

Annex 1

European Union Capacity Building Mission in Somalia (EUCAP SOMALIA) 3-2019 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 (20)</u>			
	SOM-002	Deputy Head of Mission	Mogadishu	ASAP
	SOM-010	Senior Police Adviser	Mogadishu	ASAP
	SOM-011	Document Manager	Mogadishu	08/05/2020
	SOM-013	Planning Officer	Mogadishu	ASAP
	SOM-079	Head of Field Office/Deputy Head of Operations	Mogadishu	15/03/2020
	SOM-085	Senior Police Adviser/Chief of Unit	Mogadishu	17/04/2020
	SOM-090	Police Adviser	Mogadishu	ASAP
	SOM-092	Planner/Liaison Officer	Mogadishu	ASAP
	SOM-093	Operational Capability Officer Coast Guard	Mogadishu	05/03/2020
	SOM-094	Senior Legal Adviser/Chief of Unit	Mogadishu	15/04/2020
	SOM-099	Head of Field Office	Garowe	15/03/2020
	SOM-101	Strategic Adviser (CRC)	Garowe	ASAP
	SOM-104	Senior Police Adviser	Garowe	ASAP
	SOM-106	Senior Coast Guard Adviser	Garowe	ASAP
	SOM-107	Police Adviser (InfoOps)	Mogadishu	ASAP
	SOM-117	Senior Maritime Adviser	Hargeisa	ASAP

	SOM-118	Strategic Adviser	Hargeisa	ASAP
	SOM-124	Coast Guard Adviser	Hargeisa	ASAP
	SOM-125	Legal Adviser	Hargeisa	ASAP
	SOM-126	Legal Adviser - Law Drafting	Hargeisa	ASAP
	Seconded/Contracted (10)			
	SOM-006	Internal Auditor	Mogadishu	ASAP
	SOM-046	Nurse	Mogadishu	01/05/2020
	SOM-047	Nurse	Mogadishu	ASAP
	SOM-061	Supply Chain Coordination Officer	Mogadishu	ASAP
	SOM-071	CIS Officer – Database Administrator	Mogadishu	ASAP
	SOM-072	CIS Officer - Administrator	Mogadishu	ASAP
	SOM-076	Finance Officer	Nairobi/Mogadishu	ASAP
	SOM-080	Strategic Maritime Adviser/Chief of Unit	Mogadishu	ASAP
	SOM-082	Senior Maritime Adviser	Mogadishu	ASAP
	SOM-091	Senior Coast Guard Adviser/Chief of Unit	Mogadishu	ASAP
Deadline for Applications:	12 December 2019 at 15:00 (Brussels time).			
Submission of applications:	<p>a) for candidates seconded by EU Member States: https://goalkeeper.eeas.europa.eu/registrar/</p> <p>b) for contracted candidates from EU Member States: https://goalkeeper.eeas.europa.eu/registrar/DPA/357/details.do</p> <p>c) For Seconded and Contracted candidates from Third States: (application form available on the EEAS website)</p>			
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p>Ms. Katrine Helene Kragh AAGAARD cpcc.eucaphoa@eeas.europa.eu</p>			

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:

I. GENERAL CONDITIONS

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.

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 seconded/contracted candidates shall be able to serve the full period of secondment/contract before reaching the normal age of retirement in Contributing (Third) States/country of residence.

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 candidate 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 languages of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions.

Communication and Interpersonal 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.

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.

II. B. Desirable Requirements

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

² [Common European Framework of References for Languages](#)

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.

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 – EU Member 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.

Education diploma(s)/certificate(s) and/or 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 taking up the 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 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 a medical examination and be certified medically fit for Mission duty by a competent authority from the EU Member 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 UNSCR 1325. The CPCC encourages the EU Member States and European Institutions to take this into account when offering contributions.

Application Form – For candidates holding an EU citizenship, applications will be considered only when using the online Application Form (AF) accessible on the Goalkeeper-Registrar software module, indicating which position(s) the candidate is applying for. Candidates seconded by Third States will apply using the Application Form in Annex 2.

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 video call/phone, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the EU Member State 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 – EU Member States and contracted candidates (applying for seconded/contracted positions) will be informed about the outcome of the selection process after its completion.

Training – E-BASE + E-SAFE³ which are designed for the delegations or equivalent until a new platform E-MASE is launched.

Pre-Deployment Training (PDT) – The Candidate should have undergone Pre-Deployment Training in accordance with the CSDP agreed Training Policy.

Data Protection - The EEAS, and its Directorate CPCC processes personal data pursuant to Regulation (EC) 2018/1725 on the protection of natural persons with regard to the processing of personal data by the EU 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.

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.

V. 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).

³ <https://webgate.ec.europa.eu/eeas/security-e-learning>

Position Name: Deputy Head of Mission	Employment Regime: Seconded	
Ref. Number: SOM-002	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Head of Mission Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Deputy Head of Mission reports to the Head of Mission (HoM).

2. Main Tasks and Responsibilities:

- To support the HoM in leading, managing and directing Mission activities and in ensuring that the Mission's mandate and tasks as set out in the planning documents, including oversight of the development and implementation of the Mission Implementation Plan (MIP) in consultation with the Chief of Staff;
- To deputise for the HoM in his/her absence;
- To support the HoM in liaising with the host-country authorities, international organisations and diplomatic representatives;
- To act as the primary interlocutor at senior management level for the National Contingent Leaders (NCL)/National Points of Contact (NPC) on matters falling within the scope of action of the NCL/NPC;
- To act as the primary interlocutor at senior management level for the Local Staff Committee;
- To supervise the implementation of mechanisms in the Mission for monitoring, implementing and evaluating EU and additional relevant international instruments for gender equality, mainstreaming and the Women, Peace and Security agenda;
- To ensure the discipline of Mission staff, including internal investigations in line with the relevant rules and procedures in coherence with the code of conduct and discipline;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To undertake any other related tasks as requested by the HoM.

3. Mission Specific Tasks and Responsibilities:

- To support the HoM in the duty of care of Mission staff;
- To ensure that the Mission's representatives contribute efficiently to implementing the necessary policy and legal frameworks according to the Mission mandate;
- To oversee the drafting and follow up of the internal operational work plans to ensure that the Mission's strategic objectives and operational goals are met;
- To ensure that liaison and coordination are consistently maintained with EU, non-EU and local stakeholders according to HoM's instructions;
- To ensure that all Mission components contribute to identifying and reporting on lessons learned and best practices within their respective fields of responsibility in consultation with the Chief of Staff.

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 12 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 5 years of experience at senior management level;
- Experience in leading and coordinating multi-thematic and multi-layered efforts to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level.

