

# EUROPEAN EXTERNAL ACTION SERVICE



## ANNEX 1

### **EU Border Assistance Mission for the Rafah Crossing Point (EUBAM Rafah)**

#### Advertisement for Seconded Visiting Experts 1-2015

<b>Organisation:</b>	EUBAM Rafah		
<b>Job Location:</b>	Tel Aviv		
<b>Availability:</b>	1 March 2015		
<b>Staff Regime:</b>	Seconded		
<b>Job Titles/Vacancy Notice:</b>	<b>Ref.</b>	<b>Name of the post</b>	<b>Proposed Period of Deployment</b>
	VE01	Border Management Adviser	01/03 – 30/06/2015
<b>Deadline for applications:</b>	Friday 13 February 2015 at 1700 Brussels time.		
<b>E-mail address to send the Job Application Form/CV:</b>	<b>cpcc.eubamrafah@eeas.europa.eu</b>		
<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><u>cpcc.eubamrafah@eeas.europa.eu</u></b> Tel: +32 2584 3289		

**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 documents 8551/12 (4 April 2012) and 9084/13 (30 April 2013).

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

The Civilian Operations Commander requests EU Member States to propose candidates for the following international Visiting Experts' position for EUBAM Rafah, according to the requirements and profile described below.

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

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 an EU Member State.

**Integrity** – The participants must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. The 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** – The participants must be able to work in arduous conditions with a limited network of support and with unpredictable working hours and a considerable workload. They must have the 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) and be able to cope with extended separation from their family and usual environment.

**Availability** – The participants must be able 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** – The participants must be 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, participants should, in principle, be under the normal age of retirement in EU Member States.

**Ability to communicate effectively in English** – The participants must be fully fluent in written and spoken English. 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.

**Driver's Licence** – The participants must 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).

**Training** – eHest (<https://webgate.cc.europa.eu/eeas/chest/login/signup.php>) or equivalent.

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

## **B. Recommendable requirements**

**Knowledge of the EU Institutions** – The participants should 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** – The participants should have a good knowledge of the history, culture, social and political situation of the region. They should have knowledge of the police, judiciary and governmental structures (distinct advantage).

**Training and Experience** – The participants should 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 selected candidates**

**Passport** – The selected candidates must obtain a passport from the respective national authorities valid for at least 1 year.

**Visas** – EU Member States and selected candidates 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 candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job description. The original certificate of the national security clearance or a proof of the initiation of the process must accompany them upon deployment. Access to EUCI will be limited to RESTRICTED until the issuance of their national security clearance.

**Certificate/Booklet of Vaccination** – The selected candidates must be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. They must be also vaccinated according to the required immunisations for the Mission area.

**Medical Certificate** – The selected candidates 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.

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

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. EU Member States are encouraged 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 interviewed by phone, before the final selection is made.

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

Position Name: <b>Border Management Adviser</b>	Employment Regime: <b>Seconded</b>	
Ref. Number: <b>VE 01</b>	Location: <b>Tel Aviv</b>	Availability: <b>01/03 – 30/06/2015</b>
Component/Department/Unit: <b>Border Unit</b>	Level of Security Clearance: <b>EU Secret</b>	Open to contributing third States: <b>No</b>

**Reporting Line:**

The Border Management Adviser reports to the Border Expert.

**Main Tasks:**

- Helps EUBAM to develop, together with General Authority on Borders and Crossings (GABC) counterparts, a Palestinian Authority Border Catalogue based on the international standards and best practices;
- Under the HoM's supervision and in consultation with the mission's advisers, delivers a programme of training courses on border management in accordance with international best practices;
- Helps EUBAM to advise and assist GABC in the development of basic, specialized and career development training curricula;
- Helps EUBAM to develop an approach to training that is GABC-led and sustainable;
- Assists GABC in identifying and exploiting interagency coordination and mutual support opportunities in the field of Borders and Crossings, in particular in those areas that support the development of a culture of joint operations;
- Supports EUBAM in assessing the requirements for equipment and infrastructure related to GABC training and advise accordingly;

- Advices EUBAM on assisting in the development of a Regulatory Framework, comprising internal administrative policies, procedures, regulations and internal controls, aimed at ensuring the effective, efficient and transparent use of resources within GABC;
- Advices EUBAM on assisting in the design and implementation of an optimal organisational structure for GABC and provide support in the drafting of job descriptions for all managerial positions.

**Qualifications and Experience:**

- University degree or formal training in Police Management, Political Science, International Relations, Social Sciences or Public Administration, when the normal duration of university education is at least 4 years;
- Relevant and proven professional experience in the field of IBM, including at least 5 years at management level progressively;
- Experience in the field of training;
- Knowledge of border management and the related broader Rule of Law issues; including an understanding of Human Rights, refugees' and internally displaced persons' rights, migration and the criminal justice chain (from police to prison);
- Experience in strategic analyses, planning and reporting as well as a sound understanding of operational implications;
- Experience in dealing with the coordination of public institutions at ministerial level;
- Experience in identifying needs and designing training strategies related to IBM;
- Ability to adapt to a team, to work under guidance and fully share team goals;
- Ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- High resilience under mental pressure and willingness to work extra hours when required;
- Excellent level of written and spoken English.