

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Police Mission in Afghanistan (EUPOL Afghanistan) 1-2015 Call for Contributions				
Organisation	European Union Police Mission in Afghanistan (EUPOL Afghanistan)			
Job Location:	Kabul			
Availability:	As indicated below			
Staff Regime:	As indicated below			
Job Titles / Vacancy notices	Ref.	Name of the post	Location	Availability
	<u>Seconded/Contracted</u>			
	KA-C-37	Chief of Technical Services	Kabul	19 Mar 2015
	KA-C-53	Chief of Communication & Information Systems (CIS)	Kabul	ASAP
	<u>Seconded</u>			
	KA-A-01	Deputy Head of Mission (DHoM)	Kabul	ASAP
	KA-A-04*	Executive Officer	Kabul	1 Apr - 31 Dec 2015
	KA-A-11*	Chief of Planning and Evaluation Unit	Kabul	ASAP
	KA-A-13 KA-A-14*	Spar/Mac Planning and Evaluation Officer	Kabul	ASAP 29 Jun - 31 Dec 2015
	KA-A-23	Head of Police MoI Oversight and Accountability Unit	Kabul	16 Apr 2015
	KA-A-30	Reporting Officer	Kabul	13 May 2015
	KA-P-27*	Human Rights and Gender Expert (MoI) RU	Kabul	11 Mar 2015
	KA-P-30	Head of ANP Professionalisation and Training Component	Kabul	01 May 2015
KA-P-35	Chief of Training Unit	Kabul	26 Apr 2015	

	KA-P-36	Police Adviser General Training Command (Team Leader)	Kabul	ASAP
	KA-P-38	Police Adviser General Training Command	Kabul	ASAP - 31 Dec 2015
	KA-P-50	Police Adviser Crime Management College	Kabul	13 Apr - 31 Dec 2015
	KA-P-62 KA-P-65 KA-P-66*	CID Expert	Kabul	18 Jun - 31 Dec 2015 ASAP - 31 Dec 2015 11 Mar 2015
	KA-P-68	Senior Interpol Expert	Kabul	ASAP
	KA-P-70	Intel Expert	Kabul	3 Jun 2015
	KA-P-75	Development and Implementation Officer	Kabul	ASAP - 31 Dec 2015
	KA-P-79	Community Expert	Kabul	ASAP - 31 Dec 2015
	KA-P-83	Police Command, Control Communication Expert (PC3)	Kabul	15 Jun - 31 Dec 2015
	KA-R-10	Legal Expert (Anti-Corruption)	Kabul	3 Apr - 31 Dec 2015
	KA-R-14	Deputy Head Rule of Law Component	Kabul	ASAP - 31 Dec 2015
	KA-R-27	Legal Reform Expert	Kabul	ASAP - 31 Dec 2015
Deadline for applications:	Friday 13 March 2015 at 17:00 hours (Brussels time)			
E-mail address to send the Job Application Form:	cpcc.eupolafghanistan@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 / Mr Juho SÄRKILÄ cpcc.eupolafghanistan@eeas.europa.eu +32 (0)2 584 50 56 / +32 (0)2 584 24 75</p>			

*The availability of this position is subject to the non-confirmation of a request for extension or non-acceptance to a job offer.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States / contributing third States (contributing States) will be considered. Contributing States will bear all personnel-related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to document 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from contributing third States are not entitled to receive allowances paid according to document 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Contracted Personnel – The Mission may recruit international staff on a contractual basis as required through an employment contract. The employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high risk insurance policy. Preference will be given to seconded candidates

Tour of Duty / Contract Period – Subject to the adoption of the Council Decision approving the appropriate Budgetary Impact Statement and availability of the post due to the restructuring process, the duration of the deployment should be of 12 months.

The Civilian Operations Commander requests that contributing States propose candidates for the following international expert positions for EUPOL Afghanistan, 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 an EU Member State or of a contributing third State (Canada, New Zealand, Norway and Serbia).

Integrity – The candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission; they 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; they 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). Be able to cope with extended separation from 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 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, selected personnel should, in principle, be under the normal age of retirement in contributing States.

Ability to communicate effectively in English – The candidates must be fully fluent in written and spoken English. Report-writing skills are especially needed.

Computer Skills – The candidates must be skilled in word-processing, spreadsheet and e-mail systems. Knowledge of other IT tools will be an asset.

Training – e-Hest (<https://webgate.ec.europa.eu/eeas/ehest/login/signup.php>) or equivalent.

Driving license – 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.

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 – The candidates should have good knowledge of the EU Institutions and international standards, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

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

Language skills – Knowledge of local languages will be an asset.

C. Essential documents for selected candidates

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

Visas – 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 candidates 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 contracted experts, the process will be initiated by the Mission upon deployment. For both seconded and contracted experts, 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 also must be 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 contributing 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 CPCC 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, if needed, interviewed in Brussels, at the Headquarters of the Mission, by VTC or phone before the final selection is made. If seconded candidates are required to travel to Brussels/Mission headquarters for interviews, the contributing State will bear any related costs.

Information on the outcome – The contributing States and contracted candidates (applying for seconded/contracted positions) will be informed about the outcome of the selection process after its completion.

E. Job descriptions

The current reporting lines of the following job descriptions might be subject to modification based on operational requirements and in line with the principles set out in the Operation Plan (OPLAN). Based on the outcome of the experimental phase regarding training positions, reporting lines might be subject to revision.

Seconded/Contracted

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
Mission Support Division/ Technical Services Department	Kabul	Seconded/Contracted
<u>Position Code</u>	<u>Position Name</u>	<u>Post Category</u>
KA-C-37	Chief of Technical Services	Expert

Reporting line

The Chief of Technical Services will assist the Head of Mission Support in fulfilling the duties set in support of the EUPOL mandate. Reporting to the Head of Mission Support.

Main tasks and responsibilities

- Plan, analyse, design, program and implement all aspects of Technical Services needs of the Mission in cooperation and coordination with relevant members of the Team;
- Exercise managerial and supervisory control over all Technical Services elements - Logistics, Fleet Management and Workshop – required by the Mission;
- Develop the Technical Services systems necessary for reaching the main objective of the Mission and suitable for the needs of all personnel;
- Coordinate and manage the distribution and reallocation of resources provided for the Mission, ensuring systems in place for replacement and repair;
- Planning and managing the Liquidation of the EUPOL assets;
- Ensure accuracy and comprehensive policies and guidelines to the logistics aspects;
- Identify needs of goods and/or services specifically required for its area of responsibility and technically define the appropriate requirements of the means required to cover these needs and participate, as appropriate, in the correspondent processes to procure these goods and services;
- Coordinate the provision of material and office space;
- Receive, review, analyse, assign, process and track certified requisitions submitted for procurement action;
- Undertake any other related tasks as required by the Head of Mission Support.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a **degree** in Public Administration, Logistics, Engineering or Economic studies where the normal duration of university education in the country awarded is **three (3) years** or more and, after having obtained the university degree at least **seven (7) years** of relevant and proven full-time professional experience.