5. Essential Knowledge, Skills and Abilities:

- Proven record of leading staff with different professional backgrounds;
- Ability to maintain objectivity and stress resilience in complex scenarios and to display sensitivity and sound judgement;
- Knowledge of diplomatic protocol;
- Proven record of engaging with senior officials, working in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Proven and strong record of managerial skills relevant in a high risk environment;
- Ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff;

6. Desirable Qualifications and Experience:

- Experience in national or international assignments in a staff function, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms;
- Master's degree in political sciences, law, business management or other related fields, or international/national certificate/diploma in management/leadership.
- Experience in senior management/command roles in police and/or the maritime field (Coast Guard/Navy/Merchant Navy/Maritime Police).

Position Name: Senior Police Adviser	Employment Regime: Seconded	
Ref. Number: SOM-010	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Field Office Mogadishu/Police Advisory Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Police Adviser reports to the Senior Police Adviser/Chief of Unit.

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 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;
- Acting Chief of Police Unit, as appropriate;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To provide strategic guidance and advice to the Ministry of Internal Security and Somali Police Force (SPF) and Federal Member states on the development and implementation of broader policing strategies, policies and procedures related to police training, policing, criminal investigations, intelligence, and police administrative functions;
- To mentor Ministry of Internal Security and/or Somali Police Force in regards of the Reorganisation of the SPF HQ To promote effective cooperation between the Somali police bodies, both at federal and member-state (regional) level;
- To support the development and implementation of the Military to Police Transition Plan
- 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 EU Delegation, UNSOM, UNDP, UNODC and AMISOM complementing their activities on broader police development on strategic level.

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.

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 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/Rule of Law;
- 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.
- Knowledge and experience in change management
- Ability to work in a multicultural environment and maintain a positive mind set;

Position Name: Document Manager	Employment Regime: Seconded	
Ref. number: SOM-011	Location: Mogadishu	Availability: 08/05/2020
Component/Department/Unit: Chief of Staff Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Document Manager reports to the Chief of Staff (CoS).

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
- After having fulfilled the education requirements, a minimum of 3 years of experience in administration and document management.

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.

Position Name: Planning Officer	Employment Regime: Seconded	
Ref. number: SOM-013	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Planning and Evaluation Department	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Planning Officer reports to the Head of Planning and Evaluation Department.

2. Main Tasks and Responsibilities:

- To develop, maintain and regularly update the Mission Implementation Plan (MIP) in close cooperation with the relevant Mission's operational elements and other key stakeholders;
- To liaise regularly with the Mission's operational elements and other components, as well as other external stakeholders as directed for optimised information exchange, coordination and cooperation;
- 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 develop and implement baseline surveys, monitoring and evaluation exercises to evaluate and assess the impact of the Mission's activities;
- To support the quantitative and qualitative analysis of inputs originating from the Mission's operational elements on their operational activities and state of play on mandate implementation;
- To support and contribute to timely and accurate periodic and ad-hoc reports;
- To support and contribute to the collection of the Mission's Lessons Learned observations;
- To prepare and give presentations;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- Support the relevant Mission's operational elements and other key stakeholders in evaluating the Mission progress against the plans;
- Support and contribute to the drafting of Mission planning documents;
- Support a mission-wide information collection of Mission activities and results to inform Mission reporting on mandate implementation.

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
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience in operational planning and evaluation/project management.

5. Essential Knowledge, Skills and Abilities:

- Analytical and research skills;
- Time management and ability to prioritise multiple tasks;
- Self-motivated person able to work without close supervision.

6. Desirable Qualifications and Experience:

- University and/or Master's Degree in business administration/project management or other related topics;
- Experience with CPCC operational planning processes and formats;
- Experience in leading and communicating change management initiatives to diverse audiences.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Head of Field Office Mogadishu/ Deputy Head of Operations	Employment Regime: Seconded	
Ref. number: SOM-079	Location: Mogadishu	Availability: 15/03/2020
Component/Department/Unit: Field Office Mogadishu	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Head of Field Office / Deputy Head of Operations reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To lead, direct and manage the work and staff of the Field Office in accordance with the Mission's OPLAN, and relevant planning documents;
- To oversee the Field Office's contribution to the Mission's internal and external reporting;
- To coordinate the Mission Support related aspects of the Field Office, under the guidance of the Mission's Head of Mission Support Department;
- To assess the consistency and sustainability of Mission's operational activities across time, and to provide recommendations for the improvement of Mission's performance;
- To co-operate with relevant local (municipal and regional) authorities and international organisations (if applicable), including with a view to monitoring problematic areas in the Field Office area of responsibility;
- To ensure, in coordination with the Senior Mission Security Officer/Mission Security Officer/Field Security Officer, that field office staff perform their work in a secure and safe environment, in the Field Office area of responsibility;
- To ensure that Standard Operating Procedures (SOPs) are properly implemented within the Field Office;
- To supervise the Field Office's input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements in the Field Office area of responsibility;
- To ensure close coordination with the other Mission's operational and support components;
- To supervise the Field Office's contribution to the Mission's internal and external reporting against benchmarking, and to provide recommendations for the improvement of Mission's performance;
- To ensure that mission members of the Field Office contribute to identify and report lessons learned and best practices within their respective area of responsibility;
- To ensure that the Field Office mission members are periodically updated on Mission's mandate implementation progress;
- To undertake any other related tasks, as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To implement the Mission's operational activities in accordance with the Mission's OPLAN and the HoM's guidance through the DHoM, ensuring operational coherence in support of the Mission's mandate;
- To lead, direct and manage the work and staff of the Operations Department;
- To ensure the consistency and sustainability of Mission's operational activities over time;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;

- To ensure reporting on alleged human rights violations and ensure that cases of alleged human rights violations are brought to the attention of Mission headquarters;
- To identify, in consultation with the Head of Operations, confidence-building measures, particularly those for implementation in the Field Office area of responsibility;
- To coordinate/cooperate and/or supervise the coordination/cooperation of the Field Office's staff members as appropriate with the main maritime security system actors at the relevant level as well as with local EU and international actors;
- To establish and develop an efficient working relationship with the local authorities in charge of the development and training on maritime security and maritime law enforcement;
- To contribute to Mission internal planning and developing the different activities and projects connected to maritime security in Mogadishu;
- To liaise and coordinate the Mission's mandate implementation and activities with senior representatives of relevant line-ministries and government institutions, as appropriate.
- To lead the team of Mission's operational advisers with regard to the implementation of the mandate to enhance maritime civilian law enforcement in Somalia and that the necessary policy, legislative and institutional frameworks are in place.

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 (in case of policing position); AND
- After having fulfilled the education requirements, a minimum of 7 years of relevant professional experience, out of which a minimum of 3 years at management level;
- Experience in Security Sector/Rule of Law Reform in a national or host state context and in implementation of reform programmes.

5. Essential Knowledge, Skills and Abilities:

- Ability to use own initiative, establish priorities, to plan and to exercise control over the conduct of activities as well as make sound and timely decisions;
- Knowledge of Maritime Security related policy development fora, principles and regional frameworks;
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Experience working in the maritime law enforcement area;
- Senior management experience in an international organisation or an international environment operating in a conflict or immediate post conflict situation;
- Master's Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity and/or maritime sector.

