

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

1-2019 Call for Contributions for the Regional Advisory and Coordination Cell (RACC) and its Internal Security and Defence Experts (ISDEs)

Organisation:	Regional Advisory and Coordination Cell (RACC) and its Internal Security and Defence Experts (ISDEs)			
Job Location:	Bamako / Nouakchott / Sahel Region			
Availability:	As indicated below			
Staff Regime:	As indicated below			
Job Titles/ Vacancy notice	Ref.	Name of the post	Location	Available on
	<u>Seconded</u> (5 positions)			
	RACC 16	Senior Planning, Evaluation and Reporting Officer (*)	Mali-Bamako and/or Mauritania-Nouakchott	16 May 2019
	RACC 17	Senior Training Adviser (*)	Mauritania-Nouakchott/ and/or Mali-Bamako	ASAP
	RACC 18	Political Adviser (*)	Mauritania-Nouakchott	ASAP
	RACC 22	Human Rights and Gender Adviser (*)	Mauritania-Nouakchott	ASAP
	MA 142	Internal Security Expert & Liaison Officer (*)	Mali-Bamako	ASAP
	<u>Seconded/Contracted</u> (4 positions)			
	RACC 04	Senior Defence Expert (*) (**)	Mauritania-Nouakchott	ASAP
	RACC 07	Senior Defence Expert (*)	Mali-Bamako	ASAP
	RACC 14	Administrative Officer (*)	Mali-Bamako and/or Mauritania-Nouakchott	05 Aug 2019
	MA 143	Mission Security Officer (*)	Mauritania-Nouakchott and Sahel Region	ASAP

Deadline for applications:	Friday, 10 May 2019 at 17:00 Brussels time
E-mail Address to send the Job Application Form to:	a) for candidates seconded by EU Member States: https://goalkeeper.eeas.europa.eu/registrar/ b) for contracted candidates from EU Member States: https://goalkeeper.eeas.europa.eu/registrar/DPA/357/details.do
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Ms Carmen EPURE carmen.epure@ext.eeas.europa.eu

* The availability of these posts depends on the Council Decision approving the Budgetary Impact Statement for EUCAP Sahel Mali.

** The availability of this post depends on the outcome of an ongoing recruitment process.

While being a separate entity, the Regional Advisory and Coordination Cell (RACC) and its Internal Security and Defence Experts (ISDEs) are administratively attached to EUCAP Sahel Mali.

EUCAP Sahel Mali bears a High Risk Non-Family Mission status due to the present risk rating of the mission area as high. Risk assessment is medium for Burkina-Faso and Mauritania.

As such, referring to the conditions for all RACC locations, international seconded and contracted staff and ISDEs located in Mali, Niger and Chad shall at no time receive visits or be habitually accompanied by any family member in the area for the duration of their tour of duty or contract. For security reasons, the Mission Members are obliged to live in restricted areas, where security responsibilities are borne by the Mission. For the ISDEs located in Burkina-Faso and Mauritania the same conditions apply, in accordance with the relevant OPLANs.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel-related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to Council Documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

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

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

Tour of Duty/Contract Period – Subject to the adoption of the new Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement of the revised OPLAN of EUCAP Sahel Mali, the duration of the deployment should be of 12 months.

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

I. GENERAL CONDITIONS

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

Citizenship – Citizenship of an EU Member 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 EU Member 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 candidate should have a recognised academic qualification under the European Qualifications Framework (EQF)¹, or equivalent, at a level specified in the individual job descriptions.

2. Knowledge

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

3. Skills and abilities

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

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

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

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

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

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

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

II.B Desirable Requirements

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

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

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

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

Driving Licence – Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

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

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

Education diploma(s)/certificate(s) 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

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

process must accompany them upon deployment. For contracted experts, the process will be initiated by the Mission upon deployment. For both seconded and contracted experts, access to the European Union Classified Information (EUCI) will be limited to RESTRICTED until the issuance of their national security clearance.

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 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 EU Member States. A copy of this certification must accompany deployed seconded/contracted personnel.

Personal Protection Equipment – It is recommended that national authorities provide seconded selected candidates with protection equipment.

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

IV. ADDITIONAL INFORMATION

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

Application Form – Applications from experts with EU Nationality will be considered only when using the online Application Form (AF) accessible on the Goalkeeper-Registrar software module, indicating which position(s) the candidate is applying for.

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 skype/phone, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the contributing States will bear any related costs.

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

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

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

V. JOB DESCRIPTIONS

The current reporting lines of the following job descriptions may be subject to modification based on operational requirements and in line with the principles set out in the CONOPS Regionalisation Phase 2 as well as the Operational Plan (OPLANs) of EUCAP Sahel Mali.

Position Name: Senior Planning, Evaluation and Reporting Officer (*)	Employment Regime: Seconded	
Ref. number: RACC 16	Location: Bamako and/or Nouakchott	Availability: 16 May 2019
Component/Department/Unit: RACC	Security Clearance Level: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Senior Planning, Evaluation and Reporting Officer reports to the Head of the Regional Advisory and Coordination Cell (RACC).