Specification of experience

At least 5 years of management level experience.

Advantageous

- To possess a very good understanding of the operations in all the Sections under his/her command;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Proven ability to lead a multifunctional team;
- Capacity to foresee needs, plan and delineate strategies for maximizing resources;

- Good awareness of different product and services markets and industrial business network;
- Good working knowledge of MS Office (Word, Excel, Access, Power Point) and MS Project;
- Experience in planning and implementing projects and in EU procurement processes and regulations.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
Mission Support Division/ Communication & Information Systems Department (CIS)	Kabul	Seconded/Contracted
<u>Position Code</u>	<u>Position Name</u>	<u>Post Category</u>
KA-C-53	Chief of Communication & Information Systems (CIS)	Expert

Reporting line

The Chief of CIS will assist Head of Mission Support in fulfilling the duties set in support of the EUPOL mandate. Reporting to the Head of Mission Support.

Main tasks and responsibilities

- Advise the Head of Mission Support on the development and implementation of CIS strategy, and on CIS operational matters affecting the Mission;
- Set the overall direction for technology for the Mission through strategic planning and developing multi-year work plans for the CIS Department in alignment with organisational technology needs;
- Establish and monitor the CIS departmental budget to maintain operational capabilities and ensure a continuing evolution of technology implementation;
- Define and manage the CIS procurement plan in accordance with the approved departmental budget;
- Establish and maintain strategic service provider partnerships to provide best-in-class services to the Mission, and optimise costs of services through a mix of internal and external resources;
- Evaluate overall information technology and communications operations, and oversee the design and implementation of new applications and changes to existing computer systems and software;
- Coordinate all information technology activities and services, including Service Management Services, Information Systems Services, Systems Administration Services, Network Services, Regional Support Services, and communications;
- Ensure the implementation and monitoring of information systems security measures to safeguard the Mission's critical data and systems from cyber threats;
- Manage contracts and vendor relations with regard to outsourced and procured goods and services, including hardware and software, network connectivity services, satellite communication services, internet services, telephony services, and expert consultancies and external support services;
- Recruitment and supervision of a highly technical team of international and national staff;
- Undertake any other related tasks as required by the Head of Mission Support.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a **degree** in Computer Science, Information Technology, Information Systems, or a closely related field, where the normal duration of university education in the country awarded is **three (3) years** or more and, after having obtained the university degree at least **ten (10) years** of relevant and proven full-time professional experience.

Specification of experience

- A minimum of five years of progressive experience in the management of complex, large scale information and communication technology implementation and operations;
- Demonstrate leadership skills to lead teams and develop solutions, and to adapt new and emerging technologies to solve business and operational needs;

- Ability to converse in business terms about organisational technology needs and solutions, and in technical terms with IT and communications specialists;
- Proven experience of at least 5 years with managing diverse technical teams of national and international specialists, e.g. communications, information systems, and information technology;
- Extensive knowledge of current technologies for information systems, networking systems, and communication systems; and industry best practices in IT strategy and governance;
- IT project and operations management experience in demanding, high availability environments;
- Strong knowledge and understanding of budget processes, particularly in a CSDP/EU environment.

Advantageous

- Experience with international public procurement procedures, in particular with applicable EC/EU rules and regulations;
- Certified training in industry best practices for IT service management (e.g. ITIL), IT governance (e.g. COBIT), and project management (PRINCE2, PMP)
- International experience, particularly in crisis areas with multi-national and international organisations;
- Operational resilience under physical and mental pressure and resistance to stress;
- Proven interpersonal skills and the ability to establish and maintain effective working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

Seconded

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
Head of Mission	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-A-01	Deputy Head of Mission (DHoM)	

Reporting line

The Deputy Head of Mission (DHoM) reports to the Head of Mission (HoM).

Main tasks and responsibilities

- Deputises the HoM in his/her absence from the Mission;
- To advise the HoM on Police related matters;
- To advise the Afghan Ministry of Interior on Police related matters;
- Commands, coordinates, manages and controls EUPOL structure and services, as relevant and in line with the strategic vision and guidance of the Head of Mission;
- Establish professional working relationships with the Afghan authorities as well as EU and international personnel within the Mission area to facilitate the mutual exchange of necessary information, to allow effective co-ordination and co-operation between the Mission and other EU and international stakeholders as well as with the Afghan authorities;
- Assist the HoM in managing and co-ordinating all the EUPOL Afghanistan activities taking into account overall political developments in Afghanistan;
- Supervise the implementation of all necessary activities and competences to achieve the objectives of the Mission, planning and maintaining timelines, allocating resources and coordinating the development of activities to ensure progress and success of Mission mandate;
- Support the Heads of Components, Programme Coordination and Advising, ensuring that all operational tasks are performed efficiently and effectively, and providing strategic analysis;
- Exercise disciplinary control over all personnel in the Mission;
- Undertake any other related tasks as required by the Head of Mission.

Qualifications and experience

Essential

Education and Experience

Successful completion of a full course of university studies attested by a degree in Political Science, International Relations, Diplomacy, Social Sciences or Business Administration where the normal duration of the university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 15 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy with duration of 3 years or more and at least 16 years of relevant and proven full-time Police experience.

Specification of experience

- At least 10 years of experience serving at public administration, diplomacy or Police headquarters dealing with strategic level management;
- Strong professional experience, both in operational and organisational aspects of police operations and/or police / Ministry of Interior judicial reforms or criminal or judicial investigations and organised crime;

- Professional experience in international relations;
- International professional experience with multi-national and international organisations.

Advantageous

- Strong knowledge of the mechanisms for international and national police and judicial cooperation;
- Excellent interpersonal skills and abilities to share the strategic vision of the HoM and communicate it to the Mission personnel;
- Strong professional experience in Rule of Law and/or operational and organisational aspects of police operations and/or police-judicial reforms or criminal/judicial investigations or organised crime;
- Experience in international co-operation in relation to Civilian Crisis Management or strategic liaison with international partners;
- Good working knowledge of the political, cultural and security situation of Afghanistan or a similar area;
- Prior CSDP or equivalent mission experience in a mission management position;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
Head of Mission/Chief of Staff	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-A-04*	Executive Officer	

Reporting line

The Executive Officer, placed in the Chief of Staff Office, shall assist the Chief of Staff (CoS) in all administrative and operational matters.