7. Desirable Knowledge, Skills and Abilities:

- Negotiating skills with local interlocutors.

Position Name: Senior Police Adviser/Chief of Unit	Employment Regime: Seconded	
Ref. Number: SOM-085	Location: Mogadishu	Availability: 17/04/2020
Component/Department/Unit: Field Office Mogadishu/Police Advisory Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Police Adviser reports to the Head of Field Office Mogadishu/Deputy 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 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 lead the Field Office Mogadishu Police Advisory Unit.
- To provide advice to Heads of Field Offices on Police Advisory technical quality control in order to promote functional coherence among all Field Offices.
- To act as a source of policing advice to advisers in FO Hargeisa's and Garowe's Police Advisory Teams in order to promote functional coherence among all Field Offices and technical quality control.
- 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 Manager.

3. Mission Specific Tasks and Responsibilities:

- To provide strategic guidance and advice to the Ministry of Internal Security and Somali Police Force (SPF) and Federal Member States on the development and implementation of broader policing strategies, policies and procedures related to police training, community policing, criminal investigations, intelligence, and police administrative functions, in particular for the Maritime Police Unit and the policing aspects of the Transition Plan for the transfer of security responsibilities from the international community to Somali security forces;
- To advise the Ministry of Internal Security and/or Somali Police Force on 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, as appropriate;
- 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 Somalia 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 EU Delegation to Somalia, UNSOM, UNDP, UNODC and AMISOM complementing their activities on broader police development;
- To coordinate all Field Office's contribution to the Mission's internal and external reporting within mission members working on Police Advisory tasks;
- To represent the Mission at Transition Plan related working groups and meetings as required.

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 7 years of relevant professional experience, 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 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/Rule of Law;
- 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: Police Adviser	Employment Regime: Seconded	
Ref. Number: SOM-090	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Field Office Mogadishu/Police Advisory Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Police Adviser reports to the Senior Police Adviser/Chief of Unit.

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 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 gather data 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 Manager.

3. Mission Specific Tasks and Responsibilities:

- To provide operational guidance and advice to the Somali Police Force (SPF) and Federal Member States on the development and implementation of broader policing policies and procedures related to police training, criminal investigations, intelligence, and police administrative functions;
- 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 EU Delegation, UNSOM, UNDP, UNODC and AMISOM complementing their activities on broader police development on operational level.

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 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;
- Organisational, planning and project development skills;
- Knowledge of designing and delivering training programmes;
- Knowledge of Security Sector/Rule of Law Reform in a national or host state context.

6. Desirable Qualifications and Experience:

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

7. Desirable knowledge, skills and abilities:

- Knowledge and experience in change management;
- Ability to work in a multicultural environment and maintain a positive mind set;
- Knowledge and experience in the Logistics/Transport area in a managerial position.

Position Name: Planner/Liaison Officer	Employment Regime: Seconded	
Ref. Number: SOM-092	Location: Mogadishu - EU Delegation	Availability: ASAP
Component/Department/Unit: Field Office Mogadishu	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Operational Planner reports to the Deputy Head of Mission. Without prejudice to this chain of command, the Operational Planner will support the Head of the EU Delegation in Somalia and will work in close coordination and cooperation with the Head of the Political, Press and Information Section of the EU Delegation (EUDEL) and the Senior Advisors of the development and security sections at the EU Delegation.

2. Main Tasks and Responsibilities:

- To help operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan(MIP) by advising the Mission and, when required, the EU Delegation, maximising complimentary instruments in support of the Mission and by ensuring an effective flow of information on developments and actions pertaining to internal security sector;
- To assist EUDEL in political and strategic tasks related to the internal security sector through attending meetings, conferences etc. on behalf of or in assistance to EUDEL senior staff and in particular to the EUDEL Police Adviser and development cooperation staff;
- In close cooperation with Mission and EUDEL concerned staff, to build up working relationships with relevant local and international counterparts, as well as to facilitate interaction, as appropriate, between EU programmes' implementing actors and national authorities;
- In close coordination with EUDEL to provide technical and planning support, including on EU projects on Security Sector Reform in order to assist the national authorities. The Operational Planner will take into account all the available EU instruments, the bilateral programmes from the EU Member States and the activities of the three CSDP Missions, EUCAP Somalia, EUNAVFOR Atalanta and the EU military Training Mission to Somalia (EUTM). He/She will have to prepare a chronogram of activities indicating possible synergies of existing programmes;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To identify best practice and lessons learned within her/his field of responsibility and to share them with relevant partners;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

Under the supervision of the Deputy Head of Mission and in coordination with the Head of the Political, Press and Information Section of the EU Delegation to Somalia:

- To cooperate and work closely with, all elements of EUDEL, other EU and non-EU actors and implementing partners;
- In close coordination with EUDEL, to provide advice and support to national authorities with a view to promoting and facilitating the implementation of EU projects on Security Sector Reform;
- Under the command and control of the Head of Mission, to provide planning expertise / project management support to the EUDEL, as requested;
- To provide analysis and recommendations to EUDEL and to local and international counterparts in the area of responsibility, as appropriate.

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

5. Essential Knowledge, Skills and Abilities:

- Good knowledge of planning and management of projects in the defence/security or EU development sector;
- Proven ability to provide analysis and formulate coherent recommendations on domain of expertise; and
- Demonstrate reporting and drafting skills in a written test.

6. Desirable Qualifications and Experience:

- Organisational skills, the ability to work under pressure, and with tight deadlines and to manage multiple tasks and unexpected demands;
- Experience in the management of EU projects will be considered an asset;
- Experience in operational planning including managing of capability development projects in the area of defence/security;
- Experience of working in the EU environment;
- Experience in Africa in support of Defence or Security Forces;
- EU or international post conflict mission/organisation field experience;
- Ability to develop and maintain effective work relationships with different national and cultural background with sensitivity and respect for diversity;
- Ability to conceptualise problems, identify and implement solutions.

Position Name: Operational Capability Officer Coast Guard	Employment Regime: Seconded	
Ref. number: SOM-093	Location: Mogadishu	Availability: 05/03/2020
Component/Department/Unit: Field Office Mogadishu/Coast Guard Functions and Port Security	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Operational Capability Officer reports to the Senior Coast Guard Adviser/Chief of Unit.

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 Manager.

