



Annex 1 - Requirements and Job Descriptions

<p align="center">European Union CSDP Mission in Niger (EUCAP Sahel Niger)</p> <p align="center">2-2019 Call for Contributions</p>				
Organisation:	EUCAP Sahel Niger			
Job Location:	Niamey, Agadez and Brussels			
Employment Regime:	As indicated below			
Job Titles/ Vacancy Notice:	Ref.:	Name of the Post:	Location:	Availability:
	<u>Seconded (18)</u>			
	NI 09	Brussels Support Element - Operations and Reporting Officer	Brussels	ASAP
	NI 13	Human Rights and Gender Adviser*	Niamey	01 Sep 2019
	NI 18	Planning and Evaluation Adviser	Niamey	01 Dec 2019
	NI 22	Deputy Head of Operations	Niamey	01 Jan 2020
	NI 23	Head of Interoperability Unit	Niamey	25 Nov 2019
	NI 24	Police/Military Coordination Adviser	Niamey	ASAP
	NI 37	Head of Technical Competencies Unit	Niamey	21 Nov 2019
	NI 38	Strategic Training Adviser	Niamey	5 Nov 2019
	NI 39	Training Policy Adviser	Niamey	28 Jun 2019
	NI 44	Police Tactical Training Adviser	Niamey	22 Sep 2019
	NI 47	Anti-Arms Trafficking Adviser	Niamey	12 Sep 2019
	NI 53	Forensic Adviser	Niamey	ASAP

NI 56	Head of Migration Unit	Niamey	18 Nov 2019
NI 65	Senior Coordination Adviser*	Niamey	01 Jan 2020
NI 73	G5 Sahel Coordination Adviser	Niamey	21 Sept 2019
AG 04	FO MAC Analyst	Agadez	01 Oct 2019
AG 07	FO Police Tactical Training Adviser	Agadez	18 Jul 2019
AG 09	FO Anti Human Trafficking Adviser	Agadez	01 Jul 2019
<u>Seconded/Contracted (10)</u>			
NI 07	Internal Auditor	Niamey	01 Oct 2019
NI 35	Senior CIS Adviser	Niamey	ASAP
NI 55	Database/Documentation Adviser*	Niamey	01 Oct 2019
NI 63	Police Liaison Officer	Niamey	21 Nov 2019
NI 67	Head of Project Cell	Niamey	09 Sep 2019
NI 89	Chief of Logistics*	Niamey	01 Oct 2019
NI 90	Logistics/Transportation Officer	Niamey	01 Jan 2020
AG 10	FO HR and Administrative Officer*	Agadez	15 Sep 2019
AG 18	FO Armed Protection Team Leader	Agadez	01 Oct 2019
AG 24	FO Nurse	Agadez	ASAP
Deadline for application:	Friday 5 July 2019 at 17:00 hours (Brussels time)		
Applications must be submitted via:	<p>1. For seconded candidates from EU Member States: https://goalkeeper.eeas.europa.eu/registrar/</p> <p>2. For contracted candidates from EU Member States: https://goalkeeper.eeas.europa.eu/registrar/DPA/357/details.do</p> <p>3. For seconded candidates from Invited Third States (application form attached and also available on the EEAS website): eeas-cpcc-eucap-niger@eeas.europa.eu</p>		

Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p style="text-align: center;">Mr Aurel Hariton eeas-cpcc-eucap-niger@eeas.europa.eu</p>

* The availability of this post is pending the final decision on the end of mission date or on the acceptance of another assignment/job offer for the incumbent.

EUCAP Sahel Niger bears a High Risk Non-Family Mission status due to the present risk rating of the Mission area as high. As such, international seconded and contracted Mission members shall at no time receive visits or be habitually accompanied by any family member in the Mission area for the duration of their tour of duty or contract. For security reasons, the Mission members are obliged to live in restricted areas, where security responsibilities are borne by the Mission.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States/Invited 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 Invited Third States are not entitled to receive allowances paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Contracted Personnel – The Mission may recruit international staff on a contractual basis as required, through an employment contract. The employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high risk insurance policy. Preference will be given to seconded candidates.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English 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 Council approval of the extension of the current Mission mandate beyond 30 September 2020 and the appropriate Budgetary Impact Statement, the initial duration of the deployment should be of 12 months. 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 Sahel Niger, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

Citizenship – The candidates must have Citizenship of an EU Member State or of an Invited 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 requested by the Head of Mission.

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

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

II. REQUIREMENTS

II.A Essential Requirements

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

1. Education and Training

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

2. Knowledge

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

3. Skills and abilities

Language Skills² – Spoken and written proficiency in the working language of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions.

In order to provide for national representation in the Mission, certain (ordinarily internal) positions in Mission may accept proficiency in a language other than the majority language of the Mission.

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

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

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

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

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

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

Language – Some proficiency in local language(s), depending on the job tasks and responsibilities.

Driving Licence - Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

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

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

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

Required Personnel Security Clearance (PSC) – The selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job descriptions. For seconded experts, the original certificate of the national security clearance or a proof of the initiation of the process must accompany them upon deployment. For contracted experts, the process will be initiated by the Mission upon deployment. For both seconded and contracted experts, access to EUCI will be limited to LIMITE/LIMITED until the issuance of their national security clearance.

Certificate/Booklet of Vaccination – The selected candidates must be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. They also must be vaccinated according to the required immunisations for the Mission area. Yellow fever vaccination is compulsory to be admitted in to the country.

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

Personal Protection Equipment – It is recommended that national authorities provide seconded selected candidates with protection equipment (Annex 2 List of Recommended Security Equipment sent to the Contributing States).

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 Contributing States and European Institutions to take this into account when offering contributions.

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 States/country of residence.

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

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

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

Accommodation - Mission Members will be accommodated in Mission provided accommodation and will contribute towards the overall cost of the accommodation.

Data protection - The EEAS, and its Directorate CPCC processes personal data pursuant to Regulation (EC) 2018/1725 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data, as implemented in the EEAS by the Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 8 December 2011. The Privacy statement is available on the EEAS website.

SECONDED POSITIONS (18)

Position Name: Brussels Support Element (BSE) - Operations and Reporting Officer	Employment Regime: Seconded	
Ref. Number: NI 09	Location: Brussels	Availability: ASAP
Component/Department/Unit Chief of Staff Department	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Brussels Support Element (BSE) - Operations and Reporting Officer reports to the Chief of Staff while embedded within the Civilian Planning and Conduct Capability (CPCC) in Brussels from whom he/she may also take instruction.

2. Main Tasks and Responsibilities:

- To maintain close coordination between the Mission and the CPCC, as well as with other relevant EEAS/Commission services and Contributing States under the overall coordination of the relevant CPCC/Desk;
- To closely coordinate with the Mission regarding the Mission's mandate implementation as well as Brussels based developments and to follow closely any relevant developments in the Mission's area;
- To report regularly to the Mission, keeping the Mission abreast of developments in Brussels in close cooperation with the relevant CPCC Desk;
- To inform and advise CPCC in Brussels on relevant aspects of Mission's operations;
- To contribute to the reporting and to the drafting of reporting, planning and other documents related to the mission;
- To support the organization of CPCC visits to the Mission and Mission's visits to Brussels and capitals;
- To regularly visit the Mission in agreement with the Chief of Staff and CPCC;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To closely follow developments in Niger, in particular those related to the Mission's mandate.

