime: Seconded	
Ref. Number: KA-A-11	Location: Kabul	Availability: ASAP
Component/Department/Unit: Head of Mission/Chief of Staff/Strategic Planning, Analysis and Reporting (SPAR)/Mission Analytical Capability (MAC) Office/Planning and Evaluation Unit	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

Under the authority of the Head of Strategic Planning, Analysis and Reporting Department (SPAR), the Chief of Planning and Evaluation Unit (SPAR) oversees and guides the planning and evaluation of Mission's activities and their implementation.

Main Tasks and Responsibilities:

- To maintain and update benchmarking, planning and evaluation procedures and documents in the Mission in accordance with CPCC instructions and the Mission's OPLAN;
- To coordinate the development of the Mission Implementation Plan (MIP), including the related work plans, all Monthly Progress Meetings (MPM) and the Mid-Term Reviews (MTR);
- To provide input to the Six-Monthly Report in regards to Mission Mandate Implementation and Afghan capacity building against the Mission tasks and desired outcomes;
- To report to the Head of SPAR and the Head of Mission on a regular basis on the Mission's status in relation to the implementation of the MIP, including on risks and assumptions;
- To attend regular meetings and exchanges with SPAR, Political Advisors, Gender Advisor, Security Office, and other key functions for optimised coordination and synergy;
- To coordinate the Planning and Evaluation Unit's input to analysis, as provided by SPAR, of Mission activities against the Mission tasks and desired outcomes;
- To liaise frequently with external partners (EUDEL, UNAMA, Resolute Support, CSTC-A, etc.) on EUPOL's activities/outcomes;
- To follow internal and external developments relating to planning and evaluation;
- To develop benchmarking, planning and evaluation training and record lessons learned;
- To undertake any other tasks required by the Head of SPAR.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Business Administration, Project Management, Development Studies, Social Sciences or related studies where the normal duration of university education in the country awarded is 4 years or more and, after having obtained the university degree at least 7 years of relevant and proven full-time professional managerial experience.

Specification of Experience

- Professional experience in strategic planning, benchmarking or project management and follow-up with a national or international organisation;
- International experience, particularly in crisis areas with multinational organisations;
- Excellent analytical and English drafting skills;
- A thorough understanding of the functioning of European institutions and the CSDP framework;
- Good computing skills (e.g. Word, Power Point, Excel and Access).

Advantageous

- Experience in international police reform, international relations, diplomacy;
- International experience, particularly in crisis areas with multinational organisations;
- Knowledge of the political, military, economic, social, and infrastructure of Afghanistan and the region;
- Excellent interpersonal and communication skills and experience in networking;
- Demonstrated organisational and administrative skills;
- Ability to establish and maintain effective working relations with people of different national and cultural backgrounds, whilst maintaining impartiality and objectivity;
- High standards of integrity.

Position Name: SPAR/MAC Planning and Evaluation Officer (Transition)	Employment Regime: Seconded	
Ref. Number: KA-A-15*	Location: Kabul	Availability: 15 Aug – 31 Dec 2015
Component/Department/Unit: Head of Mission/Chief of Staff/Strategic Planning, Analysis and Reporting (SPAR)/Mission Analytical Capability (MAC) Department	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The SPAR/MAC Planning and Evaluation Officer supports and assists the objectives of the SPAR/MAC Department. He/she reports to the Head of SPAR/MAC, through the Chief of Planning and Evaluation Unit.

Main Tasks and Responsibilities:

- To develop, implement and improve the planning, benchmarking and evaluation methods for the Mission;
- To elaborate plans to facilitate achievements of Mission's tasks and desired outcomes to be submitted to the Head of Mission;
- To maintain, update/upgrade the Mission Implementation Plan (MIP) and related work plans in close cooperation with the relevant Heads of Department and other key stakeholders;
- To identify Objectively Verifiable Indicators in close cooperation with the Mission, collect and analyse the data for the indicators in order to assess the status of impact;
- To assist the Chief of Planning and Evaluation Unit in the study and proposal of management and organisational measures with the objective of systematically improving the productivity, efficiency and efficacy of the Mission with a special emphasis on the MIP as well as progress in relation to benchmarking;
- To draft reports on a regular basis in relation to planning, benchmarking and evaluation for the chain of command;
- To liaise with key Mission staff regarding the strategic direction of the Mission and to ensure all activities are in line with the tasks and desired outcomes of the Mission;
- To support the collection and collation of information from across the Mission for routine reporting on and analysis of the Mission activities against the Mission's tasks;
- To plan and keep track of the transition of responsibilities to Afghan ownership, as a member of the Mission-internal Transition Cell;
- To attend regular meetings and exchanges with Political Advisers, Gender Adviser, Security Office, Press and Public Information Office and other key functions for optimised coordination and synergy;
- To liaise frequently with external partners in order to enhance coordination and synergy;
- To follow internal and external developments relating to the MIP and brief the Head of SPAR accordingly;
- To give presentations and also to produce presentations and speeches on behalf of others;
- To undertake any other tasks required by the Chief of Planning and Evaluation Unit.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in project management, business administration or related studies, where the normal duration of university education in the country awarded is 3 years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course of university studies attested by a degree in project management, business administration or related studies, where the normal duration of university education in the country awarded is 4 years or more and, after having obtained the university degree at least 4 years of relevant and proven full-time professional experience.

Specification of Experience

- Knowledge of project planning, implementation and evaluation;
- Professional fluency in English with excellent drafting, report compilation and editing skills;
- Good analytical capability;
- Good understanding of the functioning of European institutions and the CSDP framework;
- Good computing skills (e.g. Word, Power Point, Excel and Access);
- Profound knowledge of information collection and analytical methods;
- High standards of integrity.

Advantageous

- Previous experience from international policing and rule of law reform, development policy, or international relations is considered an asset;
- Broad international experience, particularly in crisis areas with multinational and international organisations, and knowledge of the political, military, economic, social, infrastructure, and information structures of Afghanistan and the region are highly desirable;
- Excellent interpersonal and communication skills and ability to work in a dynamic team as well as on own initiative in a methodical manner.

Position Name: Senior Strategic Planning, Analysis and Reporting Officer/MAC	Employment Regime: Seconded	
Ref. Number: KA-A-06	Location: Kabul	Availability: 16 Aug 2015
Component/Department/Unit: Mission Management and Chief of Staff Office/ Strategic Planning, Analysis and Reporting (SPAR)/Mission Analytical Capability (MAC) Department	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

Under the authority of the Head of Strategic Planning, Analysis and Reporting Department (SPAR), the Senior Strategic Planning, Analysis and Reporting Officer oversees the analytical processes of the Department and reports to the Head SPAR.

Main Tasks and Responsibilities:

- To deputise for the Head of SPAR;
- To support and provide analytical advice to the Head of SPAR and the Mission senior management for Mission decision-making in the implementation of its goals;
- To assist in developing a strategic process for the Mission in close cooperation with the senior management;
- To assist in developing management and organisational measures with the objective of systematically improving the productivity, efficiency and efficacy of the Mission;
- To support the analysis of Mission and Afghan progress;
- To liaise with and brief Mission senior management regarding tasking, collection, collation, analysis and dissemination of information and reports;
- To oversee the communication with key Mission staff on information management, analysis, planning and reporting procedures in order to ensure submission of timely and high-quality information;
- To supervise information analysis and develop/implement/improve analytical methods;
- To produce analytical Special Reports for submission to the chain of command on Mission critical developments and issues;
- To contribute to the identification of lessons learned and best practice;
- To coordinate regular meetings and exchange with Political Advisers, Gender Adviser, Security Office, Press and Public Information Office, and other key analytical functions for optimised coordination and synergy;
- To liaise frequently with external partners (EUDEL, UNAMA, Resolute Support, CSTC-A, etc.) in order to enhance information collection, information sharing, analysis, and cooperation;
- To undertake any other task as required by the Head of SPAR.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Political Science, International Relations, Management or related studies, where the normal duration of university education in the country awarded is 4 years or more and, after having obtained the university degree at least 7 years of relevant and proven full-time professional experience.

