

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1 - Requirements and Job Descriptions

European Union CSDP Mission in Niger (EUCAP Sahel Niger) 1-2018 Call for Contributions				
Organisation:	EUCAP Sahel Niger			
Job Location:	Niamey and Agadez			
Employment Regime:	As indicated below			
Job Titles/ Vacancy Notice:	Ref.:	Name of the Post:	Location:	Availability:
	<u>Seconded (15 posts)</u>			
	NI 14/1	Human Rights and Gender Adviser	Niamey	ASAP
	NI 14/2 NI 14/3	Police/Military Coordination Adviser (2 positions)	Niamey	ASAP
	NI 17	Nigerien Security Strategy Advisor	Niamey	ASAP
	NI 19	Exercise Adviser	Niamey	02 May 2018
	NI 20	Operational and Coordination Centres Adviser	Niamey	11 Jun 2018
	NI 24	Drugs Trafficking Adviser	Niamey	ASAP
	NI 25	Anti-Arms Trafficking Adviser	Niamey	17 Mar 2018
	NI 26	Criminal Intelligence Analyst Adviser	Niamey	24 May 2018
	NI 30	Forensic Adviser	Niamey	ASAP
	NI 37	Human Resources Management Adviser – Gendarmerie	Niamey	02 Jul 2018
	NI 43	Senior Coordination Adviser	Niamey	ASAP
	AG 02	Deputy Head of Field Office	Agadez	ASAP
	AG 06	FO Police Tactical Training Adviser	Agadez	ASAP
	AG 24	FO Human Rights Adviser	Agadez	ASAP

<u>Seconded/Contracted (19 posts)</u>			
NI 18	Planning Adviser	Niamey	ASAP
NI 29	Investigative Technics Adviser	Niamey	13 Jul 2018
NI 36	Human Resources Training Adviser*	Niamey	ASAP
NI 40	Capacity Building (LOG) Adviser	Niamey	ASAP
NI 47	Data Migration Analyst	Niamey	ASAP
NI 49	Border Management Adviser/CRC Member* **	Niamey	ASAP
NI 52	Police Liaison Officer	Niamey	ASAP
NI 56	Head of Project Cell	Niamey	16 Jul 2018
NI 58	Assistant to Head of Project Cell	Niamey	ASAP
NI 66	Human Resources Officer	Niamey	01 Apr 2018
NI 79	Logistics Officer	Niamey	01 Mar 2018
NI 83	Medical Adviser/Physician	Niamey	16 Jul 2018
NI 85	Senior Mission Security Officer	Niamey	16 Jul 2018
NI 89	Information Security Officer	Niamey	ASAP
NI 97	Armed Protection Operator	Niamey	ASAP
AG 10	FO HR and Administration Officer	Agadez	ASAP
AG 14	FO Medical Adviser	Agadez	ASAP
AG 16	FO Team Leader - Mission Security Officer	Agadez	ASAP
AG 17	Mission Security Officer	Agadez	16 Jul 2018
Deadline for application:	Friday 09 March 2018 at 17:00 hours (Brussels time)		
E-Mail Address to send the Application Form to:	eeas-cpcc-eucap-niger@eeas.europa.eu or https://goalkeeper.eeas.europa.eu/registrar/ (for candidates seconded by EU Member States)		
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Mr Aurel Hariton aurel.hariton@ext.eeas.europa.eu +32 (0)2 584 69 04		

* The availability of this post is subject to the approval of the budget reallocation.

** This position will also be advertised in the forthcoming CfC for the Core Responsiveness Capacity.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States/Contributing or Invited Third States (Contributing States) will be considered. Contributing States will bear all personnel-related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from Contributing Third States are not entitled to receive allowances paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

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

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English language, if issued in another language, in accordance with the European Commission Guidelines for Lifelong Learning, which ensures transparency in higher education and fair and informed judgements about qualifications.

Tour of Duty/Contract Period – Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the initial duration of the deployment should be of 12 months.

The Civilian Operations Commander requests that Contributing States propose candidates for the following international expert positions for EUCAP Sahel Niger, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

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

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

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

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

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

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

II. REQUIREMENTS

II.A Essential Requirements

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

1. Education and Training

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

2. Knowledge

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

3. Skills and abilities

Language Skills² – Spoken and written proficiency in the working language of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions. In order to provide for national representation in all Missions, certain (ordinarily internal) positions in Missions may accept proficiency in a language other than the majority language of the Mission.

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

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

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

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

Serious deficiencies in any of these essential requirements may result in repatriation/termination of the secondment/contract.

II.B Desirable Requirements

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

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

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

Driving Licence - Category C driving licence.

¹ [Common European Framework of References for Languages](#)

² <https://ec.europa.eu/ploteus/content/descriptors-page>

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

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

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

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

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

Personal Protection Equipment – It is recommended that national authorities provide seconded selected candidates with protection equipment (Annex 3 List of Recommended Security Equipment sent to the Contributing States).

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

IV. ADDITIONAL INFORMATION

Gender balance - The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The CPCC encourages the Contributing States and European Institutions to take this into account when offering contributions.

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

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

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

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

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

Personal Data protection - The EEAS and its Directorate CPCC processes personal data pursuant to Regulation (EC) 45/2001 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data, as implemented in the EEAS by the Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 8 December 2011. The [privacy statement on Meetings and Events](#) is available on the EEAS website> [Privacy Statements](#).

SECONDED POSITIONS (15)

Position Name: Human Rights and Gender Adviser	Employment Regime: Seconded	
Ref. Number: NI 14/1	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Human Rights and Gender Adviser reports to the Head of Technical Competencies Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To maintain necessary contacts and build relationships with the Nigerien security forces;
- To contribute, to design and deliver training for members of the Nigerien security forces in regards to International Humanitarian Law, Human Rights and Gender concepts;
- To provide training courses with focus on International Humanitarian Law for the staff of the "Service Central de Lutte contre le Terrorisme" (SCLCT) and other security special units amongst the different security forces;
- In coordination with the Human Rights and Gender Expert and the Strategic Training Expert of the Mission develops the Training Module on Gender in framework of the GAR-SI initiative;
- To liaise with the Human Rights and Gender Expert of the Mission and ensure that Human Rights and Gender aspects are mainstreamed in the operational activities of the Unit;
- To collect and collate statistics about Human Rights and Gender respect practices of the Nigerien Security Forces;
- To contribute and identify and reports on lessons and best practices within the field of responsibility;
- To provide assistance to support the planning and implementation of the activities of the Technical Competencies Unit in regards to the Human Rights and Gender equality principles.

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 OR equivalent and attested police or/and military education or training or an award of an equivalent rank. The qualification should be in any of the fields of Human Rights, politics or other relevant fields; AND

- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- Substantial knowledge of the roles of the different security actors, as well as of justice institutions and criminal justice system;
- Practical experience in the design of training curricula and conducting training especially in International Humanitarian Law, Human Rights and Gender issues.

5. Essential Knowledge, Skills and Abilities:

- Analytical and advocacy skills on Human Rights and Gender issues;
- Inter-personal and negotiations skills;
- Ability to work under pressure and with multi-disciplinary and multicultural teams;
- Ability to develop initiatives to promote Human Rights and accountability in the justice sector;
- Ability to establish and maintain relationships with a board range of people to understand needs and gain support;
- Ability to be proactive in developing strategies to accomplish objectives;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in Human Rights and Gender Equality advocacy or related field;
- Experience in training and drafting reports and other material required;
- Experience in preparation Human Rights training material to raise awareness on Human Rights and Gender Equality activities.

7. Desirable Knowledge, Skills and Abilities:

- Technology and research awareness such as full computer skills and use of advanced research tools;
- Good communication and drafting skills;
- Ability to establish and maintain effective working relations in a multi-cultural, multi-ethnic environment with sensitive and respect to gender and diversity;
- Good understanding of the Sahel sub-region and knowledge of national and international institutions operating in the region on Human Rights and Gender Equality.

