

EUROPEAN EXTERNAL ACTION SERVICE



ANNEX 1

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

Advertisement for EU Seconded Visiting Experts

Organisation:	EUPOL RD Congo		
Job Location:	Kinshasa		
Availability:	As indicated below		
Staff Regime:	As indicated below		
Job Titles/Vacancy Notice:	Reference	Name of the post	Proposed Period of Deployment
	VTERDC 001	Training in Designing, Planning and Monitoring Public Order Services	17/03/2013 - 30/03/2013
	VTERDC 002	Weapons and Ammunition Management Trainer	14/04/2013 - 30/05/2013
	VTERDC 003	Mobile Response Units Trainer	12/05/2013 - 01/06/2013
	VTERDC 004	Mobile Response Units Trainer	12/05/2013 - 01/06/2013
	VTERDC 005	Mobile Response Units Trainer	12/05/2013 - 01/06/2013
	VTERDC 006	Trainer on Urban Violence Response Teams	09/06/2013 - 06/07/2013
	VTERDC 007	Trainer on Urban Violence Response Teams	09/06/2013 - 06/07/2013
	VTERDC 008	Trainer on Urban Violence Response Teams	09/06/2013 - 06/07/2013
	VTERDC 009	Expert in Criminal Information Management: State of Play	Between 01/04/2013 - 31/07/2013
	VTERDC 010	Trainer in Criminal Information Management	Between 01/05/2013 - 30/06/2013
	VTERDC 011	Trainer on Training Standards and Means of Management	16/03/2013 - 24/03/2013

	VTERDC 012	Trainer in Establishment and Organisation of Training	20/04/2013 - 28/04/2013
	VTERDC 013	Budget Trainer	18/05/2013 - 26/05/2013
	VTERDC 014	Communication Trainer	22/06/2013 - 30/06/2013
	VTERDC 015	Trainer of Trainers in Management	04/05/2013 - 01/07/2013
	VTERDC 016	Trainer of Trainers in Management	04/05/2013 - 01/07/2013
	VTERDC 017	Trainer of Trainers in Management	Between 15/03/2013 - 30/09/2013
	VTERDC 018	Trainer of Trainers in Management	Between 01/04/2013 - 31/07/2013
	VTERDC 019	Trainer of Trainers in Management	Between 01/04/2013 - 30/09/2013
	VTERDC 020	Trainer of Trainers in Management	Between 01/04/2013 - 30/09/2013
	VTERDC 021	Trainer of Trainers in Management	Between 01/04/2013 - 30/09/2013
Deadline for applications:	Thursday, 28 February 2013		
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): Ms Caroline SWAGEMAKERS e-mail: cpcc.eupolrdcongo@eeas.europa.eu		

Seconded Personnel – Only personnel nominations received through official channels from EU Member States will be considered. The Mission pays the daily allowances for Visiting Experts, the travel costs to and from the place of deployments reserved by the Mission and any duty travel undertaken by Visiting Experts while on deployment. Each EU Member State bears the salary and other costs related to the Visiting Experts put at the Mission's disposal, according to Council document 8551/12 (4 April 2012).

Tour of Duty – The duration of the deployment is indicated in the Job Descriptions.

The Civilian Planning and Conduct Capability (CPCC) requests that EU Member States propose candidates for the following international Visiting Experts' positions for EUPOL RD Congo, according to the requirements and profiles described below.

A. Essential requirements

EUPOL RD CONGO is a French-speaking Mission.

EU Member 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) 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 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.

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. English report writing skills would be an asset.

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

Training – eHEST (<https://webgate.ec.europa.eu/eeas/ehest/login/signup.php>) or HEAT is required.

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

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 a good knowledge of the police 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 or local languages will be an asset.

C. Essential documents for selected candidates

Passport – The participants must obtain a passport from the respective national authorities. However, seconding EU Member States should preferably 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 – EU Member 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 – It is desirable that the selected candidate possesses the necessary level of security clearance (*EU Restricted*) when deployed.

Certificate/Booklet of vaccination – EU Member States have ultimate responsibility for ensuring their Visiting Experts have adequate vaccinations consistent with the agreed "Medical Support Principles" (ARES 2011/290250).

