

# EUROPEAN EXTERNAL ACTION SERVICE



## Amendment 1 to Annex 1

**European Union Advisory Mission in Support of Security Sector Reform in Iraq  
(EUAM Iraq)  
1-2021 Call for Contributions  
Requirements and Job Descriptions**

<b>Organisation</b>	<b>European Union Advisory Mission in support of Security Sector Reform in Iraq</b>			
<b>Job Location</b>	<b>Baghdad/Iraq</b>			
<b>Availability</b>	<b>As indicated below</b>			
<b>Staff Regime</b>	<b>As indicated below</b>			
<b>Job Title/ Vacancy notice</b>	<b>Ref.</b>	<b>Name of the post</b>	<b>Location</b>	<b>Available***</b>
	<b><u>Seconded only</u> (13 positions)</b>			
	<i>IAT 16**</i>	<i>Political Adviser</i>	<i>Baghdad</i>	<i>Cancelled</i>
	IAT 22	Analysis Officer	Baghdad	01/10/2021
	IAT 23	Planning & Evaluation Officer	Baghdad	01/10/2021
	IAO 11	Human Rights & Gender Adviser	Baghdad	01/09/2021
	IAO 12	Senior Strategic Adviser on CT, Prevention & CVE (ONSA)	Baghdad	26/05/2021
	IAO 16	Senior Strategic Adviser on Organised Crime (MOI)	Baghdad	01/07/2021
	IAO 17	Senior Strategic Adviser on Counter-Terrorism (MOI)	Baghdad	Vacant
	IAO 18	Senior Strategic Adviser on Counter-Terrorism (MOI)	Baghdad	Vacant
	IAO 21	Senior Strategic Adviser Border Management (BFC-MOI)	Baghdad	01/08/2021
	IAO 22	Senior Strategic Adviser Border Management (BPC)	Baghdad	Vacant
	IAO 51	Senior Strategic Adviser on Human Resources Management	Baghdad	Vacant
	IAO 58	Senior Strategic Adviser National Security Legislation	Baghdad	Vacant
	<i>IAO 60**</i>	<i>Senior Strategic Adviser on Institutional Reform (MOI)</i>	<i>Baghdad</i>	<i>Cancelled</i>
	<b><u>Seconded/Contracted</u> (6 positions)</b>			
	IAO 53	Senior Strategic Adviser on Human Resources Management	Baghdad	01/08/2021

IAD 17*	Mission Security Assistant	Baghdad	Cancelled
IAD 21*	Deputy Medical Adviser	Baghdad	Cancelled
IAS 22*	Procurement Officer	Baghdad	18/04/2021
IAS 50*	Head of CIS	Baghdad	15/05/2021
IAS 53*	Cybersecurity Officer	Baghdad	Cancelled

\* Pending availability of post

\*\*Pending approval of extension

\*\*\* Due to the COVID-19 crisis, the deployment date is tentative and may be amended/specified at a later stage by the Member State, CPCC or the Mission.

<b>Deadline for applications</b>	<b>Thursday 03 June 2021 at 17:00 CET (Brussels time)</b>
<b>Interview period</b>	<b>June 2021</b>
<b>Submission of application</b>	<p><b>1. You have the nationality of an EU Member State:</b> you must use Goalkeeper to apply:</p> <p>a) You are already registered on Goalkeeper AND you have an EU Login:  <a href="https://goalkeeper.eeas.europa.eu/registrar/">https://goalkeeper.eeas.europa.eu/registrar/</a></p> <p>b) You do not have a Goalkeeper account or an EU Login:  <a href="https://goalkeeper.eeas.europa.eu/registrar/DPA/357/details.do">https://goalkeeper.eeas.europa.eu/registrar/DPA/357/details.do</a></p> <p><b>2. You do not have the nationality of an EU Member State:</b> only seconded nationals of a non-EU Contributing Third State can be proposed by their National Seconding Authority (no personal applications will be considered): please contact your seconding authority to send them your application form.</p> <p><i>Please note: Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your national Seconding Authority for more information on applying for vacant Seconded positions. We cannot provide contact details of national Seconding Authorities</i></p>
<b>Information</b>	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p><b>Mr Ken WACHTELAER</b>  <b>CPCC-EUAM-IRAQ@eeas.europa.eu</b></p>

**EUAM Iraq** has 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 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 are accepted. Based on a political decision, Contributing or Invited Third States may 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 Council Documents 7291/09 (10 March 2009) and 9084/13

(30 April 2013). Personnel seconded from Contributing Third States are not entitled to receive allowances paid according to Council Documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013). A security clearance or a proof that the process to obtain a security clearance is initiated has to be provided.

**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 or French language, if issued in another language, in accordance with the European Commission Guidelines for Lifelong Learning, which ensures transparency in higher education and fair and informed judgements about qualifications.

**Tour of Duty/Contract Period** – Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the 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 EUAM Iraq, according to the requirements and profiles described below:

## **I. GENERAL CONDITIONS**

**Citizenship** – The candidates must have citizenship of an EU Member State or of a Contributing Third State.

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

**Flexibility and Adaptability** – The candidates must be able to work in arduous conditions with a limited network of support, with unpredictable working hours and a considerable workload. They must have the ability to work professionally as a member of a team, in task forces and working groups with mixed composition (*e.g.* civilian and military staff) and be able to cope with extended separation from family and usual environment.

**Availability** – The candidates must be able to undertake any other tasks related to the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of Mission.

**Physical and Mental Health** – The candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission and in its Area of Operation. Selected candidates should undergo an extensive medical examination as requested by the seconding authority or the Mission in accordance with “Fit to work clearance” procedure prior to recruitment/deployment to prove that they comply with the requirement.

To ensure duty of care in the civilian CSDP Mission, selected seconded/contracted candidates shall be able to serve the full period of secondment/contract before reaching the normal age of retirement in Contributing (Third) States/country of residence.

**HEAT training** – The candidate must have undergone a certified Hostile Environment Awareness Training (or a refresher course) not more than three years ago.

**Pre-Deployment Training (PDT)** – The candidate should undergo Pre-Deployment Training in accordance with the CSDP agreed Training Policy.

*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 for all civilian international experts to the Mission:

#### 1. Education and Training

The candidate should have a recognised academic qualification under the European Qualifications Framework (EQF),<sup>1</sup> 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 Skills<sup>2</sup>** – Spoken and written proficiency in the working languages of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions.

**Communication and Interpersonal Skills** – The candidates must have excellent interpersonal and communication skills, both written and oral. In particular, they must be able to write reports in the working language of the Mission.

**Organisational skills** – the candidates must have excellent organisational skills, with the ability to prioritise work to meet deadlines, and a concern for order and accuracy.

**Computer Skills** – Skills in word processing, spreadsheet and e-mail systems are essential.

**Driving Skills** – The candidates must be in possession of a valid – including Mission area – civilian driving licence for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle.