Position Name: Police/Military Coordination Adviser (2 positions)	Employment Regime: Seconded	
Ref. Number: NI 14/2; NI 14/3	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Interoperability Unit	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Police/Military Coordination Adviser reports to the Head of Interoperability Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To establish and maintain effective relations with military officials and personnel of the military justice institutions, and other relevant international institutions engaged in strengthening the national security sector;
- To assess local legislative/normative/regulatory frameworks, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To advise the Head of Unit regarding identified host state needs and recommended support by the Mission;
- To develop a strategy for the Mission (Interoperability Unit) to support the Government efforts to implement an effective military justice and judicialisation program, complimentary to the common civil justice;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission operational requirements;
- To support host state authorities as directed by the Head of Unit by providing legal advices to the Ministry of Defence on legal and institutional frameworks related to reinforce military judicial system, law and procedure during operations on the ground;
- In coordination with the Mission Coordination Unit, to closely coordinate with other EU/international actors involved in this field, especially on the rule of law, procedure and rights of suspects during arrests;
- To support the Unit's contribution to the Mission internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission training activities across time, and to provide recommendations for the improvement of Mission performance;

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. The qualification should be in any of the fields of International Humanitarian law, International criminal law OR police or military equivalent education or training or equivalent rank; AND
- A minimum of 6 years of relevant professional experience, as a practicing lawyer, after having fulfilled the education requirements;
- Professional experience as a judicial police officer with experience in security framework is desirable;
- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Time management skills;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Extensive experience in the legal practice, or experience as a lawyer;
- Progressive experience in legal and judicial works or to be a member of the police with a military status;
- Legal work experience in international institutions;
- Experience in Peacekeeping missions or EU missions on international level preferably in Africa;
- Ability to organize and conduct training and seminars for armed forces and other Internal Security Forces on legal and judiciarisation aspects.

7. Desirable Knowledge, Skills and Abilities:

- Demonstrate in-depth understanding of military institutions, and military justice system;
- Knowledge of relevant international Human Rights standards and International Humanitarian Law;
- Knowledge of the Geneva Conventions and Additional protocol I and II.

Position Name: Nigerien Security Strategy Adviser	Employment Regime: Seconded	
Ref. Number: NI 17	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department / Interoperability Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Nigerien Security Strategy Adviser reports to the Head of Interoperability Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- Overall contribution to strengthen the implementation of the security dimension of the Nigerien Security Strategy Development at national level complementary to other actors;
- To establish working relations with the appropriate Nigerien counterparts;
- To contribute and to improve cooperation between the strategic, operational and tactical levels of Nigerien security actors;
- To support the development interoperability of the Nigerien security forces;
- To support local authorities in identifying and assessing training needs and proposes strategic orientations;
- To contribute, to plan, to organise and to deliver all training activities, including simulation exercises in the field;
- To assist preparing table top exercises to check and validate the operating procedures used by the National Security Council, including the cooperation amongst the different internal Security forces;
- To support the development of interoperability of the Nigerien Security forces and particularly the implementation of regional joint command posts;
- To facilitate the cooperation between the strategic, operational and tactical levels in Security forces.
- To contribute planning and monitoring of the improvement of coordination between Nigerien Security actors;
- In coordination with the Human Rights and Gender Adviser, to ensure that Human Rights and Gender aspects are mainstreamed in the operational 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 Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Experience in criminal investigation on terrorism and organised crime matters;
- Experience of designing and delivering training;
- Experience in project management;
- Experience with or within international organisations and/or multinational operations.

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

Position Name: Exercise Adviser	Employment Regime: Seconded	
Ref. Number: NI 19	Location: Niamey	Availability: 02 May 2018
Component/Department/Unit: Operations Department/ Interoperability Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Exercise Expert reports to the Head of Interoperability Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To review of the structures of the interior Security Forces (FDS) and comparing them to the Regional Emergency Response Plans;
- To promote and to conduct simulation exercises in each of the Niger regions;
- Assist in the provision of advice and guidance regarding conceptual frameworks for the organisation of simulation exercises;
- To provide expertise and acts as a reference point in the area of development of future policy planning and coordination with the Nigerien FDS;
- To work in close collaboration with the regional authority responsible for the related strategic planning;
- To ensure the interoperability of different security forces (FDS) in their respective regions;
- To record and review all documentation relating to the strategic security plans;
- To assist the regional authorities with advice and guidance regarding the preparation of exercises in their region, with a special focus on emergency planning and response;
- To assist in preparation of practical training and exercises, both Table Top Exercises (TTX) and Field Training Exercises to check and validate the operating procedures used by the Counter Terrorism Operational Room and the Command Posts and regional and national level, including the cooperation amongst the different internal security forces;
- To ensure that Human Rights and Gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser.

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 OR equivalent and attested police or/and military education or training or an award of an equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- A minimum of 2 years of working experience in design, development and implementation of practical exercises for law enforcement agencies.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Experience in criminal investigation on terrorism and organised crime matters;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management, particularly in connection with the Security Sector;
- Advisory or managerial experience in a ministerial department.

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

Position Name: Operational and Coordination Centres Adviser	Employment Regime: Seconded	
Ref. Number: NI 20	Location: Niamey	Availability: 11 June 2018
Component/Department/Unit: Operations Department / Interoperability Unit	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Operations and Coordination Centres Adviser reports to the Head of Interoperability Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To contribute to strengthen the Implementation of the security dimension of the Nigerien Security Development at national level complementary to other actors;
- To provide advice on the possible improvements of the skills and performance of the local officers;
- To help facilitate cooperation between the strategic, operational and tactical levels;
- To help prepare table top exercises to check and validate the operating procedures used by the Counter Terrorism Operational room, including the cooperation amongst the different internal security forces;
- To help to identify possible projects in his/her field of expertise and to assist in the further elaboration of these projects, under the overall guidance of the mission's Project Cell;
- To mentor the interlocutors during their performance on the job;
- To contribute to develop or improve -as appropriate- the standard operating procedures of the CT OPS Room;
- To participate in the curricula development in cooperation with other experts, for courses related to the OPS Centre;
- To train the concerned Nigerien officers with a view to increase the performance of the CT OPS Room;
- To support the development and upgrading of the interoperability and coordinating mechanism within the "Service Central de Lutte Contre le Terrorisme" (SCLCT) amongst the different security forces in order to fight terrorism;
- To ensure that Human Rights and Gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser.

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 OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND

- A minimum of 5 years of relevant experience, after having fulfilled the education requirements;
- Previous experience in the management of a Police Operation room.

5. Essential Knowledge, Skills and Abilities:

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

5. Desirable Qualifications and Experience:

- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Experience of operations/missions and/or cooperation in Africa;

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Drugs Trafficking Adviser	Employment Regime: Seconded	
Ref. Number: NI 24	Location: Niamey	Availability: 16 Feb 2018
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Drugs Trafficking Adviser reports to the Head of Technical Competencies Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To establish and develop working relationships with Nigerien security forces in charge of the fight against drug trafficking;
- To conduct, upon request, examination and evaluation of the structure of local security forces engaged in the fight against drug trafficking;
- To perform need assessment of the local security forces engaged in the fight against drug trafficking;
- To identify the target audience for the training in cooperation with the local authorities;
- To contribute to elaboration of training plans regarding anti-drug trafficking training activities;
- To develop curricula in order to implement joint cooperation programs in his/her domain of competency (drug traffic analysis);
- To design and implement specific training on the following subject matters: identification and extraction of essential information from drug products and drug investigations, analysis of data, consolidation of inputs and preparation of relevant reports, development of specific expertise necessary to perform accurate assessment of present and future threats, application of acquired inductive reasoning skills in identification of potential drug trafficking threats;
- To coordinate and oversee trainings on drug trafficking analysis;
- To perform training evaluation of the training interventions on drug trafficking analysis;
- To deliver expertise in terms of drug trafficking analysis;
- To draft reports, to prepare presentations, talking points and briefings on border monitoring activities;
- To ensure that Human Rights and gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser;
- To report on the consistency, complementary and sustainability of the programs.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences, Business Administration, security or law enforcement OR police or military equivalent education or training or equivalent rank; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- Experience in anti-narcotics investigation.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge in security operations and related law enforcement;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Anti-Arms Trafficking Adviser	Employment Regime: Seconded	
Ref. Number: NI 25	Location: Niamey	Availability: 17 Mar 2018
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Anti-Arms Trafficking Adviser reports to the Head of Technical Competencies Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of

security or law enforcement OR police or military equivalent education or training or equivalent rank;
AND

- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- Experience in criminal or terrorism investigation.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Criminal Intelligence Analyst Adviser	Employment Regime: Seconded	
Ref. Number: NI 26	Location: Niamey	Availability: 24 May 2018
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Criminal Intelligence Analyst Adviser reports to the Head of Technical Competencies Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To establish and develop working relationships with Nigerien partners in charge of the criminal intelligence analysis aspects within the security forces;
- To conduct, upon request, a review of the Internal Security Forces structure regarding criminal intelligence;
- To assess the needs of the security forces in charge of criminal intelligence;
- To identify the target audience for the training in cooperation with the local authorities;
- To elaborate a training plan regarding criminal intelligence analysis in the fight against terrorism and organised crime;
- To develop curricula in order to implement cooperation programs in his/her domain of competency (criminal intelligence analysis);
- To design and implement specific training on the following areas: identification and extraction of essential information from intelligence products and investigations, analysis of data, synthesise of information and presentation info reports or any support that can be disseminated, development of specific expertise and supplying of an accurate understanding of present and future threats, application of developed inductive reasoning skills to provide a proactive approach to threats;
- To coordinate and oversee trainings on criminal intelligence analysis;
- To implement evaluation of the training on criminal intelligence analysis;
- To deliver expertise in terms of criminal intelligence analysis;
- To develop reports, presentations, talking points and briefings on criminal activities;
- To ensure that human rights and gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration, Homeland Security, Law enforcement or other relevant field; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Experience in training of the trainers;
- Experience in security operations and related law enforcement;
- Experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Forensic Adviser	Employment Regime: Seconded	
Ref. Number: NI 30	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Forensic Adviser reports directly to the Head of Technical Competencies Unit.

2. Main Tasks and Responsibilities:

- To overall contribute and strengthen the rule of law through the development of the Nigerien criminal investigation capacities;
- To identify and assess needs of the Nigerien security forces in charge of the forensics aspects of the criminal investigation;
- To develop and promote the implementation of a train the trainer programme to support the development of forensic capacities;
- To ensure that Human Rights and Gender aspects are mainstreamed in the operational activities, in coordination with the Human Rights and Gender Adviser;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To advise local authorities on how to ensure evidence can be used as proves in the criminal procedure;
- To contribute to the further development and implementation of finger prints processing;
- To contribute to the development of biometrics and identification capacities;
- To contribute to the development of evidence management skills;
- To advise local authorities on how to ensure compliance with established policies and procedures, including existing applicable laws in Niger and internationally accepted Human Rights standards, in the forensics examination.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or equivalent rank. The qualification should be in any of the fields of Rule of Law or other relevant field; AND
- A minimum of 5 years of specific experience in forensic matters, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Comprehensive management and leadership experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff;
- Experience in training of the trainers;
- Experience in CSDP Missions or other international civilian deployment (EU, UN and OSCE) and/or cooperation in Africa;

7. Desirable Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Training skills;
- Interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Human Resources Management Adviser – Gendarmerie	Employment Regime: Seconded	
Ref. Number: NI 37	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Department of Operations/ Sustainability Policies Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Human Resources Management Adviser – Gendarmerie reports to the Head of Sustainability Policies Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To act as a reference and to assist the Nigerien Gendarmerie and in particular, the Human Resources Directorate – *Direction des Ressources Humaines (DRH)* - in development and integration of effective HR processes, programs and practices into their daily operations;
- To provide operational support to the Human Resources Directorate (DRH) on critical issues:
 - To keep records and reviewing of documentation relating to personnel management;
 - To provide advice and guidance on conceptual and doctrinal framework underlying reinforcement process in personnel management;
 - To identify gaps and setting priorities with the particular focus on designing training strategy and developing programmes and policies in line with operational needs;
 - To install a personnel management data system and provide training for end users;
- To liaise and to maintain contact with external bodies and service providers in relation to the performed tasks and duties;
- To contribute identifying lessons learned and best practices in the respective field of competence;
- To contribute developing training curricula on human resources, including for train the trainers;
- In coordination with the Human Rights and Gender Adviser, to ensure that human rights and gender aspects are mainstreamed in the operational activities;
- To contribute to the induction and orientation of Mission personnel, as required.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European

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

- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.
- Experience in a Human Resources advisory role.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Experience with Gendarmerie services;
- Experience as a manager in organisational aspects of a police force;
- Experience in planning and implementation of HR policies, particularly in connection with the security forces;
- International experience, particularly in crisis or post-conflict areas, preferably with multinational and/or international organisations.

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

Position Name: Senior Coordination Adviser	Employment Regime: Seconded	
Ref. Number: NI 43	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ International Coordination Unit	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Coordination Adviser reports to the Head of International Coordination Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Deputy Head of Field Office	Employment Regime: Seconded	
Ref. Number: AG 02	Location: Agadez	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Field Office	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Deputy Head of Field Office (FO) reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

In the absence of the Head of the Field Office:

- To lead, direct and manage the work and staff of the Field Office in accordance with the Mission OPLAN and relevant planning documents;
- To ensure that Mission Staff Members of the FO contribute to identify and report lessons learned and best practices within their respective area of responsibility;

And at all other times:

- To support the FO's input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements in the FO AoR;
- To support the FO's contribution to the Mission's internal and external reporting against benchmarking, and to provide recommendations for the improvement of Mission's performance;
- In coordination with the Mission Coordination Unit (if applicable), to coordinate/cooperate and/or supervise the coordination/cooperation of the FO's staff members as appropriate with local authorities at the relevant level as well as with local EU and international actors;
- To ensure that the Field Office Mission Members are periodically updated on Mission' mandate implementation progress;
- To ensure that Standard Operating Procedures (SOPs) are properly implemented within the Field Office;
- To co-operate with relevant local (municipal and regional) authorities and international organisations (if applicable), including with a view to monitoring problematic areas in the FO AoR;
- To ensure, in coordination with the SMSO/MSO/FSO, that field office staff perform their work in a secure and safe environment, in the FO AoR;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To ensure reporting on alleged human rights violations and ensure that cases of alleged human rights violations are brought to the attention of local authorities and, if necessary, forwarded to relevant international organisations for further scrutiny and follow-up;
- To identify, in consultation with the HoOps at Mission HQ, confidence-building measures, particularly those for implementation in the FO AoR.

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to use own initiative and make sound and timely decisions;
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Master's Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership.

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

Position Name: FO Police Tactical Training Adviser	Employment Regime: Seconded	
Ref. Number: AG 06	Location: Agadez	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Field Office	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

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

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or equivalent rank. The qualification should be in any of the fields of Homeland security, Law enforcement or other relevant field; AND
- A minimum of 5 years relevant experience in law enforcement or criminal investigation, training, including Train the Trainers programs, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: FO Human Rights Adviser	Employment Regime: Seconded	
Ref. Number: AG 24	Location: Agadez	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Field Office	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Human Rights Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To assist the Nigerien authorities in fulfilling their obligations to protect and promote Human Rights and fundamental freedoms in general, and in areas that lie at the intersection between Human Rights and security;
- To monitor and analyse the state of play of Human Rights and protections developments in the host country and to provide the expertise, technical assistance as well as training and capacity building, to enhance compliance with its Human Rights commitments;
- To Monitor and analyse the Mission mandate and commitments related to Human Rights, including with a particular focus on Human Rights defenders, providing advice and recommendations, and preparing general and issue-specific reports and/or other background material, letters and public statements;
- To identify, develop, and implement programmatic activities and projects on key Human Rights issues, including, deliver trainings, expert workshops, training activities and networking events;
- To build alliances and networks with independent experts, international and national governmental and non-governmental actors, to exchange information, share best practices, co-ordinate activities and implement common programs in the area of Human Rights protection and promotion;
- To liaise with the local and international entities involved in the promotion of Human Rights mainstreaming;
- To contribute to Mission's reporting and information flow on Human Rights protection and promotion related aspects;
- To design and conduct training for members of the Nigerien security services, civil society and other partners in order to enhance Human Rights protection and promotion, in his area of responsibilities;

- To liaise with relevant Government institutions in Agadez region in order to elaborate programs in Human Rights advocacy and awareness;
- To coordinate with relevant components of the Mission, governmental authorities (Agadez region) and partners working on Human Rights protection and promotion in order to develop training module in Human Rights protection and promotion;
- To collect and collate statistics about Human Rights respect practices of the Nigerien security forces within the field of responsibilities;
- To advice the Head of Field Office in planning activities in the field of Human Rights protection and promotion.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, International criminal law, international humanitarian law; Human Rights studies) OR equivalent and attested police or/and military rank AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- Experience in sound knowledge of Human Rights and Protection mainstreaming issues and tools, in particular in volatile security environment or in a post-conflict environment/ SSR process.

