

EUROPEAN EXTERNAL ACTION SERVICE



ANNEX 1

EU Police Mission and its Justice Interface in the Democratic Republic of Congo (EUPOL RD Congo)

Advertisement for seconded/contracted staff members

Organisation:	EUPOL RD Congo		
Job Location:	Kinshasa, Goma (Democratic Republic of Congo), in accordance with the assignment indicated on each job description		
Availability:	As indicated below		
Staff Regime:	As indicated below		
Job Titles/Vacancy Notice:	Ref.	Name of the post	Available on
	<u>Seconded/Contracted</u>		
	POLRDC 006	Senior Mission Security Officer	ASAP
	<u>Seconded</u>		
	POLRDC 019	Deputy Executive Secretary/Coordinator	ASAP
	POLRDC 020	CSRP Working Group "PNC Legislation" Expert	02/07/2012
	POLRDC 021	CSRP Working Group "PNC Legislation" Expert	ASAP
	POLRDC 022	General Inspectorate Senior Adviser	ASAP
	POLRDC 023	General Inspectorate Expert	ASAP
	POLRDC 029	"PNC Organisation" Expert*	08/05/2012
	POLRDC 030	"PNC Human Resources" Expert	08/05/2012
	POLRDC 031	Judiciary Police Adviser	08/04/2012
	POLRDC 033	Trainer of Trainers	08/05/2012
	POLRDC 037	Judiciary Police Trainer	15/06/2012
	POLRDC 039	Crowd Control Trainer	15/06/2012
	POLRDC 043	Senior Police Officer - Head of Station	ASAP
	POLRDC 044	Police Adviser	08/05/2012
POLRDC 048	Gender and Sexual Violence Expert	11/07/2012	
POLRDC 049	Human Rights and Child Protection Expert**	01/06/2012	
Deadline for applications:	24 February 2012		

E-mail address to send the Job Application Form/CV:	cpcc.eupolrdcongo@eeas.europa.eu
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Caroline SWAGEMAKERS e-mail: cpcc@eeas.europa.eu

* *The availability of this post is subject to the non-confirmation of a request for extension.*

** *Shared post between EUPOL and EUSEC.*

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

Contracted Personnel – The Head of Mission may recruit international staff on a contractual basis as required, through an employment contract¹. The employment contract with the Head of Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high risk insurance policy.

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

The European External Action Service (EEAS) requests that Member/Contributing States propose candidates for the following international expert positions for the EUPOL RD Congo, according to the requirements and profiles described below:

A. Essential requirements

EUPOL RD CONGO is a French speaking Mission.

Member/Contributing States are requested to ensure that the following essential requirements are strictly met and accepted in respect of civilian international experts to the Mission.

Citizenship – Citizenship of a Member State of the European Union (EU) or of a Contributing Third State and full rights as a citizen.

Integrity – The participants must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. Participants 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. The participants shall carry out their duties and act in the interest of the Mission.

Negotiation Skills – The participants must have excellent negotiating skills and the ability to work professionally in a stressful and diverse environment.

Flexibility and adaptability – Be able to work in arduous conditions with a limited network of support and with unpredictable working hours and a considerable workload. Ability to work professionally as a member of a team, in task forces and working groups with mixed composition (e.g. police, judicial, civilian and military staff). Be able to cope with extended separation from family and usual environment.

¹ () Commission Communication on Specific Rules of Special Advisers entrusted with the implementation of operational CFSP actions and contracted international staff (C(2009) 9502 of 30 November 2009) sets out the conditions of employment of international contracted staff.

Availability – To undertake any other administrative tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of the Mission.

Physical and mental health – 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 personnel should, in principle, be under the normal age of retirement in EU Member States.

Ability to communicate effectively in French – Mission members must be fully fluent in written and spoken French. Report writing skills are especially needed.

Computer Skills – Skills in word processing, spreadsheet and E-mail systems are essential. Knowledge of other IT tools will be an asset.

Training – eHEST (<https://ehest.consilium.europa.eu>) or equivalent.

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

B. Recommendable requirements

Knowledge of the EU Institutions – To have knowledge of the EU Institutions and international standards, particularly related to the Common Foreign and Security Policy, including the European Security and Defence Policy.

Knowledge of the Mission area – To have a good knowledge of the history, culture, social and political situation of the country. To have knowledge of the police, judiciary and governmental structures (distinct advantage).