*Deficiencies in any of these general conditions 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.

**Knowledge and Experience of SSR** - The candidates must be acquainted with Security Sector Reform concepts and practices, especially in the Mission area.

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

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

<sup>2</sup> Common European Framework of References for Languages

### 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. It is also essential to obtain any transit visas, which may be required for passage through countries *en route* to the Mission. The seconding state can be supported by the Mission with a Secondment Letter and Letter of Exchange with the relevant Iraqi Ministry.

**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 the European Union Classified Information (EUCI) will be limited to RESTRICTED until the issuance of their national security clearance. For Contributing Third States, a PSC at the equivalent level is necessary.

**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 Area of Operation of the Mission.

**Medical Certificate** – The selected candidates should undergo an extensive medical examination and be certified medically fit for Mission duty. As temporary measure and while the COVID-19 pandemic persists, Missions will take account the exceptional circumstances of COVID-19 crises. In a similar manner a dental examination should be certified where it is stated that no eminent dental issues are foreseen.

For selected contracted candidates, in compliance with “Fit to work clearance procedure”, a copy of the result of the medical examinations as well as the fitness to work certificate, for seconded selected candidate, the fitness to work certificate must be sent to the Medical Adviser of the Mission before joining the Mission. Medical data will be handled with confidentiality and in line with EU Charter of Fundamental Rights and the Standard Operating Procedure on the protection of personal data (CivOpsCdr instruction 12-2018 as amended.)

The Heads of Mission reserve the right to reject the recruitment of any selected candidate that proves to be medically unfit to work in a civilian CSDP Mission.

**Personal Protection Equipment (PPE)** – **National authorities must provide seconded selected candidates, i.e. Police Officers, with a bullet proof vest (level IV) and helmet (level IIIA).**

*Deficiencies in any of the documents asked for a specific position may result in cancellation of the selection process for the candidate.*

### IV. ADDITIONAL INFORMATION

**Gender balance** – The EU strives for improved gender balance in CSDP operations in compliance with EU policy and UNSCR 1325 on Women, Peace and Security (WPS). The CPCC encourages the contributing States and European Institutions to take this into account when offering contributions at all levels.

**Application Form** – Applications will be considered only when using the online Application Form (AF) accessible on the Goalkeeper-Registrar software module (or on the web for Contributing or Invited Third States), indicating which position(s) the candidate is applying for.

**Selection Process** – The candidates considered to be most suitable will be shortlisted and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by video conference/skype/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.

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 considering 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.

**Data Protection** – The EEAS and its CPCC Directorate process personal data pursuant to Regulation (EC) 2018/1725 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data. The Privacy statement is available on the EEAS website.

## **V. JOB DESCRIPTIONS**

The current reporting lines of the following job descriptions may be subject to modification based on operational requirements and in line with the principles set out in the Operational Plan (OPLAN).

### **Seconded only (13 positions)**

<b>Position Name:</b> Political Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> IAT 16**	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> No longer vacant
<b>Component/Department/Unit:</b> Mission HQ/CoS	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

#### **1. Reporting Line:**

The Political Adviser reports to the Chief of Staff.

#### **2. Main Tasks and Responsibilities:**

- To contribute to the regular updates to the HoM, Senior Mission Management Team (SMT) and the Senior Strategic Advisers on relevant political developments;
- To contribute to the analysis and advice on the policy matters pertaining to the Mission mandate implementation;
- To liaise and develop relationships with relevant political actors, parliamentarians, local authorities, civil society, EU actors, Contributing Third States and international organisations;
- To contribute to the preparation of briefings and notes as requested;
- To prepare records of meetings attended;
- To draft regular Mission reporting and other reports as appropriate, as well as briefings as requested;
- To conduct briefings for Mission staff and other individuals or groups as appropriate;
- To contribute to lessons learned identification;

#### **3. General Tasks and Responsibilities:**

- To follow the political developments in theatre and the region and to provide analysis and advice on same, particularly in view of their possible impact on the Mission mandate implementation;
- To contribute to the advice to the HoM and senior Mission management on overall Security Sector Reform issues, with a particular focus on the political impact of on-going reforms;
- Act as Mission spokesperson as requested;
- To undertake any other related task as requested by the Line Manager(s);

#### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. 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 5 years of relevant professional experience, in the field of communication/press and or public information, after having fulfilled the education requirements.

#### **5. Desirable Qualifications and Experience:**

- Ability to act as Press and Public Information Officer as well as the Missions Spokesperson.
- To assist Head of Mission's Office with Diplomatic and Protocol matters;
- Experience running media and outreach campaigns.

**6. Essential Knowledge, Skills and Abilities:**

- Drafting and presentation skills;
- Political sensitivity, with the ability to exercise discretion, judgement and confidentiality when dealing with politicians and officers at every level;
- Oral and influencing skills, with the ability to give clear advice on issues;

**7. Desirable Knowledge, Skills and Abilities:**

- Knowledge of Arabic and Kurdish;



<b>Position Name:</b> Analysis Officer	<b>Employment Regime:</b> Seconded	
<b>Ref. number:</b> IAT 22	<b>Location:</b> Baghdad	<b>Availability:</b> 01/10/2021
<b>Component/Department/Unit</b> Planning, Analysis & Reporting Dpt.	<b>Security Clearance Level:</b> EU RESTRICTED	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Analysis Officer reports to Head of Planning, Analysis & Reporting Department (PARD).

### 2. Main Tasks and Responsibilities:

- To contribute to the strategic analysis to identify and define Iraqi civilian SSR priorities and needs which may inform EU political decision making on any future SSR action;
- To contribute to the production of strategic and operational planning products to assist and inform EU political decision making on possible future EU engagement in support to Iraqi SSR.
- To lead the Mission's analytical framework by production of analytical and thematic products to inform the Mission's contextual awareness;
- To lead the production of a Conflict Analysis Report in accordance to the relevant EU Guidelines;
- To participate in the discussions on EU coordination in order to develop and maintain the EU Coordination Matrix;

### 3. General Tasks and Responsibilities:

- To monitor and collect information on political events and trends in meetings and discussions with key counterparts and international partners in the host country, including the EU family;
- To communicate with key Mission staff members on information management, analysis and reporting procedures in order to ensure submission of high-quality information;
- To collate and lead the quantitative and qualitative analysis of inputs originating from the Mission's operational elements on their operational activities against benchmarking;
- To produce timely and accurate periodic analysis and ad-hoc reports for submission to the chain of command and EU Member States that inform decision-making and planning by EUAM's senior management related to the Mission's mandate;
- To contribute to the development and regular updating of the Mission Implementation Plan (MIP);
- To prepare and give presentations; produce talking points, speeches and presentations;
- To contribute to the Mission's regular lessons learned discussions with analytical input;
- To undertake any other related tasks as requested by the Line Manager(s).