Main tasks and responsibilities

- Supporting the CoS in managing the Office of the Chief of Staff;
- Support the CoS with organising the work of the Office of Chief of Staff;
- Acknowledging all official contacts towards the Mission;
- Observing internal and external developments relating to the Mission and its management in order to fully brief the CoS and provide him/her with well-established advice and recommendations;
- Introducing the above mentioned issues to CoS or giving introduction on how Head of Mission's Office and Components shall handle the very issue in question;
- Ensuring that advice and information provided for the CoS by Mission offices and Mission staff is coordinated with all relevant components of the Mission prior to its submission to the CoS;
- In close cooperation with the CoS and/or other relevant Mission staff, drafting plans, directives, SOPs, orders and instructions to be approved and/or issued by the HoM;
- Ensuring that any directive, SOP, order or instruction issued by the HoM is timely observed by, and implemented within, the Mission;
- Supervising the conduct and outcome as well as introduction to HoM/DHoM of formal reporting, including reports via CivOpsCdr to Member States and other Contributing Countries;
- Developing and maintaining the external and internal rewarding system and heraldic;
- Promoting and supervising good police conduct, Mission spirit, traditions and discipline within the mission;
- Acting as best practice and lessons learned officer for the Mission;
- To coordinate and liaise with relevant mission components in the area of all the above mentioned tasks and assignments as deemed appropriate by the CoS;
- Maintain contacts with local authorities, governmental organisations, non-governmental organisations or other external counterparts in order to collect and disseminate information;
- To conduct any other tasks and assignments at the request of the Chief of Staff.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree in Police Sciences, Law, Political Sciences where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy with duration of 3 years or more and, at least 11 years of relevant and proven full-time Police experience.

Specification of experience

- At least five years professional experience at the middle management level;
- Professional experience in national and/or international assignments in planning and assisting crisis management Missions as well as in managing projects related to Police reform.

Advantageous

- Substantive knowledge of the functioning of the EU, in particular the CSDP and CFSP;
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as with international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- Ability to manage and coordinate a diversified and multidisciplinary team of advisers;
- In-depth understanding of the following areas of activity within the team: general policing, criminal investigation, border police, training, logistics, administration, legal affairs;
- Ability to organise all senior staff work at strategic level;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Experience in international cooperation and in strategic liaison with international partners;
- Proven knowledge in strategic management and/or public administration;
- Experience in peacekeeping missions or in CSDP Missions at senior level;
- Experience in training field including Senior Ranking Officers management.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
Head of Mission/Chief of Staff/Strategic Planning, Analysis and Reporting (SPAR)/Mission Analytical Capability (MAC) Office/Planning and Evaluation Unit	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-A-11*	Chief of Planning and Evaluation Unit	

Reporting line

Under the authority of the Head of Strategic Planning, Analysis and Reporting Department (SPAR), the Chief of Planning and Evaluation Unit (SPAR) oversees and guides the planning and evaluation of Mission's activities and their implementation.

Main tasks and responsibilities

- Maintain and update benchmarking, planning and evaluation procedures and documents in the Mission in accordance with CPCC instructions and the Mission's OPLAN;
- Coordinate the development of the Mission Implementation Plan (MIP), including the related work plans, all Monthly Progress Meetings (MPM) and the Mid-Term Reviews (MTR);
- Provide input to the Six-Monthly Report in regards to Mission Mandate Implementation and Afghan capacity building against the Mission tasks and desired outcomes;
- Report to the Head of SPAR and the Head of Mission on a regular basis on the Mission's status in relation to the implementation of the MIP, including on risks and assumptions;
- Attend regular meetings and exchanges with SPAR, Political Advisors, Gender Advisor, Security Office, and other key functions for optimised coordination and synergy;
- Coordinates the Planning and Evaluation Unit's input to analysis, as provided by SPAR, of Mission activities against the Mission tasks and desired outcomes;
- Liaise frequently with external partners (EUDEL, UNAMA, Resolute Support, CSTC-A, etc.) on EUPOL's activities/outcomes;
- Follow internal and external developments relating to planning and evaluation;
- Develop benchmarking, planning and evaluation training and record lessons learned;
- Undertake any other tasks required by the Head of SPAR.

Qualifications and experience

Essential

Education and Experience

Successful completion of a full course of university studies attested by a degree in Business Administration, Project Management, Development Studies, Social Sciences or related studies where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least seven (7) years of relevant and proven full-time professional managerial experience.

Specification of experience

- Professional experience in strategic planning, benchmarking or project management and follow-up with a national or international organisation;
- International experience, particularly in crisis areas with multi-national organisations;

- Excellent analytical and English drafting skills;
- A thorough understanding of the functioning of European institutions and the CSDP framework;
- Good computing skills (e.g. Word, Power Point, Excel and Access).

Advantageous

- Experience in international police reform, international relations, diplomacy;
- International experience, particularly in crisis areas with multi-national organisations;
- Knowledge of the political, military, economic, social, and infrastructure of Afghanistan and the region;
- Excellent interpersonal and communication skills and experience in networking;
- Demonstrated organisational and administrative skills;
- Ability to establish and maintain effective working relations with people of different national and cultural backgrounds, whilst maintaining impartiality and objectivity;
- High standards of integrity.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
Head of Mission/Chief of Staff/ Strategic Planning, Analysis and Reporting (SPAR)	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-A-13, 14*	SPAR/MAC Planning and Evaluation Officer	

Reporting line

The SPAR/MAC Planning and Evaluation Officer supports and assists the objectives of the SPAR/MAC Department. He/she reports to the Head of SPAR/MAC, through the Chief of Planning and Evaluation Unit.

Main tasks and responsibilities

- Develop, implement and improve the planning, benchmarking and evaluation methods for the Mission;
- Elaborate plans to facilitate achievements of Mission`s tasks and desired outcomes to be submitted to the Head of Mission;
- Maintain, update/upgrade the Mission Implementation Plan (MIP) and related work plans in close cooperation with the relevant Heads of Department and other key stakeholders;
- Identify Objectively Verifiable Indicators in close cooperation with the Mission, collect and analyse the data for the indicators in order to assess the status of impact;
- Assist the Chief of Planning and Evaluation Unit in the study and proposal of management and organisational measures with the objective of systematically improving the productivity, efficiency and efficacy of the Mission with a special emphasis on the MIP as well as progress in relation to benchmarking;
- Draft reports on a regular basis in relation to planning, benchmarking and evaluation for the chain of command;
- Liaise with key Mission staff and regarding the strategic direction of the Mission and to ensure all activities are in line with the tasks and desired outcomes of the Mission;
- Support the collection and collation of information from across the Mission for routine reporting on and analysis of the Mission activities against the Mission`s tasks;
- Attend regular meetings and exchanges with Political Advisers, Gender Adviser, Security Office, Press and Public Information Office and other key functions for optimised coordination and synergy;
- Liaise frequently with external partners in order to enhance coordination and synergy;
- Follow internal and external developments relating to the MIP and brief the Head of SPAR accordingly;
- Give presentations and also to produce presentations and speeches on behalf of others;
- Undertake any other tasks required by the Chief of Planning and Evaluation Unit.

Qualifications and experience

Essential

Education and Experience

Successful completion of a full course of university studies attested by a degree in project management, business administration or related studies, where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course of university studies attested by a degree in project management, business administration or related studies, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 4 years of relevant and proven full-time professional experience.

