



European Union

Team of the EUSR for Afghanistan

Advertisement for International Seconded/Contracted Staff

Members

ANNEX 1

Organisation:	EUSR Office for Afghanistan		
Jobs Location:	Kabul, Afghanistan		
Availability:	As indicated below (*): ASAP after selection and official offer of the post and until 31 August 2017. The form of the continuation beyond August 2017 will be subject of a specific discussion in the Council bodies foreseen for April 2017.		
Employment Regime:	As indicated below		
Job Titles / Vacancy Notice:	Name of the posts	Location	Availability
	Seconded / Contracted (3)		
	Rule of Law Adviser (EUSR-C-RoL-01)	Kabul	As indicated above
	Advisor to MOI (Deputy Minister Security) (EUSR-C-SEC-11)		
	Finance and Administrative Officer – Deputy) (EUSR-C-FAO-02)		
	Seconded (7)		
	Rule of Law Adviser (EUSR-S-RoL-02)	Kabul	As indicated above
	Advisor/Mentor (Prosecutor) to A.C.J.C. (EUSR-S-ACJC-05,06)		
	Advisor to MOI (Deputy Minister Administration) (EUSR-S-ADM-08,09)		
	Advisor to MOI (Deputy Minister Administration) (EUSR-S-ADM-10)		
	Advisor to MOI (Anti-Crime) (EUSR-S-ACRI-15)		
Number of posts:	10		
Deadline for applications:	23 April 2017 at 17.00 Brussels time		
Email address to send the Application form:	Office of the European Union Special Representative for Afghanistan E-mail: delegation-afghanistan-eusr-recruitment@eeas.europa.eu		
Information:	For more information related to the selection and recruitment, please contact: Office of the European Union Special Representative in Afghanistan Kabul, Afghanistan Ion Stan Tel: +93 729 90 96 25 or Brendon Lague +93 793 37 73 19 Email: Ion.Stan@ext.eeas.europa.eu or Brendon.Lague@ext.eeas.europa.eu		

Seconded Personnel – For Seconded positions, only personnel nominations received through official channels from EU Member states will be considered. Contributed States will bear all personnel-related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from EUSR/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).

Contracted Personnel – Contracted Personnel – The EUSR Office may recruit international staff on a contractual basis as required, through an employment contract. The employment contract with the EUSR Office 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 EUSR Office can apply for a contracted post only if his/her secondment will end within three (3) months from the deadline of the Call 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 the educational qualifications and work experience should be accompanied by certified translation of the original documents in the English language, if issued in other language, in accordance with the European Commission Guidelines for Lifelong Learning, which ensure transparency in higher education and fair and informed judgements about qualifications.

Tour of Duty/Contract Period – the initial duration of the deployment should be until 31st of August 2017. The form of the continuation beyond August 2017 will be subject of a specific discussion in the Council bodies foreseen for March / April 2017.

The European External Action Service requests Member States and EU Institutions to consider seconding the above mentioned qualified candidates for the team of the EUSR in Afghanistan, according to the described requirements and profiles:

A. Essential Requirements

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

Citizenship - Citizen of a member state of the European Union (EU) and enjoying full rights as a citizen.

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

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

Language skills¹ – Spoken and written proficiency in English. Certain positions may require higher language skills further specified in the individual Job Descriptions.

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 police 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 EUSR Office, as required by the EUSR.

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

Computer Skills - Skills in word processing, spreadsheets and email systems are essential. Knowledge of other IT tools will be an asset.

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

B. Desirable Requirements

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

Knowledge of EUSR Office 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 EUSR Office area.

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

Language - some proficiency / knowledge of Dari or Pashtu will be a distinct advantage.

C. Essential Documents and Equipment for Selected Candidates

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

Visas - Contributing countries and selected seconded candidates must ensure that visas are obtained for entry into the EUSR Office 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 EUSR Office area. For contracted staff, visas are facilitated by the EUSR Office.