3. Mission Specific Tasks and Responsibilities:

- To assist the chief of unit in 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 mission as it relates to coast guarding and port security;
- To undertake functional cooperation with the Senior Operational Capability Officer in adopting a unified approach to capability assessment;
- To contribute to the development of a Maritime Civilian Law Enforcement Agencies Operational Capability Development Concept;
- To mentor, advice and support Somali counterparts in the implementation of operational policies, as well as on skills needed to carry out coast guard and port security 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 the Advisers of the unit and, as requested, senior Mission management;
- To conduct frequent reviews and assessments of impact to their Capability Development of the overall training and;
- To promote effective cooperation between Somali maritime bodies;
- To work in conjunction with other operational department units to align coast guarding and port security capabilities;

- 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 Somalia 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 direct training activities of the unit 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 Coast guarding and Port Security Unit and on all training related projects, especially the projects related to Maritime Civilian Law Enforcement Agencies (MCLEA) training activities;
- To assist the development tools and curricula for MCLEA and to coordinate as required;
- To assist with the coordination of all work being carried out by the Coast Guard/Operational Advisers in the Mission under the supervision of the Chief of the Coast Guard Functions and Port Security Advisory Unit;
- To develop tools to assess the effectiveness of the unit's 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 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, including Operational planning/project management experience, in a national or international context, 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;
- Knowledge and working experience in the maritime security and/or port security area, namely with Maritime Police Units/Coast Guard functions.

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:

- Change management knowledge and experience;
- Strong sense of initiative.

Position Name: Senior Legal Adviser/Chief of Unit	Employment Regime: Seconded	
Ref. number: SOM-094	Location: Mogadishu	Availability: 15/04/2020
Component/Department/Unit: Field Office Mogadishu/ Rule of Law Advisory Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Legal Adviser/Chief of Unit reports to the Head of Field Office/Deputy 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 Field Office/Deputy Head of Operations 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 Field Office/Deputy Head of Operations;
- 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 Component'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 undertake any other related task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To lead the Field Office Mogadishu Rule of Law Advisory Unit;
- To provide advice to Heads of Field Offices on Rule of Law Advisory technical quality control in order to promote functional coherence among all Field Offices;
- To act as a source of Rule of Law advice to advisers in FO Hargeisa's and Garowe's Rule of Law Advisory Teams in order to promote functional coherence among all Field Offices and technical quality control;
- To oversee and support at Federal and Regional level the reform of legislative/normative/regulatory frameworks, including legislative drafting needs, legislative and legal policy capacity building and legislative priorities;
- To support the reform of the judicial chain and facilitate police-prosecutor co-operation.

4. 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

- After having fulfilled the education requirements, a minimum of 7 years of relevant professional experience, out of which 3 years at the management level, as a practising lawyer.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Complex problem solving skills.

6. 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;
- Experience as a practising lawyer.

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

Position Name: Head of Field Office	Employment Regime: Seconded	
Ref. number: SOM-099	Location: Garowe	Availability: 15/03/2020
Component/Department/Unit: Field Office Garowe	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Head of Field Office reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To lead, direct and manage the work and staff of the Field Office in accordance with the Mission's OPLAN, and relevant planning documents;
- To oversee the Field Office's contribution to the Mission's internal and external reporting;
- To coordinate the Mission Support related aspects of the Field Office, under the guidance of the Mission's Head of Mission Support Department;
- To assess the consistency and sustainability of Mission's operational activities across time, and to provide recommendations for the improvement of Mission's performance;
- To co-operate with relevant local (municipal and regional) authorities and international organisations (if applicable), including with a view to monitoring problematic areas in the Field Office area of responsibility;
- To ensure, in coordination with the Senior Mission Security Officer/Mission Security Officer/Field Security Officer, that field office staff perform their work in a secure and safe environment, in the Field Office area of responsibility;
- To ensure that Standard Operating Procedures (SOPs) are properly implemented within the Field Office;
- To supervise the Field Office's input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements in the Field Office area of responsibility;
- To ensure close coordination with the other Mission's operational and support components;
- To supervise the Field Office's contribution to the Mission's internal and external reporting against benchmarking, and to provide recommendations for the improvement of Mission's performance;
- To ensure that Mission members of the Field Office contribute to identify and report lessons learned and best practices within their respective area of responsibility;
- To ensure that the Field Office Mission members are periodically updated on Mission's mandate implementation progress;
- To undertake any other related tasks, as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To ensure reporting on alleged human rights violations and ensure that cases of alleged human rights violations are brought to the attention of Mission headquarters;
- To identify, in consultation with the Head of Operations, confidence-building measures, particularly those for implementation in the Field Office area of responsibility;
- To coordinate/cooperate and/or supervise the coordination/cooperation of the Field Office's staff members as appropriate with the main maritime security system actors at the relevant level as well as with local EU and international actors;
- To establish and develop an efficient working relationship with the local authorities in charge of the development and training on maritime security and maritime law enforcement;
- To coordinate/cooperate and/or supervise the coordination/cooperation of the Field Office's support staff members as appropriate with the Mission Security and Duty of Care

Department, and the Chief of Staff's office, in particular the Project Cell, General Support and Services Unit, Communication and Information Systems Unit and the Finance Unit;

- To contribute to Mission internal planning and developing the different activities and projects connected to maritime security in the Field Office area of responsibility;
- To contribute to Mission internal and external reporting as required;
- To maintain frequent contact with the Field Office Facility Manager to discuss matters that concern Health and Safety at Work, hygiene and cleanliness of the compound; and typical Real Life Support matters (kitchen, laundry, etc.);
- To liaise and coordinate the Mission's mandate implementation and activities with senior representatives of relevant line-ministries and government institutions, as appropriate.

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 and/or military education or training or an aware 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 of 3 years of experience at management level.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of maritime security related policy development fora, principles and regional frameworks;
- Ability to use own initiative, establish priorities, to plan and to exercise control over the conduct of activities as well as make sound and timely decisions;
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team;
- Experience in operating in complex environments and high-risk environments.

6. Desirable Qualifications and Experience

- Master's Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- A minimum of 4 years of managerial experience in international Mission environment;
- Negotiating skills with local interlocutors;
- Understanding of compound and office security;
- Sub-Saharan or East African working experience.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of local language (Somali and/or Arabic) would be an asset;
- Previous experience from a maritime CSDP mission;
- Work experience from the maritime sector.

Position Name: Strategic Adviser (CRC)	Employment Regime: Seconded	
Ref. Number: SOM-101	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe/Maritime Strategic Advisory Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Strategic Adviser reports to the Head of Field Office. This position is also a member of the Core Responsiveness Capacity, see specific tasks related to this below.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Advisers in other Field Office Puntland Teams, and the Chiefs of Units in Field Office Mogadishu.
- 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 Manager.

3.1 Mission Specific Tasks and Responsibilities:

- To study, assess and analyse 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 and the Jeddah Amendment to the Djibouti Code of Conduct; including national and regional coordination mechanisms (Puntland regional maritime coordination committee (MCC), the National MCC and the Maritime Security Coordination Committee);
- 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).
- To cooperate closely with EUNAVFOR in developing synergies to improve civilian maritime security management in Somalia.

