



**CONSOLIDATION OF THE LAW ENFORCEMENT CAPACITIES IN ALBANIA  
(PAMECA IV)  
CALL OF APPLICATIONS FOR ONE INTERNATIONAL LONG TERM EXPERT  
Ref: PAMECA IV/P-J IBM LTE-J/01/-2016**

In June 2013 a consortium of Italian Ministry of Interior, French Ministry of Interior and Austrian Federal Ministry of Interior started the implementation of the EU funded technical assistance project “Consolidation of the Law Enforcement Capacities in Albania (PAMECA IV)”. The overall objective of the Project is to bring the law enforcement capacities of the Albanian institutions closer to the EU standards in the field of policing and to provide trust, safety and a secure environment to the Albanian citizens.

PAMECA IV provides technical assistance to the Albanian Ministry of Internal Affairs (MIA), Albanian State Police (ASP), and General Prosecutor’s Office (GPO), as the main beneficiaries of its activities, in the areas of structure, organization, human resources, logistics, budget, fight against organised crime, serious crimes and anti-corruption investigations and prosecution, human rights and community policing, general patrol and traffic policing, integrated border management (IBM) and strategic advice to the Minister of Internal Affairs and Albanian State Police Director.

**INTERNATIONAL LONG TERM EXPERT ON INTEGRATED BORDER MANAGEMENT**

PAMECA IV seeks to recruit one Long Term Expert on Integrated Border Management for a period of 8 (eight) months. The long term expert on Integrated Border Management (IBM), will advise and mentor ASP in further strengthening the overall capacity of the Albanian border management system and further developing inter-agency and international cooperation and the enhancement of joint activities in this field. He/she will support the ASP to develop the infrastructure and the technical and institutional capacity at all borders (blue, green and air). He/she will also assist ASP in strengthening the Albanian risk analysis capacity on strategic, operational and tactical levels, the development of risk indicators and the profiling capacity, as well as the regular distribution of risk analysis products at all levels. The Long Term Expert will provide advisory assistance in the framework of PAMECA IV Work Plan, namely Component 5 ‘Integrated Border Management.

The expert will perform his/her work mainly in the project’s offices in Tirana, while some travelling within the country will be involved. The mission to be performed is of 8 (eight) months commencing during February 2016.

The gross salary per working month shall be € 7000 plus a living allowance of € 2000 per month. The position foresees a paid annual leave of one calendar month.

## **Work description**

The International Long Term Expert on Integrated Border Management will be mainly responsible for providing advice to the General Directorate of Borders and Migration of the Albanian State Police and to the Ministry of Internal Affairs. He/she will therefore provide strategic and operational guidance on the management of border control, direct advice and mentoring to relevant institutions, at the central and regional level. The activities and tasks include, but are not limited to the following:

- Provide advice and mentoring to the General Directorate for Borders and Migration on IBM related functions and issues;
- Support the strengthening of technical and institutional capacity of the General Directorate for Borders and Migration in compliance with the EU and Schengen *Acquis* and the relevant best practices;
- Provide support on the implementation of the provisions of the Schengen Borders Code (including Practical Handbook and annexes), and the recommendations and best practices of the Schengen Catalogue with particular emphasis on border checks and green and blue border surveillance;
- Support equipment needs analysis to strengthen the technical capacity for Radio and IT communication within the Border and Migration Police (mobile teams, including green and blue border surveillance and inland controls);
- Support equipment needs' analysis for Police Dog Handlers and their Police dogs in line with the European Union's best practices;
- Assist the General Directorate for Borders and Migration in implementing adequate and EU compliant standards relating to infrastructure for Border and Migration Police in selected locations;
- Support the capacity of the General Directorate for Borders and Migration to elaborate statistics, indicators of performance and of efficiency for each body dealing with Border Control (mainly the ASP and Customs), and the overall ability for periodic self-evaluation in accordance with the EU and Schengen standards.
- Develop and maintain close links and excellent working relations with Albanian counterparts and with experts of other EU funded projects in Albania in the sector of police reform to ensure maximum coordination and information sharing;
- Manage respective workplan-related aspects of the project on a day-to-day basis;
- Coordinate relevant project activities and ensure the preparation of periodic thematic progress reports for the European Union Delegation in Albania, the Albanian Authorities and/or for the Project's Steering Committee;
- Prepare training course modules, study visits and deliver selected training modules;
- Other tasks as assigned.

## **Required Skills and Qualifications**

- Be a EU citizen
- Have a University degree and relevant professional experience in the field;
- Proven experience in law enforcement, border and security matters in an EU Member State, preferably in a civilian or police environment;
- Relevant professional experience at a supervisory level is desirable;

- Have excellent knowledge of European/International standards and best practices in border management and cross-border cooperation and issues;
- Sound knowledge and experience of border policing strategies and operational tasks;
- Ability to demonstrate knowledge of effective and modern Risk Analysis techniques;
- Sound knowledge of international cooperation, i.a. with use of SIENA network;
- Sound partnership skills and ability to effectively engage with other projects and stakeholders which contribute to border security;
- Knowledge of the Albanian Police system and NATO and OSCE border obligations is desirable;
- Experience in drafting orders, working procedures and standard operating procedures;
- Experience in operating effective performance management frameworks and inspecting the performance of border police operations;
- Excellent interpersonal and good communication skills, reporting and analysis capacity and a result-driven approach, are essential;
- Ability to communicate solutions to problems in different IBM environments, and provide advice on day-to-day questions from the final beneficiaries;
- Experience in training and mentoring law enforcement staff;
- Very good command of written and spoken English and computer literacy;
- Proven commitment to diversity and equality;
- Experience and ability to work within a multidisciplinary team;
- Knowledge of the logistical and IT framework to support border management and surveillance activities;
- Previous working experience in EU funded or international projects is an asset.
- Knowledge of the Albanian language is an asset.

### **Application and Selection Procedure**

If you are interested in applying for this post, please send your CV in Europass format and a motivation letter in English via email to: [giorgiobutini@pameca.org.al](mailto:giorgiobutini@pameca.org.al) and cc to [francesco.torcoli@eeas.europa.eu](mailto:francesco.torcoli@eeas.europa.eu)

Please quote the job title that you are applying for and include your contact details (telephone number and email address) on your CV.

The closing date for the receipt of applications is **01<sup>th</sup> of February 2016 at 08.00 hrs** (Tirana time).

Only shortlisted candidates will be contacted by 05<sup>th</sup> February 2016.

The shortlisted candidates shall undergo an interview to be held via phone or skype and the selection of the winning candidate shall be based on the interview results, the respective CV, professional background, relevant work experience and language skills, according to the required qualifications.

The selected LTE shall be proposed by the Team Leader and approved by the Delegation of European Union to Albania, providing there shall be no objections by the Albanian Ministry of Internal Affairs and/or the ASP.

The vacancy is published on PAMECA IV website ([www.pameca.org.al](http://www.pameca.org.al)) and European Union Delegation to Albania ([www.eeas.europa.eu/delegations/albania](http://www.eeas.europa.eu/delegations/albania)).