

# EUROPEAN EXTERNAL ACTION SERVICE



## Annex 1

**Call for Deployment/Contributions for three (3) CRT or other EU Member State Experts  
to support the European Union Civilian CSDP Mission in Niger  
(EUCAP Sahel Niger)**

<b>Short term deployment:</b>	3-month deployment with possibility of extension			
<b>Job Location:</b>	Niamey			
<b>Availability:</b>	As soon as possible			
<b>Employment regime:</b>	Seconded: CRT/MS short term Expert			
<b>Job Titles:</b>	<b>Ref</b>	<b>Name of the post</b>	<b>Nr of positions</b>	<b>Available on</b>
		Medical Doctor	1	ASAP
		Para-medic	1	ASAP
		Engineer	1	ASAP
<b>Deadline for applications:</b>	<b>18 September 2015 at 17:00 hours Brussels time</b>			
<b>E-mail address to send the Job Application Form/CV:</b>	<b>cpcc.crt@eeas.europa.eu</b>			
<b>Information:</b>	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p style="text-align: center;"><b>Ms Ulla Bergqvist</b>  <b>e-mail: cpcc.crt@eeas.europa.eu</b>  <b>Tel: +32 (0)2 584 8596</b></p>			

**Seconded Personnel** – Only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave where applicable), accommodation and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013). High risk insurance, applicable to all International staff members, will also be covered by the Mission budget.

**Tour of Duty** – The duration of the deployment should initially be for 3 months with the possibility of extension.

**Leave** – The holiday arrangements are set at a national level and subject to change. The national arrangements as applied for regular secondments to CSDP Missions could be used as an indication for a proper holiday arrangement for CRT/EU Member State experts as well. Due to the nature of the short term assignment, it would be preferable that accrued holidays be taken after the deployment has ended.

As a rule there is no leave included during CRT deployments. Any leave will be considered as interruption of service, there will be no allowances of any kind paid by the Mission during any leave period and all travel costs related to the leave must be borne by the sending Member State or by the expert.

The Civilian Operations Commander requests that EU Member States propose candidates for the following international expert positions for a short-term deployment to EUCAP Sahel Niger, according to the requirements and profiles described below:

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

EU Member States are requested to ensure that the following essential requirements are strictly met and accepted in respect of the short term experts.

**Citizenship** – Citizenship of a Member State of the European Union (EU).

**International Experience** – The candidates must have international experience working in cooperation with multi-national organizations, particularly in crisis areas with multinational and international organizations combined with an understanding of the political, social, cultural and legal situation in a crisis situation.

**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) and be able to cope with the 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 field 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 EU Member States.

**Language Skills**<sup>1</sup> – Language requirements are specified in the respective job description.

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<sup>1</sup> [http://www.coe.int/t/dg4/education/elp/elp-reg/Source/assessment\\_grid/assessment\\_grid\\_english.pdf](http://www.coe.int/t/dg4/education/elp/elp-reg/Source/assessment_grid/assessment_grid_english.pdf)

**Computer Skills** – Skills in word processing, spreadsheet and E-mail systems are essential. Knowledge of other IT tools will be an asset.

**Training** – e-Hest<sup>2</sup> 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.

## **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 Sahel** – The candidates should have a good knowledge of the history, culture, social and political situation of the region; and also knowledge of the police, judiciary and governmental structures (distinct advantage).

**Knowledge and experience of SSR** – The candidates should be acquainted with Security Sector Reform concepts and practices, especially in Africa (distinct advantage).

**Training and experience** – The candidates should have attended a Civilian Crisis Management Course or have participated in a CSDP Mission (desirable)

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

**Passport** – The selected candidate must obtain a passport from his/her respective national authorities. If possible, a Service Passport or diplomatic Passport should be issued.

**Visas** – Member States and CRT Members must ensure that visas are obtained for entry into the Mission area prior to departure from the home country. It is also essential to obtain any transit visas, which may be required for passage through countries en route to the Mission area.

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

**Certificate/Booklet of vaccination** – The selected candidate must be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. He/she also must be vaccinated according to the required immunisations for the Mission area. Yellow fever vaccination is

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<sup>2</sup> <https://webgate.ec.europa.eu/eeas/ehest/login/signup.php>

compulsory to be admitted in the country. Due to recent outbreak of meningitis, the M. Neisseria ACW135Y vaccination is also compulsory.

**Medical certificate** – The selected candidate should undergo an extensive medical examination and be certified medically fit for Mission duty by a competent authority from the Member State. A copy of this certification must accompany deployed personnel.

**Personal Protection Equipment** – It is recommended that national authorities provide seconded selected candidate with a bullet proof vest and helmet (level IV) upon deployment.