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 EU Member State. A copy of this certification must accompany deployed seconded 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 Civilian Planning and Conduct Capability (CPCC) encourages EU Member States 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 will be selected by the Mission through the assessment of the applications and individual interviews. 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 EU Member State will bear any related costs.

Information on the outcome – EU Member States will be informed via CPCC about the outcome of the selection process after its completion.

**TRAINER IN DESIGNING, PLANNING AND MONITORING PUBLIC
ORDER SERVICES**

(VTERDC 001)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 17/03/2013 to 30/03/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Enable students to develop and lead a public order service within a legal framework;
- Enable students to write reports of intervention and end of mission;
- Standardise implementation procedures.

Qualifications and Experience:

- Police Officer medium rank of Captain or Commander (or equivalent);
- Officer with command experience of a crowd control unit;
- Preparation of documents for operational management and control;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

WEAPONS AND AMMUNITION MANAGEMENT TRAINER

(VTERDC 002)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 14/04/2013 to 30/05/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Establish the necessary documents to identify and manage stockpiles of weapons and ammunition in a police unit;
- Develop, implement and enforce procedures for packaging and good storage of armament in a police unit.

Qualifications and Experience:

- Medium rank Police Officer;
- Proficiency in IT management tools (inventory, orders ...);
- Being responsible for guns and ammunition;
- Having a gun and ammunition management specific training;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

MOBILE RESPONSE UNITS TRAINER

(VTERDC 003)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 12/05/2013 to 01/06/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Refresh/Improve the knowledge/skills already acquired by Police Officers on the standardisation of intervention techniques of mobile response teams and to assess the acquired training;
- Evaluate the Congolese National Police trainers already trained on mobile response;
- Improve autonomy and Congolese National Police ownership;
- Strengthen the operational capacity of these units;
- Standardise the tactical and technical implementation techniques.

Qualifications and Experience:

- Police Officer medium rank of Captain or Commander (or equivalent);
- Officer with command experience of a crowd control unit;
- Preparation of documents for operational management and control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

MOBILE RESPONSE UNITS TRAINER

(VTERDC 004)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 12/05/2013 to 01/06/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Refresh/Improve the knowledge/skills already acquired by Police Officers on the standardisation of intervention techniques of mobile response teams and to assess the acquired training;
- Evaluate the Congolese National Police trainers already trained on mobile response;
- Improve autonomy and Congolese National Police ownership;
- Strengthen the operational capacity of these units;
- Standardise the tactical and technical implementation techniques.

Qualifications and Experience:

- Police Officer minimum rank of Brigadier, Brigadier-chef or Brigadier-Major (or equivalent);
- Proven experience in crowd control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

MOBILE RESPONSE UNITS TRAINER

(VTERDC 005)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 12/05/2013 to 01/06/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Recycle/Improve the knowledge/skills already acquired by Police Officers on the standardisation of intervention techniques of mobile response teams and to assess the acquired training;
- Evaluate the Congolese National Police trainers already trained on mobile response;
- Improve autonomy and Congolese National Police ownership;
- Strengthen the operational capacity of these units;
- Standardise the tactical and technical implementation techniques.

Qualifications and Experience:

- Police Officer minimum rank of Brigadier, Brigadier-chef or Brigadier-Major (or equivalent);
- Proven experience in crowd control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER ON URBAN VIOLENCE RESPONSE TEAMS

(VTERDC 006)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 09/06/2013 to 06/07/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Organise a refresher training on urban violence response teams within the so-called "challenging neighborhoods";
- Complete the previous training and increase awareness about the use of non-lethal weapons;
- Organise training - improve the operational capacity of the intervention platoons;
- Test and evaluate Congolese National Police trainers;
- Implement collective intervention techniques in sensitive areas.

Qualifications and Experience:

- Police Officer minimum rank of Captain or Commander (or equivalent);
- Officer with command experience of a crowd control unit;
- Preparation of documents for operational management and control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER ON URBAN VIOLENCE RESPONSE TEAMS

(VTERDC 007)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 09/06/2013 to 06/07/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Organise a refresher training on urban violence response teams within the so-called "challenging neighborhoods";
- Complete the previous training and increase awareness about the use of non-lethal weapons;
- Organise training - improve the operational capacity of the intervention platoons;
- Test and evaluate Congolese National Police trainers;
- Implement collective intervention techniques in sensitive areas.