4. Essential Qualifications and Experience:

- Successful completion of universities 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. The qualification should be in any of the fields of Communication Sciences, Political Science, International Relations or Business Administration; **AND**
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Analytical and reporting skills;
- Networking skills;
- Sound understanding of the aims, purposes and functioning of the EU Common Security and Defence Policy (CSDP) and CSDP Missions;
- Interpersonal and communication skills, both written and oral;
- French language skills: minimum level C1 (Proficient User);

- English language skills: minimum level C1 (Proficient User).

6. Desirable Qualifications and Experience:

- Field experience with an international organisation, ideally with a CSDP Mission;
- Work experience in Sahel region.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Sahel region's history, culture and politics.

Position Name: Human Rights and Gender Adviser*	Employment Regime: Seconded	
Ref. Number: NI 13	Location: Niamey	Availability: 01 Sep 2019
Component/Department/Unit: Chief of Staff Department	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Human Rights and Gender Adviser reports directly to the CoS

2. Main Tasks and Responsibilities:

- To act as focal point for all human rights and gender matters in and relating to the Mission;
- To provide advice to the Head of Mission and to other branches of the Mission as required on all human rights and gender issues, policies and trends in the region in general;
- To establish and maintain cooperative and effective working relationships with relevant local and international partners, regarding their human rights and gender related activities;
- To analyse the human rights situation (legal and institutional) in Niger and identify possible areas of improvement;
- To assist the Mission in mainstreaming gender and human rights in the implementation of its programs and projects;
- To assist in embedding a gender sensitive perspective in all planning and reporting documents of the Mission as well as in the training, mentoring, and advising activities of the Mission;
- To contribute, with a strategic perspective to the design of training for members of the Nigerien security forces in regards to human rights and gender concepts, international human rights standards and practices;
- To provide advice on the Rule of Law activities related to the mandate of the Mission;
- To help coordinate donor efforts in the field of human rights and gender in support of the International Co-ordination Unit.
- To draft and contribute to the drafting of reports, prepare assessments in the area of competence, and assist in the quality control and evaluation of the impact of the relevant activities;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities: N/A

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 in human rights and gender mainstreaming issues and tools, particularly in a post-conflict environment/SSR process, after having fulfilled the education requirements.

5. Essential knowledge, Skills and Abilities:

- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B2 (Independent User);
- Knowledge of the roles of the different security actors, as well as of justice institutions and criminal justice systems;
- Ability to develop projects and initiatives to promote Human Rights and accountability in the justice sector;
- Analytical, planning and organisational skills and the ability to work independently with minimum supervision;

- Interpersonal, communication and negotiation skills and cultural sensitivity and political awareness.

6. Desirable Qualifications and Experience:

- Experience in the design of training curricula and conducting training on Human Rights issues.

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

Position Name: Planning and Evaluation Adviser	Employment Regime: Seconded	
Ref. Number: NI 18	Location: Niamey	Availability: 01 Dec 2019
Component/Department/Unit: Chief of Staff Department/ Planning, Evaluation and Reporting Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Planning & Evaluation Adviser reports to the Head of Planning, Evaluation and Reporting. (PER)

2. Main Tasks and Responsibilities:

- To develop, maintain and update the Mission Implementation Plan (MIP) and Benchmarking Matrix in close cooperation with the relevant Mission's operational elements (head of units from the Operations Department) and other key stakeholders;
- To develop, maintain and update Mission internal planning documents;
- To provide, based on the above and when required, guidance and/or advice and/or critical analysis to the head of PER, the Chief of Staff, the Deputy Head of Mission and Head of Mission on the implementation of the Mission's mandate;
- To liaise regularly with the Mission's operational elements and other components, as well as other external stakeholders as directed for optimized information exchange, coordination, planning and cooperation;
- 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(s).

3. Mission Specific Tasks and Responsibilities:

- To coordinate closely with the operational evaluators the setting and follow up as well as amendment's (if necessary) of the mission's evaluation system
- To contribute to the development in joint cooperation with the operational evaluators on baseline surveys, monitoring and evaluation exercises to evaluate and assess the impact of the Mission's 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. Bachelor's Degree **OR** equivalent Police/Military Rank. The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Economics, Law, etc.) or Business Administration; **AND**
- A minimum of 5 years of relevant professional experience in operational planning and evaluation/project management, after having fulfilled the education requirements.

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;

- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in leading and communicating change management initiatives to diverse audiences;
- Project management training, such as APM, PPM, PRINCE2, or equivalent.

7. Desirable knowledge, skills and abilities:

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

Position Name: Deputy Head of Operations	Employment Regime: Seconded	
Ref. Number: NI 22	Location: Niamey	Availability 01 Jan 2020
Component/Department/Unit: Operations Department	Security Clearance Level: EU SECRET	Open Invited Third States: No

1. Reporting Line:

The Deputy Head of Operations reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To deputise for the Head of Operations in his/her absence;
- To support the Head of Operations in planning and implementing the Mission's operational activities including in Field Office(s) in accordance with the Mission's OPLAN and the HoM's guidance, through Line Managers responsible for the respective Lines of Operation, and to ensure their operational coherence in support of the Mission's end state;
- To input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To ensure the consistency and sustainability of Mission's operational activities over time; To ensure that Mission staff members working under the Head of Operations responsibility receive proper induction training;
- To ensure that Operational Standard Operating Procedures (SOPs) are properly developed, implemented and periodically reviewed;
- To ensure that Mission staff members working under the Head of Operations responsibility identify and report lessons and best practices within their respective fields of responsibility;
- To ensure that Mission staff members working under the Head of Operation' responsibility are periodically updated on Mission's mandate implementation progress;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- In coordination with the Mission's Coordination and Cooperation Component, to coordinate/cooperate and/or oversee the coordination/cooperation of the Components/Unit's members as appropriate with local authorities at the relevant level as well as with local EU and international actors within the scope of the Mission's mandate;
- To ensure timely internal reporting from the operational perspective against benchmarking;
- To contribute to the Mission's external reporting against benchmarking;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To monitor the risk management and its periodically review;
- To support the design and the implementation of Mentoring & Monitoring activities;
- To advice the Head of Operations in supporting the PSDC regionalisation process;
- To advice/assist the Head of Operations in supervising & managing Member States financed projects.

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 10 years of relevant experience, including experience in Security Sector/RoL Reform in a national or host state context, and in implementation of reform programmes, after having fulfilled the education requirements, out of which minimum 5 years at management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/ governmental level decision makers;
- Ability to mentor and motivate staff;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/RoL;
- Senior expertise in managing operational activities;
- Senior management experience in EU or in international organisations 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:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Head of Interoperability Unit	Employment Regime: Seconded	
Ref. Number: NI 23	Location: Niamey	Availability: 25 Nov 2019
Component/Department/Unit: Operations Department/ Interoperability Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Head of Interoperability Unit reports to the 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);
- To lead, direct and manage the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by Head of Mission;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP and benchmarking in the relevant Line of Operation;
- To ensure, at operational level, co-ordination with other relevant operational Units within the Mission;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act, as appropriate, as the representative of the Unit in contacts with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instructions to the members of the Unit;
- To identify best practice and lessons learned within the field of responsibility;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To undertake any other related task, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To strengthen the partnership with Nigerien authorities to support the implementation of the national Security strategies;
- To support the set-up of coordination and cooperation mechanisms between the national Security actors;
- To analyse the existing internal Security arrangements, including their legal and institutional aspects;
- To assess the coordination and organisational needs and to recommend strategic operational orientations;
- To facilitate cooperation between the strategic, operational and tactical levels of Security Forces;
- To be the key interlocutor with the Director General of the Police/State Prosecutor etc.
- To organise exercises, in close cooperation with Nigerien authorities, in order to assess and strengthen the interoperability at command posts level;
- To provide advice in his/her remit, on the possible improvements of the skills and performance of the local (mid and senior) officers;
- To develop curricula in order to implement Security strategy/doctrines in his/her remit (law enforcement);
- To coordinate with the others senior officers/personnel respectively in charge of each Objective;

- In coordination with the Human Rights and Gender Adviser, to ensure that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To report to the Head of Operations on the consistency, complementarity and sustainability of the programs.