### 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;
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

### 5. Essential Knowledge, Skills and Abilities:

- Excellent analytical capability, knowledge of information collection and analytical methods;
- Excellent strategic and operational planning knowledge;
- Strategic Report compilation, drafting and editing skills;
- Good experience international SSR efforts and methodology.

**6. Desirable Qualifications and Experience:**

- University/master's degree in political science, law, development studies or other related fields;
- Experience in leading and communicating change management initiatives to diverse audiences;
- Knowledge in analytical and information management software solutions;

**7. Desirable Knowledge, Skills and Abilities:**

- International experience at strategic level in Fragile and Conflict Affected States, bilaterally or with multi-national and international organisations;
- Knowledge of Arabic.

<b>Position Name:</b> Planning and Evaluation Officer	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> IAT 23	<b>Location:</b> Baghdad	<b>Availability:</b> 01/10/2021
<b>Component/Department/Unit:</b> Mission HQ /Planning, Analysis & Reporting Dpt.	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Planning & Evaluation Officer reports to the Head of Planning, Analysis & Reporting Dept. (PARD)

### 2. Main Tasks and Responsibilities:

- To develop and maintain a Mission Implementation Plan (MIP) progress tracking mechanism in close cooperation with the Mission's Reporting Officers, Analysts, Senior Strategic Advisers, and key stakeholders throughout the Mission;
- To contribute to the monitoring, evaluation and assessment of the impact of the Mission's activities.
- To develop and maintain annex 1 to the MIP in close coordination with the Operational Department.

### 3. General Tasks and Responsibilities:

- To develop, maintain and update the MIP in close cooperation with the relevant Mission's elements and other key stakeholders;
- To provide, based on the above and when required, guidance and/or advice and/or critical analysis to Mission management 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 optimised information exchange, coordination, 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.

### 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
- Excellent analytical and drafting capability and profound knowledge of information collection, information management and analytical methods.
- 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 prioritize multiple tasks;

- Self-motivated person able to work without close supervision;
- English language skills: minimum C1 (Independent User).

**6. Desirable Qualifications and Experience:**

- Experience in leading and communicating change management initiatives to diverse audiences;
- Knowledge of CSDP missions, structure and ambitions;
- Experience/knowledge of Iraq/Middle East/SSR reforms context;
- Project management training, such as APM, PPM, PRINCE2, or equivalent.

<b>Position Name:</b> Human Rights & Gender Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> IAO 11	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> 01/10/2021
<b>Component/Department/Unit:</b> Operations Department/Law Enforcement Agencies Component	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Human Rights and Gender Adviser to the Ministry of Interior reports to the Head of Law Enforcement Agencies Component

### 2. Main Tasks and Responsibilities:

- To advise on human rights and gender mainstreaming within the Ministry of Interior.
- To advise on the mechanisms to be established and used within the Ministry of Interior for monitoring, implementing and evaluating relevant international instruments for gender equality and mainstreaming, including UN Security Council Resolutions on Women, Peace and Security.
- In conjunction with the Mission's Human Rights and Gender Adviser in Head of Mission Office (or under Chief of Staff), to undertake systematic gender analysis in the Ministry of Interior of all aspects of the implementation of the Mission's mandate, including policy development, monitoring and reporting, data collection and staffing.
- In conjunction with the Mission's Human Rights and Gender Adviser, to advise on the promotion of gender equality and gender-sensitive policy in the Ministry of Interior, including on the implementation of the second Iraqi National Action Plan on WPS (INAP2), and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan.
- In conjunction with the Mission's Human Rights and Gender Adviser, to advise on the promotion of human rights in the Ministry of Interior, including on the Iraqi National Human Rights Plan, and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening the same;
- To provide analysis and recommendations to the local counterparts 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, particularly in the progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Strategic Advisers and Advisers as appropriate;
- To perform any other task as requested by the Line Manager.

### 3. General Tasks and Responsibilities:

- To monitor and analyse the human rights and gender situation in the Ministry of Interior.
- To contribute to Mission's operational reporting and information flow on human rights and gender related aspects of the Ministry of Interior.
- To contribute to identify and report on lessons and best practices within the field of human rights and gender in the Ministry of Interior including gender-based violence prevention and response 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 AND
- A minimum of 5 years of relevant professional experience in gender/human rights and gender/human rights mainstreaming issues and tools, in particular in a post-conflict environment/ SSR process, after having fulfilled the education requirements;
- Practical experience in/ sound knowledge of gender and gender mainstreaming issues and tools, in particular in a post-conflict environment/ SSR process.
- Understanding and sensitivity to the basic principles of human rights legislation and inter-group relations;
- Analytical skills and ability to conduct gender and human rights analysis.

#### **5. Desirable Qualifications and Experience:**

- Pedagogical/training skills;
- Knowledge of investigative and conciliation techniques in the gender and human rights field;
- Proactive in developing strategies to accomplish objectives;
- Knowledge in programming gender-based violence prevention and response activities
- Arabic language skills

<b>Position Name:</b> Senior Strategic Adviser on Counter-Terrorism, Prevention and Countering Violent Extremism (CVE) at the Office of the National Security Adviser (ONSA)	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> IAO 12	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> ASAP
<b>Component/Department/Unit</b> Operations Department/ Law Enforcement Agencies Component	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line:

The Senior Strategic Adviser reports to the Head of Law Enforcement Agencies Component (HoLEAC).

### 2. Main Tasks and Responsibilities:

- To contribute to the strategic development of the Iraqi National Security Architecture in the sphere of prevention of terrorism especially CVE;
- To advise on policy and strategy development of Iraqi owned implementation plans on CVE;
- To contribute to the development of Iraqi owned CVE policy and strategy;
- To advise on implementation plans to enable operationalisation of policy and strategy;
- To provide advice to senior Iraqi counterparts which contributes to leadership development;
- To ensure Iraqi counterparts are cognisant of UNSCR 1325 and safeguard human rights.

### 3. General Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening the 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, particularly in the progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Strategic 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).

### 4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank AND
- A minimum of 6 years of relevant professional experience, after having fulfilled the educational requirements. Working operationally with CVE implementation and development.

### 5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;

- Knowledge of Counter-Terrorism, Prevention and Countering Violent Extremism. Documented working knowledge, see above.

**6. Desirable Qualifications and Experience:**

- Mission experience, e.g. CSDP, UN, OSCE etc.
- Good experience in EU CVE policies, relevant EU and international CVE initiatives;
- Experience in advising local national counterparts;
- Experience in developing CVE Policy and Strategy;
- Relevant professional qualifications; - Are/have been working as mentioned above.
- Experience at strategic level in Fragile and Conflict Affected States, bilaterally or with multi-national and international organisations.

**7. Desirable Knowledge, Skills and Abilities:**

- Ability to promote strategic leadership;
- Knowledge of Arabic.