Qualifications and Experience:

- Police Officer minimum rank of Captain or Commander (or equivalent);
- Officer with command experience of a crowd control unit;
- Preparation of documents for operational management and control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER ON URBAN VIOLENCE RESPONSE TEAMS

(VTERDC 008)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 09/06/2013 to 06/07/2013

Main tasks:

Under the EUPOL Head of the Training Section:

- Organise a refresher training on urban violence response teams within the so-called "challenging neighborhoods";
- Complete the previous training and increase awareness about the use of non-lethal weapons;
- Organise training - improve the operational capacity of the intervention platoons;
- Test and evaluate Congolese National Police trainers;
- Implement collective intervention techniques in sensitive areas.

Qualifications and Experience:

- Police Officer minimum rank of Captain or Commander (or equivalent);
- Officer with command experience of a crowd control unit;
- Preparation of documents for operational management and control;
- Being the Head or the trainer of a crowd control unit;
- Teaching ability;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

**EXPERT IN CRIMINAL INFORMATION MANAGEMENT: STATE OF
PLAY**

(VTERDC 009)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: anytime between 01/04/2013 and 31/07/2013

Main tasks:

- Under the direction of the EUPOL Head of the CAMO ("Cellule d'Appropriation et Mise en Oeuvre") ORGANISATION, establish the current state of the criminal data management in the Congolese National Police;
- Define rules for collecting statistical data;
- Define rules for statistical data analysis;
- Define rules for the use of statistical data;
- Organise the management of criminal information.

Qualifications and Experience:

- Police Officer or a civilian working for a police force;
- Experience in management of statistical analysis;
- Expertise and experience in the management of criminal information;
- Experience in monitoring and training;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER IN CRIMINAL INFORMATION MANAGEMENT

(VTERDC 010)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: anytime between 01/05/2013 and 30/06/2013

Main Tasks:

- Under the direction of the EUPOL Head of the CAMO ("Cellule d'Appropriation et Mise en Oeuvre") ORGANISATION, establish a statistical grid for delinquency offenses in RDC;
- Establish a written course on the management of criminal information;
- Give two training courses of five days each on:
 - Organisation of a chain criminal information of management;
 - The rules for collecting statistical data;
 - The rules for statistical data analysis;
 - The rules for using statistics;
 - The strategic and operational use of statistic data.

Qualifications and Experience:

- Police Officer or a civilian working in a police force;
- Experience in management of statistical analysis;
- Expertise and experience in the management of criminal information;
- Experience in monitoring and training;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER ON TRAINING STANDARDS AND MEANS OF MANAGEMENT

(VTERDC 011)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 16/03/2013 – 24/03/2013

Main Tasks:

- Under the direction of the EUPOL Head of CAMO ("Cellule d'Appropriation et Mise en Oeuvre") Training, enable personnel of the CAMO FORMATION to draft standard training procedures and methodologies;
- Provide expertise and useful guidance for understanding and conceptualisation of standard training procedures, define methodologies, giving examples;
- During the workshop to identify the Congolese National Police need on Formation in that area;
- Defining methodologies, giving examples;
- Encourage workshop participants to capture the expertise of methodologies, to draw its main lines and operate with it;
- Think, adapt, direct, draft methodologies.

Qualifications and Experience:

- Police or Gendarme Officer;
- Major, Superintendent or equivalent rank;
- Experience in management education and training;
- Expertise and experience in management control;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER IN ESTABLISHMENT AND ORGANISATION OF TRAINING

(VTERDC 012)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 20/04/2013 – 28/04/2013

Main Tasks:

- Under the direction of the EUPOL Head of the CAMO ("Cellule d'Appropriation et Mise en Oeuvre") FORMATION, help the Congolese National Police to create a basic training curriculum for Superintendent and mid/low ranking Officers;
- Train the member of the CAMO FORMATION to conceive and organise training in all their aspects (definition of objectives, pedagogy, logistic...);
- Help choosing relevant programmes of training to bring the Congolese Police Superintendent to a minimum standard level of professionalism and skills;
- Help identifying the professional differences and expectations to be taken into consideration for the training of the different ranking Officers;
- Help the members of the CAMO FORMATION prioritizing the topics to be taught;
- Help organising traineeships in operational services;
- Provide examples of programming curricula for Police Superintendent or equivalent;
- Define the means of assessment of trainings;
- Help creating the organisational chart of a Department of Studies of a Police School/Police Academy.