Specification of experience

- Knowledge of project planning, implementation and evaluation;
- Professional fluency in English with excellent drafting, report compilation and editing skills;
- Good analytical capability;
- Good understanding of the functioning of European institutions and the CSDP framework;
- Good computing skills (e.g. Word, Power Point, Excel and Access);
- Profound knowledge of information collection and analytical methods;
- High standards of integrity.

Advantageous

- Previous experience from international policing and rule of law reform, development policy, or international relations is considered an asset;
- Broad international experience, particularly in crisis areas with multinational and international organisations, and knowledge of the political, military, economic, social, infrastructure, and information structures of Afghanistan and the region are highly desirable;
- Excellent interpersonal and communication skills and ability to work in a dynamic team as well as on own initiative in a methodical manner.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
MoI Reform Component / Police MoI Oversight and Accountability Unit	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-A-23	Head of Police MoI Oversight and Accountability Unit	

Reporting line

Head of Police MoI Oversight and Accountability Unit shall assist the Head of MoI Reform Component in performing his/her duties by directing and coordinating the advising to the Ministry of Interior (MoI) and Attorney General's Office (AGO) in the area of strengthening oversight and accountability mechanisms, in relation to Mission's line of operation in advancing captivities and institutional reform within the MoI relevant to civilian policing. He/she will report to the Head of MoI Reform Component.

Main tasks and responsibilities

- Lead and manage the Police MoI Oversight and Accountability Team within the MoI Reform Component;
- Lead a team of experts to provide technical advice, support and training on transparency and accountability measures within the Ministry of Interior (MoI) and the Attorney General's Office (AGO) and advise on the development of national and sector policies;
- Assist the MoI and AGO in the development of overall strategies and policies for transparency and accountability and support their countrywide implementation, comprising measures of capacity building, prevention and enforcement;
- Closely work, through the Field Office Component and Rule of Law Reform, with the EUPOL regional RoL Advisers to ensure a coherent countrywide approach on accountability and transparency;
- Support all common international activities / meetings / working groups to ensure a consistent approach of international organisations in the area of oversight and accountability, e.g. the Police Disciplinary Working Group;
- Collaborate closely with the High Office of Oversight, key parties concerned, such as EU Delegation, EU member states, UNODC, Mission Resolute Support, US DoJ, JSSP, and other external partners;
- Lead project networking and partnership development with the aim to enhance coordination and cooperation among key parties concerned, such as UNDP, UNODC and others;
- Report to the Head of MoI Reform Component on a regular basis on the developments and results of the activities undertaken;
- Undertake any other tasks as required by the Head of MoI Reform Component; monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree in Law, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 8 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy with duration of 3 years or more and at least 9 years of relevant and proven full-time Police experience.

Specification of experience

- Relevant experience of minimum eight years, out of which four at management level includes: experience in developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation or experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, practicing lawyer, Ombudsman officer in the areas of Anti-Corruption, accountability and transparency;
- Experience in program and project management, resource mobilisation, monitoring and evaluation, as well as process facilitation.

Advantageous

- Post-graduate or master studies in criminal or procedural law, international law, international relations or other related matters;
- Knowledge on Sharia law, traditional dispute resolution mechanisms, Gender and Human Rights;
- Strong knowledge of the mechanisms for international and national police and judicial cooperation;
- Excellent interpersonal skills and abilities to share the strategic vision of the HoM and communicate it to the Mission personnel;
- International professional experience, particularly in crisis areas, such as Afghanistan or other areas within the same geopolitical context, with multinational and international organisations;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Experience in international co-operation in relation to Civil Crisis Management or strategic liaison with international partners;
- Prior CSDP or equivalent mission experience in a mission management position;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course;
- Be able to demonstrate political and diplomatic acumen;
- Excellent interpersonal skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-A-30	Reporting Officer	

Reporting line

The Reporting Officer will support and assist the Component Staff as well as the Police Adviser Team Leader FO Herat, FO Mazar-e-Sharif and FO Kabul in all aspects of reporting as required by the mission. He/she will report to the Deputy of the ANP Professionalisation and Training Component.

Main tasks and responsibilities

- Will manage and produce high quality documentation and administrative procedures in relation to the reporting processes of the mission;
- Will develop the reporting systems and processes and advise Police Adviser Team Leader in relation to such systems;
- Ensure all reports are handled and maintained in strict accordance with EU security standards;
- Undertake any other related tasks as required by the Senior Management Team of the ANP Professionalisation and Training Component.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a University degree in social sciences, criminal justice and police science, law, international relations, business or public administration where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 11 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy with duration of 3 years or more and at least 11 years of relevant and proven full-time Police experience.

Specification of experience

Above-mentioned experience should be in one or more of the following areas of activity: CID; Intelligence-led policing; Police Command, Control and Communications; Anti-Corruption Investigation; Police and Justice Cooperation; Criminal Prosecutions Procedure, Human Rights and Gender.

Advantageous

- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners;
- Knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region;
- International experience, particularly from the CSDP and other international missions in the crisis areas as well as from multi-national and international organisations;
- Excellent drafting and reporting skills.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
MoI Reform Component / Ministry Reform Unit	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-27*	Human Rights and Gender Adviser/Expert	

Reporting line

The Human Rights Expert shall assist the Head of Ministry Reform Unit in all aspects connected to enhancing the capacities within the MoI relevant for advancing civilian policing, and transition, in particular in relation to incorporating gender issues into policy and their implementation. Reporting to the Head of Ministry Reform Unit.

Main tasks and responsibilities

- Provide technical advice on capacity and institution building and administrative reform in the field of human rights and gender within the Ministry of Interior, and support its countrywide implementation;
- Advise and collaborate closely with the Department of Gender and Human Rights (Ministry of Interior), and other relevant partners within the MoI and other external partners;
- Networking and partnership development with the aim to enhance coordination and cooperation among key parties concerned, such as UNDP/LOTFA, the Afghan Independent Human Rights Commission, Afghan Civil Society and others;
- Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- Undertake any other tasks required by the Head of Ministry Reform Unit.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree in Law, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience.

Specification of experience

- Experience in institution building, administrative procedures and administrative reform in a Member State or/and in a developmental, transitional or post-conflict situation;
- Expertise in human rights and gender concepts;
- Experience in Security Sector reform and gender;
- Experience in project management in the field of Rule of Law.