<b>Position Name:</b> Senior Strategic Adviser on Organised Crime (MOI)	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> IAO 16	<b>Location:</b> Baghdad, Iraq	<b>Availability</b> 01/07/2021
<b>Component/Department/Unit</b> Operations Department/Law Enforcement Agencies Component	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Senior Strategic Adviser reports to the Head of Law Enforcement Agencies Component (HoLEAC)

### 2. Main Tasks and Responsibilities:

- Based on UN Convention on Transnational Organised Crime, to contribute to the strategic development of the Iraqi National Security Architecture in the sphere of Organised Crime capacity and capability development
- To advise on Organised Crime strategy development and development of Iraqi Organised Crime threat assessment
- To advise on Iraqi owned implementation plans which counter Organised Criminality including e.g. measures against money laundering, corruption and financing of terrorism, proceeds of crime, cybercrime, trafficking in human beings, drugs and weapons
- To contribute to the development of Iraqi owned Organised Crime policy and strategy
- To advise on enhancing relationship between INTERPOL Baghdad National Central Bureau and IPSC Lyon
- To contribute to leadership development of senior Iraqi Organised Crime officers
- To promote context specific Organised Crime concepts which build Iraqi Institutional resilience
- To ensure Iraqi counterparts are cognisant of UNSCR 1325 and safeguard human rights.

### 3. General Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other related task as requested by the Line Manager(s).

### 4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the

European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank AND

- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements;

**5. Essential knowledge, skills and abilities:**

- Profound knowledge and Experience of strategic planning on combating organised crime at ministerial level
- Ability to advise local national counterparts;
- Strategic management skills and experience in operational work against serious organised crime
- Experience of developing Organised Crime Policy and Strategy
- Sound knowledge of international organised crime legal framework in particular UN Convention on Transnational Organised Crime and its Protocols
- Good experience in EU JHA policies and relevant EU JHA agencies

**6. Desirable Qualifications and Experience:**

- Relevant professional qualifications
- Experience in project management.
- Experience of working in JHA agencies in particular in EUROPOL or INTERPOL
- CSDP Mission experience.

**7. Desirable knowledge, skills and abilities:**

- International experience at strategic level in Fragile and Conflict Affected States, bilaterally or with multi-national and international organisations.
- Knowledge of Arabic.

<b>Position Name:</b> Senior Strategic Adviser on Counter-Terrorism (MoI)	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> IAO 17, IAO 18	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> 2 positions: Vacant
<b>Component/Department/Unit:</b> Operations Department/ Law Enforcement Agencies Component	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> Yes

#### 1. Reporting Line:

The Senior Strategic Adviser on Counter-Terrorism (MoI) reports to the Head of Law Enforcement Agencies Component (HoLEAC).

#### 2. Main Tasks and Responsibilities:

- To contribute to the strategic development of the Iraqi National Security Architecture in the sphere of law enforcement/security service Counter-Terrorism (CT);
- To advise on policy and strategy development of Iraqi owned implementation plans, in particular on intelligence, intelligence led policing aspects of law enforcement/security service CT as well as on improvement of cooperation between intelligence and law enforcement agencies;
- To contribute to the development of Iraqi owned CT policy and strategy;
- To advise on CT implementation plans to enable operationalisation of policy and strategy;
- To provide advice to senior Iraqi CT counterparts which contributes to leadership development;
- To promote context specific CT intelligence and investigation concepts which contribute to building Iraqi institutional law enforcement/security service CT framework;
- To ensure coherence and cooperation with international partners;
- To ensure Iraqi progress is monitored and risk mitigated to ensure attainment of objectives;
- To ensure Iraqi counterparts are cognisant of UNSCR 1325 and human rights.

#### 3. General Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening the same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other related task as requested by the Line Manager(s).

#### 4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications

Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND

- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

**5. Essential Knowledge, Skills and Abilities:**

- Ability to mentor and motivate local national counterparts;
- Knowledge of strategic CT at ministerial level.

**6. Desirable Qualifications and Experience:**

- Mission experience, e.g. CSDP, UN, OSCE etc.
- International experience at strategic level in Fragile and Conflict Affected States, bilaterally or with multi-national and international organisations;
- Experience in developing CT Policy and Strategy;
- Experience in working with EU JHA/CT policies, relevant EU JHA agencies and international CT initiatives/policies;
- Field and management experience in intelligence operations, e.g. surveillance and source handling;
- Experience in coordination and information sharing between law enforcement agencies and intelligence/security services, nationally and internationally;
- Managing experience in the production processes of intelligence, e.g. collection, collation and/or analysis (advanced technical knowledge advantageous).

**7. Desirable Knowledge, Skills and Abilities:**

- Sound knowledge of international legal framework on CT (UN Conventions);
- Knowledge of Arabic.

<b>Position Name:</b> Senior Strategic Adviser Border Management (BFC-Mol)	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> IAO 21	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> 01/08/2021
<b>Component/Department/Unit:</b> Operation dep./Law Enforcement Agencies Component	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Senior Strategic Adviser to the Border Forces Command/Ministry of the Interior reports to the Head of Law Enforcement Agencies Component

### 2. Main Tasks and Responsibilities

- To be the key interlocutor with the Commander-in-Chief of the Iraqi Border Forces Command (= Border Guards).
- To advise and assist the Iraqi Border Forces Command on the development of structures and strategies.
- To assist the Iraqi Border Forces Command on the development effective command and control through clear structures and responsibilities
- To establish a sustainable network with all the parties involved with border management, both international and national.
- To initiate, advise and promote the development of National and BFC's Integrated Border Management strategies and their endorsement and implementation in close cooperation with Iraqi and international actors.
- To advice the Mol in intra-agency, inter-agency and international cooperation and coordination in Integrated Border Management.
- To identify the gaps and needs on strategic and operational levels of Border Management, and recommend solutions to improve performance.
- To seek close coordination with other international donors, and to bring the needs of the beneficiary to the attention of the donor community.
- Through advising efforts, to contribute to the coherence and strategic development of the Iraqi National Security Architecture
- To promote context specific solutions which contribute to Iraqi Institutional development
- To maintain the necessary contacts with external bodies or service providers involved in the reform, on matters relevant on his/her area of expertise.
- To contribute to the induction of Mission personnel as required.
- To ensure Iraqi counterparts are cognisant of UNSCR 1325 and safeguard human rights

### 3. General Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution on request of the counterpart, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;

- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Strategic Advisers and Advisers as appropriate;
- To identify best practices and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate and within the limits of Mission Mandate;
- To undertake any other related task as requested by the Line Manager(s)

#### **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 7 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or equivalent rank (Lieutenant Colonel/Chief Superintendent); AND
- After having fulfilled the education requirements, a minimum of 10 years of relevant professional experience in Border Management, at least three years of which at national (strategic) level.
- Ability to mentor and motivate local counterparts.
- Knowledge about EU JHA and international border management cooperation (FRONTEX, INTERPOL);

#### **5. Desirable Qualifications and Experience**

- Experience in project management.
- Experience as Senior Law Enforcement Officer.
- International experience, particularly in crisis areas with multinational and international organisations.

