

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 010	Civilian Justice Expert	ASAP
	POLRDC 047	Medical Officer (Paramedic)	01/03/2013
	<u>Seconded</u>		
	POLRDC 007	Mission Security Officer (MSO)	01/06/2013
	POLRDC 020	CSRP Working Group Congolese National Police Legislation Expert	ASAP
	POLRDC 022	General Inspectorate Senior Adviser	21/05/2013
	POLRDC 023	General Inspectorate Expert	21/05/2013
	POLRDC 028	Congolese National Police Training Expert	ASAP
	POLRDC 037	Judiciary Police Trainer	ASAP
	POLRDC 039	Crowd Control Trainer	ASAP
	POLRDC 041	Crowd Control Trainer	ASAP
	POLRDC 043	Senior Police Councillor / Head of Station	27/03/2013
Deadline for applications:	Friday, 28 February 2013		
E-mail address to send the Job Application Form/CV:	cpcc.eupolrdcongo@eeas.europa.eu		

Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p>Ms Caroline SWAGEMAKERS e-mail: cpcc.eupolrdcongo@eeas.europa.eu</p>
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Seconded Personnel – For seconded positions, only personnel nominations received through official channels from Member/Contributing Third States will be considered. Member/Contributing Third 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 Contributing Third 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 Third States propose candidates for the following international expert positions for 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.

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.

¹ (2) 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.

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://webgate.ec.europa.eu/eeas/ehest/login/signup.php>) 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 EUCI.

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

CIVILIAN JUSTICE EXPERT (POLRDC 010)

(1 position)

Post level: Expert

Security Clearance: EU SECRET

Duty Station: Kinshasa (Capital)

Proposed deployment: ASAP

Main tasks:

- Under the supervision of the Head of Mission, to assist the advisors to the Kinshasa Crime Investigation, namely the "Serious Crimes Unit", in improving the crime investigation capacities of the PNC ("Police Nationale Congolaise"/Congolese National Police) Judiciary Police;
- To advise the PNC Crime Investigation Advisers on all legal matters related to crime investigation;
- In cooperation with the Kinshasa Crime Investigation Advisers, to identify shortcomings in the criminal procedural system and the overall civil criminal justice system;
- To help draft recommendations on improving the applicable criminal legislation;
- To monitor the handling of selected crime cases by the Kinshasa Crime Investigation Advisers up to the prosecutor in charge;
- To facilitate and establish interaction with relevant representatives from the prosecution in order to address shortcomings identified in the crime investigation;
- To propose appropriate solutions in order to improve the investigative skills and capacities of the Kinshasa crime investigators, notably within the "Serious Crimes Unit", and the law enforcement system in general;
- Any other tasks related to his/her specialisation as requested by the Head of Mission.

Qualifications and experience:

- To have an advanced university Degree in Law, preferably with the specialisation in criminal and criminal procedure law;
- To have a minimum of 8 (eight) years of professional experience in criminal legal matters, of which a minimum of 5 (five) years of experience in working as a judge, a public prosecutor or similar experience in crime investigation or criminal procedure;
- 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 multinational and international organisations, and to be knowledgeable in the DRC political and legal context (desirable);
- To be able to manage an important volume of work and to prioritize tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

PARAMEDIC (POLRDC 047)

Shared with EUSEC

(1 position)

Post level: Mission Support Assistant level

Security Clearance: EU SECRET

Duty Station: Goma (North Kivu)

Proposed deployment: 01/03/2013

Main tasks:

- To work under the direct supervision of the Head of Goma Station and the administrative coordination of the Head of Mission Support, advising and assisting the Head of Station and the Head of Mission in all medical related issues;
- To contribute to the execution of the health and medical support of the Goma Station;
- To advise the mission members on medical matters, deliver an Induction Training and develop documentation on relevant medical protocol and first aid on RDC;
- To deliver first aid assistance in case of a life threatening situation until medical support is provided;
- To support, monitor and coordinate in case of disease or injury of a mission member in close contact and cooperation with all involved health care and medical transportation providers, accompanying all elements of the medical evaluation chain, from the beginning until the place and definitive treatment;
- To regularly check the contents of First Aid/Trauma Kits in his/her area of responsibility;
- To perform medical briefings and First Aid Training for mission members;
- To contribute to the establishment and regular update of medical emergency plans in coordination with all relevant elements of the Mission Headquarters, including international civilian and military organisations in his/her area of expertise;
- To monitor the epidemiological and overall medical situation;
- To promote and implement preventive measures including hygiene and recommendations for immunisation in his/her area of responsibility;
- To contribute to the production of reports and information concerning the medical status of the mission and to attend meetings related to the subject;
- Any other tasks related to his/her expertise as requested by the Head of Mission.