Advantageous

- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations of all levels, including those at a strategic level, as well as with national partners;
- Strong analytical, conceptual and management skills;
- Highly resilient under physical and mental pressure and stress-resistant;
- Knowledge of EU Civilian Crisis Management and previous CSDP experience desirable;

- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Excellent oral and written communication skills;
- Be able to demonstrate political and diplomatic acumen;
- Excellent interpersonal skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-30	Head of ANP Professionalisation and Training Component	

Reporting line

The Head of ANP Professionalisation and Training Component will have responsibility for the leadership, management and all areas of business of the Training Unit, Field Unit and Police Unit, in relation to strengthening the civilian policing approach and improving leadership skills within the Afghan National Police. The Head of ANP Professionalisation and Training Component will report to the Deputy Head of Mission and will:

Main tasks and responsibilities

- Have responsibility and accountability for overseeing the ongoing development and delivery of the Training Unit, Field Unit and Police Unit. In addition, the Head of Component will have responsibility for overseeing advising at the strategic level in the above three units;
- Manage and lead the ANP Professionalisation and Training Component through the development and delivery of a new organisational structure ensuring the organisation is resourced with people who have the appropriate skills and abilities to deliver and achieve EUPOL aims and objectives. In addition, to provide all staff with appropriate personal support and services to maintain and improve their individual performance;
- Assess, develop and implement strategies to support the aims and objectives of the ANP Professionalisation and Training Component, including all aspects of HR activity (i.e. resource management, succession planning, talent management, performance management, learning and development, leadership development, equality and diversity and organisational development);
- Provide strategic advice to other members of the EUPOL Senior Management Team and senior stakeholders by recommending and developing effective policies and procedures which are aligned to organisational goals, support organisational values and conform to all relevant legislation.
- As a member of the EUPOL Senior Management Team, he/she will contribute to the maintenance of strategies, management of risks and associated challenges in relation to the ANP Professionalisation and Training Component, by reviewing performance, developing succession planning and the endorsement of associated strategy;
- Monitor policy, legislative and national developments and advise other members of the EUPOL Senior Management Team in relation to any associated implications;
- Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- As a member of the Senior Management Team, assume joint responsibility for strategic direction and development of the organisation in relation to ANP Professionalisation and Training Component and the impact upon the wider mission;
- Manage finance and resources in line with budgetary constraints to ensure effective service provision;
- Evaluate and measure ANP Professionalisation and Training Component activity and progress through an effective performance management framework to improve organisational delivery and the sharing of good practice with partners;
- Develop and implement an executive ANP Professionalisation and Training Component media strategy and actively promote, and represent, the organisation across the wider international arena;
- Develop effective liaison with the Afghan National Police and all international partners and stakeholders at a strategic level;

- Work with internal departments and external partners to ensure all appropriate Risk Management strategies, including Business Continuity and Disaster Recovery Plans, are in place to provide the organisation and its customers with appropriate service resilience;
- Ensure that existing service provision is consistently assessed for effective delivery and value. Advise and make recommendations on requirements to satisfy the principles of best value and associated efficiency targets and participate in organisational reviews;
- Actively lead or participate in change management projects as required to achieve continuous improvement in organisational performance in relation to the ANP Professionalisation and Training Component;
- Participate as an Executive EUPOL specific point of contact (SPoC) for external stakeholders;
- Ensure compliance with all EUPOL policies and procedures;
- Undertake any other related tasks as required by the Deputy Head or the Head of Mission.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree in Political Science, International Relation, Diplomacy, Law, Business or Public Administration or Social Sciences where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 15 years of relevant and proven full-time professional experience;

OR

After successful completion of a full course in a Police Academy with duration of 3 years or more at least 15 years of relevant and proven full-time Police experience.

Specification of experience

- Proven strong leadership and strategic level management skills;
- Broad professional experience, both in operational and organisational aspects of police operations or in CSDP missions.

Advantageous

- Strong knowledge of the mechanisms for international and national police and judicial cooperation;
- Excellent interpersonal skills and abilities to share the strategic vision of the HoM and communicate it to the Mission personnel;
- International professional experience, particularly in crisis areas, such as Afghanistan or other areas within the same geopolitical context, with multi-national and international organisations;
- Good working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region;
- Experience in international co-operation in relation to Civil Crisis Management or strategic liaison with international partners;
- Prior CSDP or equivalent mission experience in a mission management position;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component/Training Unit	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-35	Chief of Training Unit	

Reporting line

The EUPOL Chief Training Unit, reporting to the Deputy Head of Component, will be responsible for overseeing all training related advising operations within the component, and will be the line manager of the Team leaders deployed within GTC, PSStC and CrMC. The Chief of the Training Unit will also cover in an acting role within the component senior management team if and when required.

Main tasks and responsibilities

- Oversee the management of strategic, operational and administrative issues, including the implementation of effective systems and processes in relation to advising activity within the Training Unit;
- On behalf of the Deputy Head of ANP Professionalisation and Training Component, assess, develop and implement strategies to support the aims and objectives of the Training Unit, including all aspects of HR activity;
- Provide information or advice to the senior management team of the ANP Professionalisation and Training Component, by recommending and developing effective policies, practices and procedures which are aligned to organisational goals;
- Contribute to maintaining strategies, managing risks and associated challenges in relation to the Training Unit, by reviewing performance, developing succession planning and implementing associated strategy, policy or procedures;
- Monitor policy, legislative and national developments and advise the Senior management team of the ANP Professionalisation and Training Component accordingly in relation to any associated implications;
- Participate in the continued development of cooperation between police and prosecutors and the wider Criminal Justice Community in Afghanistan;
- Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- Develop effective liaison with the Afghan National Police, and all international/local partners or contacts and stakeholders to improve service delivery;
- Undertake any other tasks required by the senior management team of the component in support of the mission and aims and objectives.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least 6 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy and at least 10 years of relevant and proven full-time Police experience.

Specification of experience

- International experience, particularly from the CSDP and other international missions in the crisis areas as well as from multi-national and international organisations is highly desirable;
- Good drafting and reporting skills;
- Good working knowledge of MS Office and MS Excel.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component / Training Unit	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-36	Police Adviser General Training Command (Team Leader)	

Reporting line

The Police Adviser General Training Command (Team leader) will assist the team leaders of the Police Staff College and Crime Management College through effective and efficient advising of the strategic level of the ANP General Training Command (GTC). He/she will have a line manager responsibility for advisers deployed within the GTC and will report to the Chief of Training Unit.

Main tasks and responsibilities

- Maintain the strong professional relationship that exists between the ANP Professionalisation and Training Component and the ANP Head of General Training Command, by effective advising at a strategic level;
- Advise the senior management team at the ANP General Training Command to enhance their strategic capacity and capability within the General Training Command;
- Enhance ANP standards in the areas outlined above through strategic guidance;
- Monitor and advise ANP compliance in relation to Human Rights and Gender policies within the ANP General Training Command;
- Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- Undertake any other tasks required by the Chief of the Training Unit.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree, where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy and at least 10 years of relevant and proven full-time Police experience.

Specification of experience

Within the experience of the successful candidate will be exposure to strategic leadership challenges and change management programmes. To ensure credibility with the mentee, the post holder must be at least Colonel/Superintendent rank.

Advantageous

- International experience, particularly from the CSDP and other international missions in the crisis areas as well as from multinational and international organisations is highly desirable;
- Senior level leadership;
- Good drafting and reporting skills;
- Good working knowledge of MS Office and Excel.