Required Personnel Security Clearance (PSC) – The selected candidates will have to be in the 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 EUSR Office Mission Security Officer upon deployment. For both Seconded and Contracted staff, the 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 the possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. They also must be vaccinated according to the required immunisation for EUSR Office 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 Contributing State. A copy of this certification must accompany deployed seconded/contracted personnel.

D. Additional information on the Selection Process

Gender balance – The EU strives for improved gender balance in CSFP/CSDP operations and EUSRs Offices in compliance with UNSCR 1325. The EEAS encourages the contributing States and European Institutions to take this into account when offering contributions.

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

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

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

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

NOTE FOR THE SECONDING AUTHORITIES:

Seconding authorities remain responsible for ensuring that their staff are in possession of a valid Hostile Environment Awareness Training suitable for Afghanistan and meeting their own National Standards. Furthermore, seconding authorities are responsible for equipping their seconded staff with appropriate Personal Protection equipment, to include a Ballistic Vest & Ballistic Helmet meeting their minimum National Standards.

Those seconded Police staff being deployed in an armed capacity, for personal protection purposes only, must meet the respective minimum National Standards of the seconding Member State and are to be equipped with weapons and ammunition officially supplied and in accordance with their own rules. ALL firearms related training and recertification's remain the sole responsibility of the Seconding authority.

E. Job Description:

Job Title	Rule of Law Adviser
Reference number	EUSR-C-RoL-01
Employment regime	Seconded / Contracted
Post category	Expert
Security Clearance Level:	EU SECRET
Job Description	With the aim of implementing the EUSR's political mandate and by following his guidance, the Rule of Law Adviser will report to the Head of the Political Section of the EUSR Office and/or directly to EUSR and will: • Focus on the broader RoL sector, included but not limited to building on EUPOLs achievements in the areas of Justice and RoL; • Liaise with the Afghan counterparts regarding the police-prosecutors cooperation; • Be involved in helping and supporting the relevant ministerial counterparts (MoI, MoJ) in legal drafting when appropriate; • Be able to interact at high level and maintain close working relations with a variety of international and national stakeholders; • Work in close coordination with the EUSR Human Rights and Gender Adviser, as well as with the colleagues of the Development Cooperation Section of EU Delegation in Kabul working on corresponding portfolio/s. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly.
Education and Experience	Essential: • Successful completion of university studies of at least 4 years attested by a Masters diploma OR • A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework OR • A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree AND • After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience.
Specification of experience	The above mentioned university degree must be in at least one of the following fields of expertise: Law, International Relations or Diplomacy, Political or Social Sciences, International Relations or Development. General professional experience: International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations. Experience in home country working as public prosecutor, judge, practicing lawyer or other professional legal position, having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation. • Strong experience (more than 10 years of relevant proven full-time experience) in judicial and/or rule of law reform programs, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results; • Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). Desirable: • Strong knowledge of professional standards in justice institutions; as well as of mechanisms for justice – police sector cooperation, knowledge and understanding of rule of law standards;

	• Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (Ministry of Justice /Ministry of the Interior/Attorney's General Office); • Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. Knowledge of Sharia law, traditional dispute resolution mechanisms, gender and human rights; • Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; • Knowledge and understanding of rule of law standards in Islamic environment; • Knowledge of Dari or Pashto is an asset.
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Job Title / Code	Advisor to the Afghan Ministry of Interior (Deputy Minister Security) – Strategic Planning Aspects (1 post) – EUSR-C-SEC-11
Employment regime	Seconded / Contracted
Post category	Expert
Location of the post	RS KAIA and working at the new MOI building
Security Clearance Level:	EU SECRET
Job Description	The advisors shall complement each other and shall assist the EU Advisory Team Leader in performing effective advising in their areas of responsibility within the Ministry of Interior departments under the responsibility of the : • Deputy Minister for Security The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity. With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR and will: <u>Main Tasks and Responsibilities:</u> • Advise the department on the broad development of the civilian policing philosophy and specific priority areas including advising at the strategic level on the integration and expansion, enhancing community and civil society engagement, confidence building measures, enhancing accountability and governance of policing and promoting the mainstreaming of gender and human rights. • Within their areas of responsibility, provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force. • Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. • Support the department to strengthen linkages with the Attorney General's Office (AGO) to support the development of the rule of law • Ensure that the MOI receives relevant strategic advice before key decisions are taken related to policing in Afghanistan with the aim to transition the ANP from a security force to a modern democratic Police service. • Provide relevant recommendations on a coherent advising strategy to support the MOI and Afghan authorities. • Focus advising to enhance police command and control between the MOI, Zone and Provincial Commanders and advising on crisis response and crisis management employing Gold, Silver and Bronze command structures in response to major events will be integral to advisory efforts. • Assist the MOI in enhancing its ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing as well as in elaborating and implementing policing strategies and best practice, including the fight against misuse of power, improvement of the quality of police personnel, facilities, systems and processes • Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy. • Liaise closely with the other members of the Advisor Team in order to implement a joint coherent advising strategy. • Build and maintain effective partnership working with other relevant international and national stakeholders. • Draft reports on areas of advisory responsibility. • Undertake any other related tasks/function as required by the EU Advisory Team