3.2. Core Responsiveness Capacity Tasks and Responsibilities

Members of the Core Responsiveness Capacity, when requested and approved by Civilian Operation Commander, are expected to:

- To participate in the planning and start-up of missions, including Technical Assessment Missions and early deployment;
- To support larger up/down scaling of missions, or refocusing of mandates;
- To participate in liquidation and closures of missions;
- To act as a floater under the Exchange of staff policy;
- To participate in the specific Core Responsiveness Capacity trainings and exercises;
- To undertake any other tasks related to the Core Responsiveness Capacity as required.

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. Master's Degree OR police or military and/or coast guard equivalent education or training and 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 Security Sector/Rule of Law 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/Rule of Law;
- 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: Senior Police Adviser	Employment Regime: Seconded	
Ref. Number: SOM-104	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe/Police Advisory Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Police Adviser reports to the Head of the 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 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 Manager.

3. Mission Specific Tasks and Responsibilities:

- To provide strategic guidance and advice to the Ministry of Security and the Puntland Police Force 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, if possible, in the Ministry of Security and/or Puntland 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 including the National Policing Model (NPM);
- To advise the 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 Chiefs of Advisory Units and provide policing advice to the Senior Mission Management and, as required, to other EU bodies;
- To cooperate closely with EUNAVFOR 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 (where applicable in the Field Office AoR).

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.

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 Reform in a national or host state context.
- Negotiating skills with local interlocutors.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- 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;
- International experience, particularly in crisis or post-conflict areas with multinational and/or international organisations, ideally in an operational management capacity.

Position Name: Senior Coast Guard Adviser	Employment Regime: Seconded	
Ref. Number: SOM-106	Locations: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe/Coast Guard Functions and Port Security Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior 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 Manager.

3. Mission Specific Tasks and Responsibilities:

- To lead the Field Office Puntland Coast Guard Functions and Port Security Team.
- To give advice, guidance, mentoring and training on topics related to the coast guard and port security functions.
- To establish efficient working relationships at strategic level with all the key stakeholders involved in the Puntland coast guard and port security capacity development, including EU Delegation to Somalia, UNSOM, UNDP, UNODC and AMISOM complementing their activities on Coast Guard and Port security development at strategic level;
- 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 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 Somali 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 the Coast Guard functions;
- 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 functions 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 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 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.

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;
- Experience of working on maritime security;
- International experience, particularly in crisis areas with multinational and/or international organisations.

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: Police Adviser (InfoOps)	Employment Regime: Seconded	
Ref. Number: SOM-107	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Field Office Mogadishu/Police Advisory Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Police Adviser reports to the Senior Police Adviser/Chief of Unit.

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 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 gather data 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 Manager.

3. Mission Specific Tasks and Responsibilities:

- To provide operational guidance and advice to the Somali Police Force (SPF) and Federal Member States on the development and implementation of broader policing policies and procedures related to police training policing, criminal investigations, intelligence, and police administrative functions, in particular for the SPF HQ Operations, Communications and/or Information/Intelligence Directorates;
- 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 EU Delegation, UNSOM, UNDP, UNODC and AMISOM complementing their activities on broader police development on operational level.

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/military 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;
- Organisational, planning and project development skills;
- Knowledge of designing and delivering training programmes;
- Knowledge of Security Sector/Rule of Law Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience in coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- 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;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable knowledge, skills and abilities:

- Knowledge and experience in change management;
- Ability to work in a multicultural environment and maintain a positive mind set.

Position Name: Senior Maritime Adviser	Employment Regime: Seconded	
Ref. Number: SOM-117	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa/Maritime Strategic Advisory Team	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Maritime 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 counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of 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 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 task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To work in close cooperation with the Strategic Maritime Adviser and in close conjunction with EUCAP police advisory, coast guard/port security and rule of law teams;
- To research and assess the performance of Somaliland's maritime security governance mechanism and institutions, and recommend on the development of maritime security good governance capacity;
- To advise on development and implementation of strategy and policy on maritime security in line with the Somaliland Maritime Resources and Security Strategy (SMRSS) the Somaliland National Security Policy and Somaliland National Development Plan II (or similar);
- To support the development and the implementation of comprehensive strategies and mechanisms for good governance of civilian maritime law enforcement institutions;
- To support the Somaliland civilian maritime law enforcement institutions to develop their strategic management capacities;
- To promote effective cooperation between Somaliland maritime resources and security institutions through advice on clear division of maritime institutional roles and responsibilities among ministries, agencies, and other relevant actors;
- To assess the functioning, organisation, strategic management capacity and needs of the Somaliland maritime security institutions, and identify and advise upon sustainable capacity development plans;
- 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 first 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;

5. Essential Knowledge, Skills and Abilities:

- Ability to manage and coordinate a diverse team;
- Ability to effectively advise senior decision makers, negotiation and diplomacy skills;
- Strong team player and ability to work with a range of people from diverse cultural and professional backgrounds;
- Knowledge of government coordination processes;
- Organisational, planning and project development skills.

6. Desirable Qualifications and Experience:

- Previous experience in policy and strategy development or related field;
- Experience in project management;
- Experience with maritime administration, coordination and governance
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of policies, strategies and organisational aspects of maritime governance, administration, security and Coast Guard functions.

Position Name: Strategic Adviser	Employment Regime: Seconded	
Ref. Number: SOM-118	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa/ Maritime Strategic Advisory Team	Level of Security Clearance: EU CONFIDENTIAL	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 operationalise 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) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of 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;
- 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 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 task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To research and assess the performance of Somaliland's maritime security governance mechanism and institutions, and recommend on the development of maritime security good governance capacity;
- To work in close cooperation with the Strategic Maritime Adviser and with the EUCAP police advisory, coast guard/port security and rule of law teams;
- To advise on development and implementation of strategy and policy on maritime security in line with the Somaliland Maritime Resources and Security Strategy (SMRSS) the Somaliland National Security Policy and Somaliland National Development Plan II (or similar);
- To support the development and the implementation of comprehensive strategies and mechanisms for good governance of civilian maritime law enforcement institutions;
- To support the Somaliland civilian maritime law enforcement institutions to develop their strategic management capacities;
- To promote effective cooperation between Somaliland maritime resources and security institutions through advice on clear division of maritime institutional roles and responsibilities among ministries, agencies, and other relevant actors;
- To assess the functioning, organisation, strategic management capacity and needs of the Somaliland maritime security institutions, and identify and advise upon sustainable capacity development plans;
- 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 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. 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 5 years of relevant professional experience.

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 government coordination processes
- Organisational, planning and project development skills.

6. Desirable Qualifications and Experience:

- Previous experience in policy and strategy development or related field;
- Experience in project management;
- Experience with maritime administration, coordination and governance
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of policies, strategies and organisational aspects of maritime governance, administration, security and Coast Guard functions.