<b>Position Name:</b> Senior Strategic Adviser Border Management (BPC)	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> IAO 22	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> Vacant
<b>Component/Department/Unit:</b> Operations dep./Law Enforcement Agencies Component	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Senior Strategic Adviser to the Border Point Commission reports to the Head of Law Enforcement Agencies Component

### 2. Main Tasks and Responsibilities

- To be the key interlocutor with the Chairman of the Iraqi Border Point Commission
- To advise and assist the Iraqi Border Point Commission on the development of structures and strategies.
- To assist the Iraqi Border Point Commission on the development effective command and control enabled through clear structures and responsibilities.
- To establish a sustainable network with all the parties involved with border management
- To initiate, advise and promote the development of National and BPC's Integrated Border Management strategies and their endorsement and implementation in close cooperation with Iraqi and international actors.
- To advise the BPC in intra-agency, inter-agency and international cooperation and coordination in Integrated Border Management.
- To identify the gaps and needs on strategic and operational levels of Border Management, and recommend solutions to improve performance.
- To seek close coordination with other international donors, and to bring the needs of the beneficiary to the attention of the donor community.
- Through advising efforts, to contribute to the coherence and strategic development of the Iraqi National Security Architecture
- To promote context specific solutions which contribute to Iraqi Institutional development
- To maintain the necessary contacts with external bodies or service providers involved in the reform, on matters relevant on his/her area of expertise.
- To contribute to the induction of Mission personnel as required.
- To ensure counterparts are cognisant of UNSCR 1325 and safeguard human rights

### 3. General Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, on request and security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;

- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Strategic Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate and within the limits of Mission Mandate;
- To undertake any other related task as requested by the Line Manager(s)

#### **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 of Major/Superintendent; AND
- After having fulfilled the education requirements, a minimum of 10 years of relevant professional experience, minimum 5 years of which in management of border checks and border crossing points.
- Ability to mentor and motivate local counterparts.
- Knowledge about EU JHA and international border management cooperation (FRONTEX, INTERPOL);

#### **5. Desirable Qualifications and Experience**

- Experience in project management.
- Experience as Senior Law Enforcement Officer.
- International experience, particularly in crisis areas with multi-national and international organisations.



<b>Position Name:</b> Senior Strategic Adviser on Human Resources Management	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> IAO 51	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> Vacant
<b>Component/Department/Unit:</b> Operations Department/ Strategic Civilian SSR Component	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> Yes

#### 1. Reporting Line:

The Senior Strategic Adviser on Human Resources Management reports to the Head of Strategic Civilian SSR Component (HoSCSC).

#### 2. Main Tasks and Responsibilities:

- To advise the Director General Human Resources, the Ministry of Interior and its line managers on strategic Human Resources Management (HRM) with focus on ERP/HRIS system related matters;
- To advice on the definition and implementation of HRM related ERP projects within the Ministry of Interior.
- To identify and share Best European Practices within HRM;
- To liaise and coordinate with international partners;
- To be responsible for the advising on the development of HRM related projects in MoI and international partners, including feasibility studies, project plans, project resourcing, procurement, budgeting project, risk and change management.
- To ensure that Iraqi counterparts are cognisant of UNSCR 1325 and integrate a gender-sensitive approach to HRM;

#### 3. General Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, particularly in the progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction of the Mission management;
- To liaise closely with other Senior Strategic 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).

#### 4. Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

**5. Essential Knowledge, Skills and Abilities:**

- Ability to mentor and motivate local counterparts.

**6. Desirable Qualifications and Experience:**

- Diploma in Human Resources or Information Technology;
- A minimum of 4 years of professional experience as senior HR- or HRIS consultant/project manager, HR- or HRIS Manager or HR Director, after having fulfilled the education requirements;
- Well documented HRM experience, both from strategic and operational HRM processes;
- Well documented advanced level project management experience of large ERP projects in the Human Resources area;
- Mission experience, e.g. CSDP, UN, OSCE etc.;
- Experience with and knowledge of Iraqi security institutions and dynamics.

**7. Desirable Knowledge, Skills and Abilities:**

- Strong skills in managing cultural differences in negotiations, and negotiation experience from Middle East context;
- Critical thinking and active listening;
- Complex problem-solving skills;
- Time management skills;
- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/ governmental level decision makers;
- International experience at strategic level in Fragile and Conflict Affected States, bilaterally or with multi-national and international organisations;
- Knowledge of Arabic.

<b>Position Name:</b> Senior Strategic Adviser on National Security Legislation	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> IAO 58	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> Vacant
<b>Component/Department/Unit:</b> Operations Department/ Strategic Civilian SSR Component	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> Yes

#### 1. Reporting Line:

The Senior Strategic Adviser on National Security Legislation reports to the Head of Strategic Civilian SSR Coordination Component (HoSCSC).

#### 2. Main Tasks and Responsibilities:

- To advise the chairman of the National Security Legislation Working Group part of the Security Sector Reform Program (SSRP) on existing laws and regulations as well as on passing of new laws that could help defining the national security architecture;
- To advise civilian legislative and executive institutions involved in the law-making process (Parliament Security and Defence Committee, Parliament Legal Committee, State Council and Prime Minister Office) as well as relevant security institutions on potential amendments of existing laws and regulations as well as on passing of new laws that could help defining the national security architecture;
- To structure discussions on legal concepts between Iraqi security institution and parliamentary working group experts. To draft legal papers based on negotiations between Iraqi security institutions in the law-making process;
- To coordinate with the Office of the National Security Adviser (ONSA) and UNDP in charge of leading the SSRP to enhance cooperation between security institutions and civilian institutions involved in the law-making process in national security matters.

#### 3. General Tasks and Responsibilities:

- To draft legal analytical papers on national security concepts and terminology;
- To provide advice on how to safeguard constitutional rights in national security legislation, including on civil liberties and fundamental freedoms;
- To assess local national security legislation by identifying areas requiring improvement/reform in the law-making process and in existing laws regulating objectives and responsibilities of relevant security institutions;
- To advise the Head of Component regarding identified host state needs and recommended support by the Mission;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- In coordination with the Mission's Coordination and Cooperation capability, to closely coordinate with other EU/international actors involved in this field;
- To support the Component's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;
- To contribute to Mission induction training of Mission personnel as required;
- To identify and report on lessons and best practices within the field of responsibility;
- To undertake any other related task as requested by the Line Manager(s).

#### 4. Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications

Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. The qualification should be in Law; AND

- A minimum of 5 years of relevant professional experience, as a practising lawyer, after having fulfilled the education requirements.