<u>Component/Department/Office</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component / Training Unit	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-38	Police Adviser General Training Command	

Reporting line

The Police Adviser at the GTC will assist the team leaders of the Police Staff College and Crime Management College through effective and efficient advising at the strategic level of the ANP General Training Command (GTC). He/she will report to the EUPOL Police Adviser Team Leader General Training Command.

Main tasks and responsibilities

- Maintain the strong professional relationship that exists between the ANP Professionalisation and Training Component and the ANP Head of General Training Command, by effective advising at a strategic level;
- Advise the senior management team at the ANP General Training Command to enhance their strategic capacity and capability within the General Training Command;
- Enhance ANP standards in the areas outlined above through strategic guidance;
- Monitor and advise ANP compliance in relation to Human Rights and Gender policies within the ANP General Training Command;
- Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- Undertake any other tasks required by the Police Adviser Team leader General Training Command.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree, where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy and at least 10 years of relevant and proven full-time Police experience.

Specification of experience

Within the experience of the successful candidate will be exposure to strategic leadership challenges and change management programmes. To ensure credibility with the mentee, the post holder must be at least Colonel/Superintendent rank.

Advantageous

- International experience, particularly from the CSDP and other international missions in the crisis areas as well as from multinational and international organisations is highly desirable;
- Senior level leadership;
- Good drafting and reporting skills;
- Good working knowledge of MS Office and Excel.

<u>Component/Unit/Team</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component/Training Unit	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-50	Police Adviser Crime Management College	

Reporting line

The Police Adviser at the Crime Management College (CMC) will advise the Afghan CMC Senior Management team and, if required, the Afghan training staff at the CMC. He/she will report to the EUPOL Police Adviser Team Leader - CMC.

Main tasks and responsibilities

- Maintain the strong professional relationship that exists between the ANP Professionalisation and Training Component and the ANP senior management team and staff at the CMC, by effective advising;
- Advise the senior management team at the ANP CMC to enhance their strategic capacity and capability within the CMC;
- Enhance ANP standards in the areas outlined above through strategic guidance;
- Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility
- Undertake any other tasks required by the Police Adviser Team Leader - CMC.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree in Police Sciences, Law, Public or Business Administration, Police Sciences, Pedagogic Sciences, Economics, where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy and at least 5 years of relevant and proven full-time Police experience.

Specification of experience

The post holder will be expected to have expertise in the field of crime investigation and detective work, and to have relevant training experience in this area of expertise. The following are examples of areas of expertise:

- Forensic work;
- Interviewing skills;
- Case building and preparation;
- Organised criminal groups;
- Violence against women;
- Witness and victim handling;
- Police intelligence systems;
- E crime/cyber-crime/Fraud.

Advantageous

- International experience, particularly from the CSDP and other international missions in the crisis areas as well as from multinational and international organisations is highly desirable;
- Good drafting and reporting skills;
- Good working knowledge of MS Office and Excel;
- A training qualification.

<u>Component/Unit/Team</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component/Police Unit/Investigations and Intel Team	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-62, 65, 66*	CID Expert	

Reporting line

The Crime Investigation Expert will assist the Investigations and Intel Team Leader through effective and efficient advising at a strategic level in all aspects connected to criminal investigations. He/she will report to the Investigations and Intel Team Leader.

Main tasks and responsibilities

- Monitor and advise the ANP counterpart at a strategic level on the implementation of the national strategy for criminal investigation to enhance standards in this area, in close cooperation with the prosecution and judicial system;
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law;
- Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- Maintain continuous liaison with the other Criminal Investigation Departments at a strategic level deployed within the same area of responsibility;
- Undertake any other tasks required by the senior management team of the ANP Professionalisation and Training Component.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree in Police Sciences, Law, Business or Public Administration or in social sciences where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 8 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy with duration of 3 years or more and at least 8 years of relevant and proven full-time Police experience.

Specification of experience

Above mentioned police experience should be both in operational and strategic level in his/her police organisation in Crime investigations.

Advantageous

- Have experience in working in partnership with communities, liaising with community groups and individuals;
- Ability to deal with potentially sensitive situation;
- Adequate knowledge of the international law concerning human rights;
- Ability to prepare reports and communicate verbally in an effective manner;
- Substantial knowledge of the functioning of the EU, in particular the CFSP and CSDP;
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national

and international organisations as well as international partners;

- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component/Police Unit/Investigations and Intel Team	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-68	Senior Interpol Expert	

Reporting line

The Senior Interpol Expert will advise the Afghan Head of Interpol. He/she will assist the Investigation and Intel Team Leader in developing the capacity and capability of Interpol within Afghan National Police (ANP), National Central Bureau, through effective advising, at a strategic level. The Senior Interpol Expert will assist the Investigation and Intel Team Leader in all aspects connected to the mentioned area of specialisation. He/she will report to the Investigation and Intel Team Leader.

Main tasks and responsibilities

- Advise the ANP Head of Interpol on the implementation of Interpol policies and strategies to enhance standards in this area, in close cooperation with the prosecution and judicial system;
- Further enhance the cooperation of National Central Bureau (NCB) Kabul with other related authorities such as the Afghan Border Police for improving border crossing practices;
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law;
- Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- Maintain continuous liaison with the relevant Experts or Advises deployed within the Field Unit, and synchronise actions in all Interpol related issues;
- Undertake any other tasks required by the senior management team of the ANP Professionalisation and Training Component.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree Business or Public Administration or in social sciences where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy with duration of 3 years or more and at least 10 years of relevant and proven full-time Police experience.

Specification of experience

- At least 6 years of experience at strategic level in a national Police organisation in a senior rank;
- Experience in projects related to police reform and in criminal investigations;
- Experience (minimum 5 years) in a national NCB or from Interpol HQ / Regional office is a requirement.

Advantageous

- Substantive knowledge of the functioning of the EU institutions;
- Excellent knowledge of the Interpol - specific framework of relations, regulations, prentices, policies, operations and communications;
- Strong managerial and decision-making skills, flexibility and ability to establish priorities;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations as well as international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context;
- Good computer skills;
- Experience in the field of Rule of Law.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component / Police Unit/ Investigations and Intel Team	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-70	Intel Expert	

Reporting line

The Intel Expert will assist the Investigations and Intel Team Leader through effective and efficient advising at a strategic level in all aspects connected to ILP. He/she will report to the Investigations and Intel Team Leader.

Main tasks and responsibilities

- Monitor and advise the ANP counterpart at a strategic level on the implementation of the Intelligence Led Policing model to enhance standards in this area, in close cooperation with the prosecution and judicial system;
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law;
- Maintain continuous liaison with the other ILP Departments at a strategic level deployed within the same area of responsibility;
- Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- Undertake any other tasks required by the senior management team of the ANP Professionalisation and Training Component.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree in Police Sciences, Law, Business or Public Administration or in social sciences where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 8 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy with duration of 3 years or more and at least 8 years of relevant and proven full-time Police experience.