2. Main Tasks and Responsibilities

- To operationalise the RACC mandate and tasks as set out in the Joint Civil-Military Concept of Operations on Regionalisation of CSDP action in the Sahel and in the relevant Implementation Plan;
- To produce the RACC operational planning, reporting, evaluation and analysis documents as required, including, but not limited to Tri-Monthly and Special Reports;
- To supervise the development and regular updating of the RACC Implementation Plan and the monitoring of its execution, including through updating the benchmarking, its analysis and the evaluation of outcome;
- To draft and analyse reports originating from the RACC (operational activities and state of play on mandate implementation), and channel relevant information in line with the relevant planning documents;
- To collect, collate and analyse the RACC Lessons Identified/Learned and prepare the relevant reports;
- To ensure timely and accurate reporting and information flow to the RACC chain of command, and through the Head of the RACC and the CPCC OPS desk to the headquarters, EU Member States and other international stakeholders;
- To identify, assess and report the risks arising from the specific processes/systems/projects implemented by the RACC;
- To ensure that planning, evaluation reporting and analysis are conducted with an integrated gender and human rights perspective;
- To support the Head of the RACC or his/her representative in the preparation for, participation in and follow up of his/her meetings, accompanying him/her if requested, and coordinate, as appropriate, inputs needed in this respect;
- To undertake any other related tasks as requested by the Head of RACC.

3. Mission Specific Tasks and Responsibilities

- To define appropriate methodologies, and to support the RACC in their implementation, for monitoring and evaluating activities and processes to implement the Joint Civil-Military Concept of Operations on Regionalisation of CSDP action in the Sahel;
- To coordinate with EU Delegations and other EU and international stakeholders in the G5 Sahel region on international support for security and defence sectors, to create synergies and avoid duplications;
- To guide and supervise the RACC Security Sector Mapping and Planning tasks, in close cooperation with the planning and coordination officer for the updating of the gap analysis and needs assessment as well as for the elaboration of a donor's mapping;

- To develop, maintain and regularly update the RACC Implementation Plan in close cooperation with RACC staff, primarily the ISDEs in the G5 countries;
- To develop and implement baseline surveys, monitoring and evaluation exercises to assess the relevance, the effectiveness and the impact of the RACC activities;
- To support the RACC in identifying :
 - potential synergies with other EU actors in order to implement an EU regional integrated approach;
 - potential cooperation with EU Member States, other international organisation and international programs/projects;
- To liaise with RACC staff with a view to support the development of appropriate methodologies to assess and promote the implementation of the EU integrated approach;
- To coordinate with RACC staff for planning, evaluating and reporting on the range of RACC initiatives;
- To support the quantitative and qualitative analysis on RACC operational activities and on the state of play on its mandate implementation;
- To follow the local political and security developments in the theatre and in the region, in order to anticipate their possible impact on the RACC activities and the Regionalisation process and therefore contribute to their analysis and report and advise the RACC management, as appropriate;
- To produce timely accurate periodic and ad-hoc reports for submission to the RACC chain of command, including in particular regular reports to EU Member States on RACC mandate implementation;
- To prepare and give presentations to a wide range of audiences as requested;
- To support the RACC internal and external reporting against benchmarking;

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree; **AND**
- After having fulfilled the education requirements, a minimum of 6 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities

- Operational planning/project management and evaluation experience, in a national or international context;
- Analytical capability and profound knowledge of information collection, evaluation and analytical methodologies;
- Report compilation, drafting and editing skills;
- Excellent drafting and reporting skills, self-driven and ability to work in a methodical manner;
- Time management and ability to prioritise multiple tasks;
- Good communication skills;
- Self-motivated person able to work without close supervision;
- French language skills: minimum level C1 (Proficient User);
- English language skills: minimum level C1 (Proficient User).

6. Desirable Qualifications and Experience

- Experience in the area of knowledge management, organisational learning or policy development related working experience;
- Experience in CSDP reporting system;
- Deep knowledge of Project Cycle Management;
- International working experience, particularly in crisis areas with multi-national and international organisations;
- Experience of working in the EU environment;
- Familiarity with EU & other international actors in the field of crisis management;
- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity.

7. Desirable Knowledge, Skills and Abilities

- Extensive knowledge of EU CSDP benchmarking system.

Position: Senior Training Adviser (*)	Employment Regime: Seconded	
Ref. number: RACC 17	Location: Nouakchott/Bamako	Availability: As soon as possible
Component/Department/Unit: RACC	Security Clearance Level: EU SECRET	Open to Contributing Third States: NO

1. Reporting Line

The Senior Training Adviser reports to the Head of the Regional Advisory and Coordination Cell (RACC).

2. Main Tasks and Responsibilities

- To operationalise the RACC mandate and tasks as set out in the Joint Civil-Military Concept of Operations on Regionalisation of CSDP action in the Sahel and in the relevant Implementation Plan;
- To support the RACC initiatives in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening them;
- To support G5 Sahel Permanent Secretariat and the national authorities in developing a regional training strategy and in defining and implementing a training concept to enhance interoperability and cross-border cooperation on internal security and defence matters;
- To provide analysis and recommendations to local and regional counterparts in the area of responsibility, as well as to the EU Delegations in the Sahel G5 countries, as appropriate;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local and regional G5 Sahel counterparts, as well as with international actors in the field of responsibility;
- To ensure compliance with instruction/direction from RACC management;
- To liaise closely with other Senior Advisers and Experts as appropriate;
- To design training strategies, as well as trainings and training tools;
- To identify and report on lessons learned and best practices within the field of responsibility;
- To undertake any other related task as requested by the Head of RACC.