Specification of Experience

- Experience in international police and Rule of Law reform, international relations;
- International experience, particularly in crisis areas with multinational organisations;
- Professional fluency in English with excellent drafting skills;
- Excellent analytical capability and profound knowledge of information collection and analytical methods;
- Understanding of the functioning of European institutions and the CSDP framework;
- Good computing skills (e.g. Word, Power Point, Excel and Access);
- Experience in leading a team;
- High standards of integrity.

Advantageous

- Previous experience from strategic international planning and programme management is considered an asset;
- Knowledge of the political, military, economic, social, and infrastructure of Afghanistan and the region;
- Excellent interpersonal skills and ability to work in a dynamic team as well as on own initiative in a methodical manner;
- Ability to work under pressure in a hostile environment.

Position Name: MoI Reform Adviser	Employment Regime: Seconded	
Ref. Number: KA-A-43	Location: Kabul	Availability: 27 Oct 2015
Component/Department/Unit: MoI Reform Component/ Ministry Reform Unit	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The EUPOL Afghanistan MoI Reform Adviser shall assist the Head of Ministry Reform Unit in performing effective advising in favour of the Deputy Ministers of Interior (MoI) and report to Head of Ministry Reform Unit.

Main Tasks and Responsibilities:

- To implement the projects and activities of designated team responsible for advising in favour of the respective Deputy Minister of Interior (MoI) in relation strengthening institutional reform, and transition, in particular in relation to improving the MoI capacity in the areas relevant to the strengthening of civilian police force.
- To assist the counterpart in improving his/her managerial capabilities and general comprehension of tasks and responsibilities related to the current function, with special reference to the responsibilities over the ANP;
- To assist the counterpart in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing as well as in elaborating and implementing policing strategies and best practice, including the fight against misuse of power, improvement of the quality of police personnel, facilities, systems and processes;
- To assist the Deputy Ministers of the Interior of Afghanistan in elaborating and implementing, through their chain of command within MoI, an effective coordination between all the different pillars of the ANP, other Afghan National Security Forces and the judicial system;
- To support the Head of Mission in the decision making process by drafting and submitting, through reports to the Head of Ministry Reform Unit, relevant proposals for a coherent advising strategy in favour of the MoI;
- To liaise closely with the other members of the Advisers Team in order to implement a joint coherent advising strategy;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To undertake any other related tasks as required by the Head of Ministry Reform Unit.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Police Sciences, Law, Business or Public Administration or in Social Sciences where the normal duration of university education in the country awarded is 4 years or more and, after having obtained the university degree at least 6 years of relevant and proven full-time professional experience;

OR

Equivalent police education or training and, after having satisfied that criterion, at least 6 years of relevant and proven full-time Police experience.

Specification of Experience

- At least 5 years of experience at strategic level in a national Police organisation in a senior rank;
- Experience in projects related to police reform and in criminal investigations.

Advantageous

- Substantial knowledge of the functioning of the EU, in particular the CFSP and CSDP;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations as well as international partners;
- Professional experience in national and/or international assignments in planning and assisting Crisis Management Missions, particularly in Afghanistan or other areas within the same geopolitical context;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

Position Name: Medical Officer	Employment Regime: Seconded	
Ref. Number: KA-C-86*	Location: Kabul	Availability: 9 Jul – 31 Dec 2015
Component/Department/Unit: Head of Mission Support/Medical Office (MED)	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Medical Officer will assist Chief of Medical Office in fulfilling the duties set in support of the EUPOL mandate and reports to the Chief of Medical Office.