Qualifications and experience:

- To be a registered nurse or certified paramedic with experience in emergency medicine;
- To have experience as a trainer;
- To be able to work independently in a multinational environment;
- To have previous experience in missions with a similar profile;
- To have some knowledge of tropical medicine (desirable);
- Good organisational skills in a difficult environment and ability to work under great pressure, often to very tight deadlines;
- To have excellent interpersonal and communication skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly in text-processing software (MS Word) and spreadsheets (MS Excel);

- To have international experience, preferably in Africa, particularly in crisis areas with multinational 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 prioritize tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

Seconded

MISSION SECURITY OFFICER / MSO (POLRDC 007)

(1 position)

Post level: Expert

Security Clearance: EU SECRET

Duty Station: Kinshasa (Capital)

Proposed deployment: 01/06/2013

Main tasks:

- To work under the orders of the Senior Mission Security Officer (SMSO) as defined in the EU's Policy on the security of personnel deployed (Title 5 of the TEU), ensure management of the safety and security of Kinshasa personnel and activity, including all assets, resources and information;
- To assist the SMSO in the management of the Mission's security aspects, such as drafting the Mission's security plan, the emergency and evacuation plan, ensuring the implementation of communication and information security measures and the protection of the staff;
- To participate on an ongoing basis in the development, implementation and update of the Mission security plan, including a system for keeping track of the movements of personnel;
- To ensure that the security policies and procedures are followed as per the Standard Operating Procedures;
- To take part in assessing the threat level and keep a record of incidents and security, ensuring that plans for evacuation and relocation to safe havens are updated and able to be implemented at short notice;
- In case of public order disturbances, to closely monitor the situation in RDC, reporting to the SMSO and disseminating information to the Kinshasa staff;
- To ensure compliance with the basic principles and minimum standards provided for in Council Decision 2001/264/EC regarding the protection of EU Classified Information;
- To help organise and conduct training sessions or rehearsals of security and evacuation plans;
- To stand in for the Senior Mission Security Officer of the EUPOL Mission when he/she is absent or not available;
- To carry out any other tasks at the request of the Head of Mission.

Qualifications and experience:

- Police or Gendarmerie Officer;
- Minimum of 5 (five) years' experience in an operational field service;
- Knowledge of the functioning of the EU Institutions, in particular of CFSP and/or CDSP;
- Proven experience in first aid and security in a hostile environment;
- University degree or graduate of a national police or military academy (desirable);
- Fluency in both oral and written French;
- Good working knowledge of English;
- Excellent ability to communicate internally and with multinational and international organisations as well as international partners;
- Highly resilient under physical and mental pressure and stress-resistant;

- Perfect knowledge of all aspects concerning security, in particular the EU's Policy on the Security of EU Staff deployed outside Europe in an operational capacity under Title V of the TEU and its supporting documentation;
- Experience in field security with other international crisis management actors (i.e. UN, OSCE, etc.), especially in Africa, will be considered an asset;
- Good knowledge of IT tools, particularly Word and Excel processing tools;
- To be able to manage an important volume of work and to prioritize tasks;
- International experience, preferably in Africa, particularly in crisis areas with multinational and international organisations, and be knowledgeable in the DRC political and legal context (desirable);
- Training in Civilian Crisis Management or having served in another CSDP Mission (desirable);
- To have or to be in the position to obtain a national security clearance equivalent to the level EU SECRET.