**5. Essential Knowledge, Skills and Abilities:**

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

**6. Desirable Qualifications and Experience:**

- Mission experience, e.g. CSDP, UN, OSCE etc.;
- Strong skills in managing cultural differences in negotiations, and negotiation experience from Middle East context;
- Experience with and knowledge of Iraqi security institutions and dynamics;
- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Admission to the Bar in home or residential jurisdiction;
- Extensive experience as a practising lawyer.

**7. Desirable Knowledge, Skills and Abilities:**

- Ability to mentor and motivate local counterparts;
- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/ governmental level decision makers;
- International experience at strategic level in Fragile and Conflict Affected States, bilaterally or with multi-national and international organisations;
- Knowledge of Arabic.

<b>Position Name:</b> Senior Strategic Adviser on Institutional Reform (MOI)	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> IAO 60**	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> No longer vacant
<b>Component/Department/Unit</b> Operations Department/Strategic Civilian SSR Component	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> Yes

#### 1. Reporting Line:

The Senior Strategic Adviser reports to the Head of Strategic Civilian SSR Component.

#### 2. Main Tasks and Responsibilities:

- To advise and assist the Iraqi Ministry of Interior on the development of organisational structures and models which delineate security functions;
- To assist the Iraqi Ministry of Interior on the development effective command and control enabled through clear structures and responsibilities;
- To advise and assist the Iraqi Ministry of Interior on defining core training requirements in the context of the broader Iraqi National Security Architecture;
- Through advising efforts, to contribute to the coherence and strategic development of the Iraqi National Security Architecture;
- To provide guidance to the MOI on the implementation of the National Security Strategy;
- To promote context specific solutions which contribute to Iraqi Institutional development;
- To ensure that Iraqi counterparts are cognisant of UNSCR 1325 and safeguard human rights.

#### 3. General Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other related task as requested by the Line Manager(s).

#### 4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank AND

- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

**5. Essential knowledge, skills and abilities:**

- Knowledge and experience of institutional reform and development of training requirements in Home Affairs issues at ministerial level;
- Senior leadership experience;
- Experience of strategic planning;
- Experience of organisational development;
- Experience on institutional reform;
- Ability to mentor and motivate local counterparts;
- Good experience in EU JHA/CT policies and relevant EU JHA agencies.

**6. Desirable Qualifications and Experience:**

- Experience in project management;
- CSDP Mission experience;

**7. Desirable knowledge, skills and abilities:**

- International experience at strategic level in Fragile and Conflict Affected States, bilaterally or with multi-national and international organisations;
- Knowledge of Arabic.

**Seconded/Contracted (6 positions)**

<b>Position Name:</b> Senior Strategic Adviser on Human Resource Management	<b>Employment Regime:</b> Seconded	<b>Post Category for Contracted:</b> EXPERT LEVEL
<b>Ref. Number:</b> IAO 53	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> 01/08/2021
<b>Component/Department/Unit:</b> Operations Department/ Strategic Civilian SSR Component	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> Yes

**1. Reporting Line:**

The Senior Strategic Adviser on Human Resources Management reports to the Head of Strategic Civilian SSR Component (HoSCSC).

**2. Main Tasks and Responsibilities:**

- To advise the Director General Human Resources, the Ministry of Interior and its line managers on strategic Human Resources Management (HRM) with focus on ERP/HRIS system related matters;
- To advice on the definition and implementation of HRM related ERP projects within the Ministry of Interior.
- To identify and share Best European Practices within HRM;
- To liaise and coordinate with international partners;
- To be responsible for the advising on the development of HRM related projects in MoI and international partners, including feasibility studies, project plans, project resourcing, procurement, budgeting project, risk and change management.
- To ensure that Iraqi counterparts are cognisant of UNSCR 1325 and integrate a gender-sensitive approach to HRM;

**3. General Tasks and Responsibilities:**

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, particularly in the progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction of the Mission management;
- To liaise closely with other Senior Strategic 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).

**4. Qualifications and Experience:**

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND

- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

**5. Essential Knowledge, Skills and Abilities:**

- Ability to mentor and motivate local counterparts.

**6. Desirable Qualifications and Experience:**

- Diploma in Human Resources or Information Technology;
- A minimum of 4 years of professional experience as senior HR- or HRIS consultant/project manager, HR- or HRIS Manager or HR Director, after having fulfilled the education requirements;
- Well documented HRM experience, both from strategic and operational HRM processes;
- Well documented advanced level project management experience of large ERP projects in the Human Resources area;
- Mission experience, e.g. CSDP, UN, OSCE etc.;
- Experience with and knowledge of Iraqi security institutions and dynamics.

**7. Desirable Knowledge, Skills and Abilities:**

- Strong skills in managing cultural differences in negotiations, and negotiation experience from Middle East context;
- Critical thinking and active listening;
- Complex problem-solving skills;
- Time management skills;
- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/ governmental level decision makers;
- International experience at strategic level in Fragile and Conflict Affected States, bilaterally or with multi-national and international organisations;
- Knowledge of Arabic.



<b>Position Name:</b> Mission Security Assistant	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> MSAL
<b>Ref. number:</b> IAD 17**	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> No longer vacant
<b>Component/Department/Unit:</b> Mission HQ/ Security & Duty of Care Department	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

#### 1. Reporting Line:

The Mission Security Assistant (MSA) reports to the Deputy Senior Mission Security Officer (DSMSO).

#### 2. Main Tasks and Responsibilities:

In line with the EU's Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:

- To ensure security surveys of Mission member's personal protective security requirements, transport security, residential and office security as appropriate;
- To ensure that all security and communications equipment is kept in a state of operational readiness;
- To conduct regular security drills, communication tests and evacuation exercises;
- To provide briefings and presentations on matters affecting the security and safety of Mission members and to ensure all staff is properly prepared for emergencies;
- To liaise as directed and co-operate closely with national law enforcement agencies, International Organisations, NGOs, other EU bodies and diplomatic representatives, in the field of security;

#### 3. General Tasks and Responsibilities:

- To conduct the role and responsibilities of an MSA as appropriate.
- To provide assistance and appropriate response to Mission members and to ensure that all necessary actions are taken, particularly in emergency cases;
- To travel to high risk areas and to conduct security duties;
- To undertake any other related tasks as requested by the Line Manager(s).

#### 4. Essential Qualifications and Experience:

- Successful completion of a minimum level of secondary education attested by a diploma giving access to post-secondary education OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

#### 5. Essential Knowledge, Skills and Abilities:

- Planning and time-management skills;
- Analytical skills.

#### 6. Desirable Qualifications and Experience:

- Mission experience, e.g. CSDP, UN, OSCE etc.
- Police or military background;
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- Successful completion of firearms training;
- Civilian driving licence class C.