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 7 years of relevant professional experience including experience in change management, management and implementation of reform programmes, after having fulfilled the education requirements, out of which a minimum of 3 years at a management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team;
- French language skills: minimum level C1 (Proficient User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Master degree/MBA in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- Experience in criminal investigation on terrorism and organised crime matters.

7. Desirable Knowledge, Skills and Abilities:

- Strategic and analytical capacities;
- Ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

Position Name: Police/Military Coordination Adviser	Employment Regime: Seconded	
Ref. Number: NI 24	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Interoperability Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Police/Military Coordination Adviser reports to the Head of Interoperability 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 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 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(s).

3. Mission Specific Tasks and Responsibilities:

- To establish and maintain effective relations with military officials and personnel of the military justice institutions, and other relevant international institutions engaged in strengthening the national security sector;
- 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 Unit regarding identified host state needs and recommended support by the Mission;
- To develop a strategy for the Mission (Interoperability Unit) to support the Government efforts to implement an effective military justice and judicialisation program, complimentary to the common civil justice;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission operational requirements;
- To support host state authorities as directed by the Head of Unit by providing legal advices to the Ministry of Defence on legal and institutional frameworks related to reinforce military judicial system, law and procedure during operations on the ground;
- In coordination with the Mission Coordination Unit, to closely coordinate with other EU/international actors involved in this field, especially on the rule of law, procedure and rights of suspects during arrests;

- To support the Unit's contribution to the Mission internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission training activities across time, and to provide recommendations for the improvement of Mission performance;
- To ensure that Human Rights and Gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser;
- To identify and report on lessons and best practices within the field of responsibility;
- To support the reform of criminal investigations and prosecutions and facilitate police-prosecutor co-operation;
- To liaise with other units of EUCAP in the implementation of Mission mandate;
- To provide support to Government led-efforts to coordinate policy development and international assistance for Internal Security and Defence Forces;
- To organise and conduct training on legal aspects to military and other Internal Security Forces, on rule of law, procedure and rights of suspects during military operations;
- To facilitate stakeholder roundtable meetings to discuss developing the legal aspects in a military framework;
- To liaise with Technical and Financial Partners, Human Rights officers, military judicial authorities and Military hierarchy to elaborate policies on military legal aspects in order to end any arbitrary detention in military detention facilities;
- To liaise with military hierarchy and military justice bodies to evaluate immediate needs in order to render the military judicial system to carryout promptly its mandate.

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 International Humanitarian law, International criminal law; **OR** police or military equivalent education or training or equivalent rank; **AND**
- A minimum of 6 years of relevant professional experience, as a police officer from a police institution with military status, out of which at least 3 years' experience in a management/coordination/team leader position, after having fulfilled the education requirements;
- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Complex problem solving skills;
- Time management skills;
- Ability to mentor and motivate local counterparts;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Extensive experience in the legal practice ;
- Progressive experience in legal and judicial ;
- Legal work experience in international institutions;
- Experience in Peacekeeping missions or EU missions on international level preferably in Africa;

7. Desirable Knowledge, Skills and Abilities:

- Demonstrate in-depth understanding of military institutions, and military justice system;
- Ability to organize and conduct training and seminars for armed forces and other Internal Security Forces on legal and judicialisation aspects.

Position Name: Head of Technical Competencies Unit	Employment Regime: Seconded	
Ref. Number: NI 37	Location: Niamey	Availability: 21 Nov 2019
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Head of Competencies Unit reports to the 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);
- To lead, direct and manage the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by Head of Mission;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP and benchmarking in the relevant Line of Operation;
- To ensure, at operational level, co-ordination with other relevant operational Units within the Mission;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act, as appropriate, as the representative of the Unit in contacts with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instructions to the members of the Unit;
- To identify best practice and lessons learned within the field of responsibility;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To undertake any other related task, as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To identify the target audience for the Penal Procedure training courses;
- To deliver training as required;
- To implement training evaluation process for each activity;
- To facilitate cooperation between the strategic, operational and tactical levels;
- To coordinate with the others senior officers respectively in charge of each objective;
- In coordination with the Human Rights and Gender Adviser, to ensure that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To report to HoO on the consistency, complementarity and sustainability of the programmes.

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 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years at a management level;
- Experience in change management, management and implementation of reform programmes.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of continental legal system and French inspired criminal procedure;
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in train the trainers;
- Comprehensive management and leadership experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Strategic Training Adviser	Employment Regime: Seconded	
Ref. Number: NI 38	Location: Niamey	Availability: 5 Nov 2019
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Strategic Training Expert reports to the Head of Technical Competencies 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 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 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 tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To help implementing the Mission's sustainability strategy with regard to all Mission's training activities including the training of trainers' concept and the mentoring phase of the post-train the trainers' activities in order to reinforce local ownership;
- To organise and to coordinate appropriation committees to integrate and recognise Mission training modules and curricula into the national Nigerien training programs;
- To analyse and to assess, in coordination with the Planning/Evaluation and Reporting Department, the results and data, drafts reports with lessons learned and suggestions for best practice;
- To develop, in coordination with the Planning/Evaluation and Reporting Department analytical indicators to monitor, evaluate and assess current and future training outcomes, outputs and return on investment according to Kirkpatrick's model for Mission and Nigerien training courses in the area of organised crime and fight against terrorism;
- To ensure, in coordination with the Human Rights and Gender Adviser, that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To assist the Nigerien security forces in the development and implementation of a coherent and well established training policy in the area of fight against terrorism and organised crime;
- To strengthen the impact on the Nigerien security forces capacity of related training programs in the fight against terrorism and organised crime, at African Regional Training Centers and EU Training Centers.

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 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;
- Mediation skills;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Skills in adults pedagogy;
- Experience in project management;
- Experience in Operations/Missions and/or cooperation in Africa.

7. Desirable Knowledge, Skills and Abilities:

- Analytical, synthesis and drafting skills;
- Organisational and coordination skills;
- Interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural and multi-ethnic environment with sensitivity and respect for diversity.