Main Tasks and Responsibilities:

- To assist, advise and replace (when absent and if required) the Chief of Medical Office;
- To assist and advise in close cooperation with the Chief of Medical office on all the medical evacuation issues and other emergency medical support matters;
- To establish diagnosis and take decisions on methods of treatment (preventive or curative) of patients;
- To assist in training exercises and medical emergency assistance for all the emergency included mass causality cases in theatre, and all the other issues related to repatriation and further treatment even in the home country;
- To asses, manage and undertake the daily clinical duties (24/7 hours) even in case of critical injuries or severe emergency cases;
- To assess on a regular basis existing and outpatient medical treatment facilities and update the availability of the list;
- To perform medical briefings and Pre Hospital Trauma Care training for the Mission Members;
- To provide Pre Hospital Trauma Care equipment to all the EUPOL Members according to the EU guidelines for CSDP Missions;
- To explore options for joint procurement and warehousing of medical equipment and supplies;
- To gather all the information related to security and health insurance including all the necessary administrative procedures;
- To keep detailed statistics and reports updated to the Chief of Medical Office;
- To undertake any other tasks as required by the Chief of Medical Office.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Medicine, Nursing or Health Sciences, where the normal duration of university education in the country awarded is 3 years or more and, after having obtained the university degree at least 6 years of progressive relevant and proven full-time professional experience.

OR

Successful completion of a full course of university studies attested by a degree in Medicine, Nursing or Health Sciences, where the normal duration of university education in the country awarded is 4 years or more and, after having obtained the university degree at least 5 years of progressive relevant and proven full-time professional experience.

Specification of Experience

- Above mentioned experience should be in Emergency Care/Pre Hospital Trauma Care and/or Anaesthesia/Intensive Care units.
- Licence for practice and/or certificate for good standing.

Advantageous

- Diploma in Pre Hospital Trauma Life Support (PHTLS) or Advanced Medical Life (AMLS) or Advanced Cardiac Life Support (ACLS) or Advanced Trauma Life Support (ATLS);
- Experience in organising/planning MEDEVAC/CASEVAC;
- Instructor diploma in Cardio Pulmonary Resuscitation (CPR) Support.
- Experience in developing and/or delivering medical/nursing training in emergency medicine, trauma care and health care;
- International experience, particularly in crisis areas with multinational and international organisations;
- Excellent computer skills in MS Office applications (Excel, Word, Power Point, Access);
- Ability to establish and to maintain effective working relationships as a team member;
- Ability to perform under stress and in difficult circumstances.

Position Name: Deputy Head of ANP Professionalisation and Training Component	Employment Regime: Seconded	
Ref. Number: KA-P-31	Location: Kabul	Availability: 23 Sep 2015
Component/Department/Unit: ANP Professionalisation and Training Component	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Deputy Head of ANP Professionalisation and Training Component will deputise the Head of Component in his/her absence. He/she will support the Head of Component in the strategic management within the Component. He/she is responsible for the operational leadership within the component and reports to the Head of Component.

Main Tasks and Responsibilities:

- To manage and provide clear leadership in relation to all aspects of business delivery across the component. In addition, to provide all staff with appropriate personal support and services to maintain and improve their individual performance;
- To assess, develop and implement strategies to support the aims and objectives of ANP Professionalisation and Training Component;
- To contribute to maintaining strategies, managing risks and associated challenges in relation to the Component, by reviewing performance, developing succession planning and implementing associated strategy or procedures;
- To manage the developmental and organisational change in terms of Human Resources ensuring they are aligned to EUPOL organisational strategic objectives, to deliver high quality performance and continuous improvement;
- To measure, evaluate, and report upon component activity and progress through the design and delivery of an effective performance management framework to improve organisational delivery and the sharing of good practice with partners;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To assist in the development and implementation of an executive ANP Professionalisation and Training Component media strategy;
- To develop effective liaison with the Afghan National Police and all international partners and stakeholders to improve service delivery on a strategic level;
- To actively lead and participate in change management projects as required to achieve continuous improvement in organisational performance;
- To undertake any other related tasks as required by the Head of ANP Professionalisation and Training Component.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree, where the normal duration of university education in the country awarded is 3 years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Equivalent police education or training and, after having satisfied that criterion, at least 10 years of relevant and proven full-time senior Police experience.

Specification of Experience

This is a senior management post, and the successful applicant will be able to demonstrate a CV which reflects holding a senior police leadership role, including independent command.

Advantageous

- International experience, particularly from the CSDP and other international Missions in the crisis areas as well as from multinational and international organisations is highly desirable;
- Good drafting and reporting skills;
- Good working knowledge of MS Office and MS Excel.