Qualifications and Experience:

- Police or Gendarme Officer;
- Major, Superintendent or equivalent rank;
- Experience in management education and training;
- Expertise and experience in the management control;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

BUDGET TRAINER

(VTERDC 013)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 18/05/2013 – 26/05/2013

Main tasks:

- Under the direction of the EUPOL Head of the CAMO ("Cellule d'Appropriation et Mise en Oeuvre") FORMATION, enable the CAMO FORMATION trainees to understand, read and design a budget;
- Provide an outline of a specific training budget for a Police School / Police Academy);
- Be able to provide the tools to read, analyse and use a budget;
- Enable the trainees of the CAMO FORMATION to control a budget in defining a simple method of reading and the main points on which to rely.

Qualifications and Experience:

- Police or Gendarme Officer;
- Major, Superintendent or equivalent rank;
- Having responsibility within a financial service;
- Experience within large units/training et chief of staff;
- Training in accounting or management;
- Experience in management control;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

COMMUNICATION TRAINER

(VTERDC 014)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 22/06/2013 – 30/06/2013

Main Tasks:

- Under the direction of the EUPOL Head of the CAMO ("Cellule d'Appropriation et Mise en Oeuvre") FORMATION, enable the trainees of the CAMO FORMATION to understand the meaning of communication, to address the main vectors of communication and establish an outreach programme;
- Define internal and external communication;
- Be able to present the main tools of communication vectors in a police environment;
- Introduce and define the communication actors in a police environment;
- Define external actors on whom to rely (benefits, hazards);
- Be able to present a plan to organise a communication campaign and give them the tools necessary for the monitoring and control;
- Be able to outline a campaign specifically geared towards recruiting;
- Be able to provide the tools of a communication campaign;
- Define a LOGO.

Qualifications and Experience:

- Police or Gendarme Officer;
- Major, Superintendent or equivalent rank;
- Being the Head or belonging to a service in charge of a police communication unit;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER OF TRAINERS IN MANAGEMENT

(VTERDC 015 & 016)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: 04/05/2013 – 01/07/2013

Main tasks:

- Evaluate the training needs of in-house and Congolese National Police trainers;
- Train in-house trainers for future training of Congolese National Police structures;
- Train 10 Congolese National Police trainers on "General and Operational Management".

Qualifications and Experience:

- High rank Police Officer;
- Proven knowledge of the concepts and practice of operational management;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER OF TRAINERS IN MANAGEMENT

(VTERDC 017)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: anytime between 15/03/2013 and 30/09/2013

Main tasks:

- Define the terms of the reception of public at a police station and its quality criteria in order to establish a charter;
- Establish the charter;
- Deliver a written course;
- Prepare possible examples;
- Organise a role-play;
- Organise a reception.

Qualifications and Experience:

- Police Officer rank of Lieutenant or Brigadier-Major;
- Proven knowledge of community police;
- Experience in organising a reception service;
- Experience in organising role-plays;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER OF TRAINERS IN MANAGEMENT

(VTERDC 018)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: anytime between 01/04/2013 and 31/07/2013

Main tasks:

- Monitoring the administrative secretariat of the Experimental Police Station at Kinshasa (COREKIN: "Commissariat de Référence de Kinshasa");
- Analyse the operation of the administrative secretariat of the Commissioner and the four Sub-Commissions of COREKIN;
- Draw up instructions on the management of the secretariat;
- Train members of the various secretariats in the consistent application of this new management and the drafting of documents;
- Organise coaching for the implementation of this new management;

Qualifications and Experience:

- Police Officer rank of Lieutenant or Brigadier-Major
- Proven knowledge of community police;
- Experience in managing an administrative secretariat in a Police force;
- Experience as a trainer and coach;
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER OF TRAINERS IN MANAGEMENT

(VTERDC 019)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: anytime between 01/04/2013 and 30/09/2013

Main tasks:

Under the supervision of EUPOL's Head of Community Police (CAMO POL PROX):