Position Name: Coast Guard Adviser	Employment Regime: Seconded	
Ref. Number: SOM-124	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa / Coast Guard Functions and Port Security Advisory Team	Level of Security Clearance: EU CONFIDENTIAL	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 operationalise 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 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 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 task as requested by the Line Manager.

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 Coast Guard 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), 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 To develops 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 SOPs;

- 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 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
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Ability to advise and motivate local counterparts;
- Knowledge of Coast Guard functions.

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;
- Experience of working on maritime security;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Legal Adviser	Employment Regime: Seconded	
Ref. number: SOM-125	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa/Rule of Law Advisory Team	Security Clearance Level: EU CONFIDENTIAL	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 : legal policy capacity building and legislative needs and priorities, vocational training needs for legal professionals and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To advise the Head of Field Office on host state needs related to the civilian maritime security capacity and recommend appropriate 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 Field Office, including mentoring and advising
- 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 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 undertake any other related task as requested by the Line Manager.

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 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;
- To support the reform and capacity building of criminal investigations, prosecution and judiciary with relation to civilian maritime security, and facilitate performance of the justice system entities as well as their cooperation.

4. 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, as a practising lawyer, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

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

6. 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;
- Proven record of active involvement in legislative process in the home country or in an international mission;
- Experience in maritime law.

7. Desirable Knowledge, Skills and Abilities:

- Basic knowledge of Sharyah principles.

Position Name: Legal Adviser - Law Drafting	Employment Regime: Seconded	
Ref. number: SOM-126	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa/Rule of Law Advisory Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Legal Adviser – Law Drafting reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To assess local legislative/normative/regulatory frameworks, including : legal policy capacity building and legislative needs and priorities, vocational training needs for legal professionals and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To advise the Head of Field Office on host state needs related to the civilian maritime security capacity and recommend appropriate 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 Field Office, including mentoring and advising;
- 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 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 undertake any other related task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To support counterparts in drafting policies and legislation aimed at implementing comprehensive strategies and mechanisms for the governance of maritime civilian law enforcement authorities;
- To support counterparts in developing and implement maritime security aspects defined in the relevant policies and legislation;
- To support counterparts to define clear competencies between maritime law enforcement agencies, line ministries and other relevant actors;
- To support the development of legal drafting capabilities by mentoring, advising and training.

4. 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.

5. Essential Knowledge, Skills and Abilities:

- Experience in law drafting;
- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Legal drafting skills;
- Time management skills.

6. 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;
- Proven record of active involvement in legislative process in the home country or in an international mission;
- Experience in maritime law.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of maritime law, fishery law, ISPS code, shipping law trafficking/human smuggling and environmental law of the sea.

Position Name: Internal Auditor	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-006	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Head of Mission Office	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Internal Auditor reports to the Head of Mission (HoM).

2. Main Tasks and Responsibilities:

- To work as a team member of an Internal Control team in charge of planning and conducting financial, systems and performance audit controls;
- To assist in developing a risk-based audit programme for validation by the Mission's management;
- To assist in planning appropriate audit procedures and methods to meet the objective of the audit engagements, considering the efficient use of resources;
- To operate in accordance with relevant provisions, and with internationally established professional internal auditing standards;
- To prepare high quality and operational audit reports presenting the findings and recommendations;
- To obtain feedback from auditors on the conduct of the audit;
- To recommend corrective actions to the Mission's management as appropriate, and to follow up and review corrective actions taken by management;
- To provide advice and guidance to the HoM and the Head of Mission Support Department in order to improve compliance with internal control standards;
- To assess whether financial operations have been legally and regularly executed and accounts are reliable by conducting ex-post financial checks based on audit methodologies;
- To ascertain the nature of a process, identify key control points and evaluates their efficiency and effectiveness;
- To identify and map risks; to assist in designing and establishing risk mitigation systems along the Mission's financial circuits with a view to improving compliance with financial control rules and standards;
- To evaluate adequacy of management and control systems and the implementation of financial and accounting policies, systems and procedures;
- To examine whether resources are used efficiently and economically and achieving effective results;
- To examine the reliability and integrity of information systems;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To undertakes any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To assist in establishing a risk-based ex post financial control function to be performed in compliance with the relevant international standards, the regulations and legal rules applicable to this field in the context of the EU and EC guidelines.

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 5 years of relevant professional experience, after having fulfilled the education requirements;
- A minimum of 1 year of experience in working with computerised financial systems in the area of accounting or financial management and with audit management software.

5. Essential Knowledge, Skills and Abilities:

- Ability to produce high-quality audit reports including recommendations;
- Data mining, analytical, research and problem-solving skills;
- Priority-setting and ability to react quickly to new demands;
- Knowledge of EC Financial Regulation and audit practices.

6. Desirable Qualifications and Experience:

- University and/or Master's degree in Economics, Audit, Finance, or other related fields;
- Experience in setting up an internal audit capability in a big and complex organisation;
- Member of a corps or body within EU member states public institutions having functions of this nature and/or certification as a Certified Public Accountant (CPA), Chartered Accountant (CA), Certified Internal Auditor (CIA), Certified Information Systems Auditor (CISA), or equivalent is desirable.

Position Name: Nurse	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-046 SOM-047	Location: Mogadishu	Availability: SOM 046 - 01/05/2020 SOM 047 - ASAP
Component/Department/Unit: Security and Duty of Care Department/Medical Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Nurse reports to the Senior Medical Adviser (SMA).

2. Main Tasks and Responsibilities:

- To assist, support and provide guidance to the SMA on all medical, admin and welfare matters as required;
- To deputise as Medical Adviser in their absence;
- To provide medical guidance to all staff members and undertake reporting and liaison requirements with Finance and Human Resources on certified and uncertified sick leaves – both in and out of theatre;
- To respond to medical incidents and emergencies on a 24/7 basis and provide regular emergency cover on a roster;
- To liaise with other relevant health care providers to coordinate the provision of care;
- In close cooperation with the SMA, to coordinate and support medical evacuations, other emergency medical support and care matters, and to assist in providing medical support during evacuations/repatriation, including escorting patients out of theatre; to advise evacuees on the requirements for evacuation;
- In support of the SMA, to assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if staff member's needs (advanced) medical treatment due to illness or an emergency in close cooperation with the external medical provider in attendance and the missions insurance company;
- To take on responsibility for any task or function within the Medical Unit, including everyday medical activities such as diagnosing and identify through appropriate medical procedures, medical issues and agreeing treatment methods (preventive and/or curative) for staff members, maintenance of the pharmacy, ordering and procurement of medication, services and other supplies, stock taking or management of the on-call roster;
- To keep meticulous medical and statistical records on all patient assessments, treatment and care, prescription of medicine;
- To maintain essential equipment in an operational state, e.g. ensuring that the content of all Mission First Responder and Trauma Kits are correct and up-to date, defibrillators are tested and functional and all equipment is up-to-date and working;
- To prepare and perform medical briefings and training for all new and existing staff members as required by the SMA;
- To compose any report or conduct any research on medical matters as required;
- Mobility - To work from any of the missions operating bases in mission area as directed by the SMA;
- To undertake any other task as requested by the SMA as Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To co-ordinate and monitor all elements of the medical evacuation chain in case of disease or injury of the Staff 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 coordinate and perform medical briefings and training for all new and existing staff members;
- To monitor the epidemiological and overall medical situation in theatre and to promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- To keep and maintain 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.