Position Name: Training Policy Adviser	Employment Regime: Seconded	
Ref. Number: NI 39	Location: Niamey	Availability: 28 Jun 2019
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Training Policy Adviser reports to the Head of Technical Competencies 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 its strengthening.
- 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 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 tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To act as a reference in the field of training conceptual and organisational framework for the Recruitment and Training Division of the internal security forces;
- To work in close collaboration with the Recruitment and Training Division in order to assist, to record and review all documentation relating to training;
- To provide expertise to the Recruitment and Training Division in the conceptual and doctrinal framework underlying support and advice process in training, including the organisation of the security forces (Gendarmerie, Police and National Guard);
- To assist and advise in conceptualising and developing training strategies, organisation, methods and contents, course curricula, managing, running and evaluating training courses at academic level;
- To assist in the provision of advice, guidance regarding training organisation, methods and contents;
- To contribute in identifying lessons learned and best practices in his/her respective field of competence;
- To work in liaison with Human Resources experts to identify and implement good practices in trainings follow up and make good use of trainings and qualified personal.
- To contribute to the induction of Mission personnel, 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 first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** police or military equivalent education or training or equivalent rank; **AND**
- 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;
- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Professional Training Qualification/Certification;
- Experience in train the trainers;
- Experience in project management, particularly in connection with Security Sector Reform;
- Experience with law enforcement agencies (e.g. police, gendarmerie);
- Experience as a trainer in organisational aspects of police force;
- International experience, particularly in crisis or post-conflict areas, preferably with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Police Tactical Training Adviser	Employment Regime: Seconded	
Ref. Number: NI 44	Location : Niamey	Availability: 22 Sep 2019
Component/Department/Unit : Operations Department/ Technical Competencies Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Police Tactical Training Adviser reports to the Head of Technical Competencies 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 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 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 tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To command, coordinate and oversee police tactics training and weapon training;
- To map and assess the needs of the security forces in charge of the coercive aspects of criminal investigations with respect to rule of law and human rights;
- To prioritise the needs of the departments in charge of territorial control and arrests;
- To establish and develop contacts with the Nigerien partners in charge of the coercive aspects of the criminal investigations;
- To elaborate with the Nigerien authorities a doctrine in the use of force and its de-escalation;
- To elaborate with the Nigerien authorities a training plan for the police units in charge of the coercive aspects of criminal investigation in a human rights framework.
- To design and implement training to directions, services and units in charge of the arrest in the criminal investigation framework including personnel in charge of police custody and remand;
- To develop curricula in order to implement cooperation programs in his/her domain of competency (loyalty/rule of law police intervention);
- To deliver advice in terms of legal framework for police intervention cooperation;
- To facilitate cooperation between the strategic, operational and tactical levels;
- To coordinate with the Head of Unit in charge of each objective;
- To report to Head of Operations on the consistency, complementarity and sustainability of the programs;
- In coordination with the Human Rights and Gender Adviser, to ensure that human rights and gender aspects are mainstreamed in the operational activities;

- To develop and implement police tactics training including legitimate use of the minimum level of force to obtain compliance and human rights related training.

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 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;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in train the trainers.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Anti-Arms Trafficking Adviser	Employment Regime: Seconded	
Ref. Number: NI 47	Location: Niamey	Availability: 12 Sep 2019
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Anti-Arms Trafficking Adviser reports to the Head of Technical Competencies 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 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 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 tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To establish and develop working relationships with Nigerien security forces in charge of the fight against arm trafficking;
- To conduct, upon request, a review of the internal security forces structure regarding anti-arm and explosives trafficking;
- To assess the needs of the security forces in charge of anti-arms trafficking;
- To identify the target audience for the training in cooperation with the local authorities;
- To elaborate a training plan regarding anti-arms trafficking training activities;
- To develop curricula in order to implement cooperation programs in his/her domain of competency (anti-arms trafficking);
- To coordinate and oversee training activities on anti-arms and explosives trafficking;
- To implement evaluation of the training on anti-arms trafficking;
- To deliver expertise in terms of anti-arms trafficking;
- To develop reports, presentations, talking points and briefings on criminal activities;
- To ensure that Human Rights and gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser;
- To report on the consistency, complementary and sustainability of the programs.

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. The qualification should be in any of the fields of security or law enforcement; **OR** police or military equivalent 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;
- Experience in criminal or terrorism investigation.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Previous experience in training of the trainers would be an asset;
- Previous experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa desirable;
- Comprehensive management and leadership experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge and experience in security operations and related law enforcement;
- Ability to mentor and motivate local counterparts;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Forensics Adviser	Employment Regime: Seconded	
Ref. Number: NI 53	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Forensics Adviser reports to the Head of Technical Competencies 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 develop “follow-up and accompaniment” of local counterpart in forensics field;
- 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 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 tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To overall contribute and strengthen the rule of law through the development of the Nigerien criminal investigation capacities;
- To identify and assess needs of the Nigerien security forces in charge of the forensics aspects of the criminal investigation;
- To develop and promote the implementation of a train the trainer programme to support the development of forensics capacities;
- In coordination with the Human Rights and Gender Adviser, to ensure that human rights and gender aspects are mainstreamed in the operational activities;
- To advise local authorities on how to ensure evidence can be used as proves in the criminal procedure;
- To contribute to the further development and implementation of finger prints processing;
- To contribute to the development of biometrics and identification capacities;
- To contribute to the development of evidence management skills;
- To advise local authorities on how to ensure compliance with established policies and procedures, including existing applicable laws in Niger and internationally accepted human rights standards, in the forensics examination;
- To report on the consistency, complementary and sustainability of the programs.

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 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;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience: N/A

7. Desirable Knowledge, Skills and Abilities:

- Training skills;
- Ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure.

Position Name: Head of Migration Unit	Employment Regime: Seconded	
Ref. Number: NI 56	Location: Niamey	Availability: 17 Nov 2019
Component/Department/Unit: Operations Department/ Migration Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Head of Migration Unit reports to the 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);
- To lead, direct and manage the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by Head of Mission;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP and benchmarking in the relevant Line of Operation;
- To ensure at operational level the co-ordination with other relevant operational Units within the Mission;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act, as appropriate, as the representative of the Unit in contacts with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instructions to the members of the Unit;
- To identify best practice and lessons learned within the field of responsibility;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To strengthen the partnership with Nigerien authorities to support the implementation of migration and border management strategies and a national plan in the field of the fight against human-trafficking.
- To support the set-up of coordination and cooperation mechanisms between the security actors;
- To analyse the existing migration and border management arrangements, including their legal and institutional aspects;
- To assess the coordination and organisational needs and recommends migration and border management strategic operational orientations;
- To provide advice, in his/her remit, on the possible improvements of the skills and performance of the local officers;
- To develop curricula in order to implement migration/border management strategies/doctrines in his/her remit (law enforcement);
- To coordinate with the others senior officers respectively in charge of each objective;
- In coordination with the Human Rights and Gender Adviser, to ensure that human rights and gender aspects are mainstreamed in the operational activities;
- To report to the Head of Operations on the consistency, complementarity and sustainability of the programs;

- To contribute to the Mission's coordination with EUBAM Libya and EUCAP Sahel Mali, with a view to identifying and putting in place possible joint activities in the fields of border security, migration and fight against human-trafficking;
- To implement training evaluation process for each activity.

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 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years at a management level;
- Experience in change management, management and implementation of reform programs.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in train the trainers;
- Comprehensive management and leadership experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of continental legal system and French inspired criminal procedure;
- Highly resilient under mental pressure and willingness to work extra hours, when required.

Position Name: Senior Coordination Adviser*	Employment Regime: Seconded	
Ref. Number: NI 65	Location: Niamey	Availability: 01 Jan 2020
Component/Department/Unit: Operations Department/ International Coordination Unit	Security Clearance Level: EU SECRET or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Senior Coordination Adviser reports to the Head of International 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 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 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(s).

3. Mission Specific Tasks and Responsibilities:

- To contribute and support the development of a comprehensive regional and international coordination in the fight against terrorism, organised crime and illegal migration;
- To contribute to mapping and assessing the current activities of bilateral and multilateral co-operations in the fight against terrorism, organised crime and illegal migration;
- To develop and maintain a network of relevant contacts with bilateral and international actors in Niger relating to security;
- To prepare relevant meetings both with national authorities and international partners;
- To liaise and contribute to effective coordination between other CSDP missions in the Sahel;
- To provide technical expertise to other European actors in the identification and development of new programmes within the area of expertise of the Mission;
- To contribute to the assessment, in his/her remit, of the needs and possible improvements in terms of regional and international co-operation in Niger.