	Leader. The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly.
Education and Experience	Essential: • Successful completion of university studies of at least 4 years attested by a Masters diploma OR • A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework OR • A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree OR • Held the substantive minimum rank of Chief Superintendent / Lt. Col. (or equivalent) or above within a Member States primary Civilian Police Service. AND • After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience. Advantageous: • Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.
Specification of experience	Desirable: General professional experience: Experience in home country working as a senior police officer/senior civil servant having worked on developing strategies in areas of Homeland Security, National Security or activity considered relevant and international experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage. The followings are also considered as a distinct advantage: • Strong experience (at least 10 years of relevant proven full-time experience) in the security sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. • Experience should have ideally been gained at strategic level (substantive Chief Superintendent or above (or equivalent) in a primary national police organisation (civilian or police at or above chief Superintendent or equivalent level) for a period of at least 3 years and served within the past 5 years. • Excellent interpersonal skills and ability to work in multinational teams; • Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). • Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (Ministry of Interior); • Strong knowledge of professional standards in Ministry of Interior/Home Office Departments; • Knowledge and understanding of the relationship between standards; • Experience in advising and mentoring; • Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards;

	• Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. • Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; • Highly resilient under physical and mental pressure; • Experience in security sector reform is an advantage; • Knowledge of Dari or Pashto is an asset.
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Job Title / Code	Finance and Administrative Officer – Deputy (FAO - Deputy) - (1 post) – EUSR-C-FAO-02
Employment regime	Seconded / Contracted
Post category	MSML (Mission Support Management Level)
Location of the post	Kabul/EU Delegation
Security Clearance Level:	EU SECRET
Job Description	Under the supervision of the Finance and Administrative Officer (FAO), will ensure the administrative and financial, incl. accounting, functioning of the EUSR office in Kabul. Reporting to the Finance and Administrative Officer. Main Tasks and Responsibilities: - o Ensure day-to-day administration of EUSR administrative affairs in close collaboration with the European External Action Service and the Commission, as well as other relevant actors on office related finance and administrative issues (i.a. identify needs of goods and/or services specifically required for its area of responsibility and to technically define the appropriate requirements of the means required to cover these needs and to participate, as appropriate, in the correspondent processes to procure these goods and services, maintain updated inventory lists); - o Approve obligations, payments and disbursements; - o Manage salaries, per diems, and reimbursements; - o Manage effective and cost efficient administrative and internal financial procedures and control spanning the EUSR team; provide periodic evaluation of trends and suggestions for improvement; - o Act as the EUSR Accountant, including mission bookkeeping on a daily basis, bank accounts, credit cards, payments etc. and financial issues at EUSR mission offices, registration of all the financial activities in the Sage Accounting Program; - o Manage budgetary, financial and HR resource management policies for all EUSR offices, liaise with the financial authorities of the European External Action Service and the Commission, assure quality standards and timeliness, establish monthly, interim and final financial reports concerning the financial and budgetary situation in all offices; - o To supervise the monthly end balance sheet reconciliations; - o Preparation of annual/mandates budgets and any modifications that could be requested during the mandate; - o Preparing the files for the mandate's external audit and assisting the auditors; - o Any other tasks to fulfil the mandate of the EUSR as requested by the FAO and/or EUSR.
Education and Experience	Essential: • Successful completion of university studies of at least 3 years attested by a diploma OR • A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 6 in the European Qualification Framework (Equivalent Police and or Military education) OR • A qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. a Bachelor's degree. AND • After having fulfilled the above requirements, a minimum of 5 years of full time relevant and proven experience in financial and administrative matters, including budget, accounting / book-keeping, HR, administration. Very good knowledge of financial management principles and accounting technique.