3. Mission Specific Tasks and Responsibilities

- To perform, in cooperation with the ISDEs, a training needs assessment for the G5 Sahel;
- To perform, in cooperation with the ISDEs, a comprehensive needs assessment of the three G5 Sahel training structures (CSS, CSD and ARP);
- To provide support and advice to the G5S Permanent Secretariat and relevant structures in developing a regional training strategy and related action plans on defense and security sectors;
- To support the G5 Sahel Permanent Secretariat and G5 structures and countries in developing Train the Trainers policies to ensure sustainability of the training activities;
- To support the G5 Sahel Permanent Secretariat and G5 structures and countries in developing a monitoring and evaluation training methodology with a view to assess the relevance, effectiveness and impact of trainings on the capacities of the security and defence forces;
- To ensure the mainstreaming of the Human Rights and Gender aspects into the Training strategy, policy and plans;
- To support RACC in organising regional training courses for G5 Sahel trainees;
- To support the G5 Sahel structures and countries to identify the institutional and operational structures/units to be trained;
- To identify projects for the training sector to the benefit of the G5 Sahel;

- To define a model for archiving and keeping records of training activities, participants, training material and evaluation fiches;
- To contribute to the preparation of the periodical or “ad hoc” RACC reports;
- To provide input to the development and regular updating of the RACC Implementation Plan by supporting the identification of RACC operational requirements;
- To support the Head of the RACC or his/her representative in the preparation for, participation in and follow up of his/her meetings, accompanying him/her if requested, and coordinate, as appropriate, inputs needed in this respect;
- To contribute to the RACC internal and external reporting against benchmarking.

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Knowledge in the field of training for security and/or defence forces;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience

- Experience in design and delivery of training programmes and in evaluation of training courses
- Experience in national training units/programmes for law enforcement/Rule of Law agencies;
- Experience in international efforts to support Security Sector/Rule of Law reforms;
- International working experience, particularly in crisis areas with multi-national and international organisations;
- Experience of working in the EU environment;
- Familiarity with EU and other international actors in the field of crisis management;
- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity;
- Strategic and creative thinking.

7. Desirable Knowledge, Skills and Abilities

- Presentation skills;
- Organisational skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

Position: Political Adviser (*)	Employment Regime: Seconded	
Ref. number: RACC 18	Location: Nouakchott	Availability: As soon as possible
Component/Department/Unit: RACC	Security Clearance Level: EU SECRET	Open to Contributing Third States: NO

1. Reporting Line

The Political Adviser reports to the Head of the Regional Advisory and Coordination Cell (RACC).

2. Main Tasks and Responsibilities

- To follow the political developments in theatre and the region and to provide analysis and advice on them, particularly in view of their possible impact on the RACC mandate implementation;
- To contribute to regular updates to the Head of RACC on relevant political developments;
- To contribute to the analysis and advice on the policy matters pertaining to the RACC mandate implementation;
- To liaise and develop relationships with relevant regional actors, national authorities, EU actors, Contributing Third States and international organisations;
- To contribute to the preparation of briefings and notes as requested;
- To prepare records of meetings attended;
- To draft reports as appropriate, as well as briefings as requested;
- To conduct briefings for RACC staff and other individuals or groups as appropriate;
- To identify and report on lessons and best practices within the field of responsibility;
- To undertake any other related task as requested by the Head of RACC.

3. Mission Specific Tasks and Responsibilities

- To contribute to the advice to the Head of RACC and RACC Management on overall Security Sector Reform issues, with a particular focus on the political impact of ongoing reforms;
- To support the Head of the RACC or his/her representative in the preparation for, participation in and follow up of his/her meetings, accompanying him/her if requested, and coordinate, as appropriate, inputs needed in this respect;
- In close coordination with other EU actors in the theatre (and notably EUSR, EUDELs, CSDP Missions):
 - to draft press releases, public statements, articles and features, write and design public information material and factsheets related to the work of the RACC;
 - to communicate the work of the RACC to the public, act as the RACC spokesperson as requested, organise and conduct briefings and other media events and cover the media aspects of high-level meetings.

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 domains of Political Science, International Relations, Geopolitics, International Security, Law **AND**
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities

- Excellent drafting and presentation skills;
- Political sensitivity, with the ability to exercise discretion, judgement and confidentiality when dealing with politicians and officers at every level;
- Oral and influencing skills, with the ability to give clear advice on issues;
- French language skills: minimum level C1 (Proficient User);
- English language skills: minimum level C1 (Proficient User).

6. Desirable Qualifications and Experience

- International working experience, particularly in crisis areas with multi-national and international organisations;
- Experience of working in the EU environment;
- Familiarity with EU and other international actors in the field of crisis management;
- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity.

7. Desirable Knowledge, Skills and Abilities

- Extensive knowledge of the Sahel Region, its security challenges, political dynamics and regional integration processes.

Position Name: Human Rights and Gender Adviser (*)	Employment Regime: Seconded	
Ref. number: RACC 22	Location: Nouakchott	Availability: As soon as possible
Component/Department/Unit: RACC	Security Clearance Level: EU SECRET	Open to Contributing Third States: NO

1. Reporting Line

The Human Rights and Gender Adviser reports to the Head of the Regional Advisory and Coordination Cell (RACC).