Position Name: Training Administrator	Employment Regime: Seconded	
Ref. Number: KA-P-33	Location: Kabul	Availability: 28 Aug 2015
Component/Department/Unit: ANP Professionalisation and Training Component/ Administration and Planning	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Training Administration Officer will be responsible for providing support to ensure effective planning, scheduling, resourcing, quality-assurance and reporting of activities within the Component. He/she will also be responsible for establishing and maintaining appropriate recording systems and processes within the Component. He/she will report to the Deputy Head of ANP Professionalisation and Training Component.

Main Tasks and Responsibilities:

- To establish and maintain resourcing schedules for the Component;
- To establish and maintain appropriate administrative procedures related to asset management within the component;
- To manage Component related administrative tasks including communication with component Mission Members on all relevant administrative procedures and issues;
- To advise Afghan partners on a strategic level to ensure effective programme management and administration;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To provide administrative support in respect of all aspects of reporting issues within the component;
- To ensure effective maintenance and management of the component resource database;
- To undertake any other task as required by the component management team.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in in Police Sciences, Law, Public or Business Administration, Police Sciences, Pedagogic Sciences, Economics, where the normal duration of university education in the country awarded is 3 years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience;

OR

Equivalent police education or training and, after having satisfied that criterion, at least 5 years of relevant and proven full-time Police experience.

Specification of Experience

The post holder will be expected to have administrative expertise and to have recent relevant experience.

Advantageous

- International experience, particularly from the CSDP and other international Missions in the crisis areas as well as from multinational and international organisations is highly desirable;
- Good drafting and reporting skills;
- Good working knowledge of MS Office and Excel.

Position Name: Police Adviser Crime Management College (Team Leader)	Employment Regime: Seconded	
Ref. Number: KA-P-45	Location: Kabul	Availability: ASAP
Component/Department/Unit: ANP Professionalisation and Training Component/Training Unit	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Police Adviser (Team Leader) of the Crime Management College (CMC) will act as adviser to the Afghan senior management team at the CMC lead and manage a team of Mission Advisers and local national staff working within the CMC. He/she will report to the Chief of the Training Unit.

Main Tasks and Responsibilities:

- To maintain the strong professional relationship that exists between the ANP Professionalisation and Training Component and the ANP Head of the CMC, by effective advising at a strategic level;
- To advise the senior management team at the ANP CMC to enhance their strategic capacity and capability within the CMC;
- To enhance ANP standards in the areas outlined above through strategic guidance;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To undertake any other tasks required by the Chief of the Training Unit.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree, where the normal duration of university education in the country awarded is 3 years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Equivalent police education or training and, after having satisfied that criterion, at least 10 years of relevant and proven full-time Police experience.

Specification of Experience

Within the experience of the successful candidate will be experience at a managerial level of criminal investigations.

Advantageous

- International experience, particularly from the CSDP and other international Missions in the crisis areas as well as from multinational and international organisations is highly desirable;
- Managerial experience at a police training college;
- Good drafting and reporting skills;
- Good working knowledge of MS Office and Excel.

Position Name: Senior Interpol Expert	Employment Regime: Seconded	
Ref. Number: KA-P-68	Location: Kabul	Availability: ASAP
Component/Department/Unit: ANP Professionalisation and Training Component/Police Unit/Investigations and Intel Team	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Senior Interpol Expert will advise the Afghan Head of Interpol. He/she will assist the Investigation and Intel Team Leader in developing the capacity and capability of Interpol within Afghan National Police (ANP), National Central Bureau, through effective advising, at a strategic level. The Senior Interpol Expert will assist the Investigation and Intel Team Leader in all aspects connected to the mentioned area of specialisation. He/she will report to the Investigation and Intel Team Leader.