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 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of working in an international operation/mission in the field of international coordination;
- Experience with international organisations and/or multinational operations at policy or senior project management level;
- Experience with EU Institutions;
- Experience of networking and liaison at ministerial level;
- Comprehensive management and leadership experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

7. Desirable Knowledge, Skills and Abilities:

- Communication skills and diplomacy;
- Interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: G5 Sahel Coordination Adviser	Employment Regime: Seconded	
Ref. number: NI 73	Location: Niamey	Availability: 21 Sep 2019
Component/Department/Unit: Operations Department	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The G5 Sahel Coordination Adviser reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To assist the authorities of Niger in developing regional cooperation in the field of counterterrorism, fight against organized crime and control of illegal migration, especially within the framework of the G5 Sahel;
- To liaise with the other regional CSDP missions, especially EUCAP Sahel Mali, as well as other CSDP regional instruments to provide a coordinated support to regional cooperation initiatives;
- To assist EUCAP Sahel Niger to develop training and advisory activities aimed at G5 countries;
- To support the development of the regional CSDP and G5 initiatives regarding the fight against terrorism and organized crime;
- In close coordination with CSDP Missions and EU Delegations in the region, to provide regular support and advice to a G5-related mechanisms in Niger;
- To build and maintain contacts with regional actors in the field of counterterrorism, organised crime and illegal migration;
- To undertake any other related tasks, as requested by the Line Manager(s).

2. Mission Specific Tasks and Responsibilities: N/A

3. Essential Qualification and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification at the level 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. The qualification should be in any of the fields of Law, Political Science, International Relations, or other relevant field; **OR** equivalent Police/Military education or training attested by a diploma or an award of an equivalent rank; **AND**
- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts.
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Work experience in Africa;
- Experience in CSDP Missions or other international civilian field operations (EU, UN, OSCE);
- Security Sector Reform (SSR) and/or Training related work experience.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the West Africa Region;

- Ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure.

Position Name: FO MAC Analyst	Employment Regime: Seconded	
Ref. Number: AG 04	Location: Agadez	Availability: 01 Oct 2019
Component/Department/Unit: Agadez Field Office FO Operations Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The MAC (Mission Analysis Capability) Analyst reports to the Agadez Head of Field Office and keeps the Chief of Staff informed.

2. Main Tasks and Responsibilities:

- To analyse changes on the ground, including trends and events, in order to identify political, security and socioeconomic developments affecting opportunities and challenges to mandate implementation;
- To monitor the production of academic publications bearing relevance to mandate implementation and analyse and communicate its key findings through desk research carried out on a monthly basis;
- To ensure liaison arrangements with similar capabilities of other organisations and entities operating in theatre, as deemed appropriate by the Head of Field Office (HoFO);
- To contribute to Mission reports, ensuring the inclusion of relevant assessments;
- To disseminate MAC products internally and/or externally as directed by the HoM or his/her delegate, and ensures the security of the information handled by the MAC.
- To contribute to security and risk assessments conducted by the Mission, in liaison with the Security and Duty of Care Cell and mainly in collaboration with the FO Mission Security Analyst.
- To contribute to developing and maintaining MAC working methodology and relevant Standard Operating Procedures (SOPs);
- To support the efficiency of information within the Mission;
- To act upon the HoM's information and analysis requirements;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To support structuring of Mission information flows with regard to the Mission's analytical needs, in collaboration with the MAC Analyst from Niamey;
- To operationalise Head of Mission (HoM) and Head of Field Office (HoFO) information and analysis requirements (identification, prioritization, planning, tasking);
- To use the Mission information and knowledge management system to process information from all Mission components and from accessible sources external to the Mission, especially coming from the liaison officers;
- To provide analytical support to surveys authorised by the HoM or HoFO;
- To contribute identifying and mapping relevant partners requiring interconnectivity in support of the civilian CSDP Mission;
- To ensure liaison arrangements with similar capabilities of other organisations and entities operating in theatre, as deemed appropriate by HoM and/or HoFO;
- To contribute to security and risk assessments conducted by the Mission, in liaison with the FO Security Unit and mainly in collaboration with the FO Mission Security Analyst;
- To provide comprehensive and timely assessments of situations, events and developments, including contributions to early warning of potential threats in Agadez area and upcoming opportunities for mandate implementation;

- To contribute to Mission reports, ensuring the inclusion of relevant assessments of Agadez area.

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 5 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 1 year of experience in the use of analytical IT packages and processes.

5. Essential Knowledge, Skills and Abilities:

- Skills and experience in the handling, processing and analysis of information from various sources.
- Ability to report efficiently both orally and in writing, while taking into account possible new guidance as situations evolves;
- Ability to work on his/her own initiative in a methodical manner;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Experience in African countries, particularly in Sahel region.

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

Position Name: FO Police Tactical Training Adviser	Employment Regime: Seconded	
Ref. Number: AG 07	Location: Agadez	Availability: 18 Jul 2019
Component/Department/Unit: Agadez Field Office FO Operations Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The FO Police Tactical Training Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To coordinate, oversee and implement police tactical training;
- To map and assess the needs of the security forces in charge of the coercive aspects of criminal investigations with respect to Rule of Law and Human Rights;
- To prioritize the needs of the authorities in charge of territorial control and arrests;
- To establish and develop contacts with the Nigerien partners in charge of the coercive aspects of the criminal investigations;
- To elaborate with the Nigerien authorities a doctrine in the use of force and its de-escalation;
- To elaborate with the Nigerien authorities a training plan for the police units in charge of the coercive aspects of criminal investigation in a Human Rights framework;
- To design and implement training to directions, services and units in charge of the arrest in the criminal investigation framework including personnel in charge of police custody and remand;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To develop curricula in order to implement cooperation programs in his/her domain of competency (loyalty/rule of law police intervention);
- To deliver advice in terms of legal framework for police intervention cooperation;
- To facilitate cooperation between the strategic, operational and tactical levels;
- To report to Head of Field Office on the consistency, complementarity and sustainability of the programs;
- In coordination with the Human Rights and Gender Adviser, to ensure that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To develop and implement police tactics training including legitimate use of the minimum level of force to obtain compliance and Human Rights related training.

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/military education or training or an award of an equivalent rank. The qualification should be in any of the fields of Homeland security, Law enforcement or other relevant field; **AND**
- A minimum of 5 years relevant experience in law enforcement or criminal investigation, training, including Train the Trainers programs, after having fulfilled the education requirements.
- Knowledge of operational first aid and IED

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Presentation skills;

- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in a special Intervention unit;
- Professional Training Qualification/Certification;
- Experience in train the trainers;
- Experience in project management,
- Experience with law enforcement agencies (e.g. police, gendarmerie);
- Experience as a trainer in organisational aspects of police force;
- Experience of operations/missions and/or cooperation in Africa;
- Experience of international organisations and/or multinational operations;
- Experience with the European Institutions;
- Experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: FO Anti Human Trafficking Adviser	Employment Regime: Seconded	
Ref. Number: AG 09	Location: Agadez	Availability: 01 Jul 2019
Component/Department/Unit: Field Office Agadez FO Operations Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Anti-Human Trafficking 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 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 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(s).