4. Essential Qualifications and Experience:

- Successful completion of university studies in medicine of at least 3 years attested by a diploma equivalent to level 6 in the qualification in the National Qualifications Framework or European Qualifications Framework OR as a minimum a Bachelor's degree in Nursing;
- A minimum of 4 years of relevant professional experience, including hands-on experience in an A&E department, primary care, pre-hospital or intensive / anaesthesia care after having fulfilled the education requirements;
- PHTLS (Prehospital Trauma Life Support) trained;
- The candidate must be able to provide a "Certificate of good standing" issued by a competent National Authority.

5. Desirable Qualifications and Experience:

- Experience with specialisation in Emergency Medicine, Primary Care, Intensive Care or Anaesthesia;
- Knowledge of tropical medicine;
- Flight Medical and/or MEDEVAC experience;
- Diploma in (ATLS) Advanced Trauma Life Support, AMLS (Advanced Medical Life Support), ACLS (Advance Cardiac Life Support) trained;
- Successful completion of MIMMS (Major Incident Medical Management and Support) training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- Instructor Diploma in Cardio Pulmonary Resuscitation (CPR) support;
- Experience in delivering medical/nursing training in emergency medicine, trauma and health care.

6. Essential Knowledge, Skills and Abilities:

- Ability to perform under stress, in hostile environments and difficult circumstances;
- Experience in emergency medicine;
- Excellent English Language skills (written and verbal);
- 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;
- Have good organisational and time management skills.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic;
- Knowledge of the Mission area of operation.

Position Name: Supply Chain Coordination Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level
Ref. number: SOM-061	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Procurement Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Supply Chain Coordination Officer will assist the Chief of Procurement Unit in fulfilling the duties set in support of the EUCAP Somalia mandate. S/he will report to the Chief of Procurement Unit and, under her/his overall supervision, will be responsible for:

2. Main Tasks and Responsibilities:

- Streamline the Mission supply chain policy and manage supply chain associated risks while ensuring timely and quality coordination with the budget owners and project managers;
- Support the budget owners in planning of procurement action and overseeing the overall implementation of the budget;
- Support the project managers in all supply chain related activities, including preparation of project documentation and contract management;
- Monitor and assess supplier performance in coordination with the project managers;
- Develop standard operating procedures on the supply chain function and deliver trainings for their effective implementation throughout the Mission;
- Make recommendations on how to increase transparency and visibility of the procurement action and foster competition to achieve best-value for money;
- Prepare and submit activity reports as required;
- Undertake any other related tasks as required by the Chief of Procurement Unit.

3. Mission Specific Tasks and Responsibilities:

- Identify, analyse and process the relevant data required to forecast, prioritize and manage the demand for external resources to be acquired by the Mission, in close coordination with the budget owners and project managers, with focus on most important projects;
- Assist the Chief of Procurement Unit in initiating and maintaining the Mission Procurement Acquisition Plan based on the approved budget, monitor the budget consumption and identify opportunity for reallocation;
- Develop and maintain the Mission Supplier Database and Procurement webpage, support project managers in conducting market researches and surveys, identifying potentially suitable operators that have the interest and capacity to satisfy the Mission needs, developing and maintain supplier relationship, while observing the principles of equal treatment and non-discrimination;
- Ensure the relevant project documentation is made available by the responsible Mission component in a timely and quality manner for the subsequent procurement action, including compliance with the applicable rules.

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 3 years of relevant professional experience in the field of supply chain coordination, procurement and purchasing, and/or contract management, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Practical knowledge of the procurement principles and frameworks;
- Ability to understand and apply the mechanisms governing the procurement action;
- Working computer skills, including ability to operate proficiently Microsoft Office suite, especially Word, Excel, Power Point, Outlook;
- Proven interpersonal skills and the ability to establish and maintain effective working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Impeccable professional behaviour, flexibility in responding to needs, problem solving and proactive attitude, orientation towards the outcome while ensuring compliance with the established process.

6. Desirable Qualifications and Experience:

- Experience in crisis area with international organisations;
- Public procurement professional experience;
- Project management professional experience;
- Diploma or advanced certificate issued by the Chartered Institute of Procurement and Supply (CIPS);
- Recognized qualification in project management (e.g., PRINCE2, PMP);
- Previous use in a professional context of Enterprise Resource Planning systems (ERP);
- Proficient user of Microsoft Visio and Access.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of supply chain issues in field operations;
- Understanding of EU procurement policies, practices and procedures, in particular PRAG and Financial Regulation.

Position Name: CIS Officer – Database Administrator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. number: SOM-071	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Support Department/CIS Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Communications and Information Systems (CIS) Officer - Database Administrator reports to the Chief of CIS Unit.

2. Main Tasks and Responsibilities:

- To administer database systems in the Mission;
- To develop detailed database/software specifications, functional specifications and user documentation for the systems implemented;
- To assess, plan, analyse, design, programme and implement web-based/desktop interfaces and applicable technologies, technical reports, operating instructions, guidelines and procedures for the applications produced/modified;
- To identify needs and define application/database requirements; organize and implement user training troubleshoot problems and assist with change requests;
- To cooperate with the other CIS Officers and link with commercial companies and other actors the Mission is working with for data retrieval;
- To be responsible for documentation of the database configuration and to assure that trustworthy backups of the databases, source codes and applications are performed on a daily basis;
- To act as 1st and 2nd level support for Mission staff in all CIS related issues in conjunction with the other CIS Officers and Assistants;
- To monitor and maintain the Mission network and systems;
- 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 Manager.

3. Mission Specific Tasks and Responsibilities:

- Server and application management of the Document Management System, the Intranet (PHP 7.0, Bootstrap 4.0, MySQL) and Inventory Management System (PHP 7.0, Bootstrap 4.0, MySQL).

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 or other relevant subject; AND
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Expert technical skills and hands-on experience in troubleshooting server hardware and software issues;

- 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:

- At least 5 years of progressive experience of problem solving skills and analytical ability to analyse complex technical customer problems, and manage the same on a day to day basis;
- International experience, particularly in crisis areas with multinational and international organizations;
- Experience with Configuration Management tools and services;
- Practical experience of communications systems, satellite communications and positioning/navigation technologies (e.g. Thuraya, Iridium, GPS), and related antennae systems;
- Practical experience and knowledge of technologies with wired and wireless networks (e.g. LANs, MANs, WANs).

