

# EUROPEAN EXTERNAL ACTION SERVICE



## ANNEX 1

### EU Police Mission in the Palestinian Territories (EUPOL COPPS)

#### 3-2014 Call for Contributions for Seconded Visiting Experts

<b>Organisation:</b>	EUPOL COPPS		
<b>Job Location:</b>	Ramallah		
<b>Availability:</b>	As indicated below		
<b>Staff Regime:</b>	Seconded		
<b>Job Titles/Vacancy Notice:</b>	<b>Reference</b>	<b>Name of the post</b>	<b>Proposed Periods of Deployment</b>
	VPA005	Ministry of Interior Expert*	15/03/2015 – 12/06/2015 and 19/07/2015 – 12/09/2015
	VPA006	INTERPOL Expert	18.01.15 - 17.04.15 and 03.05.15 - 19.06.15
<b>Deadline for applications:</b>	Friday 12 December 2014 at 17:00 hours Brussels time.		
<b>E-mail address to send the Job Application Form/CV:</b>	cpcc.eupolcopps@eeas.europa.eu		
<b>Information:</b>	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):  <b>Mr. Joern Laursen</b> <b>cpcc.eupolcopps@eeas.europa.eu</b>		

\* The availability of this post is subject to the adoption of the Council Decision approving the appropriate Budgetary Impact Statement.

**Seconded Personnel** – Only personnel nominations received through official channels from Member/contributing third 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 Member/contributing third State will bear 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) 9084/13 and (30 April 2013).

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

The Civilian Operations Commander requests that Member/contributing third State propose candidates for the following international Visiting Experts' positions for EUPOL COPPS, according to the requirements and profiles described below.

#### **A. Essential requirements**

Member/contributing third 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 Member/contributing third States.

**Ability to communicate effectively in English** – Visiting Experts must be fully fluent in written and spoken English. Report writing skills are especially needed.

**Driver's licence** - Be in possession of a valid - including Mission area - civilian driver license for motor vehicles (Category C or equivalent is now required to drive armoured vehicles in Israel, and it is therefore highly desirable). Able to drive any 4 wheel drive vehicles.

**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 Common Security and Defence Policy.

**Knowledge of the Middle East** – To have a good knowledge of the history, culture, social and political situation of the region. 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 Arabic or Hebrew will be an asset.

### **C. Essential documents for candidates**

**Passport** - The participants must obtain a passport from the respective national authorities valid for at least 2 years.

**Visas** - The mission shall facilitate the obtaining of visas for selected personnel with EU citizenship once the Mission Members have been deployed in the country. Therefore a visa prior to the deployment is not required.

**Security clearance required:** The selected candidate will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job description. For seconded experts, the original certificate of the national security clearance or a proof of the initiation of the process must accompany them upon deployment. For both seconded experts, access to EUCI will be limited to RESTRICTED until the issuance of their national security clearance.

**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/contributing third State. A copy of this certification must accompany deployed seconded/contracted personnel.

### **D. Additional information on the selection process**

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The Civilian Operations Commander encourages Member/contributing third 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 shortlisted and interviewed by phone, before the final selection is made.

**Information on the outcome** - Member/contributing third States will be informed about the outcome of the selection process after its completion.

<b>INTERPOL Expert (VPA006 )</b>	
<b>Location:</b> Ramallah, Palestine	<b>Availability:</b> 18.01.15 – 17.04.15; 03.05.15 – 19.06.15
<b>Security clearance level:</b> EU CONFIDENTIAL or equivalent	<b>Employment Regime:</b> Seconded
<b>Reporting line:</b> Head of Police Advisory Section	<b>Open to contributing third States:</b> Yes

### **Main tasks:**

- Supports the Palestinian Ministry of Interior (MoI) strengthen its capacity and mechanisms to meet INTERPOL standards;
- Identify technical, legal and capacity elements to align MoI to INTERPOL processes and systems;
- Conduct and/or organize training activities for MoI and police personnel;
- Prepare background documentation and concept notes with options and recommendations on a number of issues related to the development and implementation of INTERPOL initiatives and projects;
- Organize meetings or workshops related to potential INTERPOL cooperation;
- Support the MoI develop regional and international contact network to facilitate coordination with INTERPOL;
- Assist in identifying legal/regulatory framework to support the Palestinian criminal justice system align to INTERPOL standards;
- Undertake any other tasks required on behalf of the Head of Police Advisory Section.

### **Qualifications and experience:**

- Graduated from a Police academy / college of any EU Member State or contributing third State or a university degree (minimum 3 years) in law enforcement, law or related field;
- Minimum of 5 years' experience in specialized criminal investigations including at national and international levels;
- Extensive working experience in international cooperation and relations related to INTERPOL, including proven experience in management of INTERPOL projects, activities and initiatives;
- Experience in coordinating a wide range of activities; experience in planning and managing complex tasks, with minimum supervision;
- Proven experience in the management of strategic programs and projects and their performance monitoring;
- Demonstrated ability and willingness to work as a member of a team, with people of different professional backgrounds;
- Ability to work in a multicultural environment with local partners of different professional and religious backgrounds, and with diverse political views while maintaining impartiality and objectivity;
- Ability to operate Microsoft Office package (Word, Excel, PowerPoint, Outlook);
- Certification as a qualified INTERPOL trainer (highly desirable);
- Experience as a Senior Manager in a national law enforcement agency or an equivalent position in an international law enforcement organization (desirable);
- Relevant international/mission experience would be a distinctive asset.

<b>Ministry of Interior Expert (VPA005)</b>	
<b>Location:</b> Ramallah, Palestine	<b>Availability:</b> 15/03/2015 – 12/06/2015 and 19/07/2015 – 12/09/2015
<b>Security clearance level:</b> EU CONFIDENTIAL or equivalent	<b>Employment Regime:</b> Seconded
<b>Reporting line:</b> Head of Police Advisory Section	<b>Open to contributing third States:</b> Yes

### **Main tasks:**

- Support the Palestinian Ministry of Interior (MoI) to further enhance its oversight and governance structures and processes;
- Work closely with other organisations supporting the MoI, and where appropriate take initiatives to coordinate donor activity;
- Develop efficient organisational procedures so as to ensure effective implementation and evaluation of the security sector strategy;
- Support the MoI as part of its strategy in ensuring policing primacy of the PCP vis-a-vis the other security services;
- Assist in the development of a legal/regulatory framework identifying and separating competencies of the MoI and other institutions in the security sector;
- Support the MoI in clarifying the responsibilities and authority of the police, through the development of one applicable police law;
- Develop institutionalized cooperation and coordination mechanisms with relevant institutions and between the different security services;
- Undertake any other tasks required on behalf of the Head of Police Advisory Section.

### **Qualifications and experience:**

- Advanced University Degree in International Development, Public Administration, Political Science, or other related field;
- Extensive working experience (minimum 8 years) in advising on strategy implementation and strengthening civilian oversight within a ministry or other security sector institution (at least at middle management level);
- Excellent knowledge of security sector reform (SSR) processes, in particular police reform from a comparative perspective;
- Experience of aid management, programme / project implementation and strategic planning processes;
- Demonstrated ability and willingness to work as a member of a team, with people of different professional backgrounds;
- Ability to work in a multicultural environment with local partners of different professional and religious backgrounds, and with diverse political views while maintaining impartiality and objectivity;
- Ability to operate Microsoft Office package (Word, Excel, PowerPoint, Outlook);
- Relevant international / mission experience would be a distinctive asset.