

**ANNEX 1**

**EU Capacity Building Mission in the Horn of Africa
(EUCAP NESTOR Horn of Africa)**

1-2015 Call for Contributions for Seconded Visiting Experts

Organisation:	EUCAP NESTOR		
Job Location:	As indicated below		
Availability:	As indicated below		
Staff Regime:	Seconded		
Job Titles/Vacancy Notice:	Reference	Name of the post	Proposed Periods of Deployment
	VE DJ 08	Law Drafting Expert	15/3/2015 – 14/6/2015
	VE DJ 09	Maritime Trainer	8/3/2015 – 7/6/2015
	VE SOM 09	Maritime Police Trainer	8/3/2015 – 7/6/2015
	VE SOM 10	Search and Rescue Expert	1/5/2015 – 31/7/2015
Deadline for applications:	13 February 2015 at 17:00 hours Brussels time.		
E-mail address to send the Job Application Form/CV:	cpcc.eucaphoa@eeas.europa.eu		
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Mr Tapio Rasanen Tapio.rasanen@ext.eeas.europa.eu		

Seconded Personnel – Only personnel nominations received through official channels from Member States and contributing third States (contributing States) will be considered. For EU Member States personnel the Mission will cover the daily allowances, the travel costs to and from the place of deployment reserved by the Mission and any duty travel undertaken by Visiting Experts while on deployment. Each 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) and 9084/13 (30 April 2013).

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

The Civilian Operations Commander requests that contributing States propose candidates for the following international Visiting Experts' positions for EUCAP Nestor, according to the requirements and profiles described below.

A. Essential requirements

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 contributing 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's licence for motor vehicles (Category B or equivalent). Able to drive any 4-wheel drive vehicle. Category C driving license (desirable).

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.

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 Mission area – To have a good knowledge of the history, culture, social and political situation of the region. To have 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 French or local languages will be an asset

C. Essential documents for candidates

Passport – The participants must obtain a passport from the respective national authorities. However, seconded EU Member States should preferably provide their personnel with a service/diplomatic passport.

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: 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 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 contributing States. A copy of this certification must accompany deployed seconded 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 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 shortlisted and interviewed by phone, before the final selection is made.

Information on the outcome - Contributing States will be informed about the outcome of the selection process after its completion.

Law Drafting Expert (VE DJ 08)	
Location: Djibouti	Availability: 15/3/2015 – 14/6/2015
Security clearance level: EU CONFIDENTIAL or equivalent	Employment Regime: Seconded
Reporting line: Head of Country Office Djibouti	Open to contributing third States: Yes

Main tasks:

- Continues the processing of the Assessment Report on Legal Framework for Maritime Security;
- Reviews, assesses and reports on the current maritime-related legislative framework, identifying gaps and needs;
- Assesses and reports on the functioning of the criminal/maritime justice system of Djibouti and its key actors identifying any weaknesses or areas of potential improvement;
- Assists in the establishment of the planned law reform commission within the Ministry of Justice and provides ongoing advice and support to the commission;
- Develops a strong working partnership with the Djiboutian authorities and key stakeholders;
- Liaises with and provides expert legal and policy advice to the Djiboutian authorities and the key actors of the criminal justice system;
- Conducts administrative tasks and reporting in relation to their work;
- Carries out any other task in the domain of his/her competency as deemed necessary.

Qualifications and experience:

- University degree in law, relevant Master degree or equivalent additional relevant studies;
- At least 8 years of relevant professional experience with substantial practical experience (minimum five years) in the area of penal law, maritime law, legal reform, legislation, law implementation, legal analysis, and law drafting;
- Experience of working in the civil law system;
- Understanding of criminal law and criminal law process and function of the different actors, knowledge of maritime, constitutional/administrative law and the legal reform process: experience/knowledge of court/prosecution administration would be an advantage;
- Excellent command of French.
- Communication skills, confident inter-personal skills to advise legal professionals, conduct effective mentoring and training and advising.
- Demonstrated ability to operate effectively in politically sensitive and/or complex environments
- 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;
- Planning and project management skills/abilities with the capacity to effectively design and implement legal projects;
- Experience of operating effectively in high risk environments;
- Experience of operating in politically complex and sensitive environments is a strong advantage;
- Previous experience in the Horn of Africa or developing countries in another region would be a distinctive asset.