3. Mission Specific Tasks and Responsibilities:

- To assess the needs of the security forces in charge of criminal investigation in the fight against Human Trafficking;
- To develop curricula in order to implement cooperation programs in his/her domain of competency;
- To design and implement specialized training on the fight against Human Trafficking;
- To coordinate and oversee trainings on the fight against Human Trafficking;
- To implement evaluation of the training on the fight against Human Trafficking;
- To deliver expertise (Monitoring, Mentoring and Advice) in terms of fight against Human Trafficking;
- To develop reports, presentations, talking points and briefings on border monitoring activities;
- To ensure that in coordination with the Human Rights and Gender Adviser Human Rights and Gender aspects are mainstreamed in the operational activities ;
- To report to the Head of Field Office on the consistency, complementarity and sustainability of the programs;
- To conduct, upon request, to review the Nigerien Security Forces structure regarding the fight against Human Trafficking;
- To establish and develop working relationships with the Nigerien partners in charge of the fight against Human Trafficking aspects within the security forces in coordination with the FO Border Management Adviser;
- To elaborate in partnership with the Nigerien authorities a local/regional plan in the field of the fight against Human Trafficking in coordination with the FO Border Management Adviser;

- To identify the target audience for the training in Agadez Region;
- To elaborate, together with the local authorities, a training plan addressing the fight against Human Trafficking and against organised crime in Agadez Region.

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 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;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Experience in project/program management with EU and/or international organization's or non-governmental organizations in migration management focusing on IBM, Security Sector Reform and other related fields, with supervisory responsibilities and demonstrated achievements;
- Previous experience in training of the trainers; Experiences in conducting monitoring and evaluation (M&E), with understanding of M&E tools and approaches.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

SECONDED/CONTRACTED (10)

Position Name: Internal Auditor	Employment Regime: Secoded/Contracted	Post Category: Mission Support-Management Level (MSML)
Ref. Number: NI 07	Location: Niamey	Availability: 01 Oct 2019
Component/Department/Unit: Head of Mission Office	Security Clearance Level: EU SECRET or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To develop a risk-based audit programme for validation by the Mission's management;
- To plan 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 auditees 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 Head of Mission 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 design and establish 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 risk arising from the specific processes/systems/projects implemented under his/her responsibility;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To establish 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;
- To assure effective management of the audit 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. Bachelor's Degree. The qualification should be in any of the fields of Economics, Audit, Finance, or Accounting, or other relevant subject; **AND**
- A minimum of 5 years of relevant professional experience in Audit, Finance and/or Accounting, 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:

- Proven ability to produce high-quality audit reports including recommendations;
- Good knowledge of EC Financial Regulation and audit practices
- Data mining, analytical, research and problem-solving skills;
- Priority-setting and ability to react quickly to new demands;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- 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.

7. Desirable Knowledge, Skills and Abilities:

- 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;
- Good knowledge and/or experience in strategic management and/or public administration;
- Very good sense of organisation, priority-setting and ability to react quickly to new demands;
- Excellent analytical, research and problem-solving skills.

Position Name: Senior CIS Adviser	Employment Regime: Seconded/Contracted	Post Category: Mission Support-Management Level (MSML)
Ref. Number: NI 35	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Interoperability Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Senior CIS Expert reports to the Head of Interoperability Unit.

2. Main Tasks and Responsibilities:

- To establish and manage reliable professional working relationships with other EU actors dealing with Nigerien Security Forces (SF) task organisation and training as well as national SF and international CIS partners located in Niger;
- To obtain an official Security Forces CIS working group designation in close relation with dedicated political authorities;
- To provide technical advice to this national CIS working group, gathering all the SF CIS leaders, in order to draft a standard CIS memento releasable to all “governorates” crisis centers. This memento will aim to describe all the deployed CIS networks and compulsory procedures and messages;
- Being in control of Security Forces National (and/or international) CIS equipment allocations, to provide leadership and guidance to all SF CIS chiefs in respect with their inner chain of command in order to follow the objectives;
- To plan a strong, reliable, interoperable and redundant CIS network connecting all the Nigerien “governorates” crisis centers validated by the Nigerien CIS working group;
- To plan a transverse SF CIS network connecting all the security actors inside regional crisis centers based on Niamey governorate crisis center example;
- To direct and provide technical guidance to determine a complete and accurate interoperable CIS equipment plan which will necessarily take in account all the EU CIS equipment already delivered to Niger SF partners;
- To propose and offer suitable CIS trainings in connection with the equipment implementation and general or direct support.

3. Mission Specific Tasks and Responsibilities:

- To suggest a multiannual CIS equipment plan driven connectedly with the Nigerien official administrative crisis task organisation;
- To define accurate CIS objectives including cyber defense ones validated by all the CIS partners;
- To manage an implementation team or an implementation deputy particularly in charge of defining CIS equipment technical specifications able to fit the defined CIS objectives, of checking EU CIS equipment deliveries, of controlling their assignments in Forces Securities and carrying out equipment implementation trainings and general support;
- To evaluate and analyze regularly the Nigerien Security Forces CIS networks initiating technical recurrent exercises.

4. Essential Qualifications and Experience:

- Successful completion of universities 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 obtained in the CIS subject or in the CIS electronics or Computer engineers' teams management; **OR** police or military equivalent education or training or an award of an equivalent rank; **AND**

- A minimum of 6 years of relevant professional experience in Communication and Information Systems (CIS) field, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Experience with (EU, UN, OSCE).Force Securities cooperation or other international civilian deployment in African
- French language skills: minimum level C1 (Proficient User)
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Extensive knowledge of current CIS technologies deployed in Sahel countries and precisely in Niger Security forces;
- Previous experience in African forces training, management or advice ideally in a CIS inserted African Security forces assignment.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the political, cultural and security situation in Niger or other areas within the same geopolitical region;
- Ability to manage diverse multinational and multidisciplinary teams;
- Good interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect with diversity;
- Resilient under mental pressure and willingness to work extra hours when required.

Position Name : Database/Documentation Adviser*	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level (MSML)
Ref. Number: NI 55	Location : Niamey	Availability: 1 Oct 2019
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Database/Documentation Adviser reports to the Head of Technical Competencies 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 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 Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To follow-up and support security actors
- To provide advice to security actors
- To design and deliver training, as appropriate;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To overall contribute to strengthen the rule of law through the development of the Nigerien criminal investigation capacities;
- To follow-up and support the implementation of biometric and nominative Police Information System, information exploitation software and information exchange system in the domain organised crime, terrorism, and migration issues;
- To set-up projects to support the implementation of databases especially in the field of fighting terrorism, organised crime and migration issues;
- To provide advice on the possible improvements of skills and performance of the internal security actors (FSI) in regards to the implementation of databases.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** police or military equivalent education or training or equivalent rank; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Advanced user of Police database management;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Administration and/or Information Technology;
- Experience in data archiving.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Police Liaison Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support-Management Level (MSML)
Ref. Number: NI 63	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Migration Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Police Liaison Officer reports to the Head of Migration Unit.

2. Main Tasks and Responsibilities:

- To establish strong working relationship with the different partners inside the Nigerien Directorate General of National Police/Directorate of Territorial Surveillance;
- To provide the Nigerien Directorate General of National Police with information on the Mission and with key messages from the Head of Operations;
- To map and to assess the needs of the Nigerien Directorate General of National Police in terms of border and migration control and fight against illegal immigration and related criminal activities;
- To assess and to facilitate the improvement of coordination between the Directorate General of National Police/Directorate of Territorial Surveillance and the Nigerien Security Actors and ministries/services involved in migration issues;
- To advice the Nigerien Directorate General of National Police authorities on possible improvements ;
- To contribute to update the EU knowledge and understanding of the Nigerien Directorate General of National Police and bilateral cooperation activities;
- To facilitate cooperation between the strategic, operational and tactical levels;
- To organize meetings between the Mission Heads of Units in charge of each objective and the Nigerien partners at the Nigerien Directorate General of National Police/ Directorate of Territorial Surveillance.
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To contribute to the evaluation of the Mission in particular on the coordination between Security actors and the Nigerien Directorate General of National Police/Directorate of Territorial Surveillance;
- To assess the Mission's impact inside the Nigerien Directorate General of National Police/Directorate of Territorial Surveillance;
- To coordinate with the Heads of Units in charge of each objective;
- To identify projects.