#### 7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area and potential security threats;
- Writing and reporting skills;
- Knowledge of Arabic.

<b>Position Name:</b> Deputy Medical Adviser	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> MSML
<b>Ref. Number:</b> IAD 21**	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> No longer vacant
<b>Component/Department/Unit:</b> Mission HQ/Security & Duty of Care Dept	<b>Security Clearance Level:</b> EU RESTRICTED	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Deputy Medical adviser reports directly to the Medical Adviser.

### 2. Main Tasks and Responsibilities:

- To assist, support and provide guidance to the Medical Adviser (MA) on all Mission medical matters, as required;
- To deputise as MA in their absence;
- To provide medical guidance to all staff members and to liaise with Human Resource Unit on certified and uncertified sick leaves, as appropriate – both in and out of theatre;
- To liaise with international civilian and non-governmental humanitarian and support agencies in theatre when required or instructed by MA;
- To respond to medical incidents and emergencies on a 24/7 basis and provide regular emergency cover on a duty 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;
- To support the MA in coordinating medical evacuations and assist in providing medical support during evacuation/repatriation, including escorting staff members out of theatre; advise evacuees on the requirements for evacuation;
- In support of the MA to assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if staff members are in need of (advanced) medical treatment due to illness or an emergency in close cooperation with the external medical provider in attendance;
- As instructed by the MA to take on responsibility for any task or function within the Medical Unit, such as everyday medical activities including daily routines, hygiene measures, maintaining of the pharmacy, ordering and procurement of medication, services and other supplies, stocktaking or management of the on-call roster;
- To maintain meticulous medical and statistical records on all patient assessments, treatment and care and prescription of medicines;
- To maintain essential equipment in an operational state such as ensuring the contents of all Mission First Response and Trauma Bags are correct and up-to date, Defibrillators & Ventilators are tested and functional to ensure all equipment is up to date and working;
- To prepare and perform medical briefings and training for all new and existing staff members as required by the MA;
- To compose any report or conduct any research on medical matters as required;
- To provide support and guidance relevant to the medical matters of the Mission to the MA as required;
- Under the leadership of the MA, to support the co-ordination and development of plans, procedures and policies on all medical issues and health matters related to the provision of medical support to the Mission, including relevant contingency plans as directed and tasked by the MA;
- To prepare and perform medical briefings and training for all new and existing staff members;
- To provide support and guidance relevant to the medical matters of the Mission to the MA as required;

- Under the leadership of the MA, to support the co-ordination and development of plans, procedures and policies on all medical issues and health matters related to the provision of medical support to the Mission, including relevant contingency plans as directed and tasked by the MA;
- To provide medical care and advice to mission members as appropriate;
- To act as a first responder in providing basic life trauma response and treatment during incidents;
- To liaise with other relevant health care providers to coordinate the provision of care and assessment of the quality of primary and specialist care in theatre to staff members;
- Under the direction of the MA. to coordinate and monitor all elements of the medical evacuation chain in case of disease or injury of the staff member in close cooperation with all involved health care providers and the Mission's insurance company;
- To liaise with international civilian and non-governmental humanitarian and support agencies in theatre when required or instructed by MA;
- To contribute to and produce reports including lessons identification as requested by the MA;
- To undertake any other task as requested by the MA as Line Manager.

### **3. General Tasks and Responsibilities:**

- To assess on regular basis existing in- and out-patient medical treatment facilities (MTF) both local health service and others and regularly issue an updated list of available MTF in the areas of operation;
- To work from any of the missions operating bases in Iraq as directed by the MA;
- To gather all information related to medical support for the mission members

### **4. Essential Qualifications and Experience:**

- Successful completion of university studies in medicine (or related studies) of at least 3 years attested by a diploma equivalent to level 6 in the qualification in the National Qualifications Framework or European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area. *e.g.* minimum Bachelor's degree in Nursing AND;
- After having fulfilled the educational requirements, a minimum of four (4) years of relevant professional experience as follows:
  - a minimum of 3 years of clinical experience, *e.g.* A&E (Acute and Emergency) or Pre-hospital or Anaesthesia/Intensive Care or Primary Care or equivalent;
  - a minimum of 1 year of relevant professional experience in the field of medical planning and administrative procedures;

### **5. Essential Knowledge, Skills and Abilities:**

- International medical experience, particularly in crisis areas with multi-national and international organisations;
- Experience and training in MEDEVAC/CASEVAC procedures;
- Experience in delivering training in emergency medicine, trauma and health care;
- Experience in planning/major incident medical management and support;
- Previous management experience;
- Experience in assessing medical facilities, including under difficult conditions abroad;
- Knowledge of tropical medicine;
- Excellent English Language skills (written and verbal);
- Excellent computer skills in MS Unit applications (Excel, Word, Power Point, Access).

### **6. Desirable Qualifications and Experience:**

- Presentation skills in a wider audience;

- Ability to perform under stress, in hostile environments and difficult circumstances;
- Extensive work experience in emergency medicine;
- Ability to establish and to maintain effective working relationships as a team member;
- Flight Medical and/or MEDEVAC experience;
- Advanced Trauma Life Support (ATLS) experience;
- Major Incident Medical Management and Support (MIMMS) certificate;
- Advanced Cardiac Life Support (ACLS) certificate minimum provider level;
- Pre-Hospital Trauma Life Support (PHTLS) certificate or equivalent minimum provider level;
- Advanced Medical Life Support (AMLS) certificate or equivalent minimum provider level;
- Instructor Certificate Basic Life Support/ Cardiopulmonary Resuscitation (CPR);
- Previous work experience in the same geographical area as the mission
- Have good organisational and time management skills;

#### **7. Desirable Knowledge, Skills and Abilities:**

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

<b>Position Name:</b> Procurement Officer	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> MSML
<b>Ref. number:</b> IAS 22**	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> TBC**
<b>Component/Department/Unit:</b> Mission HQ/Mission Support Department/Procurement Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Contributing Third States:</b> No

#### 1. Reporting Line:

The Procurement Officer reports to the Head of Procurement.

#### 2. Main Tasks and Responsibilities:

- To conduct procurement processes for the Mission in line with legally established, professional and transparent procurement policies and procedures.
- To assist and advise the Line Manager(s) on all issues related to the procurement cycle (from the strategic planning to contract).
- To provide assistance to the Mission departments related with all contracting and procurement matters and procedures.
- To develop professional relationships and work partnership with European Commission (FPI) and EEAS (CPCC) in the field of procurement for the Mission.
- To undertake any other related tasks as requested by the Line Manager(s).

#### 3. General Tasks and Responsibilities:

- To establish local market knowledge in order for the mission to be able to navigate and procure locally.
- To establish a relationship with stakeholders to get knowledge of vendors and best practices.