5. Essential Knowledge, Skills and Abilities:

- Analytical and advocacy skills on Human Rights protection and promotion issues;
- Inter-personal and negotiations skills;
- Ability to work under pressure and with multi-disciplinary and multicultural teams;
- Abilities to establish and maintain relationships with a board range of people to understand needs and gain support;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in Human Rights advocacy or related field;
- Experience in conception of Human Rights manuals, drafting report and other materials;
- Experience as activist lawyer in international institutions desirably advocating for Human Rights protection;
- Experience in Human Rights advocacy with military or/and police training will be an asset;
- Experience in working with international organizations in Human Rights protection and promotion and related field.

7. Desirable Knowledge, Skills and Abilities:

- Communication and drafting skills;
- Computer skills and use of advanced research tools;
- Teamwork and interpersonal skills and ability to maintain effective working relations in multi-cultural and sensitive environment;
- Knowledge of Africa, especially the Sahel sub region;
- Awareness of the Nigerien religious and cultural sensitivity; preferably cultural and traditional specificity of the region of Agadez.

SECONDED/CONTRACTED POSITIONS (19)

Position Name: Planning Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level (MSML)
Ref. Number: NI 18	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Interoperability Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Planning Adviser reports to the Head of Interoperability Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To contribute to strengthening the Implementation of the security dimension of the Nigerien security development at national level complementary to other actors (Objective 1);
- To establish working relations with the appropriate Nigerien counterparts;
- To analyse current and potential gaps in the security arrangements, including their legal and institutional aspects;
- To assess the coordination and organisational needs and recommend possible solutions at strategic and operational level;
- To contribute to improve the cooperation between the strategic, operational and tactical levels of Nigerien security actors, especially in security crisis management issues;
- To provide advice implementing specific security intervention plans;
- To provide advice on the possible improvements of the skills and performance of Nigerien security personnel;
- To participate in the curricula development in cooperation with other experts, for courses related to the broader implementation of the Niger Security Strategy, especially in the area of law enforcement;
- To help in preparing table top exercises to check and validate the operating procedures used by the Counter Terrorism Operational Room and the Command Posts and regional and national level, including the cooperation amongst the different internal security forces;
- To ensure that human rights and gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser.

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Law, Criminology or Police/Gendarmerie;
- Experience of designing and delivering training;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Investigative Technics Adviser	Employment Regime: Seconded/Contracted	Post Category: Mission Support-Management Level (MSML)
Ref. Number: NI 29	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Investigative Technics Adviser reports to the Head of Technical Competencies Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To establish and to develop working relationships with Nigerien partners in charge of the investigation within the security forces;
- To assess the needs of the security forces in the field of investigative technics;
- To identify the target audience for the training;
- To develop curricula in order to implement cooperation programs in his/her domain of competency (investigative technics);
- To design and to implement specialised training in questioning, shadowing, searching and all deeds related to investigative technics;
- To coordinate and oversee trainings on investigative technics;
- To implement evaluation of the training of investigative technics;
- To deliver expertise in terms of investigative technics;
- To develop reports, presentations, talking points, and briefings on investigative technics;
- In cooperation with the local authorities, to elaborate a training plan regarding investigative technics in the fight against organised crime.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or equivalent rank. The qualification should be in any of the fields of criminal investigation, Law enforcement or other relevant field; AND

- A minimum of 5 years of overall professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Experience in criminal investigation or terrorism investigation related professional experience;
- Expert in criminal procedure;
- Hostage incident manager (HIM);
- Post terrorist attacks investigations management. (judicial aspects);
- Experience in training of the trainers;
- Experience in security operations and related law enforcement;
- Experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Human Resources Training Adviser*	Employment Regime: Seconded/Contracted	Mission Support-Management Level (MSML)
Ref. Number: NI 36	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Sustainability Policies Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Human Resources Training Adviser reports to the Head of Sustainability Policies Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To support the development of Nigerien security forces' sustainability;
- To support the capacity development in human resources policies and management;
- To support local authorities in identifying and assessing training needs and propose strategic orientations;
- To advise on how to ensure an effective and transparent human resources policy, including recruitment and management systems;
- To contribute to plan, organise and deliver all training activities related to human resources, including on evaluation issues;
- To contribute in developing training curricula on human resources, including for training the trainers;
- In coordination with the Human Rights and Gender Adviser, to ensure that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To report on the consistency, complementary and sustainability of the programs.

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Professional Training Qualification/Certification;
- Experience in the Human Resources training advisory in law enforcement agencies;
- Experience of designing and delivering training;
- Experience in project management;
- Experience with law enforcement agencies;
- Experience as a manager in organisational aspects of a police force;
- Experience in planning, implementation and HR management, particularly in connection with the security forces.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Capacity Building (LOG) Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level (MSML)
Ref. Number: NI 40	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Sustainability Policies Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Capacity Building (LOG) Adviser reports directly to the Head of the Sustainability Policies Unit.

2. Main Tasks and Responsibilities:

- In close coordination with Nigerien Security forces, to assess their current logistics and maintenance system capacities, strengths and weaknesses;
- To identify actions to be put in place in order to maintain and rapidly upgrade their current capacities, adapted to the present structures;
- To develop a Logistics management plan, including policies, concepts, procedures and structures, based on the existing Nigerien Logistics capability, in the areas of system management, procurement, maintenance, supply of all logistical resources;
- To support the HR Sustainability Policies Head of Unit in defining structural and training adaptation in order to strengthen Niger security actors' manpower and skills;
- To support the Mission Coordination Cell in defining urgent and short term equipment delivery needed to foster and support the Mission activities;
- To assist the Nigerien Forces in the operational implementation of logistic planning and conduct, e.g. Movement and Transportation, Supply Chain, Asset and Services Management, as well as Engineering and Facilities;
- To develop synergies between the Nigerien Logistics management system and the bilateral cooperation activities;
- In coordination with the Human Rights and Gender Adviser, to ensure that human rights and gender aspects are mainstreamed in the operational activities;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Experience of operations/missions and/or cooperation in Africa;
- Experience of international organisations and/or multinational operations.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Data Migration Analyst	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Assistant Level (MSML)
Ref. Number: NI 47	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Migration Unit	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Data Migration Analyst reports to the Head of Migration Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To contribute to identify and to manage analysis on migration and terrorism issues through a structured and systematic approach, and to ensure that information and knowledge is processed in the most efficient and effective manner;
- To provide analytical assessments on migration and terrorism issues, which will assist informed decision making processes;
- To keep the Head of Migration Unit updated on the development of migration issues in theatre and within the Mission as well as how these impact the pursuit of Mission objectives;
- To envisage the regional aspect of the analysis, especially related to the other Sahel countries;
- To contribute to the anticipation of likely scenarios to occur and to the identification of possible adjustments of the Mission Implementation Plan that may be required regarding the migration field;
- To identify Mission information exchange requirements and to contribute to information and knowledge sharing aiming at the development of a common situational awareness with the Mission's chain of command and other EU actors, including the Single Intelligence Analytical Capability (SIAC);
- Additionally, to facilitate the sharing of information and knowledge with other non-EU partners in theatre as appropriate;
- To ensure the security of sensitive information handled disseminates it in accordance with Head of Migration Unit;
- To identify and to conduct projects.