Specification of experience	Desirable: • Master degree in Finance / Accountancy / Economics / Business Administration; • At least two years of professional experience in a similar position in an international environment; • Computer literate with practical experience with Windows applications and Finance software; • Extensive experience in the use of MS office and databases; • Knowledge of EC procurement and financial regulations; • Experience in planning and implementing projects.
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Job Title	Rule of Law Adviser
Reference number	EUSR-S-RoL-02
Employment regime	Seconded
Location of the post	Kabul/EU Delegation
Security Clearance Level:	EU SECRET
Job Description	With the aim of implementing the EUSR's political mandate and by following his guidance, the Rule of Law Adviser will report to the Head of the Political Section of the EUSR Office and/or directly to EUSR and will: • Focus on the broader RoL sector, included but not limited to building on EUPOLs achievements in the areas of Justice and RoL; • Liaise with the Afghan counterparts regarding the police-prosecutors cooperation; • Be involved in helping and supporting the relevant ministerial counterparts (MoI, MoJ) in legal drafting when appropriate; • Be able to interact at high level and maintain close working relations with a variety of international and national stakeholders; • Work in close coordination with the EUSR Human Rights and Gender Adviser, as well as with the colleagues of the Development Cooperation Section of EU Delegation in Kabul working on corresponding portfolio/s. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly.
Education and Experience	Essential • Successful completion of university studies of at least 4 years attested by a Masters diploma OR • A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework OR • A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree AND • After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience.
Specification of experience	The above mentioned university degree must be in at least one of the following fields of expertise: Law, International Relations or Diplomacy, Political or Social Sciences, International Relations or Development. General professional experience: International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations. Experience in home country working as public prosecutor, judge, practicing lawyer or other professional legal position, having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation. • Strong experience (more than 10 years of relevant proven full-time experience) in judicial and/or rule of law reform programs, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results; • Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). Desirable: • Strong knowledge of professional standards in justice institutions; as well as of mechanisms for justice – police sector cooperation; • Knowledge and understanding of rule of law standards; • Ability to provide with a regular assessment of capacities, ability to identify

	gaps and assess progress in the relevant domains (Ministry of Justice /Ministry of the Interior/Attorney's General Office) • Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. Knowledge of Sharia law, traditional dispute resolution mechanisms, gender and human rights; • Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; • Knowledge and understanding of rule of law standards in Islamic environment; • Knowledge of Dari or Pashto is an asset.
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Job Title / Code	Advisor/Mentor (Prosecutor), Anti-Corruption Justice Centre, Kabul Afghanistan – (2 posts) / EUSR-S-ACJC-05, EUSR-S-ACJC-06
Employment regime	Seconded
Location of the post	Kabul compound and working in A.C.J.C location
Security Clearance Level:	EU SECRET
Job Description	The Advisors shall assist the EU Advisory Team Leader in providing effective advising and mentoring services in the area of prosecution at the Anti-Corruption Justice Centre (ACJC). The posts will be flexible with advisors being required to switch between advisee areas within the EU Advisory Team in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity. With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the ACJC will directly report to the EU Advisory Team Leader who reports to the EUSR. She/he will: <u>Main Tasks and Responsibilities:</u> • Within her/his areas of responsibility, provide advice and mentorship to prosecutors at the ACJC. • Provide advice on cross-cutting strategies related to the successful prosecution of high-level corruption cases at the ACJC and the Attorney General's Office (AGO). • Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. • Ensure that the ACJC receive relevant strategic advice before key decisions are taken related to the investigation processes and policing in Afghanistan. • Providing relevant recommendations on a coherent advising strategy to support the ACJC. • Support coordination and cooperation between the Ministry of Interior (MOI), ACJC, AGO and the Major Crimes Task Force (MCTF). • Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy • Liaise closely with the other members of the Advisory Team in order to implement a joint coherent advising strategy. • Build and maintain effective partnerships working with other relevant international and national stakeholders. • Draft reports on areas of advisory responsibility. • Undertake any other related tasks/function as requested by the EU Advisory Team Leader. The content and scope of the positions will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly.
Education and Experience	Essential: • Successful completion of university studies of at least 4 years attested by a Masters diploma OR • A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework OR • A qualification of the second cycle under the framework of qualifications of the