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;
- Ability to converse in business terms about organisational technology needs and solutions, and in technical terms with IT and communications specialists;
- Knowledge of Information Security Management: ISO 27X & BS 7799.

Position Name: CIS Officer - Administrator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. number: SOM-072	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Support Department/CIS Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Communications and Information Systems (CIS) Officer - Administrator reports to the Chief of CIS Unit.

2. Main Tasks and Responsibilities:

- To provide service and technical reports to the Chief of CIS Unit;
- 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 standardised 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 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 Manager.

3. Mission Specific Tasks and Responsibilities:

- To install and commission all standard communications equipment in the Mission including but not limited to: HF CODAN, UHF/VHF Motorola 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 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 technology (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 or/and military education or training or an award of an equivalent rank. The qualification should be in any of the fields of Information Technology, Computer Science, Communications, Engineering or other related fields; AND

- A minimum of 4 years of relevant professional experience, 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;
- Advanced knowledge in administration and maintenance of radio and satellite communication systems;
- Knowledge in implementation and administration of the Document Management System software “M-Files”.

Position Name: Finance Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level
Ref. number: SOM-076	Location: Nairobi/Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Finance Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Finance Officer reports to the Chief of Finance Unit.

2. Main Tasks and Responsibilities:

- To assist the Chief of Finance Unit in maintaining the financial operations of the Mission;
- To develop policies for accounting and control of Mission finances in close cooperation with the Chief of Finance Unit;
- To define procedures for 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 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 Chief of Finance Unit 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 Chief of Finance Unit;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To maintain the general ledger system;
- To control and maintain bank accounts and treasury management;
- To administer imprest accounts;
- To provide advice on the interpretation and implementation of the financial procedures.

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, 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: Strategic Maritime Adviser/ Chief of Unit	Employment Regime: Seconded/Contracted	Post Category for Contracted: Expert level
Ref. Number: SOM-080	Locations: Mogadishu	Availability: ASAP
Component/Department/Unit: Field Office Mogadishu/ Maritime Strategic Advisory and Maritime Coordination Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Strategic Maritime Adviser/Chief of Unit reports to the Head of Field Office/Deputy 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 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 Manager.

3. Mission Specific Tasks and Responsibilities:

- To act as a source of Maritime Strategic Advisory and Maritime Coordination advice to advisers in FO Hargeisa's and Garowe's Maritime Strategic Advisory and Maritime Coordination Teams in order to promote pan-Mission functional coherence and technical quality control;
- 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 (MSCC) and other maritime coordination mechanisms, including Regional Maritime Coordination Committees in Federal Member States, and facilitate links and synergies with the ongoing work in the Comprehensive Approach to Security framework;

- 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 Field Office/Deputy Head of Operations in his/her absence as required;
- To be the line manager to the members of the FO Mogadishu Maritime Strategic Advisory and Maritime Coordination Unit;
- To provide advice to Heads of Field Offices on Maritime Strategic Advisory and Maritime Coordination technical quality control in order to promote pan-Mission functional coherence;
- 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 all FO's contribution to the Mission's internal and external reporting within mission members working on Maritime Strategic Advisory and Maritime Coordination.

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
- After having fulfilled the education requirements, a minimum of 7 years of relevant professional experience, 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.

7. Desirable Knowledge, Skills and Abilities:

- Organisational, planning and project development skills.

Position: Senior Maritime Adviser	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Management Level
Ref. Number: SOM-082	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Field Office Mogadishu/Maritime Strategic Advisory and Maritime Coordination Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Maritime Adviser reports to the Strategic Maritime Adviser/Chief of Maritime Strategic Advisory and Maritime Coordination Unit.

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 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 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 Manager.

3. Mission Specific Tasks and Responsibilities:

- To mentor and advise at the strategic level the Deputy Prime Minister's office, Ministry of Maritime Transportation and Ports, Ministry of Internal Security, Ministry of Fisheries and other Ministries with maritime responsibilities;
- To develop strategic policy on maritime security in line with the Somali Maritime Resources and Security Strategy (SMRSS);
- To support Strategic Maritime Advisor in advising on operational policy within the context of the National Maritime Coordination Committee (NMCC), the Maritime Security Coordination Committee (MSCC) and other maritime coordination mechanisms, including Regional Maritime Coordination Committees in Federal Member States, and facilitate links and synergies with the ongoing work in the Comprehensive Approach to Security framework;
- To mentor, advise and support Somali counterparts in the implementation of strategic policy;
- To provide analysis and recommendations on developing maritime security capacities;
- To promote effective cooperation between Somali maritime bodies;
- 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 cooperate closely with EUNAVFOR and EUTM Somalia in developing synergies to improve security management in Somalia.

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 first cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested coast guard or/and police or/and military education or training or an award of an equivalent rank;
- 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

- The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration;
- Ability to establish priorities, to plan and to exercise control over the conduct of activities;
- Recent seagoing or maritime training experience;
- Excellent organisational and coordinating skills;
- Experience of operating in complex environments and high-risk environments;
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity;
- Organisational, planning and project development skills.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of International Maritime Laws and Conventions;
- Professional experience as a Maritime Law Enforcement officer or in maritime policy development or a closely related maritime field.

Position Name: Senior Coast Guard Adviser/ Chief of Unit	Employment Regime: Seconded/Contracted	Post Category for Contracted: Expert level
Ref. Number: SOM-091	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Field Office Mogadishu/ Coast Guard Functions and Port Security Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Coast Guard Adviser / Chief of Unit reports to the Head of Field Office/Deputy Head of Operations.

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 Manager.

3. Mission Specific Tasks and Responsibilities:

- To lead the Field Office Mogadishu Coast Guard Functions and Port Security Unit;
- To provide advice to Heads of Field Offices on Coast Guard Functions and Port Security technical quality control in order to promote functional coherence among all Field Offices;
- To act as a source of Coast Guard Functions and Port Security advice to advisers in FO Hargeisa's and Garowe's Coast Guard Functions and Port Security Teams in order to promote functional coherence among all Field Offices and technical quality control;
- To give advice, guidance, mentoring and training on topics related to the coast guard and port security functions;
- To establish efficient working relationships at strategic level with all the key stakeholders involved in the Somali coast guard and port security capacity development, including EU Delegation to Somalia, UNSOM, UNDP, UNODC and AMISOM complementing their activities on Coast Guard and Port security development at strategic level;
- 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 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 Somali 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 fisheries inspection and enforcement, search and rescue, counter smuggling capacity, and policing of the coastal zone on land, the territorial waters, and Exclusive Economic Zone;
- To facilitate 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 SOPs;
- 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 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 and/or coast guard education or training or an award of an equivalent rank; AND
- After having fulfilled the education requirements, a minimum of 7 years of relevant professional experience, out of which a minimum of 3 years at a management level.

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 organisations.

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.