4. Essential Qualifications and Experience:

- Successful completion of the secondary education attested by a diploma OR equivalent and attested police/military education or training or equivalent rank; AND

- A minimum of 8 years of relevant professional experience in the military, police or security field, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Proven skills and experience in the handling, processing and analysis of information on migration from various sources;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Social Sciences or related field;
- Experience in the use of the analytical IT packages and processes, including specific analytical software.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Border Management Adviser/ CRC Member * **	Employment Regime: Seconded/Contracted	Post Category: Mission Support–Assistant Level (MSAL)
Ref. Number: NI 49	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Migration Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Border Management Adviser reports to the Head of Migration Unit.

This position is also a member of the Core Responsiveness Capacity, see specific tasks related to this further down.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To support, in coordination with the Strategic Border Management Expert, the Anti Human Trafficking Expert in establishing and developing working relationships with Nigerien partners in charge of the fight against Human Trafficking aspects;
- To conduct comprehensive consultations with the Government/Local Governorate and other supporting stakeholders on border management/control needs assessments to ascertain the current level of the state ability to identify/track those seeking to enter, transit or leave its territory;
- To support the implementation of a national Plan of Action in the country to ensure that recognised Border Crossing Points and all relevant staff are equipped with the necessary tools to identify, track and interdict those of interest, which include the Border Management Information System (BMIS), Watch List facilities, Advanced Passenger Information (API) systems, fraudulent document detection devices and other related border control devices and systems;
- In coordination with the Human Rights and Gender Adviser to ensure that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To oversee and to coordinate training and capacity building on migration and border management and control activities, including counter-terrorism approaches, fraudulent document detection, interview skills including debriefing, intelligence handling and report writing, vehicle and individual searching, cultural awareness, investigative skills, case working and case preparation, detection of concealed weapons, money, stolen vehicles and other illegal items;
- To support the Government of Niger in establishing national and international networks to support border control measures including creation of intelligence cells incorporating immigration, internal and external security services, customs, military, etc.;

- In coordination with the Strategic Border Management Expert and the Anti Human Trafficking Expert and in partnership with the Nigerien authorities, to contribute to the elaboration for a local/regional plan in the field of the fight against Human Trafficking;
- Based on the identified needs, to develop curricula in order to implement cooperation programs in his/her domain of competency;
- To design and to implement specialised training on border management;
- To coordinate and to oversee training activities on border management;
- To implement evaluation of the training on border management;
- To deliver expertise in terms of border management;
- To provide advice on border management strategy, analysis and input to the Head of Migration Unit on all issues that may arise on the projects being managed;
- To pay a specific attention to law enforcement and border management of other institutions and other donors working in the realm of security sector reform;
- To identify and to promote strategic and technical partnerships with the relevant government entities, private sector and civil society partners, and other relevant stakeholders to promote and strengthen Nigerien Police training on migration and border management portfolio;
- To develop reports, presentations, talking points and briefings on border monitoring activities;
- To report to the Head of Migration Unit on the consistency, complementary and sustainability of the programs;
- To identify and conduct projects.

4. Core Responsiveness Capacity Tasks and Responsibilities:

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

5. Essential Qualifications and Experience:

- Successful completion of the secondary education attested by a diploma OR equivalent and attested police/military education or training or equivalent rank; AND
- A minimum of 8 years of relevant professional experience in the military, police or security field, after having fulfilled the education requirements.

6. Essential Knowledge, Skills and Abilities:

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

7. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Experience in train the trainers;
- Experience in project/program management with EU and/or international organisations or non-governmental organizations in migration management focusing on IBM, Security Sector Reform and other related fields, with supervisory responsibilities and demonstrated achievements;
- Experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa.

8. Desirable Knowledge, Skills and Abilities:

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

Position Name: Police Liaison Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level (MSML)
Ref. Number: NI 52	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Migration Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

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

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or equivalent rank. The qualification should be in any of the fields of Homeland security, Law enforcement or other relevant field; AND
- A minimum of 5 years of overall professional experience in law enforcement, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Head of Project Cell	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Management Level (MSML)
Ref. Number: NI 56	Location: Niamey	Availability: 16 Jul 2018
Component/Department/Unit: Operations Department/ Project Cell	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration; AND
- A minimum of 8 years of relevant professional experience, including experience in planning, implementation and evaluation of projects (such as development cooperation), out of which a minimum of 3 years of experience at management level;
- Familiarity with the EU Financial Regulations;
- Experience in planning, implementation and management of projects (such as development cooperation).

5. Essential Knowledge, Skills and Abilities:

- Team management skills;
- Leadership and problem solving skills;

- Negotiation and risk management skills;
- Project management skills;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Project management qualification, such as APM, PPM, PRINCE2, or equivalent;
- Experience in Security Sector/RoL reform in a national or host state context.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of and/or experience in working with EU Financial Regulations.

Position Name: Assistant to Head of Project Cell	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Assistant Level (MSAL)
Ref. number: NI 58	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Project Cell	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To assist the Head of Project Cell in the coordination, supervision and execution of all tasks necessary to implement the projects of the mission;
- To travel to the field in order to identify possible projects, to write project proposals, and to monitor and assess the implementation of projects;
- To prepare technical specifications compliant with European regulations in collaboration with operational units and Procurement Unit in order to implement projects together with local partners;
- To prepare specifications for refurbishment linked to projects, to assist the preparation of contractual procedures and to supervise the complete execution and delivery of refurbishment works;
- To conduct market research to identify potential suppliers;
- To prepare any required administrative documents and to ensure their circulation and archiving;
- To identify and/or conduct activities to ensure sustainability and appropriation by project's beneficiaries;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To collect and to compile information on similar or complementary projects planned or implemented by other partners, in cooperation with the Unit of International Coordination.

4. Essential Qualification and Experience:

- Level of secondary education attested by a diploma AND either relevant specialised training OR relevant professional experience of one year counted from the date of award of a secondary education diploma;
- A minimum of 3 years of working experience related to project management, after having fulfilled the education requirements;

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Budget management experience;
- Experience in multinational and international organisations;
- Work experience in Africa.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of MS Office (Excel, Word, PowerPoint);
- Adaptability and a high ability to work under pressure.

Position Name: Human Resources Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. Number: NI 66	Location: Niamey	Availability: 1 Apr 2018
Component/Department/Unit: Mission Support Department/ Human Resources Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Human Resources Officer reports to the Chief of Human Resources.