	European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree. AND • After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience. Advantageous: • Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.
Specification of experience	General professional experience: Experience in working as a prosecutor or within a courts system, having worked on developing strategies and/or in a developmental, transitional or post-conflict situation. Essential: • At least 10 years of relevant experience, within the past 15 years. This requires experience of investigation and manage case files; • Full working knowledge of English and excellent drafting skills. Desirable: • Experience in Afghanistan in rule of law or justice development and capacity-building, including training and mentoring is an advantage; • At least 3 years of capacity-building training or mentoring of prosecutors in a post-conflict or developing country outside of the mentor candidate's home country, preferably including abuse of power, corruption and economic and financial crimes. • Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level will be appreciated. • Experience in working in the criminal justice system of an Islamic country is an advantage; • Experience in training and supervising prosecutors or investigators in the candidates' home country's prosecution office is an advantage. • Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (MOI/ACJC/AGO); • Excellent interpersonal skills and ability to work in multinational teams; • Good knowledge and experience of security sector reform, gender, human rights, anti-corruption and police accountability and professional standards; • Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; • Highly resilient under physical and mental pressure; • Knowledge of Dari or Pashto is an asset.

Job Title / Code	Advisor to the Afghan Ministry of Interior – (Deputy Minister Administration) Institutional Capacity Building Advisor (2 posts –EUSR-S-ADM-08, EUSR-S-ADM-09).
Employment regime	Seconded
Location of the post	Kabul compound and working in the new Mol
Security Clearance Level:	EU SECRET
Job Description	The advisors shall complement each other's work and shall assist the EU Advisory Team Leader in performing effective advising in their allocated areas of responsibility within the departments under the responsibility of the : • Deputy Minister of Administration The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity. With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR. She/he will: <u>Main Tasks and Responsibilities:</u> • Provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force. • Advise the department with a specific focus at the institutional level on improving the leadership and processes in the provision and content of new recruit and NCO training. Furthermore also advising the Afghan National Police Academy with a particular focus on curricula review, in support of the Afghan National Police, strategic objectives. • Advise in regard to the development of a high potential development scheme for talented staff and supporting their professional development and rapid advancement • Develop and maintain close working relations with other interlocutors to support and promote diversity within police training & development, capacity building and integration • Support the maintenance of the capability within the Police Staff College and Crime Management Colleges, by supporting the evolution of these flagship institutions and ensuring that training provision remains in support to operational policing and the overall Policing strategy of the Mol. • Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. • Ensure that the MOI receives relevant strategic advice before key decisions are taken related to policing in Afghanistan, with the aim to transition the ANP from a security force to a modern democratic Police service. • Provide relevant recommendations on a coherent advising strategy to support the MOI and Afghan authorities. • Address deficits in intra-ministerial coordination and enhance matrix communication to ensure the attainment of strategic deliverables. This will include ensuring for example that identified lessons learned, operational development and training requirements of the ANP are effectively addressed through policy, leadership development and training • Advise in support of the implementation of merit based appointments and professional police career paths, continuous professional development and senior leadership development • Liaise closely with the other members of the Advisor Team in order to implement a joint coherent advising strategy. • Monitor and advise as regards ANP/Mol compliance in relation to Human Rights