2. Main Tasks and Responsibilities

- To act as RACC focal point for human rights and gender equality, and Women, Peace and Security (WPS);
- To operationalise the RACC mandate and tasks as set out in the Joint Civil-Military Concept of Operations on Regionalisation of CSDP action in the Sahel and in the Implementation Plan;
- To advise G5 Sahel Permanent Secretariat and relevant country authorities on human rights and gender matters;
- To ensure that human rights and gender perspectives are integrated in all RACC activities and working methods.

3. Mission Specific Tasks and Responsibilities

- To maintain necessary contacts and build relationships with relevant G5 Sahel counterparts and international actors;
- To advise and support G5 Sahel - in close cooperation with the Internal Security and Defence Experts (ISDE's) - on human rights and gender-related matters, and to support in mainstreaming the concepts of lawful use of force, human rights, gender and WPS throughout G5S-led regional activities;
- To support G5 Sahel in organising regional training courses for the G5 Sahel trainees on human rights and gender equality in close cooperation with the CSDP Missions;
- To monitor and analyse the situation in the region (the 5 G5 Sahel countries) regarding human rights, gender equality, and Women, Peace and Security;
- To liaise with local and international entities involved in the promotion and monitoring of human rights and gender equality in the region (the 5 G5 Sahel countries);
- To advise on the development and management of strategic communications with regards to human rights, gender equality, and WPS;
- To provide input to the development and regular updating of the RACC Implementation Plan by supporting the identification of RACC operational requirements and ensuring that human rights and gender aspects are incorporated in a coordinated and consistent manner;
- To contribute to (regular and ad-hoc) RACC reporting and information flow on human rights and gender-related aspects and support the RACC internal and external reporting against benchmarking;
- To contribute to identify and report on lessons and best practices within the field of human rights, gender equality, and WPS;
- To support RACC in archiving and keeping records of training activities, participants, training material and evaluation fiches;

- To suggest on the mechanisms to be established and used within the RACC for monitoring, reporting and evaluating EU and additional relevant international instruments for gender equality, mainstreaming and UN Security Council Resolutions on WPS;
- To follow the developments in the theatre and in the region related to human rights and gender matters, in order to anticipate their possible impact on the RACC activities and the Regionalisation process and therefore contribute to their analysis and report and advise the RACC management, as appropriate;
- To support the Head of the RACC or his/her representative in the preparation, participation and follow up of meetings by contributing to the preparation of briefings and notes as requested and providing, as appropriate, inputs needed in this respect related to his/her field of responsibility or drafting reports of meetings attended;
- To undertake any other related task as requested by the Head of RACC.

4. Essential Qualifications Experience

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree; **AND**
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience in human rights and gender mainstreaming and tools, particularly in a post-conflict environment and/or as part of a SSR process.

5. Essential Knowledge, Skills and Abilities

- Thorough knowledge of the international human rights framework, IHL, gender mainstreaming and WPS policies, as well as of mainstreaming tools, particularly in a post-conflict environment and/or SSR context;
- Knowledge of the EU and UN main strategic documents and plans on human rights and gender;
- Practical experience in and sound knowledge of conducting gender analysis and integrating gender perspectives in operational planning and conduct;
- Drafting skills, particularly related to the drafting of strategies and policies to promote human rights and gender equality;
- Ability to establish and maintains relationships with a broad range of stakeholders to understand needs and gain support;
- Negotiation skills;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications Experience

- Experience in and sound practical understanding of mainstreaming Human rights and gender principles and strategies in fragile environments, including the development of appropriate policy and regulations;
- Understanding and sensitivity to the basic principles of human rights and gender legislation and inter-group relations. International experience working with human rights and gender, preferably in crisis areas with multi-national and international organisations;
- Experience of working in an EU institution;
- Familiarity with EU & other international actors in the field of crisis management.

Position Name: Internal Security Expert & Liaison Officer (ISE&LO) (*)	Employment Regime: Seconded	
Ref. Number: MA 142	Location: EU Delegation Bamako	Availability: As soon as possible
Component/Department/ Unit: Operations Department	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The EUCAP Sahel Mali Internal Security Expert & Liaison Officer (ISE&LO) reports to the Head of the Coordination Unit within the Department of Operations.

The ISE&LO is embedded in the EU Delegation in Bamako (EUDEL) as liaison officer and works in close cooperation with the Sahel Regional Action Coordinator in EUCAP Sahel Mali, who will channel and coordinate information flows to the Regional Advisory and Coordination Cell (RACC).

Without prejudice to the chain of command described above, the Head of EU Delegation shall have political authority over the EUCAP Sahel Mali ISE&LO, who will be collocated in the EU Delegation and placed under the responsibility of the Head of the Political Section and the EU Security and Development advisor.