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 equivalent rank. The qualification should be in any of the fields of Homeland security, Law enforcement or other relevant field; **AND**
- A minimum of 5 years of overall professional experience in law enforcement, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa.

7. Desirable Knowledge, Skills and Abilities:

- Interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Head of Project Cell	Employment Regime: Seconded/Contracted	Post Category: Mission Support–Management Level (MSML)
Ref. Number: NI 67	Location: Niamey	Availability: 09 Sep 2019
Component/Department/Unit: Operations Department/ Project Cell	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Head of Project Cell reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To lead, direct and manage the work and staff of the Project Cell's tasks in accordance with the OPLAN and relevant planning documents;
- To ensure that project proposals are properly coordinated within the Mission as well as with external stakeholders;
- To assist the Mission's operational component and unit heads in project planning and development and co-ordinate the implementation of the Mission's projects with other stakeholders;
- To assess project proposals and make recommendations on the feasibility and sustainability of projects in co-operation with operational component and unit heads and Mission's Finance Office;
- In close coordination with the Mission's Coordination and Cooperation Capability, to establish and maintain contacts with International Organizations and NGOs to identify potential project partners and funding;
- To develop the Mission's Projects Database and to maintain a record of the Mission's project history and ongoing activities in order to ensure transparency and proper administration accordance with EU regulations;
- Upon project completion, to ensure that post-project reporting and evaluation have been completed;
- To maintain and develop project management procedures;
- To develop best practices on project management, make training recommendations and record lessons learned;
- 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 Line Manager(s).

3. Mission Specific Tasks and Responsibilities: N/A

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 Projects Management, Social Sciences or Business Administration; **AND**
- A minimum of 4 years of professional experience, in the field of planning, implementation and evaluation of projects, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Project management;

- Team management skills;
- Leadership and problem solving skills
- Administrative skills;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).
- Computer skills (data base management).

6. Desirable Qualifications and Experience

- Project management qualification, such as APM, PPM, PRINCE2, or equivalent;
- Experience in Security Sector/Rule of Law reform in a national or host state context;
- Experience in planning, implementation and administration of projects (such as development cooperation);
- Familiarity with the EU Financial and Procurement Regulations (PRAG), with logistics related issues;
- Familiarity with logistics related issues;
- Experience in Sahel Region.

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

Position Name: Chief of Logistics*	Employment Regime: Seconded/Contracted	Post Category for Contracted: Expert Level
Ref. Number: NI 89	Location: Niamey	Availability: 01 Oct 2019
Component/Department/Unit: Mission Support Department/ Logistics Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Chief of Logistics reports to the Head of Mission Support.

2. Main Tasks and Responsibilities:

- To lead, direct and manage the Logistics Unit;
- To lead logistics, support facility management, transportation and services management in a cost efficient approach while ensuring delivery of necessary services to contribute to the objectives of the Mission;
- To advise the Mission on the logistical requirements related to operational decisions within budgetary and time constraints;
- To advise the Senior Mission Security Officer of logistical requirements in relation to Contingency Plans;
- To develop Standard Operating Procedures (SOPs) related to Logistics support facility management, transportation and services management;
- To maintain asset registers of all Mission assets ensuring contribution/compliance by all Mission sub units such as CIS, Security, etc.;
- To ensure acceptance/rejection status on goods, inspection reports or discrepancy reports on equipment entering the Mission;
- To liaise with the Procurement Unit as necessary in the preparation of tenders with particular reference to the preparation of technical specifications;
- To organise the appropriate storage and rotation of any stock held and also the disposal of same if and when considered appropriate in line with the rules for such disposal;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To administer lease contracts of all rented premises, objects, etc. (Headquarters and Field Office) and to administer any other general service related contracts;
- To efficiently create a synergy on lesson learned on logistics topics in CSDP Missions;
- To prepare tender initiations for all logistical needs in English and/or in French;
- To assist with procurement files by drafting Terms of Reference and Technical Specifications within his/her field of expertise.

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 Projects Management; Political Science, International Relations, Law, Social Sciences or Business Administration or other relevant subject **OR** police or military equivalent education or training or an award of an equivalent rank; **AND**
- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements,

- A minimum of 3 years of managerial experience in diverse technical teams of national and international specialists, e.g. Transport and Supply Chain management systems, and information technology.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of current technologies for Warehousing, Supply Chain Management as well as Fleet Management.
- Knowledge of current technologies for Warehousing, Supply Chain Management as well as Fleet Management;
- Leadership skills to lead teams and develop solutions, and to adapt new and emerging technologies to solve business and operational needs;
- Ability to establish/review priorities, to plan and exercise control;
- Ability to mentor and motivate staff;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Master's Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- Experience with international public procurement procedures, in particular with applicable EC/EU rules and regulations;
- Certified training in project management (PRINCE2, PMP);
- Experience with ERP and inventories.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge and understanding of budget processes;
- Leadership skills to lead teams and develop solutions, and to adapt new and emerging technologies to solve business and operational needs;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Logistics/Transportation Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support -Management Level (MSML)
Ref. Number: NI 90	Location: Niamey	Availability: 01 Jan 2020
Component/Department/Unit: Mission Support Department/ Logistics Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Logistics/Transportation Officer reports to the Chief of Logistics.

2. Main Tasks and Responsibilities:

- To coordinate and monitor logistics and transportation services, including special projects;
- To promote a client, quality and results-oriented approach;
- To assist the chief of logistics and the procurement unit in sourcing air transport and logistics shipping movement resources as required;
- To implement and co-ordinate an intra-theatre air and land movement plan for the Mission;
- To provide advice and support on transport related matters to mission members during the trips to the fields;
- To develop SOP (Standard Operating Procedures) for camp and fleet management;
- To ensure quality control for maintenance and service contracts;
- To provide guidance and leadership to junior staff and supervise support staff as required;
- To ensure all official reports for senior management are submitted complete and in time;
- To develop procedures and implement same to ensure that accounting and financial management controls are consistent with CPCC policy and practice;
- To undertake any other related tasks as required by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To monitor and analyse the procurement plan and ensure variations are captured and related to operational requirements;
- To monitor and analyse procurement lead-time and ensure anticipation of requirements with the departments and units;
- To assure the market studies and establish the terms of reference and technical specifications to hand over to the Procurement Unit in order to launch the tenders according to the procurement plan;
- To ensure timely customs clearance and liaise with the relevant forwarding agent;
- To implement and monitor activity based Key Performance Indicators;
- To facilitate decision making for the Head of Mission Support and Head of Mission by providing clear oversight of the supply and inventory situation;
- To monitor and analyse the financial situation monthly and liaise with finance and budget sections to ensure operational readiness;
- To participate in Trainings and monitor EEAS provided developments on asset management and warehousing.