2. Main Tasks and Responsibilities:

- To assist in the preparations of Calls for Contributions for international staff and organise Calls for Applications for local staff;
- To coordinate extension request exercises for eligible seconded staff prior the launch of each regular Call for Contribution;
- To conduct reviews of job descriptions in direct consultation with Line Managers and other actors involved;
- To coordinate the selection process, including managing applications, vacancies, advising selection panels, collecting and analysing results and producing consolidated selection reports for endorsement. To participate as a member of selection panels as required; communicate and coordinate with candidates, including on queries before or after applying, notifications of selection, interviews, etc.;
- To conduct the grading of international contracted personnel for the purpose of determining their remuneration as per the catalogue of positions and applicable procedures;
- To coordinate the deployment of selected candidates, redeployment and check-out of staff members with all involved stakeholders, including the Line Managers and the Brussels Support Element;
- To advise and assist staff members concerning human resources policies and procedures;
- To contribute to the development, implementation and follow-up on the human resources strategies, policies and procedures;
- To conduct timely issuance and proper management of employment contracts for international and local staff;
- To administer insurance portfolio for international and local staff;
- To administer the attendance, leave record, reimbursement of duty trips, temporary reallocations, home travel reimbursement, monthly payrolls systems and other relevant entitlements;
- To maintain updated the personnel databases, as appropriate;
- To provide advice, guidance and support to staff on personnel administration related matters;
- To draft technical specifications/terms of reference for procurement activities in his/her area of expertise, participating in the evaluation of tenders as required;
- To support, inform, assist and advise on all training, staff development and training related evaluation issues in line with Mission policies;
- To maintain, develop if necessary, and implement a performance management approach for monitoring, assessing and developing the performance of staff members, teams and units with the ultimate aim of improving organisational performance;
- To develop and implement tools for staff succession and continuation of business as part of staff turnover, such as handover notes, advice on specific training to newcomers, coaching, etc.;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To assist in the planning and set up of Mission specific human resources related core functions in the build-up phase of the Mission;
- To assist in Mission's downsizing process.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR police or military equivalent education or training or equivalent rank; AND
- A minimum of 4 years of relevant professional experience, in the field of human resources, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- People management skills and capacity to deal with different levels of stakeholders;
- Problem solving skills;
- French language skills: minimum level B1 (Independent User).
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Qualifications in any of the fields of Social Sciences (e.g. Sociology, Psychology, Human Resources Management, International Relations, Economics, Public administration, etc.) or Business Administration;
- Training in Human Resources Management (ex. CIPD, SHRM, etc.);
- Training and experience in MS Excel, Access and Visio and building databases with similar software.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Logistics Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support -Management Level (MSML)
Ref. Number: NI 79	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Mission Support Department/ Logistics Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Logistics Officer reports to the Chief of Logistics.

2. Main Tasks and Responsibilities:

- To help the Chief of Logistics to carry and accomplish the logistics plan for the Mission;
- To carry out the pertaining activities to the Mission logistics plan, support facility management, transportation and fuel supply and asset and services management in a way that effectively and efficiently contributes to the reaching of the overall objective of the Mission;
- To implement the logistics plans, develops and strategies so as to meet expected organisational performance within approved budget and timeframe;
- To advise and propose operational decisions with the purpose of increasing the efficiency of the Mission logistical services;
- To advise in the development of Standard Operating Procedures;
- To monitor the establishment and maintenance of appropriate systems for measuring and follow up of various aspects of the overall logistics, fleet management and facility management;
- To advise in identifying needs of goods and/or services specifically required for its area of responsibility and to technically define the appropriate requirements of the means required to cover these needs and to participate, as appropriate, in the correspondent processes to procure these goods and services;
- To manage lease contracts of all rented premises, objects, etc. (Headquarters and Field Office) and to administer any other general service related contracts;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Knowledge of current technologies for Warehousing and Supply Chain Management;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Proficiency in use of standard maintenance related software and data entry processes, knowledge of logistics databases and inventory procedures;
- Certification in an international project management methodology (e.g. ILS "Integrated Logistic Support", PRINCE2).

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Medical Adviser/Physician	Employment Regime: Seconded/Contracted	Post Category for Contracted: Expert Level
Ref. Number: NI 83	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Mission Support Department/ Medical Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Medical Adviser/Physician reports administratively to the Head of Mission Support.

2. Main Tasks and Responsibilities:

- To provide medical advice and services in support of the Mission as well as primary health care (medical and psychological) or any concerns to Mission members including referral management for care/treatment;
- To assist and advise the Head of Mission on all medical/welfare matters;
- Has direct access to Head of Mission;
- To plan, analyse, design and maintain a program to implement all aspects of the medical needs of the Mission;
- To provide, asked and unasked, the necessary medical inputs for all Mission staff elements especially with regards to operational planning, decision making processes and resulting orders and documents;
- To provide medical guidance and counselling to all staff members either present at HQ or elsewhere in theatre;
- To coordinate the plans and policies on all medical issues and health matters related to the provision of medical support to the Mission;
- To liaise with international civilian and non-governmental humanitarian and support agencies in the areas of operation when required;
- To develop, organise and monitor the provision of primary care and first aid to the Mission personnel in close coordination with regional health care providers and within means and capabilities;
- To provide primary health care to the Mission members;
- To assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if EU staff members are in need of (advanced) medical treatment due to illness or an emergency, e.g. RTA, in close cooperation with the medical practitioner in attendance;
- To coordinate and monitor all elements of the medical evacuation chain in case of disease or injury of the Mission member in close cooperation with all involved health care providers and the mission's insurance company;
- To organise the use of available MEDEVAC capabilities (air and /or ground) inside or outside the areas of operation;
- To coordinate and perform Medical Briefings and First Aid Training for all incoming Mission members;
- To monitor the epidemiological and overall medical situation in the area of operation, promotes and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations.
- To gather all information related to medical support for the Mission members, including social security and health and repatriation insurance, practical and administrative aspects;
- To implement all aspects of medical needs of the Mission after formal approval by the HoM;
- To establish professional contacts with EU personnel from all levels throughout the areas of operation;
- To be integrated in all operational planning and maintains a detailed understanding of both current and future plans;
- To assess on regular basis existing in- and out-patient medical treatment facilities (MTF) both of the HNS and others and regularly issues an updated list of available MTF in the areas of operation;
- To establish and regularly update a medical emergency plan in coordination with all relevant elements of Mission, international, civilian and military organisations in the areas of operation;

- To ensure that the contents of all Mission First Aid and Trauma kits are sufficient;
- To be responsible for managing medical cabinet, including personnel and budget.
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

- Successful completion of university studies in medicine of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in Medicine; AND
- License to practise medicine from a recognised Medical School;
- A minimum of 5 years of relevant professional experience, in the field of medicine, medical planning and administrative procedures, including experience in mass casualty situations planning/major incident medical management and support, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Extensive knowledge of emergency medicine;
- Knowledge of tropical medicines;
- Experience in assessing medical facilities, including under difficult conditions abroad;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Flight Medical and/or MEDEVAC experience;
- Advanced Trauma Life Support (ATLS) trained General Practitioner (GP);
- Successful completion of Major Incident Medical Management and Support (MIMMS) course;
- International medical experience, particularly in crisis areas with multi-national and international organisations;
- Experience in assessing medical facilities, even under difficult conditions abroad;
- International civilian and/or military experience, particularly in crisis areas with multi-national and international organisations;
- Work experience in Africa.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of tropical medicine and emergency medicine;
- Interpersonal skills, capable of working with people from various backgrounds.

Position Name: Senior Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category: Expert Level
Ref. Number: NI 85	Location: Niamey	Availability: 16 Jul 2018
Component/Department/Unit: Head of Mission Office/ Mission Security Department	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Senior Mission Security Officer (SMSO) reports to the Head of Mission and liaises closely with the CPCC Security/Duty of Care Office.

2. Main Tasks and Responsibilities:

- To lead, direct and manage the Mission's Security and Safety Office/Department, as per the relevant Annex of the OPLAN;
- To monitor and assess the security situation and to provide security analyses, recommendations and advice to the HoM, Senior Mission Management and other parts of the Mission on all security related matters that affect the Mission, its assets, personnel and information;
- To provide advice and implement measures in order to ensure the security and safety of Mission's members;
- To be responsible, in line with EU's Field Security Policy and its supporting documents, for the drafting, continued development, implementation and updating of the Mission Security Plan (MSP), including provisions for relocation/evacuation as well as effective warden and movement of personnel systems;
- To coordinate the drafting of security policies and procedures, related to security issues;
- To be responsible for the protection of EU classified information (EUCI) within the Mission and thereby to ensure that information is handled in accordance with EU rules;
- To produce security inputs to daily SITREPs, WOS, monthly and Six Monthly Reports as appropriate and to ensure real time reporting from potential trouble spots;
- To be responsible for the supervision of journey management planning and to provide timely advice and guidance to Mission members as required;
- To provide comprehensive security induction and other necessary training to Mission members as required;
- To ensure that regular security drills, communication tests and evacuation exercises are conducted;
- To ensure that any private security provider complies with ToRs and fulfils the contract requirements to the assigned performance standards, including the Code of Conduct;
- To ensure an effective system of security reviews in relation to the Mission's property and buildings and to recommend changes if necessary;
- To develop professional contacts with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives in the field of security;
- To direct security reviews of Mission members' personal security requirements, and to provide recommendations as necessary;
- To alternate with the Deputy Senior Mission Security Officer (DSMSO), and to be available to deploy 24/7, to provide security direction, instigate follow up action and set priorities in order to manage effectively unforeseen/unexpected security events or incidents;
- To work in close cooperation with the Mission Support Department on matters related to budget and procurement of security related equipment, contracts and services and drafts related terms of reference;
- To ensure that all security and communication equipment is kept up-to-date and in a state of operational readiness;
- To ensure that the policy on security clearances for Mission staff is correctly applied;
- To travel to all Mission areas, including High Risk areas, if required;

- To collaborate with and report to CPCC Security/Duty of Care Office (SO) on all relevant security related matters and ensure the implementation of the SO's recommendations;
- To regularly convene the Security Management Team of the Mission;
- To undertake any other tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- Authorised to carry and issued a personal weapon, used for purposes of self-defence.