Training and experience – To have attended a Civilian Crisis Management Course or have participated in a CSDP Mission (desirable).

Language skills – knowledge of English and local languages will be an asset.

C. Essential documents for selected candidates

Passport – The participants must obtain a passport from the respective national authorities. Seconding Member/Contributing States should provide their personnel with a service/diplomatic passport, and agree to have them accredited to their Embassies or Consulates as appropriate in the region.

Visas – Member/Contributing States and Mission members 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.

Security clearance required: The selected candidate will have to be in possession of the necessary level of security clearance (EU SECRET or equivalent) when deployed. The original certificate of the national security clearance must accompany deployed seconded experts.

Unless mentioned otherwise in the specific job description, the **necessary level of security clearance** is:

- (1) EU Security Clearance to level SECRET; or
- (2) Equivalent level security clearance issued by a national security agency of a country with whom the GSC has a full security agreement or arrangement with; or
- (3) Equivalent level security clearance issued by a national security agency of a participating/contributing Third State with whom the GSC does not yet have a full security agreement but an agreement exists relating to the participation/contribution of that Third State which expressly addresses the obligations of that country towards the handling of EU CI.

Security equipment : Police officers shall be fitted with individual protection gears and armament, especially flack jackets (level 4) and bullet proof helmets, and their 9 mm duty side arm together with 100 rounds of ammo.

Certificate/Booklet of vaccination – To be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. To be vaccinated according to the required immunisations for the Mission area.

Medical certificate – All selected personnel should undergo an extensive medical examination and be certified medically fit for Mission duty by a competent authority from the Member State. A copy of this certification must accompany deployed seconded/contracted personnel.

Driver's licence – Be in possession of a valid – including Mission area – civilian driver's licence for motor vehicles (Category B or equivalent). Able to drive any 4-wheel drive vehicle. Category C driving license (desirable).

D. Additional information on the selection process

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The General Secretariat encourages Member/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 (Annex 2) 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 short-listed 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 location for interviews, the Member State will bear any related costs.

Information on the outcome – Member/Contributing States or candidates (for contracted personnel) will be informed about the outcome of the selection process after its completion.

Seconded/Contracted Positions:

SENIOR MISSION SECURITY OFFICER (POLRDC 006)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: As soon as possible

The Senior Mission Security Officer reports to the Head of Mission.

In line with EU's Policy on the Security of EU staff deployed outside the EU in an operation capacity under Title V of the TEU (Field Security Policy), and the OPLAN, the SMSO will be responsible for the general management of all Mission security aspects for all EUPOL RD Congo elements, i.e. drawing up the EUPOL RD Congo Mission Security Plan, organising the travel authorisation process, ensuring effective and secure communications and information security measures etc.

Main Tasks:

- To advise the Head of Mission, Senior Mission Management and other parts of the Mission on all security matters that affect the mission, its assets, personnel and information;
- To manage and supervise the EUPOL RD Congo Mission's Security Office, 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 implement measures related to security matters, as well as on all aspects the Mission work that have security and safety implications;
- To be responsible, in line with EU's Field Security Policy and its supporting documents, for the continued development, implementation and updating of the Mission security plans including 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 ensure that the security policies and procedures are followed as per mission SOPs;
- To ensure timely and accurate security reporting, including real time reporting from potential trouble spots;
- To ensure personal security advice is given to members of mission staff as required;
- To ensure an effective system of security reviews in relation to EUPOL RD Congo mission property and buildings and recommend changes if necessary;
- To identify staff training needs in security related areas and organise and conduct security trainings and rehearsals of security/evacuation plans etc.;
- Support the Mission in accordance with the guidelines on the joint and shared capacities between EUPOL RD Congo and EUSEC RD Congo from level 3 of security;
- Assist the Head of Mission with the general management of both Missions' security aspects (i.e. drafting the Missions' security plan, their emergency and evacuation plans, ensuring secure communication & information measures, force protection etc.);
- Liaise with MONUSCO, Commission's and Member States' delegations, as well as local police and security managers of other international organisations in order to keep abreast of the security developments in DRC;