#### 4. Essential Qualifications and Experience:

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

#### 5. Essential Knowledge, Skills and Abilities:

- Negotiation and project management skills;
- Analytical skills and financial acumen;

#### 6. Desirable Qualifications and Experience:

- Knowledge of relevant EU rules and regulations.
- Supply market analysis skills;
- Experience in management of tendering processes and audits.
- CSDP Mission experience
- Knowledge of Arabic

<b>Position Name:</b> Head of CIS	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> EXPERT LEVEL
<b>Ref. number:</b> IAS 50**	<b>Location:</b> Baghdad	<b>Availability:</b> TBC**
<b>Component:</b> Mission HQ/Mission Support Department/CIS Unit	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

#### 1. Reporting Line:

The Head of CIS reports to the Head of Mission Support Department

#### 2. Main Tasks and Responsibilities:

- To lead, direct and manage the work and staff of the CIS Office;
- To advise the Head of Mission Support on the development and implementation of CIS strategy, and on CIS operational matters affecting the Mission;
- To set the overall direction for technology for the Mission through strategic planning and developing multi-year work plans for the CIS Department in alignment with organisational technology needs;
- To establish and monitor the CIS departmental budget to maintain operational capabilities and ensure a continuing evolution of technology implementation;
- To establish and maintain strategic service provider partnerships to provide best-in-class services to the Mission, and optimize costs of services through a mix of internal and external resources;
- To coordinate all information technology activities and services, including Service Management Services, Information Systems Services, Systems Administration Services, Network Services, Regional Support Services, and Communications in the Mission; •
- To ensure the implementation and monitoring of information systems security measures to safeguard the Mission's critical data and systems from cyber threats;
- To manage contracts and vendor relations with regard to outsourced and procured goods and services, including hardware and software, network connectivity services, satellite communication services, internet services, telephony services, and expert consultancies and external support services;
- 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. General Tasks and Responsibilities:

N/A

#### 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 Information Technology, Computer Science, Communications, Engineering or other related field; AND •
- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years of progressive experience in the coordination of complex, large scale information and communication technology implementation and operations.

## **5. Desirable Qualifications and Experience:**

- Experience in managing diverse technical teams of national and international specialists, e.g. communications, information systems, and information technology;
- Certified training in industry best practices for IT service management (e.g. ITIL), IT governance (e.g. COBIT), and project management (PRINCE2, PMP);
- Master's Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership.

## **6. Essential Knowledge, Skills and Abilities:**

- Extensive knowledge of current technologies for information systems, networking systems, and communication systems; and industry best practices in IT strategy and governance, including in radio and satellite communication technology solutions;
- 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 to exercise control;
- Ability to mentor and motivate staff;

## **7. Desirable Knowledge, Skills and Abilities:**

- Extensive knowledge of organisational technology needs and solutions, with proven ability to communicate to end-users as well as IT and communications specialists;

<b>Position Name:</b> Cyber Security Officer	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support Management Level (MSML)
<b>Ref. Number:</b> IAS 53**	<b>Location:</b> Baghdad, Iraq	<b>Availability:</b> No longer vacant
<b>Component/Department/Unit</b> Mission HQ/ Mission Support Department/ CIS Unit	<b>Level of Security Clearance:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Cyber Security Officer reports to the Head of Communication and Information Systems.

### 2. Main Tasks and Responsibilities:

- Design, implement and maintain the IT Security Architecture and Plan, and implement IT security standards and best practices;
- Monitor appropriate IT Security metrics and provide periodic status reports to stakeholders for all critical systems within their specific area of responsibility;
- Develop and implement IT security controls;
- Formulate operational risk mitigation and execute incident response actions;
- Install, configure, and maintain the use of security tools (e.g. firewalls, data encryption, IDS, IPS) and services, to protect the Mission's data, electronic information, systems and infrastructure;
- Research, evaluate, recommend and introduce new IT security tools, techniques, services and technologies to improve and innovate the Mission's IT security solutions portfolio;
- Identify budgetary requirements, prepare requests for procurement proposals, draft technical specifications, and perform subsequent technical evaluation of received bids and commercial proposals in relation to IT Security products, solutions and services;
- To undertake any other related tasks as requested by the Line Manager.

### 3. General Tasks and Responsibilities:

- Support development and participate in the Mission's Cybersecurity Incident Response Team and work closely with stakeholders involved with Cybersecurity issues;
- Support external providers of IT security services in the operation of monitoring services, analytical tools, incident management capabilities, and the provisioning of engineering/operational services and products/solutions;
- Support the operational hardening of IT and communication systems, services and networks;
- Conduct regular technical IT security risk and control assessments/audits of systems and infrastructure, and provide actionable dashboards and data regarding status of remediation of security findings to vulnerability owners;
- Provide training, advice and easy to follow user guidelines on maintaining IT and cyber security.

### 4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND



- A minimum of 4 years of relevant professional experience, out of which a minimum of 2 years of experience in an IT Security/Cyber Security, after having fulfilled the education requirements;
- Experience with Microsoft Windows Server/Unix server, Microsoft Active Directory and Group Policies, Microsoft O365 Security features (e.g. Advanced Threat Protection), network routers and switches, next generation firewalls, data and drive encryption tools, and CA/PKI solutions;
- Professional experience in managing IT security and hands-on experience with related technologies, e.g. NG firewalls, SIEM, IDS, IPS, NAC, multifactor authentication, endpoint security, and operational hardening of networks, systems and services.

#### **5. Essential Knowledge, Skills and Abilities:**

- Knowledge of industry best practices in network, application, hardware and OS platform security and global security standards;
- Mission experience, e.g. CSDP, UN, OSCE etc.

#### **6. Desirable Qualifications and Experience:**

- Possess current/valid professional industry certification(s), any one or more of CISSP, CISM, CISA, CRISC; OR a combination of postgraduate certificates and certifications such as CompTIA Security+, CEH Certified Ethical Hacker, or GIAC certifications in cyber security or information security;
- A combination of professional and relevant expertise and/or certifications in Microsoft, Cisco, Ubiquiti and Rapid7 products and technologies;
- Involvement in establishing formal IT security governance and operations, and a familiarity with the support of audits and security certification. An ISO/IEC 27001 Lead Auditor certification would be beneficial;
- Background and familiarity with IT infrastructure methodologies, processes, and practices (e.g. ITSM/ ITIL, MOF) ;
- International experience, particular in crisis areas with multi-national and international organisations;
- Experience with and/or good knowledge of modern security tools and products, including vulnerability scanners, analytical and testing tools (e.g. SPLUNK, MISP, Snort, Nessus, or similar).

#### **7. Desirable Knowledge, Skills and Abilities:**

- Good knowledge of information system penetration techniques and risks, cybersecurity frameworks (e.g. NIST or ISO 27000), and have practical hands-on experience investigating and remediating active threats;
- Project management skills and practical experience with project management tools;
- Good knowledge of problem solving and analytical ability to analyse complex IT systems configuration.