Main Tasks and Responsibilities:

- To advise the ANP Head of Interpol on the implementation of Interpol policies and strategies to enhance standards in this area, in close cooperation with the prosecution and judicial system;
- To enhance the cooperation of the National Central Bureau (NCB) Kabul with other related authorities such as the Afghan Border Police for improving border crossing practices;
- To monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To maintain a continuous liaison with the relevant Experts or Advisers deployed within the Field Unit, and synchronous actions in all Interpol related issues;
- To undertake any other tasks required by the senior management team of the ANP Professionalisation and Training Component.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Business or Public Administration or in Social Sciences where the normal duration of university education in the country awarded is 4 years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Equivalent police education or training and, after having satisfied that criterion, at least 10 years of relevant and proven full-time Police experience.

Specification of Experience

- At least 6 years of experience at strategic level in a national Police organisation in a senior rank;
- Experience in projects related to police reform and in criminal investigations;
- Experience (minimum 5 years) in a national NCB or from Interpol HQ/Regional office is a requirement.

Advantageous

- Substantive knowledge of the functioning of the EU Institutions;
- Excellent knowledge of the Interpol-specific framework of relations, regulations, preactices, policies, operations and communications;
- Strong managerial and decision-making skills, flexibility and ability to establish priorities;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations as well as international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- Professional experience in national and/or international assignments in planning and assisting Crisis Management Missions, particularly in Afghanistan or other areas within the same geopolitical context;
- Good computer skills;
- Experience in the field of Rule of Law.

Position Name: Senior Intel Expert	Employment Regime: Seconded	
Ref. Number: KA-P-69	Location: Kabul	Availability: 1 Oct 2015
Component/Department/Unit: ANP Professionalisation and Training Component/Police Unit/Investigations and Intel Team	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Senior Intel Expert will advise the Afghan Head of Intelligence led policing to ensure the effective implementation of the Intelligence Led Policing model within Afghan Uniform (Civilian) Police on the strategic level. The Senior Intel Expert will assist and advise when required the Investigations and Intel Team Leader in all aspects of Intelligence Led Policing. He/she reports to the Investigations and Intel Team Leader.

Main Tasks and Responsibilities:

- To advise the ANP Head of ILP on the implementation at a strategic level of Intelligence Led Policing model, in close cooperation with the prosecution and judicial system;
- To monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law;
- To maintain continuous liaison with the relevant Experts or Advisers deployed within the Field Unit, and synchronous action in all ILP related issues;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To attend regular coordination meetings with Afghan/international partners;
- To undertake any other tasks required by the senior management team of the ANP Professionalisation and Training Component.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Police Science, Law, Business or Public Administration, International relations or in Social Sciences where the normal duration of university education in the country awarded is 4 years or more and, after having obtained the university degree at least 8 years of relevant and proven full-time professional experience;

OR

Equivalent police education or training and, after having satisfied that criterion, at least 8 years of relevant and proven full-time Police experience.

Specification of Experience

- Senior rank in a police service, with at least 8 years of effective police experience with an Intelligence Led Policing model;
- Experience and a good understanding of how all areas of policing operate in an intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions;
- Experience in strategic management and/or public administration.

Advantageous

- Proven leadership and management skills;
- A good understanding of how all areas of policing interacts, in particular Uniform Police, CID and Command and Control functions;
- A good understanding of command and control functions including tasking and co-ordination of resources;
- Substantive knowledge of the functioning of the EU, in particular the CFSP and CSDP;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations as well as international partners;
- Professional experience in national and/or international assignments in planning and assisting Crisis Management Missions, particularly in Afghanistan or other areas within the same geopolitical context;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Ability to deal with potentially sensitive situations;
- Experience in international co-operation and in strategic liaison with international partners;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

Position Name: Police Command, Control and Communication Expert (PC3)	Employment Regime: Seconded	
Ref. Number: KA-P-82	Location: Kabul	Availability: 8 Jul 2015 - 30 Jun 2016
Component/Department/Unit: ANP Professionalisation and Training Component/Police Unit, Community and Command Team	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The PC3 Expert will assist the Community Police Expert Team Leader through effective and efficient advising at a strategic level in all aspects connected to PC3. He/she will report to the Community Police Expert Team Leader.