- Make an inventory of the organisation:
 - State of resources;
 - Allocation of resources;
 - Configuring geographic and demographic jurisdiction;
 - Status of delinquency;
 - Distribution of tasks.
- Accompany the Commander and the Officers of the relevant Commissariat of KINSHASA (COREKIN: "Commissariat de Référence de Kinshasa") and share knowledge and specific expertise for developing visions, strategies and approaches for the benefit of the organisation, in the spirit of the Community Police as defined in the Democratic Republic of Congo, in the following areas:
 - Definition of objectives for the Administrative Police;
 - Patrol-planning;
 - Definition of the tasks and methods of transmission of instructions;
 - Development of control devices of the public environment;
 - Incident-recording;
 - Control and monitoring of activities;
 - Reporting-line.
- Hold follow-up meetings between the Provinces, the Districts and the Commissariat.
- Write a report on the coaching.

Qualifications and Experience:

- Police Officer;
- Proven knowledge of community police;
- Experience in the organisation of a "highway" service;
- Experience as a trainer (desirable);
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);

- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER OF TRAINERS IN MANAGEMENT

(VTERDC 020)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: anytime between 01/04/2013 and 30/09/2013

Main tasks:

Under the supervision of EUPOL's Head of Community Police (CAMO POL PROX):

- Make an inventory of the organisation:
 - State of resources;
 - Allocation of resources;
 - Configuring geographic and demographic jurisdiction;
 - Status of delinquency;
 - Distribution of tasks.
- Accompany the Commander and the Officers of the relevant Commissariat of KINSHASA (COREKIN: "Commissariat de Référence de Kinshasa") and share knowledge and specific expertise for developing visions, strategies and approaches for the benefit of the organisation, in the spirit of the Community Police as defined in the Democratic Republic of Congo, in the following areas:
 - Definition of methods of crime analysis;
 - Distribution of responsibilities within the judicial section;
 - Organisation of the permanent judicial services;
 - Elaboration of operational devices;
 - Harmonisation of procedures;
 - Reporting to the Public Prosecutor;
 - Development of a tool for monitoring criminal investigations;
 - Supervision and control of judicial activity together with the responsible judicial pool.
- Hold follow-up meetings between the Provinces, the Districts and the Commissariat.
- Write a report on the coaching.

Qualifications and Experience:

- Police Officer;
- Proven knowledge of community police;
- Experience in the organisation of an investigation service;
- Experience as a trainer (desirable);
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);

- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);
- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).

TRAINER OF TRAINERS IN MANAGEMENT

(VTERDC 021)

(1 position)

Security Clearance: EU Restricted

Duty Station: Kinshasa

Proposed period of deployment: anytime between 01/04/2013 and 30/09/2013

Main tasks:

Under the supervision of EUPOL's Head of Community Police (CAMO POL PROX):

- Make an inventory of the human resources management:
 - State of human resources;
 - Qualitative allocation of human resources;
 - Placement of the available human resources in different departments and services;
 - Attendance assessment.
- Accompany the Commander and the Officers of the relevant Commissariat of KINSHASA (COREKIN: "Commissariat de Référence de Kinshasa") and share knowledge and specific expertise for developing visions, strategies and approaches for the benefit of the organisation, in the spirit of the community police as defined in the Democratic Republic of Congo, in the following areas:
 - Definition of employment regimes in units;
 - Optimisation of acquired skills;
 - Assessment of skills to be acquired;
 - Assessment of needs;
 - Establishment of work schedules for the units;
 - Management of movements and promotions;
 - Monitoring the implementation of management rules by unit managers.
- Hold follow-up meetings between the Provinces, the Districts and the Commissariat.
- Write a report on the coaching.

Qualifications and Experience:

- Police Officer;
- Proven knowledge of community police;
- Experience in the organisation of human resources;
- Experience as a trainer (desirable);
- Proven experience in the field of training and / or technical advice, if possible in Africa (desirable);
- A minimum of 10 (ten) years of relevant professional experience;
- Knowledge of the Congolese National Police and the DRC (desirable);

- Excellent interpersonal communication skills and teamwork capacity;
- Proficiency in oral and written French;
- Knowledge of IT tools, including Word and Excel;
- Having served in another CSDP mission (desirable).