

**ANNEX 1**

**EU Capacity Building Mission in Niger  
(EUCAP Sahel Niger)  
1-2015 Call for Contributions for Visiting Experts**

<b>Organisation:</b>	EUCAP Sahel Niger		
<b>Job Location:</b>	Niamey		
<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>
	VE NI 19	Trainer: Operations Room	05/10/2015 - 13/11/2015
	VE NI 20	HR Expert	01/05/2015 - 31/07/2015
	VE NI 21	Armament Training Expert	15/04/2015 - 15/07/2015
	VE NI 22	XRY Expert (Data Extraction)	11/04/2015 - 25/04/2015
	VE NI 23	Border Management Expert	11/04/2015 - 13/06/2015
	VE NI 24	Anti-Human Trafficking Expert (Law Drafting Expert)	12/04/2015 - 11/07/2015
<b>Deadline for applications:</b>	Friday 6 March 2015 at 1700 hours Brussels time.		
<b>E-mail address to send the Job Application Form/CV:</b>	<a href="mailto:eeas-cpcc-eucap-niger@eeas.europa.eu">eeas-cpcc-eucap-niger@eeas.europa.eu</a>		
<b>Information:</b>	<p style="text-align: center;">For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p style="text-align: center;"><b>Mr Aurel Hariton</b>  <a href="mailto:aurel.hariton@ext.eeas.europa.eu">aurel.hariton@ext.eeas.europa.eu</a>  +32 (0)2 584 69 04</p>		

**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' positions for EUCAP Sahel Niger, 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 candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. The candidates 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 candidates shall carry out their duties and act in the interest of the Mission.

**Negotiation Skills** – The candidates must have excellent negotiating skills and the ability to work professionally in a stressful and diverse environment.

**Flexibility and Adaptability** – The candidates 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 candidates 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 candidates 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, candidates should, in principle, be under the normal age of retirement in EU Member States.

**Ability to communicate effectively in French** – The candidates must be fully fluent in written and spoken French. Reporting writing skills are especially needed. Knowledge of local languages will be an asset.

**Computer Skills** – The candidates must be skilled in word processing, spread sheet and E-mail systems is essential. Knowledge of other IT tools will be an asset.

**Driver's Licence** – The candidates must be in possession of a valid – including Mission area – civilian driving license for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle. Category C driving license is desirable or as specified in the respective job description.

**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 termination of the secondment.

## **B. Recommended requirements**

**Knowledge of the EU Institutions** – The candidates 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 Mission area** – The candidates 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 candidates should have attended a Civilian Crisis Management Course or have participated in a CSDP Mission (desirable).

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

**Passport** – The selected candidates must obtain a passport from the respective national authorities. If possible, a Service Passport or Diplomatic Passport should be issued.

**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. Yellow fever vaccination is compulsory to be admitted in to the country.

**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.

<b>Position Name:</b> Trainer Operations Room	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> Visiting Expert
<b>Ref. no.</b> VE NI 19	<b>Location:</b> Niamey	<b>Availability:</b> 05/10/2015 - 13/11/2015
<b>Component/Department/Unit:</b> Interoperability Unit	<b>Security Clearance Level:</b> EU restricted	<b>Open to Invited Third States:</b> No

**Reporting Line:**

The Visiting Expert reports to the Head of Interoperability Unit.

**Main Tasks:**

- Helps to define both the control room shift supervisors and the operators required knowledge and to draft a handbook (or a checklist) for distribution.
- Trains selected members of the Nigerien Security Forces (10 to 15 trainees) on the main tasks that the control room shift supervisor has to perform. Uses «lessons learned» and actual cases.
- Introduces the trainees to the requirements of the work environment, transferring knowledge and showcasing supervision products (hardware and software).
- In contact with the “operation room expert” of the Mission, collects information about the local CIS equipment and teaches the trainees how to use it.
- Develops the reaction competencies of the trainees in emergency situations; uses «lessons learned» and concrete cases.
- Enhances the analysing and reporting skills of the operators.