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework 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 (Lieutenant for Police and OF3 for Military); AND
- A minimum of 8 years of relevant professional experience acquired in the civilian, military or police sectors and particularly in the protection of personnel, facilities and assets, after having fulfilled the education requirements, out of which a minimum of 3 years of experience at management level;
- International experience of an CSDP mission desirable, together with experience of multi-national and international organizations/Missions;
- Experience in planning and implementing projects.

5. Essential Knowledge, Skills and Abilities:

- Planning, and time-management skills;
- Organizational, planning, and time-management skills;
- Ability to operate Windows and Power Point applications, including Word processing, e-mail, and spreadsheets (Excel);
- Ability to contribute to the development of security policies and procedures;
- Knowledge of the Mission area and potential security threats;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User);
- Interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

6. Desirable Qualifications and Experience:

- University or/and Master's Degree in security studies (security studies, security and defence studies, international security studies, peace and conflict studies, intelligence or other related studies);
- Successful completion of the Mission Security Officer Certification Course;
- Firearms and tactical training;
- Firearms trained;
- Validated license for armoured car or civilian driving license of category C.

7. Desirable Knowledge, Skills and Abilities:

- Ability to operate Windows and Power Point applications, including Word processing, e-mail, and spreadsheets (Excel);
- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Knowledge of the Mission area and potential security threats;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Information Security Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level (MSML)
Ref. Number: NI 89	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Office of the Head of Mission/ Mission Security Department	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Information Security Officer reports to the Senior Mission Security Officer (SMSO).

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 develop and to ensure application of relevant Standard Operating Procedures for secure information handling, and all other communications issues – particularly in relation to Security Operating Procedures for Mission classified information systems - in accordance with the provisions of the Council Security Regulations;
- To liaise in conjunction with the SMSO, Chief of CIS and with the European External Action Service (EEAS) Security/Duty of Care Office for information security issues and especially in case of incidents;
- To provide input and assessment of existing and future IT infrastructure and application architecture from a security perspective;
- To assume responsibilities as the Crypto Custodian for the Mission, including:
 - Ensuring registration, protection and transfer of accountable security items (crypto devices, smartcard, keys, etc.);
 - Informing immediately the EU Crypto Custodian (within DGA5-SSICS) in case of compromise or suspicion of compromise;
- To be the Mission focal point for information security compromise or suspicion of compromise;
- To report to the SMSO any IT security related incidents;
- To be the Mission focal point for Data Protection issues;
- To develop awareness with regard to IT security for the Mission staff;
- To verify periodically the security posture of IT systems (for example through log analysis, integrity of seals, suspicious elements);
- To advise and monitor the vulnerability detection and remedial efforts and oversee vulnerability testing
- To advise and monitor the institution's policies on anti-SPAM, anti-virus, anti-spyware, and other "malware" protection;
- To undertake other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To assess any change to the IT systems (especially the Mission RESTREINT UE LAN and Pre-DEUS) from a security perspective.

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework 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 (Lieutenant for Police and OF3 for Military). The qualification should be in Security management or business administration, political/social or science or international relations with focus on security management or other relevant subject; AND

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

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User);
- Ability to work collaboratively with a broad range of constituencies essential.

6. Desirable Qualifications and Experience

- Experience in developing and administering an information security program;
- Certification such as CISSP or any other international relevant certification in the field; forensic or malware analysis certification would be an asset;
- Experience using methodology such as EBIOS, PILAR, CRAMM and implementing risk assessment recommendation using any other international relevant methodology in the field.

7. Desirable Knowledge, Skills and Abilities:

- Ability to analyse, and interpret general business periodicals, professional journals, technical procedures, or Mission regulations;
- Knowledge of key information security principles and best practices and professional experience in the activities, responsibilities, processes and documentation required to maintain a security management system or program;
- Technical knowledge of information technology and security issues;
- Knowledge of EU information security standards and formal accreditation processes international experience, particularly in crisis areas with multi-national and international organisations.

Position Name: Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level (MSAL)
Ref. Number: NI 97	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Security Department/ Armed Protection Unit	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Armed Protection Operator reports to the Armed Protection Team Leader.

2. Main Tasks and Responsibilities:

- To be responsible for operational Armed Protection (A/P) operations;
- Participate in the 24/7 manning of the OPS room in Niamey;
- To contribute to the armed protection security set up of the Mission staff;
- To provide personal security advice to members of the organisation;
- To assist in identifying staff's personal security training needs and to assist in developing and delivering necessary training, under the supervision of the chief of APT;
- To carry out daily administration and operational planning for daily A/P activities;
- To provide comprehensive procedural documents with respect to A/P activities;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To develop professional contacts with the local police, military and security managers of other international organisations;
- To liaise with civilian and military organisations for an assessment of current and possible future threats;
- To aid in the development of Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- Authorised to carry and issued a personal weapon, used for purposes of self-defence.

4. Essential Qualifications and Experience:

- Successful completion of the secondary education attested by a diploma OR training by Police (Sergeant rank) or Military (OR5 rank); AND
- A minimum of 5 years of relevant professional experience in the military, police or security field, after having fulfilled the education requirements;

5. Essential Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Trained in basic life support (medical training);
- Advanced driving training (defensive driving);
- Experience in building effective relationship with African Security forces personnel;
- Trained and certified in close protection techniques (theory and practice);

- International experience, particularly in crisis areas with multi-national and international organisations;
- Validated license for armoured car or civilian driving license of category C.

7. Desirable Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems;
- Ability to perform under stress and in difficult circumstances (hostile situation experience).

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

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To be the HR focal point within the Field Office, to keep record of leave for all staff, receive leave requests, check available leave as per the records and forward requests to Head of Field Office;
- To facilitate individual training for staff members, as relevant, and to keep record of all training provided by the projects and persons trained;
- To facilitate staff performance evaluation as directed by the Head of Field Office;
- To maintain a database of HR, in both electronic and hard copy;
- To maintain back up, efficient and systematic filing system;
- To prepare monthly, quarterly and annual reports as required.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police and/or military education or training or equivalent rank. The qualification should be in any of the fields of Human Resources, Business Administration, Law or other relevant subject; AND
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements, with a minimum of 3 years of Human Resources and administration related experience.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: FO Medical Adviser/Physician	Employment Regime: Seconded/Contracted	Post Category: Mission Support-Management Level (MSML)
Ref. Number: AG 14	Location: Agadez	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Field Office	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Medical Adviser reports to Medical Adviser/Physician and keeps the Head of Agadez Field Office informed about medical issues.