Maritime Trainer (VE DJ 09)	
Location: Djibouti (with possible travel within the Region, including Somalia)	Availability: 8/3/2015 – 7/6/2015
Security clearance level: EU CONFIDENTIAL or equivalent	Employment Regime: Seconded
Reporting line: Head of Training Unit	Open to contributing third States: Yes

Main tasks:

- Develops in deep the syllabus and organize the maritime training activities of the Maritime training module;
- Participates as instructor in the basic course for Somali CG, taking in charge some of the maritime-related areas: navigation, ISPS, SOLAS, Coast Guard Function, etc;
- Supports as appropriate, through advice and reports, the Head of the Training Unit;
- Produces relevant training material;
- Participates in any other activity through the operations area, as required.

Qualifications and experience:

- Academic formation (Navy, Coast Guard, Maritime Police) relevant to the position;
- At least 5 years of experience embarked, developing coast guard functions or maritime police, with relevant experience in navigation;
- Previous experience as trainer, in maritime-related areas, preferably in the area of navigation in accordance with The Standards of Training, Certification & Watchkeeping (STCW) Convention;
- Good understanding of the practicalities of the Maritime security challenges in development countries and in facilitating across-sectorial training activities;
- Knowledge of French is an advantage;
- Previous work experience in international surroundings in crisis management is an advantage;
- Previous work experience in Horn of Africa and/or maritime capacity building programs would be a distinctive asset.

Maritime Police Trainer (VE SOM 09)	
Location: Mogadishu - Somalia (with possible travel within the Region, including Somalia)	Availability: 8/3/2015 – 7/6/2015
Security clearance level: EU CONFIDENTIAL or equivalent	Employment Regime: Seconded
Reporting line: Head of Country Office Somalia	Open to contributing third States: Yes

Main tasks:

- Explores training opportunities for Somalia CG and maritime police;
- Develops and carries out training programs for maritime agencies based in the whole Somalia;
- Participates as instructor in the basic CG courses for Somalia, taking in charge some of the maritime and maritime police-related areas: navigation, ISPS, SOLAS, Coast Guard Function, etc.;
- Produces relevant training material;
- Participates in any other activity through the operations area, as required.

Qualifications and experience:

- Academic formation (Coast Guard or Maritime Police) relevant to the position;
- At least 5 years of experience embarked, developing law enforcement at sea;
- Previous experience as trainer, in maritime-related areas, preferably delivering training accordance with The Standards of Training, Certification & Watchkeeping (STCW) Convention;
- Good understanding of the practicalities of the Maritime security challenges in development countries and in facilitating cross-sectorial training activities;
- Navigation skills and navigation training experience is an advantage;
- Knowledge of French is an advantage;
- Previous work experience in international surroundings in crisis management is an advantage;
- Previous work experience in Horn of Africa and/or maritime capacity building programs would be a distinctive asset.

Search and Rescue Expert (VE SOM 10)	
Location: Hargeisa (Somalia)	Availability: 1/5/2015 – 31/7/2015
Security clearance level: EU CONFIDENTIAL or equivalent	Employment Regime: Seconded
Reporting line: Head of Country Office Somalia	Open to contributing third States: Yes

Main tasks:

- Develops the syllabus and organize the teaching and training activities related to the Coast Guard Function ‘Search and Rescue’ (SAR) for the Somaliland Coast Guard (SLCG);
- Participate as principal instructor for the Mentoring, Teaching and Training (MTT) Phase 5 (SAR) for the SLCG;
- Supports as appropriate, through advice and reports, the Team Leader Hargeisa Field Office / Senior Maritime Adviser SL and the Head of the Somalia County Office;
- Produce relevant MTT material, matched to the level of competence and equipment status of the SLCG;
- Contribute to the mapping and survey of the SLCG main coastal bases; in particular operational shortfalls; and prepare comprehensive recommendations to address these in the short – to medium term.

Qualifications and experience:

- Academic formation relevant to the position;
- Previous proven experience as teacher and trainer in the area of SAR, preferably in accordance with The Standards of Training, Certification & Watchkeeping (STCW) Convention;
- Understanding of international definitions and regulations in United Nations Convention on the Law of the Sea (UNCLOS), International Convention for the Safety of Life at Sea (SOLAS) and International Aeronautical and Maritime Search and Rescue Manual (IAMSAR);
- Culturally aware and sensitive to adapt to local circumstances and cultural habits;
- Able to endure austere environments and short periods of (relative) solitude/isolation;
- Previous work experience in Horn of Africa and/or maritime capacity building programmes is an advantage
- Previous work experience in international surroundings in crisis management is an advantage.
- Knowledge of Arabic or Somali language is an advantage;