**Qualification and Experience:**

- Law Enforcement Officer, Non-Commissioned Officer up to Superintendent.
- The applicant must have performed the duties of the control room shift supervisor for a minimum of 2 years.
- Proven experience in the field of training and/or technical advice.
- Previous experience in Africa (desirable).
- At least 5 years of relevant professional experience.
- Excellent interpersonal communication skills and teamwork capacity.
- Knowledge of IT tools, including MS Office.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> HR Expert	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> Visiting Expert
<b>Ref. no.</b> VE NI 20	<b>Location:</b> Niamey	<b>Availability:</b> 01/05/2015 - 31/07/2015
<b>Component/Department/Unit:</b> Sustainability Policies Unit	<b>Security Clearance Level:</b> EU restricted	<b>Open to Invited Third States:</b> No

### **Reporting Line:**

The HR Expert reports directly to the Head of Sustainability Policies Unit.

### **Main Tasks:**

- Helps to implement the HR strategy related to the Nigerien Security Forces.
- Organises and delivers one pre-established training module of 1 week on “Human Resources Evaluation cycle of personnel”, 4 times (total of 4 weeks) to each Nigerien Security Force with a specific focus on the fight against terrorism and organised crime. This training aims at taking into consideration the personal evaluation/assessment of the staff and the training it benefited, in the assignment in specialised units (e.g.: intelligence, criminal investigation, intervention/SWAT, forensics etc.).
- Analyses and comments on the results and data of the training in the field of human resources management, drafts reports with lessons learned aiming at increasing the implementation of the HR strategy.
- Based on the result of the above mentioned studies, develops future training modules in the area of HR.
- Performs any other tasks as directed by the Head of Sustainability Policies Unit.

### **Qualifications and Experience:**

- Senior Military/Rule of Law Officer or Civilian.
- A level of education that corresponds to completed university studies attested by a diploma or successful completion of equivalent academic studies in Human Resources or related disciplines when the normal duration of university education is at least 4 years.
- At least 3 years of relevant and proven experience in a human resources department in the area of recruitment and evaluation in a national security force entity.
- At least 2 years of relevant and proven experience as a trainer in national security forces or in a crisis management military operation or civilian mission.
- Excellent analytical, synthesis and drafting skills.
- Excellent organisational and coordination skills.
- Previous experience in Africa (desirable).
- Excellent interpersonal communication skills and teamwork capacity.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Armament Training Expert	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> Visiting Expert
<b>Ref. no.</b> VE NI 21	<b>Location:</b> Niamey	<b>Availability:</b> 15/04/2015 - 15/07/2015
<b>Component/Department/Unit:</b> Sustainability Policies Unit	<b>Security Clearance Level:</b> EU restricted	<b>Open to Invited Third States:</b> No

**Reporting Line:**

The Armament Training Expert reports directly to the Head of Sustainability Policies Unit.

**Main Tasks:**

- Delivers one pre-established harmonized training module in “armament management” 4 times in the regions of Niger for the Nigerien Security Forces.
- Elaborates further training modules in the area of armament and security best practices.
- Performs any other tasks as directed by the Head of Sustainability Policies Unit.

**Qualifications and Experience:**

- Senior Military/Rule of Law Officer or Civilian.
- At least 5 year relevant experience in the field of armament, management, stocking and security best practices in security forces.
- At least 2 year experience as a trainer in national security force, or in a crisis management military operation or civilian mission.
- Excellent analytical skills and capacity to foresee needs and plan strategies to maximize resources.
- Previous experience in Africa (desirable).
- Excellent interpersonal communication skills and teamwork capacity.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				



<b>Position Name:</b> XRY Expert (Data Extraction)	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> Visiting Expert
<b>Ref. no.</b> VE NI 22	<b>Location:</b> Niamey	<b>Availability:</b> 11/04/2015 - 25/04/2015
<b>Component/Department/Unit:</b> Technical Competencies Unit	<b>Security Clearance Level:</b> EU restricted	<b>Open to Invited Third States:</b> No

**Reporting Line:**

The Visiting Expert reports to the Head of Technical Competencies Unit.