2. Main Tasks and Responsibilities

Under EUCAP Mali chain of command,

- To help operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising the Mission, the RACC and, when required, the EU Delegation and by ensuring an effective flow of information on developments and actions pertaining to the internal security sector;
- To assist EUDEL in political and strategic representation related to the internal security sector through attending meetings, conferences etc. on behalf or in assistance of EUDEL senior staff;
- To provide country specific internal security sector analysis / expertise to the Mission, the EU Delegation and the RACC through EUCAP;
- Without prejudice to the Mission chain of command and in cooperation with RACC concerned staff, to provide technical advice to the EU Delegation on internal security issues and on planning and implementing EU regional and national projects on internal security matters, working in close cooperation with the local authorities;
- In coordination with EUCAP, the EU Delegation and RACC concerned staff, to build up working relationships with relevant local and international counterparts, as well as to facilitate interaction, as appropriate, between EU programmes' implementing actors and national authorities;
- To propose solutions to strengthen Malian Internal Security Forces regional cooperation capacities, taking into account existing cooperation programs in the field of security;
- To regularly inform EUCAP Sahel Mali and the EU Delegation on regional or country-specific support projects and initiatives pertaining to the internal security sector (notably in the framework of the Coordination Hub and of EUDEL-coordinated projects);
- To ensure timely reporting to EUCAP Sahel Mali and to the RACC on information and activities within the respective field of responsibility, in particular progress and/or lack of progress;
- To contribute to EUCAP Sahel Mali, the EU Delegation and RACC regular reports pertaining to the field of responsibility;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To undertake any other related task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities

Under the supervision of the Head of the Coordination Unit and in close coordination with the EU Delegation in Bamako:

- To maintain effective and regular interaction with the Defence Expert of the RACC in Bamako and Sahel Regional Action Coordinator in EUCAP Sahel Mali;
- To monitor and analyse ongoing initiatives carried out by various key actors in the field of internal security in Mali, and to inform EUCAP Sahel Mali and the EU Delegation;
- To collect, in close cooperation with colleagues of the Delegation dealing with security issues, and report data and information related to the security situation and to the internal security capabilities of Mali, information on broader policy, legal developments and general trends;
- To analyse internal security related issues so as to update the Malian aspects of gaps analysis and needs assessment in the security sector, taking into account existing processes and cooperation programs;
- To contribute to update the Coordination Hub lists of needs for the Malian Police Component of the G5 and detected associated international offers;
- Through EUCAP Sahel Mali, to establish and maintain, in close cooperation with EUDEL's political section and, when relevant, with the development cooperation section, contacts with the competent national authorities and the relevant regional authorities with a view to promoting and supporting their engagement in the EU's security and defence actions, and to facilitating, when relevant, EU assistance in these areas;
- In liaison with the EU Delegation, to ensure, as appropriate, the integration of internal security aspects into other issues such as development, technical cooperation, or implementation of the frameworks bilateral and regional cooperation, including by identifying new potential EU assistance and cooperation projects, in line with the Regionalisation strategic objectives;
- Under EUCAP Sahel Mali chain of command, to provide internal security expertise / support to the EU Delegation and to the RACC as requested.

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Extensive knowledge of security sector reform related issues;
- Ability to provide strategic analysis and formulate coherent policy recommendations and to display political sensitivity and sound judgement;
- Organisational skills, the ability to work under pressure, and with tight deadlines and to manage multiple tasks and unexpected demands;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience

- Experience as Senior Law Enforcement Officer;
- A minimum of 3 years at management/coordination level;
- Experience in security analysis and/or planning, and diplomacy;

- Experience of working in the EU environment;
- EU or international post conflict mission/organisation field experience.

7. Desirable Knowledge, Skills and Abilities

- Knowledge of the Sahel region;
- Familiarity with other international actors in the field of crisis management and/or security cooperation;
- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity;
- Reporting and drafting skills;
- Strategic and creative thinking as well as proven decision making ability.

SECONDED/CONTRACTED

Position Name: Senior Defence Expert (*) (**)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level
Ref. Number: RACC 04	Location: Mauritania - EU Delegation Nouakchott	Availability: As soon as possible
Component/Department/Unit: RACC	Security Clearance Level: EU SECRET	Open to Contributing Third States: NO

1. Reporting Line

The Senior Defence Expert reports to the Senior G5 Regional Defence Adviser of the RACC, while embedded in the EU Delegation.

Without prejudice to the chain of command described above, the Head of EU Delegation in Mauritania shall have political authority over the Senior Defence Expert, who will be placed under the responsibility of the Head of the Political Section and the EU Security and Development Adviser.

2. Main Tasks and Responsibilities

- To operationalise the RACC tasks as set out in the Joint Civil-Military Concept of Operations on Regionalisation of CSDP action in the Sahel and the relevant OPLAN for EUCAP Sahel Mali, contributing to enhancing the participation of the G5S concerned countries to regional initiatives, including the operationalisation of the military component of the G5S Joint Force
- To facilitate and to support the progressive transfer of Coordination Hub functions to G5 counterparts;
- To provide country specific military and defence analysis / expertise to the RACC and, without prejudice of his/her chain of command in the RACC, to the EU Delegation as requested;
- Without prejudice to the RACC chain of command, to provide technical advice to the EU Delegation on defence issues and on planning and implementing of EU regional and national projects on defence matters, working in close cooperation with the local authorities;
- To facilitate contacts of implementing actors of EU projects with concerned national authorities;
- To provide strategic advice to the national structures of the G5 Sahel country of deployment related to their capacity in defence and to propose solutions for strengthening them, taking into account existing cooperation programs in the defence sector;
- To identify and elaborate, in close cooperation with local authorities, potential training activities, performed by the CSDP Missions in the Sahel, to enhance national capacities and to communicate resulting requests for training to the RACC;
- To inform, on a regular basis, the concerned national authorities regarding regional or country-specific support and projects and initiatives pertaining to national defence matters (notably in the framework of the Coordination Hub and of EUDEL-coordinated projects) and advise them in identifying needs to be reported to the RACC for further actions;
- To ensure timely reporting to the RACC on information and activities within her/his field of responsibility;
- To maintain necessary contacts and build relationships with relevant local and international counterparts;
- To identify best practice and lessons learned within her/his field of responsibility and to share them with relevant partners/the RACC;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