	and Gender as well as Anti-Corruption within the area of responsibility. • Build and maintain effective partnership working with other relevant international and national stakeholders. • Draft reports on areas of advisory responsibility. • Undertake any other related tasks/function as requested by the EU Advisory Team Leader. The content and scope of the positions will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly.
Education and Experience	Essential: • Successful completion of university studies of at least 4 years attested by a Masters diploma OR • A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework OR • A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree OR • Held the minimum rank of Superintendent / Major or above within a Member States primary Civilian Police Service. AND • After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience. Advantageous: • Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.
Specification of experience	Desirable: The above mentioned university degree or equivalent police education is preferred to be in at least one of the following fields of expertise: Management, Financial Sciences and Administration, Law Enforcement or other area of specialisation recognized in their respective areas of assistance. General professional experience: Experience in home country working as a senior police officer or senior civil servant having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation is an advantage. The followings are also considered as a distinct advantage: • Proven experience of Police Training and Development, both with regards to training but also administrative and financial policy development. • Excellent interpersonal skills and ability to work in multinational teams; • Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). • Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains of activities related to their area of specialization (Ministry of Interior) • Strong knowledge of professional standards in Ministry of Interior/Home Office Departments, knowledge and understanding of the relationship between standards, • International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage • Experience in advising and mentoring; • Experience in Police Administration;

	• Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards; • Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. • Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; • Highly resilient under physical and mental pressure; • Strong experience (more than 10 years of relevant proven full-time experience) in the Reform of Security Sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. • Knowledge of Dari or Pashto is an asset.
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Job Title / Code	Advisor to the Afghan Ministry of Interior – (Deputy Minister Administration)- (1 post) – Administrative and logistic aspects - EUSR-S-ADM-10.
Employment regime	Seconded
Location of the post	Kabul compound and working in the new MoI
Security Clearance Level:	EU SECRET
Job Description	The advisors shall complement each other's work and shall assist the EU Advisory Team Leader in performing effective advising in their allocated areas of responsibility within the departments under the responsibility of the : • Deputy Minister of Administration The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity. With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR. She/he will: <u>Main Tasks and Responsibilities:</u> • Within her/his areas of responsibility, provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force. • Provide advice on cross-cutting strategic issues related to the MOI and the police forces and how to re-posture current police forces to improve performance. • Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. • Ensure that the MOI receives relevant strategic advice before key decisions are taken related to policing in Afghanistan. • Provide relevant recommendations on a coherent advising strategy to support the MOI and Afghan authorities. • Assist the MOI in enhancing its ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing as well as in elaborating and implementing policing strategies and best practice, including the fight against misuse of power, improvement of the quality of police personnel, facilities, systems and processes • Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy • Liaise closely with the other members of the Advisor Team in order to implement a joint coherent advising strategy. • Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility. • Build and maintain effective partnership working with other relevant international and national stakeholders. • Draft reports on areas of advisory responsibility. • Undertake any other related tasks/function as requested by the EU Advisory Team Leader. The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly.
Education and Experience	Essential: • Successful completion of university studies of at least 4 years attested by a Masters diploma

	OR • A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework OR • A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree OR • Held the minimum rank of Superintendent / Major or above within a Member States primary Civilian Police Service. AND • After having obtained the relevant degree/qualification, at least 10 years of relevant and proven fulltime professional experience. Advantageous: • Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.
Specification of experience	Desirable: The above mentioned university degree or equivalent police education is preferred to be in at least one of the following fields of expertise: Management, Financial Sciences and Administration, Law Enforcement or other area of specialisation recognized in their respective areas of assistance. General professional experience: Experience in home country working as a senior police officer or senior civil servant having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation is an advantage. The followings are also considered as a distinct advantage: • Proven experience of Police Training and Development, both with regards to training but also administrative and financial policy development. • Excellent interpersonal skills and ability to work in multinational teams; • Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). • Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains of activities related to their area of specialization (Ministry of Interior) • Strong knowledge of professional standards in Ministry of Interior/Home Office Departments, knowledge and understanding of the relationship between standards, • International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage • Experience in advising and mentoring; • Experience in Police Administration; • Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards; • Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. • Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; • Highly resilient under physical and mental pressure; • Strong experience (more than 10 years of relevant proven full-time experience) in the Reform of Security Sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. • Knowledge of Dari or Pashto is an asset.