**Main Tasks:**

- Elaborates and delivers trainings on the following areas:
  - Telephony (GSM): basic notions, networks, internet;
  - Sampling and analysis: maintaining evidence, collecting the DATA, forensics software, physical and logical examination methodology, reporting;
  - Chipset systems specifics, cloning;
  - Law criminal procedures, search warrant, expertise and reporting.

**Qualification and Experience:**

- Police officer ranked NCO to medium rank officer.
- At least 5 years of relevant professional experience.
- Knowledge of XRY software (forensic extraction of data from mobile phones)
- Proven experience in the field of training and/or technical advice.
- Previous experience in Africa (desirable).
- Excellent interpersonal communication skills and teamwork capacity.
- Knowledge of IT tools, including MS Office.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Border Management Expert	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> Visiting Expert
<b>Ref. no.</b> VE NI 23	<b>Location:</b> Niamey	<b>Availability:</b> 11/04/2015 - 13/06/2015
<b>Component/Department/Unit:</b> Interoperability Unit	<b>Security Clearance Level:</b> EU restricted	<b>Open to Invited Third States:</b> No

**Reporting Line:**

The Visiting Expert reports to the Head of Interoperability Unit.

**Main Tasks:**

- Organises and prepares a workshop/round table on the state of play of the situation about Niger border management and trans-border cooperation.
- Updates the first analysis on border security and homeland control issues in Niger with special focus on the workshop.
- Obtains necessary contacts on international and local level to prepare the workshop.
- Takes into account the various security themes linked to border management.
- In coordination with the Human Rights and Gender adviser, ensures that human rights and gender aspects are mainstreamed in the round table.
- Drafts a special report on the issues of the workshop.

**Qualification and Experience:**

- Senior Law Enforcement Officer/Border Guard Civilian Expert.
- At least 5 years of relevant experience in border management services.
- At least 2 years of experience in strategic analysis on international trafficking border crossing
- Previous experience in Africa (desirable).
- Excellent interpersonal communication skills and ability to work in team.
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Anti-Human Trafficking Expert (Law Drafting Expert)	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> Visiting Expert
<b>Ref. no.</b> VE NI 24	<b>Location:</b> Niamey	<b>Availability:</b> 12/04/2015 - 11/07/2015
<b>Component/Department/Unit:</b> Mission HQ	<b>Security Clearance Level:</b> EU restricted	<b>Open to Invited Third States:</b> No

#### Reporting Line:

The Visiting Expert reports to the Human Rights and Gender Expert.

#### Main Tasks:

- Reviews the current legal framework related to human trafficking in Niger and assesses the difficulties of its implementation.
- Assists in the establishment of the planned law reform commission within the National Agency Fighting against Human Trafficking.
- Reformulates the existing law in the domain of human trafficking in accordance with international legal and human rights standards.
- Develops a strong working partnership with the Nigerien authorities, esp. from the National Agency Fighting against Human Trafficking and the Nigerien Ministry of Justice.
- Conducts administrative tasks and reporting in relation to his/her work.
- Performs any other tasks as directed by the Human Rights and Gender expert.

#### Qualification and Experience:

- University degree in law with specialisation in criminal law and proceedings.
- At least 5 years of relevant experience in the areas of criminal law, legal reform, legislation, law implementation, legal analysis and law drafting.
- Sound knowledge in anti-human trafficking and investigation techniques.
- Sound knowledge of human rights law.
- Understanding of criminal law and criminal proceedings and the function of different actors, experience/knowledge of court/prosecution administration would be an advantage.
- Planning and project management skills/abilities with the capacity to effectively design and implement legal projects.
- Excellent interpersonal communication skills and teamwork capacity.
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

#### Language Skills:

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