Under the supervision of the RACC, through the Senior G5 Regional Defence Adviser, and in close coordination with the respective EU Delegation:

- To be part of the Internal Security and Defence Experts (ISDEs) of the RACC, and of the local security / defence network, by cooperating and working closely with all key interlocutors in their country of deployment, including EU and non-EU counterparts, international organisations and representatives of Member States;
- To maintain effective and regular contact with other ISDEs, in particular with a view to facilitating the development of interregional activities and initiatives;
- To monitor and analyse (mapping) ongoing initiatives carried out by various key actors in the field of defence in their host country;
- To collect, in close cooperation with colleagues of the Delegation dealing with security issues, and report to the RACC data and information related to the security situation and to the defence capabilities of the host country, as well as information on the development of possible policies in these areas (policy of the local authorities, legal basis, general trends ...);
- To provide the RACC with analysis and recommendations on defence related issues, contributing to updating the gaps analysis and needs assessment in the security sector of G5 Sahel countries, taking into account existing processes and cooperation programs in the security sector;
- To contribute to the update of the Coordination Hub relevant lists of needs and offers;
- To establish and maintain, in close cooperation with the political section of the host Delegation, direct contacts with the competent national authorities and the relevant regional authorities with a view to promoting and supporting their engagement in the EU's security and defence actions, and to facilitating, when relevant, EU assistance in these areas;
- To provide EU coordinated strategic advice to local authorities and, if necessary, to G5 Sahel structures present in their host country on defence issues;
- In liaison with the RACC staff in Nouakchott, to facilitate and coordinate:
 - the participation of military personnel from his/her respective host country in EUTM Mali, EUCAP Sahel Mali and EUCAP Sahel Niger training activities;
 - the organisation and follow-up of the appropriate training courses (supervision of the coherence of the CV of the trainees, ensure the follow-up of trainees trained ...);
- In liaison with the EUDEL to ensure, as appropriate, the integration of defence aspects into other issues such as development, technical cooperation, or implementation of the frameworks bilateral and regional cooperation, including by proposing new potential EU assistance and cooperation projects, that may be financed through the EU Emergency Trust Fund of Africa and other instruments, in line with the RACC objectives;
- Under the command and control of the Head of RACC, to provide defence expertise / support to the EU Delegation as requested.

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Extensive knowledge of Military / Defence sector;
- Ability to provide strategic analysis and formulate coherent policy recommendations and to display political sensitivity and sound judgement;
- Organisational skills, the ability to work under pressure, and with tight deadlines and to manage multiple tasks and unexpected demands;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience

- Military officer ideally ranked OF-4 or OF-5, or equivalent;
- A minimum of 3 years at a management/coordination level;
- Experience in military analysis and/or planning, and diplomacy;
- Experience of working in the EU environment;
- Familiarity with other international actors in the field of crisis management and/or security/defence cooperation;
- Field experience in EU or international post conflict mission/operations.

7. Desirable Knowledge, Skills and Abilities

- Ability to develop and maintain effective work relationships with counterparts with different national and cultural backgrounds by using sensitivity and respect for diversity;
- Reporting and drafting skills;
- Strategic and creative thinking as well as proven decision making ability.

Position Name: Senior Defence Expert (*)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level
Ref. Number: RACC 07	Location: Mali - EU Delegation Bamako	Availability: As soon as possible
Component/Department/Unit: RACC	Security Clearance Level: EU SECRET	Open to Contributing Third States: NO

1. Reporting Line

The Senior Defence Expert reports to the Senior G5 Regional Defence Adviser of the RACC while embedded in the EU Delegation to Mali.

Without prejudice to the chain of command described above, the Head of EU Delegation in Mali shall have political authority over the Senior Defence Expert, who will be placed under the responsibility of the Head of the Political Section and the EU Security and Development Adviser. The Senior Defence Expert in Mali works in close coordination and cooperation with EUTM Mali.

2. Main Tasks and Responsibilities

- To operationalise the RACC tasks as set out in the Joint Civil-Military Concept of Operations on Regionalisation of CSDP action in the Sahel and the relevant Implementation Plan, contributing to enhancing the participation of the G5 Sahel concerned countries to regional initiatives, including the operationalisation of the military component of the G5 Sahel Joint Force and of the Coordination Hub;
- In consultation with EUTM Mali, to provide country specific military and defence analysis / expertise to the RACC and, under the command and control of the Head of RACC, to the EU Delegation as requested;
- Without prejudice to the RACC chain of command and in consultation with EUTM Mali, to provide technical advice to the EU Delegation on defence issues and on planning and implementing EU regional projects on defence matters, working in close cooperation with the local authorities;
- In coordination with the EU Delegation, to facilitate contacts of implementing actors of EU projects with concerned national authorities;
- To liaise with and be updated by EUTM Mali on structural weaknesses of the host country related to their capacity in defence and propose solutions for strengthening them, taking into account existing cooperation programs in the defence sector;
- Under the umbrella of the EU Delegation and in close coordination with EUTM Mali, to inform, on a regular basis, the concerned national authorities regarding regional or country-specific support and projects and initiatives pertaining to national defence matters (notably in the framework of the Coordination Hub and of EUDEL-coordinated projects) and advise them in identifying needs to be reported to the RACC for further actions;
- To ensure timely reporting to the RACC on information and activities within their field of responsibility;
- Under the umbrella of the EU Delegation and in close coordination with EUTM Mali, to maintain necessary contacts and build relationships with relevant local and international counterparts;
- To identify best practice and lessons learned within her/his field of responsibility and to share them with relevant partners/the RACC;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