- Assess the threat level and maintain updated security and contingency plans ensuring that plans for relocation/evacuation to safe havens are updated and able to be implemented at short notice;
- Work in close cooperation with the Administration Coordinator in matters related to the purchasing of necessary security related equipment and services;
- Ensure compliance with the basic principles and minimum standards of Council Decision 2001/264/EC regarding the protection of EU Classified Information;
- To liaise with the CPCC Missions Security Coordinator and the EEAS Security Department on all security issues;
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Advanced University Degree in security or management related fields (or undergraduate degree along with extensive previous experience in security management) or a graduate from a police academy or a civilian security organisation with specialised training on field operations, force protection and/or security or a demonstrable experience as a Senior Mission Security Officer in a CSDP mission or EURS team;
- Minimum of 10 years' overall professional experience and at least 5 years' professional experience at senior managerial level in the civilian security or military/police field;
- Knowledge of the functioning of the EU, in particular the CFSP and CSDP;
- Have experience of health and safety issues in low level environment;
- International experience, particularly in crisis areas with multi-national organisations, ideally in international missions with similar size;
- International experience in field security, especially in Africa, will be considered an asset;
- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural background;
- Experience in planning and implementing projects;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Excellent organisational, planning and time-management skill;
- Having - or being in the position to obtain - a national security clearance equivalent to the level EU SECRET;
- Good working knowledge of MS Word, Power Point and Excel software;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Ability to communicate in English, both orally and in writing (desirable);
- Successful completion of the EU Mission Security Officer Certification Course will be considered an asset.

Seconded Positions:

DEPUTY EXECUTIVE SECRETARY / COORDINATOR (POLRDC 019)

(1 position)

Duty Station: Kinshasa

Proposed deployment: As soon as possible

Main Tasks:

- Under the supervision of the Deputy Head of Mission;
- Provide expertise and act as a reference in the field of Security Sector Reform in his/her capacity as EUPOL staff supervisor within the CSRP Executive Secretariat for the Mission Implementation Structure as well as for the external partners;
- Supervise the activity of EUPOL members of CSRP Executive Secretariat and in that capacity engage in the implementation of that structure;
- To be the Executive Secretary of the CSRP and in that capacity act as private adviser to the Executive Secretariat in the field of reform;
- Assure all necessary contacts with external bodies involved in the reform process;
- As EUPOL representative participate in the meetings of the SSR;
- To centralize information and to be the focal point of EUPOL in the field of SSR;
- To be the EUPOL senior adviser in the field of SSR and in that capacity, support the Head of Mission in the drafting of the Action Plans;
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Rank of Senior Officer and proven experience in the field of SSR;
- Advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training (desirable);
- Minimum of 5 (five) years of relevant professional experience;
- International experience particularly in crisis areas with multi-national and/or international organisations (desirable);
- Knowledge of the Congolese Police and the DRC (desirable);
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience in Africa, particularly in crisis areas with multi-national and international organisations (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

CSRP WORKING GROUP "PNC LEGISLATION" EXPERT
(POLRDC 020)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: As soon as possible

Main tasks:

- Help record all documentation relating to the laws and regulations for the PNC;
- Help review and re-visit the current legal framework to fit it into the PNC reform and restructuring process;
- Assist the PNC in the conceptual and doctrinal framework underlying the PNC reform process;
- Assist in drafting regulations deriving from the "Loi Organique portant Organisation de la PNC";
- Assist the PNC in outlining the future legal and professional status of the police personnel;
- Help outline a timeline for implementation of the new laws and regulations;
- Provide his/her expertise regarding the reform and restructuring process of a law enforcement agency in his/her area of competence;
- Help the CSRP Executive Secretariat adviser prepare the CSRP meetings relating to the topics dealt with by his/her Working Group;
- Report, through the DHOM/CSRP, to the Head of Mission on the developments relating to his/her Working Group;
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- To have a rank of Junior Officer in a police service or to be a civilian with equivalent professional experience in police matters;
- An advanced University Degree in Law or equivalent academic training (desirable);
- To have a minimum of 8 (eight) years of police management experience, with broad professional experience in police rules and regulations;
- To have proven analysis and drafting capacities;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

CSRP WORKING GROUP "PNC LEGISLATION" EXPERT
(POLRDC 021)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 01/08/2012

Main tasks:

- Help record all documentation relating to the laws and regulations for the PNC;
- Help review and re-visit the current legal framework to fit it into the PNC reform and restructuring process;
- Assist the PNC in the conceptual and doctrinal framework underlying the PNC reform process;
- Assist in drafting regulations deriving from the "Loi Organique portant Organisation de la PNC";
- Assist the PNC in outlining the future legal and professional status of the police personnel;
- Help outline a timeline for implementation of the new laws and regulations;
- Provide his/her expertise regarding the reform and restructuring process of a law enforcement agency in his/her area of competence;
- Help the CSRP Executive Secretariat adviser prepare the CSRP meetings relating to the topics dealt with by his/her Working Group;
- Report, through the DHOM/CSRP, to the Head of Mission on the developments relating to his/her Working Group;
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- To have a rank of Junior Officer in a police service or to be a civilian with equivalent professional experience in police matters;
- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training (desirable);
- To have a minimum of 8 (eight) years of police management experience, with broad professional experience in police rules and regulations;
- To have proven analysis and drafting capacities;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

GENERAL INSPECTORATE SENIOR ADVISER (POLRDC 022)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: As soon as possible

Main tasks:

- Under the supervision of the CSRP Deputy Executive Secretary/Coordinator;
- Advise the General Inspector of the "Inspection Générale" on the strategies, policies, command and control required to set up his unit;
- Advise the General Inspector and his two deputies on the management and leadership role;
- Advise the General Inspector on the strategic aspects and on the implementation of the General Inspectorate policies, in coordination with the Provincial Inspections and in accordance with the Interior Minister's guidance and its founding Decree;
- Facilitate contacts with bilateral actors which want to support the "Inspection générale";
- Advise on the establishment of inspection and audit reports, as appropriate, and on the collection and processing of citizens' complaints against the PNC (Police Nationale Congolaise);
- Help identifying shortcomings in the handling of audit proceedings and internal affairs investigations and make recommendations to improve them;
- Advise on the technical and logistics needs and the set up of a database allowing the "Inspection générale" to properly record inspection, investigation and audit reports;
- Help the General Inspector establishing contacts with Human Rights NGOs, notably dealing with police abuse and violence;
- Undertake any other tasks required by the Head of Mission.

Qualifications and experience:

- To have a rank of Major / Commissaire / Chief Inspector or equivalent in a police service or equivalent professional experience in a police service;
- To have a minimum of 8 (eight) years of police management experience, with broad professional experience, both in planning, operational and organisational aspects of police services;
- To have a proven experience in an Inspectorate or audit service of a police service or in the field of Internal Affairs;
- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training (desirable);
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

GENERAL INSPECTORATE EXPERT (POLRDC 023)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: As soon as possible

Main tasks:

- Under the supervision of the senior General Inspectorate Adviser;
- Advise the General Inspector of the "Inspection générale" on the strategies, policies, command and control required to set up his unit;
- Advise the General Inspector and his two deputies on the management and leadership role;
- Advise the General Inspector on the strategic aspects and on the implementation of the General Inspectorate policies, in coordination with the Provincial Inspections and in accordance with the Interior Minister's guidance and its founding Decree;
- Facilitate contacts with bilateral actors which want to support the "Inspection générale";
- Advise on the establishment of inspection and audit reports, as appropriate, and on the collection and processing of citizens' complaints against the PNC (Police Nationale Congolaise);
- Help identifying shortcomings in the handling of audit proceedings and internal affairs investigations and make recommendations to improve them;
- Advise on the technical and logistics needs and the set up of a database allowing the "Inspection générale" to properly record inspection, investigation and audit reports;
- Help the General Inspector establishing contacts with Human Rights NGOs, notably dealing with police abuse and violence;
- Undertake any other tasks required by the Head of Mission.

Qualifications and experience:

- To have a rank of Major / Commissaire / Chief Inspector or equivalent professional experience in a police service;
- To have a minimum of 5 (five) years of police management experience, with broad professional experience, both in planning, operational and organisational aspects of police services;
- To have a proven experience in an Inspectorate or audit service of a police service or in the field of Internal Affairs;
- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training (desirable);
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

"PNC ORGANISATION" EXPERT (POLRDC 029)*

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 08/05/2012

Main tasks:

- Work under the supervision of the EUPOL SSR Coordinator;
- Help record all documentation relating to the PNC Organisation and police departments;
- Assist the PNC in the conceptual and doctrinal framework underlying the PNC restructuring and reform process;
- Assist in identifying priorities in restructuring the PNC and help facilitate the integration of the various law enforcement agencies within one single, integrated police institution;
- Assist in outlining the framework for organisation, management, command and control of the PNC;
- Help installing a new concept of Communication System within the PNC;
- Provide expertise regarding the reform and restructuring process of a law enforcement agency in its area of competence;
- Report to the Head of Mission on the developments relating to its Working Group;
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Minimum Rank of Major / Commissaire / Chief Inspector, or equivalent in a police service;
- To have a minimum of 5 (five) years of police management experience, with broad professional experience, both in planning and organisational aspects at strategy and command and control level;
- Advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training (desirable);
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

"PNC HUMAN RESOURCES" EXPERT (POLRDC 030)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 08/05/2012

Main tasks:

- Work under the supervision of the EUPOL SSR Coordinator;
- Help record all documentation relating to the PNC personnel management;
- Help review and revisit the current regulations and policies relating to Human Resources to bring it up to modern standards;
- Assist in outlining a new Human Resources Management System fitting into the PNC requirements;
- Follow the developments relating to the qualitative and quantitative census carried out by the European Commission supported by MONUSCO, and closely interact with the Delegation of the Commission;
- Advise on the implementation of a computerised Human Resources Management System and help set priorities;
- Provide expertise regarding the reform and restructuring process of a law enforcement agency in his/her area of competence;
- Help the CSRP Executive Secretariat Adviser prepare the CSRP meetings relating to the topics dealt with by his/her Working Group;
- Report to the Head of Mission on the developments relating to his/her Working Group;
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Rank of Major / Commissaire / Chief Inspector or equivalent in a police service or a civilian with relevant experience in this matter;
- To have a minimum of 5 (five) years of police management experience, with broad professional experience in Human Resources;
- University Degree in management or related field (desirable);
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

JUDICIARY POLICE ADVISER (POLRDC 031)

(1 position)

Duty Station: Kinshasa (capital)

Proposed deployment: 08/04/2012

Main tasks:

- Under the supervision of the EUPOL SSR Coordinator;
- Assist and advise the "Officiers de Police Judiciaire" (OPJ) of the PNC. Monitor and mentor the crime investigation capability of the OPJ, notably the "Crime Unit", when operational;
- Assist and advise the OPJ capacity of the "Crime Unit" in investigating crimes, in order to enhance the effectiveness and efficiency of the crime police, in accordance with the local legal framework and with full respect for Human Rights;
- Help enhance criminal procedures and reporting, in compliance with the DRC Criminal Procedure Code;
- Advise on crime intelligence collection and assist in gathering and updating criminal police data;
- Help identify the PNC crime investigation shortcomings and propose solutions and projects to improve the situation;
- Advise on the technical and logistics needs supporting the enhancement of the "Police Judiciaire" in Congo, in close partnership with potential international contributors, and facilitate the implementation of projects aimed at upgrading the "Police Judiciaire";
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Rank of Major / Commissaire / Chief Inspector or equivalent in a police service;
- To have a minimum of 5 (five) years of police experience;
- To have a vocational degree or equivalent training in relevant police management, namely with crime investigation units and forensics;
- To have experience in crime investigations and crime intelligence processing;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

TRAINER OF TRAINERS (POLRDC 033)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 08/05/2012

Main tasks:

- Work under the supervision of EUPOL SSR Coordinator;
- Help identify the PNC needs in terms of training of trainers;
- Help enhance training capabilities in compliance with the guidelines of the Comité de Suivi de la Réforme de la Police Nationale Congolaise;
- Assist the recruitment and train the trainers for the PNC in various fields of police activity, as well as prepare and implement training for trainers;
- Assist and advise the trainers of the PNC at central level on training methods and techniques, as well as develop new methods of training;
- Monitor the trainers of the PNC;
- Advise the trainers of the Mission on pedagogic methods;
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- To have a rank of Inspector, Sergeant, Lieutenant or equivalent in a police force;
- To possess a vocational degree or equivalent training in relevant police management, particularly with police training and training of trainers;
- To possess specific training and recognised experience in the area of training the trainers within a police service with broad professional experience;
- To have a minimum of 3 (three) years of police experience;
- To have 2 (two) years of experience in police training and training of trainers;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

JUDICIARY POLICE TRAINER (POL RDC 037)