2. Main Tasks and Responsibilities:

- To lead, direct and manage the work of the Medical Unit;
- To assist and advise the Head of Field Office on all medical/welfare matters;
- To develop, organise and monitor the provision of primary care and first aid to the Field Office;
- To co-ordinate the plans and policies on all medical issues and health matters related to the provision of medical support to the Field Office, including a medical emergency plan;
- To provide the necessary medical inputs for all Field Office staff, especially with regards to operational planning, decision making processes and resulting orders and documents;
- To provide medical guidance to all Field Office staff;
- To liaise with international civilian and non-governmental humanitarian and support agencies in the areas of operation when required;
- To assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if Field Office staff is in need of (advanced) medical treatment due to illness or an emergency in close cooperation with the medical practitioner in attendance;
- To co-ordinate and monitor all elements of the medical evacuation chain in case of disease or injury of Field Office staff in close cooperation with all involved health care providers and the Mission's insurance company;
- To organize the use of available MEDEVAC capabilities (air and /or ground) inside or outside the areas of operation;
- To co-ordinate and perform Medical Briefings and First Aid Training for all incoming Mission members;
- To monitor the epidemiological and overall medical situation in the area of operation, promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- To gather all information related to medical support for the Field Office staff, including social security and health and repatriation insurance, practical and administrative aspects;
- To assess on regular basis existing in- and out-patient medical treatment facilities (MTF) both of the local health service and others and regularly issue an updated list of available MTF in the areas of operation;
- To ensure that the contents of all Field Office First Aid and Trauma Kits are present and up-to-date;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

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

military education or training or equivalent rank. The qualification should be in Medicine from a recognised Medical School or other relevant subject; AND

- To have a current license to practice medicine from a recognised Medical School;
- To have a minimum of 6 years of relevant professional experience and at least 3 years of experience in a managerial position, after having fulfilled the education requirements;
- A minimum 3 years of experience in medical planning and administrative procedures, including experience in mass casualty situations planning/major incident medical management and support;
- Flight Medical and/or MEDEVAC experience;
- Experience in assessing medical facilities, including under difficult conditions abroad;
- International civilian and/or military experience, particularly in crisis areas with multi-national and international organisations.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Previous work experience in Africa.

7. Desirable Knowledge, Skills and Abilities:

- Extensive knowledge of emergency medicine;
- An ATLS trained General Practitioner (GP) and having extensive knowledge of tropical medicine and emergency medicine.
- Interpersonal skills, capable of working with people from various backgrounds;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: FO Team Leader – Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Expert Level
Ref. Number: AG 16	Location: Agadez	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Field Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

In line with the EU's Policy on the Security of EU staff deployed outside the EU in an operational capacity under Title V of the TEU (Field Security Policy), the Team Leader/Mission Security Officer reports to the Senior Mission Security Officer (SMSO) and works closely with the Head of Field Office Agadez.

2. Main Tasks and Responsibilities:

- To advise the Head of Field Office Agadez, Senior Mission Management and other components of the Mission on all security matters that affect the Mission, its assets, personnel and information;
- To manage and supervise the Mission's Security Office of Agadez, including all its operational units and staff as per the relevant Annex of the OPLAN, providing instructions and support;
- To provide advice and assistance, and to implement measures related to security matters on all aspects the Mission's work, security and safety implications;
- To be responsible, in line with the SMSO and EU's Field Security Policy and its supporting documents, for the drafting, continued development, implementation and updating of the Mission security plans, including relocation/evacuation as well as an effective warden and movement of personnel system;
- To coordinate the drafting of security policies and procedures, related to security issues (i.e. SOPs and Contingency Plans);
- To be responsible, in line with the SMSO, for the protection of EU classified information (EUCI) within the Mission and thereby ensuring information is handled in accordance with EU rules;
- To produce security inputs to daily SITREPs, WOS, monthly and six monthly reports in line with the SMSO of Niamey and ensure real time reporting from potential trouble spots;
- To be responsible for the supervision of journey management planning for all field visits - providing timely advice and guidance to Mission members as required;
- To provide comprehensive security induction training to new Mission members as required;
- To liaise closely with the SMSO and to ensure that regular security drills, communication tests and evacuation exercises are conducted;
- To ensure that the contracted security guard force meets assigned performance standards;
- To monitor and assess the security situation and make security analyses, recommendations, and reports;
- To ensure that personal security advice is given to Mission staff as required;
- To ensure effective system of security reviews in relation to the Mission's property and buildings and recommend changes if necessary;
- To identify staff training needs in security related areas, in line with standards set by the EEAS Security Policy and supporting documents;
- To develop professional contacts with national law enforcement agencies, IOs, NGOs and other EU Security Officers in Agadez area, as well as with all other diplomatic representative offices, as available;
- To conduct or direct security reviews of Mission members' personal protective security requirements, transport security and residential and office security, making recommendations as necessary;
- To alternate with the Mission Security Officer, the availability to deploy 24/7, to give security direction, to instigate follow up action and set priorities that deal effectively with unforeseen/unexpected security events or incidents;
- To work in close cooperation with the Administration and Finance Units in matters related to the purchasing of necessary security related equipment, contracts and services;

- To ensure that all security and communication equipment are kept up-to-date and in a state of operational readiness.
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To liaise and maintain close coordination with Security Forces authorities in Agadez;
- To coordinate the deployment, support, training and daily tasks of the dedicated Nigerian armed security forces protection unit.

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework 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 (Lieutenant for Police and OF3 for Military); AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Validated licence for armoured vehicles or Driving licence category C;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience in planning and implementing projects.

7. Desirable Knowledge, Skills and Abilities:

- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Ability to contribute creatively to the development of security policies and procedures;
- Organisational, planning, and time-management skills;
- Knowledge of the Mission area and potential security threats;
- Interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

Position Name: FO Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support Staff- Management Level (MSML)
Ref. Number: AG 17	Location: Agadez	Availability: 16 Jul 2018
Component/Department/Unit: Operations Department/ Field Office	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The FO Mission Security Officer (FO MSO) reports to the Team Leader/Mission Security Officer (TL/MSO) in the Field Office.

2. Main Tasks and Responsibilities:

- To implement security requirements for EU-led civilian crisis management operations;
- To assist the TL/MSO in the development of the Mission Security Plan and all supporting security and safety instructions and procedures;
- To assess the security situation and maintains updated security and contingency plans ensuring that plans for relocation/evacuation to safe havens are current and able to be utilised at short notice;
- To conduct or initiate security surveys of Mission member's personal protective security requirements, transport security, residential and office security;
- To ensure that all security and communications equipment is kept up-to-date and in a state of operational readiness;
- To conduct regular security drills, communication tests and evacuation exercises;
- To provide briefings to new staff with regard to safety and security issues and ensure that all staff is properly prepared for emergencies;
- To provide comprehensive reports to the TL/MSO on any incidents affecting mission staff and initiate necessary follow up action with the appropriate authorities;
- To generate and elaborate precise and accurate reports on information received that impacts upon the mission, providing appropriate analyses and assessment of all pertinent information;
- To produce briefings and presentation relating to their sphere of work for the benefit of the Mission;
- To assist in the definition and implementation of the security and safety instructions for the Mission (including risk assessment/evacuation/extraction plans), analysing and assessing the threat level and maintain updated security and contingency plans for the relocation/evaluation;
- To provide assistance and appropriate response to Mission members in respect of security measures, ensuring that all necessary actions are provided in support of any related situation, particularly in emergency cases;
- To establish liaison as directed and co-operate closely with international organisations and national Law Enforcement Agencies or other authorities in the member states and third states that the Mission might operate alongside.
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To travel to high risk areas and conduct security duties;
- To report and assist the TL/MSO on the security level and state of alert for the Mission staff.

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 OR police or military equivalent education or training or equivalent rank (Lieutenant for Police and OF3 for Military); AND

- A minimum of 5 years of relevant and proven full-time professional experience, after having fulfilled the education requirements. The above mentioned equivalent Police/Military education or training must be with special training in field operations, force protection;

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User);
- Ability to contribute creatively to the development of security policies and procedures;
- Organisational, planning and time-management skills;
- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds.

6. Desirable Qualifications and Experience:

- International experience, especially in crisis areas with multi-national and international organisations;
- Successful completion of the EU Mission Security Officer Certification Course;
- International experience of an ESDP/CSDP Mission or of multi-national or international organisations/ Missions;
- Experience in planning and implementing projects;
- Validated license for armoured car or civilian driving license of category C.

7. Desirable Knowledge, Skills and Abilities:

- Interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Knowledge of the Mission area and potential security threats;
- Highly resilient under mental pressure and willingness to work extra hours when required;
- Highly resilient to austere conditions, able to adapt to tough areas.