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 an award of an equivalent rank. The qualification should be in any of the fields of The qualification should be in any of the fields of

Transport, Supply Chain Management, Logistics, Engineering, Administration 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 using electronic Fleet Management, including tracking software;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Proficiency in use of standard Microsoft Office package, inventory applications and/or ERP supply chain modules, data entry processes and asset management;
- Multi-functional player by learning the main tasks of peers and training peers in the same office on personal projects.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: FO HR and Administrative Officer*	Employment Regime: Seconded/Contracted	Post Category: Mission Support-Management Level (MSML)
Ref. Number: AG 10	Location: Agadez	Availability: 15 Sep 2019
Component/Department/Unit: Operations Department/ Field Office	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The FO HR and Administrative Officer reports to the Head of Field Office and keeps the Chief of HR in Niamey informed about HR and administrative matters.

2. Main Tasks and Responsibilities:

- To liaise and cooperate on HR and administrative issues with relevant actors between the Field Office and Mission HQ in Niamey;
- To coordinate staff recruitment and selection process in order to ensure a timely organized and comprehensive procedure;
- To keep track of deployment of national and international staff and consultants and ensure that timesheets are being received accurately and timely;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To be the HR focal point within the Field Office, to keep record of leave for all staff, receive leave requests, check available leave as per the records and forward requests to Head of Field Office;
- To facilitate individual training for staff members, as relevant, and to keep record of all training provided by the projects and persons trained;
- To facilitate staff performance evaluation as directed by the Head of Field Office;
- To maintain a database of HR, in both electronic and hard copy;
- To maintain back up, efficient and systematic filing system;
- To prepare monthly, quarterly and annual reports 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 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 Human Resources, Business Administration, Law or other relevant subject; **AND**
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements, with a minimum of 3 years of Human Resources and administration related experience.

5. Essential Knowledge, Skills and Abilities:

- People management skills and capacity to deal with different levels of stakeholders;
- Organising skills and capacity to develop plans, policies and forecasts;
- Problem solving skills and capacity to deal with disputes, grievances and staffing problems;
- Influencing, persuading, coaching and negotiating skills;
- Ability to prepare HR communication appropriate to the audience;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Proficiency in use of standard Microsoft Office package, inventory applications and/or ERP supply chain modules, data entry processes and asset management;
- Training and experience in MS Excel, Access and Visio and building databases with similar software.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge using electronic Fleet Management, including tracking software;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: FO Armed Protection Team Leader	Employment Regime: Seconded/Contracted	Post Category: Mission Support–Management Level (MSML)
Ref. Number: AG 18	Location: Agadez	Availability: 01 Oct 2019
Component/Department/Unit: Security and Duty of Care Dept. FO Security Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Field Office (FO) Armed Protection Team Leader reports to the Team Leader Mission Security Officer in Agadez Field Office. He/she is under the technical direction of the Armed Protection Team Leader in Mission HQ for all APT procedures, technics and tactics.

2. Main Tasks and Responsibilities:

- To manage the armed protection security set up of the Mission staff in coordination with the host government armed protection forces assigned to the Mission protection;
- To be responsible for planning and executing the Armed Protection Team (APT) field operations, in line with the firearms policy and as stated in the OPLAN;
- To carry out daily administrative and operational planning for the APT;
- To assist in the oversight of all APT staff, providing instructions, support and assistance as required;
- To develop Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary;
- To provide comprehensive procedural documents with respect to APT activities and a clear understanding of the legal framework of the firearms policy;
- To participate in preparing and conducting firearms training for the APT;
- To provide personal security advice to members of the organisation;
- To identify Mission staff's personal security training needs and to ensure development and delivery of necessary training;
- To maintain a high operational effectiveness and ensure the technical maintenance of all equipment assigned to the APT;
- To carry out regular internal trainings related to techniques, tactics and procedures for APT;
- To develop and maintain professional contacts with the local police, military and other security professionals, civilian and military, pertaining to international organisations operating in the same Area of Operations in order to maintain an updated view of the security situation;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner;
- To support the Field Office MSO by continuously suggesting improvements with regards to the compound safety and security;
- To undertake any other related tasks as requested by the Line Mangers.

3. Mission Specific Tasks and Responsibilities:

- Authorised to carry and issued a personal weapon by the Mission.

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma at Bachelor's level **OR** equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area **OR** equivalent and attested police/military education or training or an award of an equivalent rank; **AND**
- A minimum of 5 years of relevant professional experience, in the military, police or security field, after having fulfilled the education requirements;
- A minimum of 3 years' experience as a Team Leader in a military/police or security field.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User);
- Interpersonal skills and ability to work in a multi-cultural environment and as a part of a multinational team;
- Highly resilient to austere conditions, able to adapt to tough areas, more specifically remote ones.

6. Desirable Qualifications and Experience:

- A minimum of 10 years of relevant professional experience in firearms training;
- Trained in basic life support (medical training);
- Pistol and Rifle instructor accreditation from a recognised institution; certified in handling, providing training and knowledge of weapons capabilities and/or relevant experience;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Trained and certified in close protection techniques (theory and practice);
- Validated license for armoured vehicle or civilian driving licence class C;
- Advanced driving training (defensive driving) attested by a certificate issued by a recognised institution and/or relevant experience.

7. Desirable Knowledge, Skills and Abilities:

- Ability to perform under stress and in difficult circumstance;
- Ability to operate a variety of communication systems;
- Ability to contribute creatively to the development of security strategies and procedures.

Position Name: FO Nurse	Employment Regime: Seconded/Contracted	Post Category: Mission Support-Management Level (MSML)
Ref. Number: AG 24	Location: Agadez	Availability: As soon as possible
Component/Department/Unit: Security and Duty of Care / Field Office Medical Unit/	Security Clearance Level: EU RESTRICTED or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Field Office (FO) Nurse reports to the Medical Adviser in the Agadez Field Office (FO MA).

2. Main Tasks and Responsibilities:

- To provide basic medical care and advice to staff members as appropriate;
- To respond to medical incidents and events as directed by the Medical Adviser on a 24/7 basis, if necessary by deploying to the field;
- To act as first responder in providing Basic Life Support/trauma treatment during incidents and to liaise with regional health care providers in order to coordinate the provision and assess the quality of primary and specialist care to EU staff members;
- To coordinate medical evacuations if required, in close coordination with the MA, especially when deployed to remote areas;
- To assist in providing medical support during evacuation and repatriation; advise evacuees on the requirements for evacuation and/or escorts patients if needed;
- To contribute to the production of daily Situation Reports;
- To contribute to lessons learnt identification;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- Under the direction of the MA to take on responsibility for other tasks and functions within the Medical Unit, such as responsibility for the pharmacy or other administrative functions including maintaining the on-call roster;
- To monitor the epidemiological and overall medical situation in theatre, promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations as directed by the Medical Advisor/Physician;
- 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 as directed by the Medical Advisor;
- To act as a focal point together with the Medical Advisor for the Field Office Critical Incident Staff Assistance/Peer support programme and psychosocial/welfare matters.

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;

- Certified nurse;
- Pre-Hospital Trauma Life Support trained;
- Hands on experience in the A&E department and Intensive Care;
- The candidate must be able to provide a "Certificate of good standing" or equivalent, issued by a competent National Authority.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience of tropical medicine;
- Flight Medical and/or MEDEVAC experience;
- Certified provider level (ATLS) Advanced Trauma Life Support, AMLS (Advanced Medical Life Support), PHTLS (Prehospital Trauma Life Support), ACLS (Advance Cardiac Life Support);
- Certified provider level MIMMS (Major Incident Medical Management and Support) training;
- Experience in medical/nursing emergency medicine, trauma and health care.

7. Desirable Knowledge, Skills and Abilities:

- Interpersonal, communications skills and teamwork capabilities.
- Knowledge of tropical medicine.