Job Title / Code	Advisor to the Afghan Ministry of Interior (Anti-Crime) – Organized Crime (1 post) - EUSR-S-ACRI-15
Employment regime	Seconded
Location of the post	Kabul compound and working at the new MOI building
Security Clearance Level:	EU SECRET
Job Description	The advisors shall complement each other's work and shall assist the EU Advisory Team Leader in performing effective advising in favour of their allocated areas of responsibility, namely within the departments of the Ministry of the Interior under the responsibility of the : • Deputy Minister Interior (Anti-crime including the Major Crime Task Force and the Criminal Investigation Department) The posts will be flexible with advisors being required to switch between advisee areas in order to maintain advising resilience. To achieve this it is essential that all advisors maintain awareness and knowledge of all advising activity. With the aim of implementing the EU Advisory Team's mandate and by following the guidance of the EUSR and the EU Advisory Team Leader, the Advisor to the Ministry of Interior (MOI) will directly report to the EU Advisory Team Leader who reports to the EUSR and will: <u>Main Tasks and Responsibilities:</u> • Support department in addressing organised criminality, which facilitates Human Trafficking. • Within their areas of responsibility, provide advice with a view to enable institutional reform, in particular in relation to improving the MOI capacity to strengthen the civilian police force. • Provide advice on cross-cutting strategic issues related to the MOI and the police forces and how to re-posture current police forces to improve performance. • Assist the EU Advisory Team Leader in performing advising in favour of their allocated areas of responsibility. • Ensure that the MOI receives relevant strategic advice before key decisions are taken related to policing in Afghanistan. • Support the EUSR in the decision making process by providing relevant recommendations on a coherent advising strategy to support the MOI and Afghan authorities. • Support EU Advisory Team Leader in the decision making process by drafting and submitting, thorough reports, relevant proposals, options and recommendations for a coherent advising strategy • Liaise closely with the other members of the Advisor Team in order to implement a joint coherent advising strategy. • Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility. • Build and maintain effective partnership working with other relevant international and national stakeholders. • Draft reports on areas of advisory responsibility. • Undertake any other related tasks/function as required by the Team Leader. The content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly.
Education and Experience	Essential: • Successful completion of university studies of at least 4 years attested by a Masters diploma

	OR • A qualification at the level in the National Qualification Framework which is equivalent / referenced to level 7 in the European Qualification Framework OR • A qualification of the second cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a Master's degree OR • Held the minimum substantive rank of Detective or equivalent in National Criminal Police Service within a Member States primary Civilian Police Service. AND • After having obtained the relevant degree/qualification, at least 6 years of relevant and proven fulltime police professional experience and having served within the past 5 years. Advantageous: • Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.
Specification of experience	Desirable: General professional experience: Experience in home country working as a senior police officer or senior civil servant having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation. International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organizations is an advantage. The followings are also considered as a distinct advantage: • Ability to provide a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (Ministry of Interior); • Strong knowledge of professional standards in Ministry of Interior/Home Office Departments; • Strong experience (more than 6 years of relevant proven full-time experience) in the security sector, preferably in post-conflict context, with a strong preference for candidates having worked in similar positions with documented successful results. Experience should have ideally been gained at strategic level (Detective/Criminal Superintendent Rank or above (or equivalent)) in a Member states main national police organisation (civilian or police at or above Detective/Criminal Superintendent/Major or equivalent level); • Excellent interpersonal skills and ability to work in multinational teams; • Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). • Knowledge and understanding of the relationship between standards; • Experience in advising and mentoring; • Experience in operational activities related to their area of specialization and criminal investigations; • Good knowledge and experience of Gender, Human Rights, Anti-Corruption and Police Accountability standards is an advantage; Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. • Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; • Highly resilient under physical and mental pressure; • Experience in security sector reform, is an advantage; • Knowledge of Dari or Pashto is an asset.