Main Tasks and Responsibilities:

- To advise and monitor the ANP counterpart at a strategic level on the implementation of the national strategy for PC3 to enhance standards in this area, in close cooperation with the prosecution and judicial system;
- To monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law;
- To maintain continuous liaison with the other command, control and communication departments at a strategic level deployed within the same area of responsibility;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To undertake any other tasks required by the senior management team of the ANP Professionalisation and Training Component.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Law, Psychology or Social Science, where the normal duration of university education in the country awarded is 4 years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Equivalent police education or training and, after having satisfied that criterion, at least 10 years of relevant and proven full-time Police experience.

Specification of Experience

Above mentioned experience should be at management level in working in partnership with communities, liaising with community groups and individuals.

Advantageous

- International experience, particularly from the CSDP and other international Missions in the crisis areas as well as from multinational and international organisations is highly desirable;
- Good drafting and reporting skills;
- Ability to deal with potentially sensitive situations;
- Good working knowledge of MS Office and MS Excel.

Position Name: Justice Expert (JUS)	Employment Regime: Seconded	
Ref. Number: KA-R-30	Location: Kabul	Availability: 3 Jul – 31 Dec 2015
Component/Department/Unit: Rule of Law Component (RoL)/Legal Reform Unit	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Justice Expert (JUS) shall assist the Team Leader of the Legal Reform Unit in the area of improving cooperation and coordination between the police and the judiciary undertaken by the Mission. Reporting to the Team Leader of the Legal Reform Unit.

Main Tasks and Responsibilities:

- To conduct reviews and analysis of Mission objectives-relevant existing Afghan criminal legislation;
- To contribute through a consultative and analytical process to policy development, standard-setting and the progressive development of Afghan law;
- To identify inconsistencies in Afghan laws, particularly those governing investigative authority, disciplinary enforcement, accountability and oversight, roles and responsibilities between police and prosecutors and the administration of Ministry of Justice and the Ministry of Interior;
- To support MoI legal officers, Ministry of Justice officials, and other relevant stakeholders in drafting legislation related to all aspects of the justice system and its institutions;
- To recommend strategies for the harmonisation of existing and new legislation and high-level policies and procedures, and their compliance with superior Afghan legislation and international law;
- To advise the MoJ Legal Aid Office in strategy and structural reforms and in awareness raising campaigns on defence rights and rights of the accused targeting police and justice institutions;
- To support meaningful institutional and legal reform and development, within the Ministry of Justice, the Ministry of Interior, Criminal Law reform Working Group, inter alia;
- To engage in broad-based stakeholder (Afghan and international) consultations, including the NATO Training Mission-Afghanistan (NTM-A), the International Police Coordination Board (IPCB), donors and Justice Institutions involved in NPP 5 Law and Justice for All, and other partners;
- To assist in the implementation of a broad range of justice projects;
- To report to the Team Leader of the Legal Reform Unit on a regular basis on the developments and results of the activities undertaken;
- To undertake any other tasks required by the Team Leader of the Legal Reform Unit.

Qualifications and Experience:

Essential Education and Experience

Completed University studies of at least 4 years attested by a degree in Law (Masters or equivalent) and, after having obtained the university degree, at least 5 years of relevant and proven full-time professional experience.

Specification of Experience

- Relevant experience of minimum 5 years could include: experience as a legal analyst, practicing lawyer, public prosecutor, judge or equivalent legal professional; having worked on developing legislative framework and judicial institutions in an EU Member or Contributing Third State and/or in a developmental, transitional or post-conflict situation;
- Good knowledge of judicial reform processes and the functions and practices of criminal procedures including criminal investigations and prosecution.

Advantageous

- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with the same range of interests;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations of all levels, including those at a strategic level, as well as with national partners;
- Strong analytical, conceptual and management skills;
- Highly resilient under physical and mental pressure and stress-resistant;
- Knowledge of EU Civilian Crisis Management and previous CSDP experience desirable;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Broad international professional experience;
- Experience developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation;
- Excellent oral and written communication skills.
- Excellent interpersonal skills and the ability to communicate the strategic vision of the Head of Mission, to establish priorities, to plan and to exercise control.