CSRP* WORKING GROUP CONGOLESE NATIONAL POLICE
LEGISLATION EXPERT (POLRDC 020)

(1 position)

Post level: Expert

Security Clearance: EU SECRET

Duty Station: Kinshasa (Capital)

Proposed deployment: ASAP

Main tasks:

- To help record all documentation relating to the laws and regulations for the PNC ("Police Nationale Congolaise"/Congolesse National Police);
- To help review and re-visit the current legal framework to fit it into the PNC reform and restructuring process;
- To assist the PNC in the conceptual and doctrinal framework underlying the PNC reform process;
- To assist in drafting regulations deriving from the "Loi Organique portant organisation de la PNC";
- To assist the PNC in outlining the future legal and professional status of the police personnel;
- To 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;
- To help the CSRP Executive Secretariat adviser prepare the CSRP meetings relating to the topics dealt with by his/her Working Group;
- To report, through the Deputy Head of Mission/CSRP, to the Head of Mission on the developments relating to his/her Working Group;
- To 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;
- 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 multinational 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 prioritize tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

** CSRP = "Comité de Suivi de la Réforme de la Police"/Monitoring Committee of the Police Reform*

GENERAL INSPECTORATE SENIOR ADVISER (POLRDC 022)

(1 position)

Post level: Expert

Security Clearance: EU SECRET

Duty Station: Kinshasa (Capital)

Proposed deployment: 21/05/2013

Main tasks:

- To work under the supervision of the CSRP Deputy Executive Secretary/Coordinator;
- To advise the General Inspector of the "Inspection Générale" on the strategies, policies, command and control required to set up his unit;
- To advise the General Inspector and his two deputies on the management and leadership role;
- To 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,
- To facilitate contacts with bilateral actors which want to support the "Inspection générale",
- To 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"/Congolese National Police),
- To help identifying shortcomings in the handling of audit proceedings and internal affairs investigations and make recommendations to improve them;
- To advise on the technical and logistics needs and the set up of a data-base allowing the "Inspection générale" to properly record inspection, investigation and audit reports;
- To help the General Inspector establishing contacts with Human Rights NGOs, notably dealing with police abuse and violence;
- To undertake any other tasks required by the Head of Mission.

Qualifications and experience:

- To have a rank of Major/Superintendent/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 organizational 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 multinational 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 prioritize 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)

Post level: Expert

Security Clearance: EU SECRET

Station: Kinshasa (Capital)

Proposed deployment: 21/05/2013

Main tasks:

- To work under the supervision of the senior General Inspectorate Adviser;
- To advise the General Inspector of the "Inspection générale" on the strategies, policies, command and control required to set up his unit;
- To advise the General Inspector and his two deputies on the management and leadership role,
- To 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;
- To facilitate contacts with bilateral actors which want to support the "Inspection générale";
- To 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"/Congolesse National Police);
- To help identifying shortcomings in the handling of audit proceedings and internal affairs investigations and make recommendations to improve them;
- To advise on the technical and logistics needs and the set up of a data-base allowing the "Inspection générale" to properly record inspection, investigation and audit reports;
- To help the General Inspector establishing contacts with Human Rights NGOs, notably dealing with police abuse and violence;
- To undertake any other tasks required by the Head of Mission.

Qualifications and experience:

- To have a rank of Major/Superintendent/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 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 multinational 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 prioritize tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).

(PNC) TRAINING EXPERT (POLRDC 028)

(1 position)

Post level: Expert

Security Clearance: EU SECRET

Duty Station: Kinshasa

Proposed deployment: ASAP

Main Tasks:

- To work under the supervision of the training coordinator expert;
- To provide expertise and act as a reference in the field of training for the Mission Implementation Structure as well as for the external partners;
- To be part of the Training Working Group of the Mission Implementation Structure and participating in the implementation of training projects and installation of Training Centers within the PNC ("Police Nationale Congolaise"/Congolese National Police);
- To participate in the drafting of regulations within its field of expertise;
- To maintain the necessary contacts with external bodies involved in the reform or service providers, on matters relevant to the area of expertise;
- To provide support for the training of the PNC in the preparation of Action Plans;
- To support other working groups of the Mission Implementation Structure;
- To monitor projects in its field of action;
- To carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Rank of Major/Superintendent/Chief Inspector and proven experience in the field of SSR;
- Experience in planning, implementation and management of projects;
- Minimum of 5 (five) years of international experience particularly in crisis areas with multinational and/or international organisations (desirable);
- Knowledge of the Congolese National Police and the DRC (desirable);
- Proven experience in educational organisation and management of police training;
- 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 prioritize 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)