(1 position)

Duty Station: Mobile Team (Kinshasa)

Proposed deployment: 15/06/2012

Main tasks:

- Under the supervision of the EUPOL SSR Coordinator;
- Train and advise the Police Nationale Congolaise (PNC) on Judiciary Police issues;
- Assist and train the PNC in the crime investigation capability of the OPJ, notably the "Crime Unit", when operational;
- Advise and train the PNC on the OPJ capacity of the "Crime Unit" in investigating crimes, in order to enhance the effectiveness and efficiency of the crime police, in accordance with the local legal framework and with full respect for Human Rights;
- Assist and provide training in criminal procedures and reporting, in compliance with the DRC Criminal Procedural Code;
- Help develop a crime intelligence collection system and assist in gathering and updating criminal police data;
- Provide training on how to collate process and analyse evidence, when appropriate;
- Performing any other task linked to his technical specification as requested by the Head of Mission.

Qualifications and experience:

- To have a rank of Lieutenant, Captain, Major, Inspector Chief in a police force;
- To have a degree or equivalent training in relevant police management, namely with crime investigation units and forensics;
- To have a minimum of 5 (five) years of police experience;
- To have experience in crime investigations and crime intelligence processing;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

CROWD CONTROL TRAINER (POL RDC 039)

(1 position)

Duty Station: Mobile Team (Kinshasa)

Proposed deployment: 15/06/2012

Main tasks:

- Under the supervision of the EUPOL SSR Coordinator;
- Train and advise the Police Nationale Congolaise (PNC) in Crowd Control operations planning;
- Assist and train the PNC in public order management and public security missions;
- Advise the PNC on the technical needs and technical specifications concerned, in partnership with potential international contributors;
- Facilitate the implementation of donor-sponsored projects in support of the Crowd Control;
- Help develop a public security intelligence processing system;
- Help develop a public order and crisis-related management system;
- Advise and train the Operations Planners on how to collate, process, analyse and disseminate public order information and intelligence, when appropriate;
- Advise the Operations Planners on how to follow up on a crisis situation and to report to the PNC chain of command, when appropriate;
- Performing any other task linked to his technical specification as requested by the Head of Mission.

Qualifications and experience:

- To have a rank of Lieutenant, Captain, Major, Chief Inspector in a police force;
- To have a degree or equivalent training in relevant police management, namely with special police units (Anti Riot Unit...);
- To have a minimum of 5 (five) years of police experience;
- To have experience in public order, crisis management and intelligence processing at an operations centre level;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

Senior Police Officer – Head of Station (POLRDC 043)

(1 position)

Duty Station: Goma (North Kivu)

Proposed deployment: As soon as possible

Main Tasks:

- Under the supervision of the Deputy Head of Mission;
- Managing the Antenna of Goma at both operational and administrative levels;
- Responsible for the administration of the international personnel and local staff within the Antenna of Goma;
- Assure all contacts with regional PNC authorities and other partners in order to support the police reform process in eastern DRC;
- Provide expertise and act as a reference in the field of Security Sector Reform in his/her capacity as Head of a EUPOL antenna for the Mission Implementation Structure as well as for the external partners;
- Participate in the Stabilisation and Reform plans established to support the stabilisation efforts in eastern DRC and help ensure proper linkages and harmonisation for the overall reform process of the Congolese police;
- Supervise the linkage between the CSRP and the various projects on SSR matters;
- Assure all necessary contacts with external bodies involved in the reform process;
- As EUPOL representative participate in the meetings of the SSR;
- To be the EUPOL senior adviser in the field of SSR and in that capacity, support the Head of Mission in the drafting of the Action Plans;
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Rank of Senior Officer and proven experience in the field of SSR;
- Advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training (desirable);
- Minimum of 8 (eight) years of relevant professional experience;
- International experience particularly in crisis areas with multi-national and/or international organisations (desirable);
- Knowledge of the Congolese Police and the DRC (desirable);
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Working knowledge of English;
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience in Africa, particularly in crisis areas with multi-national and international organisations (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

POLICE ADVISER (POLRDC 044)

(1 position)

Duty Station: Goma (North Kivu)

Proposed deployment: 08/05/2012

Main tasks:

- Work under the supervision of the Chef d'Antenne de Goma;
- Participate in the Stabilisation and Reform Plans established to support the stabilisation efforts in eastern DRC and help ensure proper linkages and harmonisation for the overall reform process of the Congolese police;
- Help ensure proper liaison and connection between the police-related activities in eastern DRC and the activities within the CSRP (Comité de Suivi de Réforme de la Police);
- Facilitate any EU actions in support of the restoration of the Rule of Law in eastern RDC;
- Advise and assist the Provincial Inspectors in providing expertise on security developments and policing arrangements in north Kivu;
- Advise the Provincial Inspectors on the reform process of the Congolese police, notably concerning deployment, organisation and training, as appropriate;
- Facilitate contacts with bilateral actors in order to support the police reform process in eastern DRC;
- Help ensure that the goals and objectives set by the CSRP are adequately implemented at the Provincial Inspection level;
- Help ensure the linkage between the CSRP and the various projects on SSR matters;
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Rank of Inspector, Sergeant, Lieutenant or equivalent in a police force;
- Advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training;
- Minimum of 5 (five) years of police management experience, with broad professional experience in all policing areas;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Knowledge of English (desirable);
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

GENDER AND SEXUAL VIOLENCE EXPERT (POLRDC 048)

(1 position)

Duty Station: Goma (North Kivu)

Proposed deployment: 11/07/2012

Main tasks:

- Under the supervision of the “Chef d’Antenne”;
- Provide technical assistance in the mainstreaming of gender and violence sexual issues in policies, programmes and projects in support of EUPOL in the framework of the police reform;
- Promote and conduct projects in support of gender and sexual violence issues;
- Be responsible for planning and for following up gender equality and sexual violence issues especially;
- Promote gender equality, equal opportunities in the mission and the participation of women in conflict resolution, giving advice and guidance, setting standards for achievements and developing plans of action;
- Help promote policies aiming at ensuring a better protection of women in DRC;
- Support and organise initiatives intended to raise the Congolese police, justice and army awareness on the gender and sexual violence issues;
- Organise and promote contacts and co-operation on gender and sexual violence issues with international organisations and non-governmental organisations;
- Advise and monitor compliance with commitments to equal opportunities in recruitment, reviewing policies and reporting on findings;
- Promote gender equality within the Missions and assist the Heads of Mission in defining training standards, content and material for the training of Mission’s staff on gender-related issues;
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Advanced University Degree in Law and Social Sciences with focus on gender and sexual violence issues;
- Knowledge of the latest international developments in gender methods, approaches and tools for mainstreaming gender and research in the field;
- Good knowledge of the judiciary and the police issues in post conflicts areas and especially in DRC;
- International experience, particularly in a crisis zone, in the field of gender, human rights, sexual violence issues;
- Experience of advising, seminars, training and project management as well as collaborations, changes and developmental work;
- Experience working with international development tasks in other international organisations is desirable;
- Ability to co-ordinate and lead a working group;
- Ability to work with other entities on the same programme;
- Ability to initiate and promote projects with institutional and international partners;
- Formal/informal networking with other experts in gender, human rights or sexual violence, at international level, experience from civilian crisis management operations will be an advantage.

HUMAN RIGHTS AND CHILD PROTECTION EXPERT (POLRDC 049)**

(1 position)

Duty Station: Goma (North Kivu)

Deployment Date: 01/06/2012

Main Tasks:

- Work under the supervision of the “Chef d’antenne” EUPOL of GOMA;
- Provide expertise and act as a reference in the field of Human Rights and Child Protection within the police reform sector at the “antenne de Goma” both for EUPOL and other external partners;
- Maintain the necessary contacts with external bodies involved in the reform or service providers, on matters relevant to the area of expertise;
- To represent EUPOL in Human Rights and Child Protection coordination forums in order to ensure consistency between projects to be implemented in the field of the Congolese Police Reform;
- Provide information and statistics to EUPOL in the field of Human Rights and Child Protection;
- Assist in maintaining consistency between different SE/CSRP and EUPOL “antenne de Goma” projects in the field of Human Rights and Child Protection.

Qualifications and experience:

- Posses an advanced University Degree;
- To have proven experience in the field of Human Rights and Child Protection;
- Minimum of 3 (three) years of relevant experience;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Knowledge of English (desirable);
- Familiarity with basic IT tools, particularly Word and Excel processing tools;
- To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritise tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).