Specification of experience

- A senior rank police officer with experience in Intelligence Led Policing model;
- A good understanding of command and control functions including tasking and coordination of resources;
- A good understanding of how all areas of policing operate in intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions.

Advantageous

- Have experience in working in partnership with communities, liaising with community groups and individuals;
- Ability to deal with potentially sensitive situation;

- Substantial knowledge of the functioning of the EU, in particular the CFSP and CSDP;
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

<u>Component/Department/Office</u>	<u>Location</u>	<u>Employment Regime</u>
Training Component/ANP Professionalisation & Training Component	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-75	Development and Implementation Officer	

Reporting line

The Development and Implementation Officer will directly assist the Head of the Training Component (ANP Professionalisation & Training Component) to devise, develop and deliver comprehensive plans for business development in all aspects of component business. Reporting to the Head of the Training Component (after 1 January 2015: ANP Professionalisation & Training Component), and in her/his absence to the Deputy Head of the Component.

Main tasks and responsibilities

- Design and develop planning in relation to new business areas within the component;
- Ensure all planning and implementation activity is recorded accurately and effectively managed on appropriate databases and project management systems;
- Develop and implement an evaluation process in relation to component activities and tasks in close cooperation with the Strategic Planning and Analysis and Reporting Department (SPAR);
- Deliver and implement plans to enable effective and efficient transition processes to be undertaken;
- Ensure the desired outcomes are achieved and effectively reported;
- Develop and implement an effective internal marketing plan, communication and media strategy appropriate to need and responsive to opportunity, in close collaboration with the Head of the Training Component (ANP Professionalisation & Training Component) and the Chief of Press and Public Information Office;
- Ensure alignment of the Training Component (ANP Professionalisation & Training Component) strategy with that of the wider mission and maximise effectiveness through collaboration with other components;
- Liaise with senior Afghan counterparts at a strategic level within the Ministry of Interior;
- Any other duties as required by the Head of the Training Component (ANP Professionalisation & Training Component).

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree in Police Sciences or Social Sciences, where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least 3 years of relevant and proven full-time professional experience;

OR

Successful completion of equivalent Police education and/or training giving rise to a minimum rank of Inspector (or equivalent) and, having fulfilled this requirement, at least 3 years of relevant and proven full-time Police experience.

Specification of experience

- Current or recent international experience, particularly from the CSDP and other international missions in the crisis areas as well as from multinational and international organisations is highly desirable;
- Good drafting, project management and reporting skills;
- Good working knowledge of MS Office, MS Excel and MS Project.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component/Police Unit/Community and Command Team	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-79	Community Expert	

Reporting line

The Community Policing Expert will assist the Community Police Expert Team Leader through effective and efficient advising at a strategic level in all aspects connected to Community Policing. He/she will report to the Community Police Expert Team Leader.

Main tasks and responsibilities

- Monitor and advise the ANP counterpart at a strategic level on the implementation of the national strategy for community policing to enhance standards in this area, in close cooperation with the prosecution and judicial system;
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law;
- Maintain continuous liaison with the other Criminal Investigation Departments at a strategic level deployed within the same area of responsibility;
- Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- Undertake any other tasks required by the senior management team of the ANP Professionalisation and Training Component.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree Law, Psychology or Social Science, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy with duration of 3 years or more and at least 10 years of relevant and proven full-time Police experience.

Specification of experience

Above mentioned experience should be at management level in working in partnership with communities, liaising with community groups and individuals.

Advantageous

- International experience, particularly from the CSDP and other international missions in the crisis areas as well as from multinational and international organisations is highly desirable;
- Good drafting and reporting skills;
- Ability to deal with potentially sensitive situation;
- Good working knowledge of MS Office and MS Excel.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component/Police Unit/Community and Command Team	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-P-83	Police Command, Control Communication Expert (PC3)	

Reporting line

The PC3 Expert will assist the Community Police Expert Team Leader through effective and efficient mentoring and advising at a strategic level in all aspects connected to PC3. He/she will report to the Community Police Expert Team Leader.

Main tasks and responsibilities

- Advise, monitor and mentor the ANP counterpart at a strategic level on the implementation of the national strategy for PC3 to enhance standards in this area, in close cooperation with the prosecution and judicial system;
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law;
- Maintain continuous liaison with the other command, control and communication Departments at a strategic level deployed within the same area of responsibility;
- Monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- Undertake any other tasks required by the senior management team of the ANP Professionalisation and Training Component.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree Law, Psychology or Social Science, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy with duration of 3 years or more and at least 10 years of relevant and proven full-time Police experience.

Specification of experience

Above mentioned experience should be at management level in working in partnership with communities, liaising with community groups and individuals.

Advantageous

- International experience, particularly from the CSDP and other international missions in the crisis areas as well as from multi-national and international organisations is highly desirable;
- Good drafting and reporting skills;
- Ability to deal with potentially sensitive situation;
- Good working knowledge of MS Office and MS Excel.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
ANP Professionalisation and Training Component/Police Unit, Investigations and Intel Team	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-R-10	Legal Expert (Anti-Corruption)	

Reporting line

The Legal Expert Anti-Corruption shall assist the Investigation and Intel Team Leader in all relevant activities, by providing Anti-Corruption expertise as directed and reporting to Team Leader of the Investigations and Intel Team.

Main tasks and responsibilities

- Conduct advising for the Anti-Corruption Investigators from the Ministry of Interior or the investigative prosecutors, while fostering cooperation between police and prosecutors throughout his/her activity;
- Work as part of a team to provide technical advice on transparency and accountability measures to the Ministry of Interior (MOI) Standard Operating Procedures aiming for increasing cooperation between CID investigators and investigative prosecutors, as well assisting in ensuring the professional flow of information between various law enforcement agencies and judicial bodies;
- Advise in relevant areas, such as criminal investigation techniques, corruption case studies and white-collar crime, bribery & financial investigations, case planning & management, police-prosecutor cooperation, strategies of covert surveillance & the handling of case materials & evidence;
- Collaborate closely with the Anti-Corruption Unit within the AGO, NTM-A, EUSR/EUDEL, UN and Mission Resolute Support and other external partners on all intelligence related AC matters;
- Report to the Team Leader of the Investigations and Intel Team on a daily and weekly basis on the developments and results of the activities undertaken;
- Undertake any other tasks required by the Team Leader of the Investigations and Intel Team.

Qualifications and experience

Essential

Education and experience

Successful completion of a full course of university studies attested by a degree in Police Sciences or Law, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy with duration of 3 years or more and at least 7 years of relevant and proven full-time Police experience.