Under the supervision of the RACC, through the Senior G5 Regional Defence Adviser of the RACC, and in close coordination with his/her respective EU Delegation:

- To be part of the Internal Security and Defence Experts (ISDEs) of the RACC, and of the local security / defence network, by cooperating and working closely with all key interlocutors in their country of deployment, including EU and non-EU counterparts, international organisations and representatives of Member States;
- To maintain effective and regular contact with other ISDEs, and existing CSDP Missions, in particular with a view to facilitating the development of interregional activities and initiatives;
- To monitor and analyse (mapping) ongoing initiatives carried out by various key actors in the field of defence in their host country;
- To collect, in close cooperation with colleagues of the Delegation and EUTM Mali, and report to the RACC data and information related to the security situation and to the defence capabilities of the host country, as well as information on the development of possible policies in these areas (policy of the local authorities, legal basis, general trends ...);
- To provide the RACC with analysis and recommendations on defence related issues, contributing to updating the gaps analysis and needs assessment in the security sector of G5 Sahel countries, taking into account existing processes and cooperation programs in the security sector;
- To contribute to update the Coordination Hub relevant lists of needs and offers;
- To establish and maintain, under the umbrella of the political section of the host Delegation and in close coordination with EUTM Mali, direct contacts with the competent national authorities and the relevant regional authorities with a view to promoting and supporting their engagement in the EU's security and defence actions, and to facilitating, when relevant, EU assistance in these areas;
- In liaison with the support of EUTM Mali, to provide EU coordinated strategic advice to local authorities and, if necessary, to G5 Sahel structures present in their host country on defence issues;
- In liaison with the RACC staff in Nouakchott, to facilitate and assist, when necessary:
 - the participation of military personnel from his/her respective host country in EUTM Mali, EUCAP Sahel Mali and EUCAP Sahel Niger training activities;
 - the organisation and follow-up of the appropriate training courses (supervision of the coherence of the CV of the trainees, ensure the follow-up of trainees trained ...);
- In liaison with the EU Delegation, to ensure, as appropriate, the integration of defence aspects into other issues such as development, technical cooperation, or implementation of the frameworks bilateral and regional cooperation, including by proposing new potential EU assistance and cooperation projects, that may be financed through the EU Emergency Trust Fund of Africa and other instruments, in line with the RACC objectives;
- Under the command and control of the Head of RACC, to provide defence expertise / support in consultation with EUTM Mali to the EU Delegation as requested.

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Extensive knowledge of Military / Defence sector;
- Ability to provide strategic analysis and formulate coherent policy recommendations and to display political sensitivity and sound judgement;
- Organisational skills, the ability to work under pressure, and with tight deadlines and to manage multiple tasks and unexpected demands;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience

- Military officer ideally ranked OF4 or OF5, or equivalent;
- A minimum of 3 years at a management/coordination level;
- Experience in military analysis and/or planning, and diplomacy;
- Experience of working in the EU environment;
- Experience in Africa in support of Defence and Security Forces;
- Familiarity with other international actors in the field of crisis management and/or security/defence cooperation;
- EU or international post conflict mission/organisation field experience;
- Ability to develop and maintain effective work relationships with different national and cultural background with sensitivity and respect for diversity;
- Reporting and drafting skills;
- Strategic and creative thinking as well as proven decision making ability.

Position Name: Administrative Officer (*)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level
Ref. number: RACC 14	Location: Bamako and/or Nouakchott	Availability: 05 Aug 2019
Component/Department/Unit: RACC	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line

The Administration Officer reports to the Head of the Regional Advisory and Coordination Cell (RACC).