Post level: Expert

Security Clearance: EU SECRET

Duty Station: Mobile Team (Kinshasa)

Proposed deployment: ASAP

Main tasks:

- To work under the supervision of the training coordinator expert;
- To train and advise the PNC ("Police Nationale Congolaise"/Congolesse National Police) on Judiciary Police issues;
- To assist and train the PNC in the crime investigation capability of the OPJ, notably the "Crime Unit", when operational;
- To 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;
- To assist and provide training in criminal procedures and reporting, in compliance with the DRC Criminal Procedural Code;
- To help develop a crime intelligence collection system and assist in gathering and updating criminal police data;
- To provide Training on how to collate process and analyse evidence, when appropriate;
- To perform any other task linked to his/her 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 multinational 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 prioritize tasks;
- To possess a training in Civilian Crisis Management or having served in another CSDP Mission (desirable).

CROWD CONTROL TRAINER (POL RDC 039)

(1 position)

Post level: Expert

Security Clearance: EU SECRET

Duty Station: Mobile Team (Kinshasa)

Proposed deployment: ASAP

Main tasks:

- To work under the supervision of the training coordinator expert;
- To train and advise the PNC ("Police Nationale Congolaise"/Congolesse National Police) in Crowd Control operations planning;
- To assist and train the PNC in public order management and public security missions;
- To advise the PNC on the technical needs and technical specifications concerned, in partnership with potential international contributors;
- To facilitate the implementation of donors-sponsored projects in support of Crowd Control;
- To help develop a public security intelligence processing system;
- To help develop a public order and crisis-related management system;
- To advise and train the Operations Planners on how to collate process, analyse and disseminate public order information and intelligence, when appropriate;
- To advise the Operations Planners on how to follow up on a crisis situation and to report to the PNC chain of command, when appropriate;
- To perform any other task linked to his/her 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 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 multinational 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 prioritize tasks;
- To possess a training in Civilian Crisis Management or having served in another CSDP Mission (desirable).

CROWD CONTROL TRAINER (POL RDC 041)

(1 position)

Post level: Expert

Security Clearance: EU SECRET

Duty Station: Mobile Team (Kinshasa)

Proposed deployment: ASAP

Main tasks:

- To work under the supervision of the training coordinator expert;
- To train and advise the PNC ("Police Nationale Congolaise"/Congolese National Police) in Crowd Control operations planning;
- To assist and train the PNC in public order management and public security missions;
- To advise the PNC on the technical needs and technical specifications concerned, in partnership with potential international contributors;
- To facilitate the implementation of donors-sponsored projects in support of Crowd Control;
- To help develop a public security intelligence processing system;
- To help develop a public order and crisis-related management system;
- To advise and train the Operations Planners on how to collate process, analyse and disseminate public order information and intelligence, when appropriate;
- To advise the Operations Planners on how to follow up on a crisis situation and to report to the PNC chain of command, when appropriate;
- To perform any other task linked to his/her 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 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 communications 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 multinational 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 or having served in another CSDP Mission (desirable).

SENIOR POLICE COUNCILLOR – HEAD OF STATION (POLRDC 043)

(1 position)

Post level: Expert

Security Clearance: EU SECRET

Duty Station: Goma (North Kivu)

Proposed deployment: 27/03/2013

Main Tasks:

- To work under the supervision of the Deputy Head of Mission,
- To manage the Antenna of Goma at both operational and administrative levels;
- To be responsible for the administration of the international personnel and local staff within the Antenna of Goma;
- To assure all contacts with regional PNC ("Police Nationale Congolaise"/Congolese National Police) authorities and other partners in order to support the police reform process in eastern DRC;
- To provide expertise and act as a reference in the field of SSR (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;
- To 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;
- To supervise the linkage between the CSRP and the various projects on SSR matters;
- To assure all necessary contacts with external bodies involved in the reform process;
- As EUPOL representative, to 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;
- To 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 multinational 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 multinational and international organisations (desirable);
- To be able to manage an important volume of work and to prioritize tasks;
- To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission (desirable).