Specification of experience

- A minimum of five years experience as a prosecutor or seven years in police operational environment.
- Excellent oral and written communications skills
- Experience with project management and proposal writing;

- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- Sound decision-making skills, political judgment and ability to influence;
- Ability to work properly and fully perform as part of a team of diversified and multidisciplinary professionals;
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations of all levels, including those at a strategic level, as well as with national partners;
- Strong analytical, conceptual and management skills;
- Highly resilient under physical and mental pressure and stress-resistant;
- Knowledge of EU Civilian Crisis Management and previous CSDP experience;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

Advantageous

- Experience with project management and proposal writing;
- Experience in the field of Anti-Corruption;
- Knowledge in the field of procurement;
- International experience, particularly in crisis areas with multi-national and international organisations.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
Office Head Rule of Law Component (RoL)/ Rule of Law	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-R-14	Deputy Head Rule of Law Component	

Reporting line

The Deputy Head RoL Component will assist the Head RoL Component in performing his/her duties by coordinating the advising, monitoring and training activities of the Component and advising the Head of RoL Component on the strategic direction of the Mission itself. His/her tasks involve coordinating the Team Leader of the RoL Units and their interactions within the Mission, with senior management, within the RoL component and across the other mission components. Reporting to Head of Rule of Law Component, the Head of RoL Reform.

Main tasks and responsibilities

- Assist the Head of RoL Component in leading and managing the RoL Component;
- Exercise daily administrative management of the RoL Component and delegate it to the transition and coordination expert;
- Assist the Head of RoL Component in defining the overall direction of the Component's advising and training activities and in particular in coordinating the Advisers and Trainers deployed centrally and in integrating existing and planned training and advising activities, in particular support the Head of RoL Component in leading the advisory team to the Attorney General and the Minister of Justice and define the overall direction of the Component's advising activities;
- Oversees execution of strategic decisions by Head RoL Component at tactical and operational level, specifically the progress on the Mission implementation Plan;
- Supervise the work of the staff members of the Office Head RoL Component;
- Lead and consolidate EUPOL's efforts in contributing to the Afghan criminal justice sector through EUPOL training and advising projects and through the provision of strategic input on this process;
- Support Head of RoL Component in facilitating the internal and external transition of EUPOL activities in the field of RoL;
- Work in close cooperation with the MoI Reform Component and the ANP Professionalisation & Training Component and assist the Head of RoL Component in giving these Components substantial guidance in the field of RoL activities, such as Anti-Corruption activities and Human Rights & Gender activities, through regular meetings with the Heads and Senior RoL Adviser of the aforementioned Components;
- Closely coordinate RoL activities with EUPOL's other substantive components, EUPOL's Project Management and EUPOL's reporting section SPAR;
- Support the Head RoL Component in the decision making process by drafting and submitting for approval relevant plans, directives and orders;
- Support the Head RoL Component by compiling and drafting regular reports for the Reporting Office;
- Assist the Head of RoL Component in leading project networking and partnership development with the aim of enhancing coordination and cooperation among key parties and donors, such as the European Union Delegation, UNAMA and bilateral actors (e.g. USA, EU member states), and others;
- Identify projects in the different areas of the criminal justice sector in cooperation with Afghan counterparts and supporting their implementation through the RoL Chiefs of Departments;
- Undertake any other tasks required by the Head of Component RoL in support of the objectives of the mission.

Qualifications and experience

Essential

- Successful completion of a full course of university studies attested by a degree in Law, where the normal duration of university education in the country awarded is four (4) years or more, preferably with post-graduate or master studies in criminal or procedural law, international law, international relations after having obtained the university degree at least 8 years of relevant and proven full-time professional experience out of which at least 4 years at senior management level;
- Experience in managing police and/or judicial reform programs;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Strong proficiency in English.

Additional Requirements

- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course or equivalent;
- Knowledge of Sharia law, traditional dispute resolution mechanisms, Gender and Human rights;
- Knowledge of professional standards for police and prosecution services;
- Knowledge of the mechanisms for international and national police and judicial cooperation;
- Experience in strategic management and/or public administration;
- Ability to establish constructive working relationships with a wide range of national and international stakeholders with a range of interests;
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment;
- Working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Excellent interpersonal skills and abilities to share the strategic vision of the HoM and communicate it to the Mission personnel;
- Be able to demonstrate political and diplomatic acumen;
- Excellent interpersonal skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control.

<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
Rule of Law Component Legal Reform Unit	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-R-27	Legal Reform Expert	

Reporting line

The Legal Reform Expert shall assist the Legal Reform Unit Team Leader in the area of improving cooperation and coordination between the police and the judiciary reporting to the Legal Reform Unit Team Leader.

Main tasks and responsibilities

- Work in a team of experts to provide strategic and technical advice on capacity and institution building and reform in the field of justice and criminal law reform within the Ministry of Interior, the Afghan National Police, the Attorney General’s Office, the Ministry of Justice and/or the Supreme Court and Afghan National Assembly, and supporting its countrywide implementation, particularly in one or several of the following areas:
- Assist in the enhancement of cooperation between police and other justice officials (e.g. prosecutors, judges, defence lawyers);
- Advise on measures to support the effective ratification of international conventions within the police and the prosecution service;
- Advise the Ministry of Justice (MoJ) Legislative Departments on concepts, strategies and legislative alternatives, in particular focusing on the reform of criminal laws and police related legislation, training, and other measures aimed at the enhancement of mechanisms to ensure efficiency and effectiveness in improving the criminal justice system;
- Support the MoJ in its task of legal awareness raising and work with MoJ/MoI on strengthening the linkages between police/ANP and the legal aid system;
- Familiarise, assess and advise the MoI/Central Prison Department with the operational concept and legal framework concerning pre-trial detention and other relevant practices relating to deprivation of liberty before conviction;
- Advise the MoJ Legal Aid Office in strategy and structural reforms and in awareness raising campaigns on defence rights and rights of the accused targeting police and justice institutions;
- Support the Criminal Law Reform Working Group and Criminal Procedure Code Working Group;
- Provide strategic and technical support to the Ministry of Interior (MoI) Legal Affairs General Department and Office of the Legal Adviser for assessing reform needs on legislation pertaining to policing;
- Collaborate closely with relevant departments in the Ministry of Justice, the Ministry of Interior and/or the Attorney General’s Office and/or the Supreme Court and Afghan National Assembly;
- Cooperate closely with the European Delegation programmes and other institution building activities in the justice sector organised by international organisations (e.g. UNAMA) and bilateral actors (e.g. US, EU MS);
- Undertake any other related tasks as required by the Legal Reform Unit Team Leader.

Qualifications and experience

Successful completion of a full course of university studies attested by a degree in Law, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience.

Specification of experience

- Above mentioned experience should be as a judge, public prosecutor or criminal/police investigator, practicing lawyer, ombudsman officer, having worked on developing legislative framework and judicial institutions in a Member State and/or in a developmental, transitional or post-conflict situation.

Advantageous

- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations of all levels, including those at a strategic level, as well as with national partners;
- Strong analytical, conceptual and management skills;
- Highly resilient under physical and mental pressure and stress-resistant;
- Knowledge of EU Civilian Crisis Management and previous CSDP experience desirable;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Excellent oral and written communication skills;
- Experience and good knowledge of criminal justice reform processes in particular on legal drafting and management level;
- Excellent interpersonal skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control.