2. Main Tasks and Responsibilities

- To assist the Head of the RACC in identifying, developing as appropriate, and implementing relevant policies, Standard Operating Procedures (SOP's) and guidelines related to Mission support;
- To contribute to the design and implementation of policies, procedures and infrastructure to support an integrated organisational wide records management approach and system;
- To assist the Head of the RACC in scheduling RACC Support related activities;
- To verify reports, data and information in the RACC reporting structure;
- To administer and distribute relevant reports and required information to internal and external functions;
- To write minutes of meetings and follow-up on tasks within the RACC;
- To co-ordinate internal communication within RACC Support activities and organise meetings and presentations;
- To draft letters, memoranda, reports, and other documents as requested;
- To maintain office services by assisting the Head of the RACC in organising office operations and procedures, managing correspondence, designing filing systems, reviewing supply requisitions, assigning and monitoring clerical functions in liaison with the Mission Support Department of EUCAP Sahel Mali;
- To be responsible for the effective and appropriate management of the RACC's records and archives;
- To establish and maintain filing systems, to meet administrative, legal and financial requirements;
- To contribute to the design and implementation of policies, procedures and infrastructures to support an integrated organisational wide records management approach system;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To support the Head of the RACC in administrative related issues in liaison with the Mission Support Department of EUCAP Sahel Mali, and as appropriate, with the EU Delegations of the G5 Sahel countries where Internal Security and Defence Experts (ISDEs) are deployed, especially for the implementation of related Administrative Agreements;
- To ensure coordination with EUCAP Sahel Mali Mission Support Department and with the EU Delegations and the G5 Sahel countries where ISDEs are deployed;
- To support the administrative follow-up of the RACC and deployment of the ISDEs in collaboration with the Mission Support Department of EUCAP Sahel Mali, and as appropriate, in liaison with the EU Delegations of the G5 Sahel countries;
- Jointly with ISDEs and without prejudice of the normal activities carried out by the CSDP Missions in theatre in the framework of their respective mandate:
 - to support the coordination of the G5 Sahel training requests;

- to facilitate the organisation and follow-up of the relevant training courses provided by the CSDP Missions (supervision of trainees CV's, management and follow up of trainees);
- to support, when necessary, the logistical and administrative arrangements related to the relevant training activities;
- In collaboration with the Mission Support Department of EUCAP Sahel Mali:
 - to ensure the timely and correct administration of financial entitlements of staff, such as reimbursement of duty trips, temporary reallocations, home travel reimbursement, payment of debit notes related to the expenses of ISDEs in the Delegation, etc.;
 - To contribute to the logistics and procurement activities related to CSDP activities in support of the G5 Sahel;
 - to be responsible for the duty travel arrangements in accordance with the guide to Missions.

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- A sense of initiative, strong organisational and problem-solving skills as well as a service-minded attitude;
- Strong interpersonal and communication skills to deal with different levels of stakeholders;
- Ability to prioritise and to perform multiple tasks;
- Experience in dealing with internal and external parties and ability to maintain a high level of confidentiality;
- Very good knowledge of all MS Office Tools;
- Knowledge and application of records management practices including an understanding of computerised records management systems;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience

- Experience of working in the EU environment;
- International experience, particularly in crisis areas with multi-national and international organisations would be an asset;
- Previous experience in organisation of events or training courses.

7. Desirable Knowledge, Skills and Abilities

- Reporting skills;
- Familiarity with the EU financial regulations.

Position: Mission Security Officer (*)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level (MSML)
Ref. number: MA 143	Location: Nouakchott and Regional	Availability: As soon as possible
Component/Department/Unit: Head of Mission Office/ Mission Security	Security Clearance Level: EU SECRET	Open to Contributing Third States: NO

1. Reporting Line

The Regional Mission Security Officer (MSO) reports to the Senior Mission Security Officer (SMSO) of EUCAP Sahel Mali. He/she supports the Regional Advisory and Coordination Cell (RACC) in all security matters and therefore closely liaises with the Head of RACC.

2. Main Tasks and Responsibilities

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

- To ensure security surveys of Mission member's personal protective security requirements, transport security, residential and office security as appropriate;
- To ensure that all security and communications equipment is kept in a state of operational readiness;
- To conduct regular security drills, communication tests and evacuation exercises;
- To provide briefings and presentations on matters affecting the security and safety of Mission members and official visitors and to ensure all staff is properly prepared for emergencies;
- To liaise as directed and co-operate closely with national law enforcement agencies, International Organisations, NGOs, other EU bodies and diplomatic representatives, in the field of security;
- To provide assistance and appropriate response to Mission members and to ensure that all necessary actions are taken, particularly in emergency cases;
- To travel to high risk areas and to conduct security duties;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

Under the strategic security guidance of EUCAP Sahel Mali SMSO:

- To liaise and maintain close coordination with the Regional Security Officer of EUDEL Mauritania, and if need with those of the respective EU Delegation where the RACC is deploying staff;
- To be available to attend and deal, at any time, with unforeseen/unexpected security events or incidents;
- To ensure timely and accurate security reporting including real time reporting from potential trouble spots;
- To ensure the protection of EU classified information (EUCI) within the RACC and thereby ensure information is handled in accordance with EEAS rules;
- To liaise and co-operate closely with national law enforcement agencies, International Organisations, NGOs, other EU bodies and diplomatic representatives, in the field of security; in particular with the Regional Security Officer of EUDEL Mauritania;
- To ensure proper advice and tracking for staff moves through the travel management procedures.
- To contribute to the management of the contract of private security companies should such type of services required by the Mission for the RACC;
- To identify staff training needs in security related areas.

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

5. Essential Knowledge, Skills and Abilities

- Planning, and time-management skills;
- Analytical skills;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience

- University and /or 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 EU Mission Security Officer Certification Course or equivalent;
- Firearms trained;
- Fire and safety certified;
- Validated license for armoured vehicle or civilian driving licence class C;
- International experience, particularly in crisis areas with multi-national and international organisations.

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;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Highly resilient under mental pressure and willingness to work extra hours when required;
- Knowledge of the Mission area and potential security threats;
- Knowledge of CSDP security and duty of care policies;
- Knowledge of the CSDP Field Security Handbook (2017).