#### **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 EU Member States 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.

**Selection process** – The candidates considered to be most suitable will be short-listed and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by phone, before the final selection is made. If seconded candidates are required to travel to Brussels / Mission Headquarters for interviews, the EU Member States will bear any related costs.

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

#### **E. Additional Information**

CRT Members will be accommodated in Mission provided accommodation

#### **F. Job Descriptions**

<b>Position Name:</b> Medical Doctor	<b>Employment Regime:</b> CRT	
<b>Ref. no.</b>	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Mission HQ/Mission Support Department/Medical Unit	<b>Security Clearance Level:</b> EU Confidential	<b>Open to Invited Third States:</b> No

### Reporting Line:

The Medical Doctor reports to the Medical Adviser/Physician in Niamey.

### Main Tasks:

- To join the Mission's teams visiting Agadez during the implementation and construction of the Mission's Field Office in Agadez; once the Antenna will be established, to provide medical assistance for the Mission staff members deployed in Agadez;
- To assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if the Mission staff members are in need of (advanced) medical treatment due to illness or an emergency in close cooperation with the medical practitioner in attendance;
- To organise together with the Medical Unit in Niamey, the use MEDEVAC capabilities inside or outside the Mission area;
- To assist the Head of Mission, the Head of Mission Support and the Head of Field Office on the medical and welfare matters concerning the Field Office in Agadez.

### Qualifications and Experience:

- Relevant university degree from a recognized Medical School;
- Preferably an Emergency Physician or ATLS trained and having extensive knowledge of tropical medicine and emergency medicine;
- Flight Medical and/or MEDEVAC experience;
- International civilian and/or military experience, particularly in crisis areas with multi-national and international organisations is desirable;
- MIMMS course desirable, experience in mass casualty situations (planning/major incident medical management and support);
- Interpersonal skills, capable of working with people from various backgrounds.

### Language Skills:

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

<b>Position Name:</b> Para-medical	<b>Employment Regime:</b> CRT	
<b>Ref. no.</b>	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Mission HQ/Mission Support Department/Medical Unit	<b>Security Clearance Level:</b> EU Confidential	<b>Open to Invited Third States:</b> No

### Reporting Line:

The Paramedic reports to the Medical Adviser/Physician in Niamey.

### Main Tasks:

- To join the Mission's teams visiting Agadez during the implementation and construction of the Mission's Field Office in Agadez; once the Antenna will be established, to provide medical assistance for the Mission staff members deployed in Agadez;
- To assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if the Mission staff members are in need of (advanced) medical treatment due to illness or an emergency in close cooperation with the medical practitioner in attendance;
- To organise together with the Medical Unit in Niamey, the use MEDEVAC capabilities inside or outside the Mission area;
- To assist the Head of Mission, the Head of Mission Support and the Head of Field Office on the medical and welfare matters concerning the Field Office in Agadez.

### Qualifications and Experience:

- Secondary education attested by a diploma giving access to post-secondary education, including additional specialised training;
- Certified nurse, PHTLS and (preferably) ACLS trained or equivalent certifications. Knowledge of tropical medicine;
- At least 3 years' experience in the application of nursing skills in General Practice, Emergency Medicine and / or Intermediate/Intensive Care;
- Preferably ATLS trained and having extensive knowledge of tropical medicine and emergency medicine;
- Flight Medical and/or MEDEVAC experience;
- International civilian and/or military experience, particularly in crisis areas with multi-national and international organisations is desirable;
- Interpersonal skills, capable of working with people from various backgrounds.

### Language Skills:

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

<b>Position Name:</b> Engineer	<b>Employment Regime:</b> CRT	
<b>Ref. no.</b>	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Mission HQ/Mission Support Department/Logistics Unit	<b>Security Clearance Level:</b> EU Confidential	<b>Open to Invited Third States:</b> No

### Reporting Line:

Under the supervision of the Chief of Logistics, the Engineer ensures that the activities related to physical upgrade of the Mission HQ and the Field Office in Agadez are consistently planned and executed.

### Main Tasks:

- To provide approval of technical and structural specifications related to any new constructions;
- To supervise project works as the 'client' and conduct oversight of contractor operations pertaining to the construction/installation of physical security measures to ensure compliance with EU security standards;
- To contribute to the development of technical specifications for the procurement procedures on air flights;
- To recommend solutions to unusual engineering problems that may arise during the project implementation phase;
- To evaluate, review and revise project documents, and analyse design specifications included in project proposals for accuracy, soundness, feasibility and cost;
- To contribute to project implementation reporting, especially with regard to design, technical, contractual and financial aspects;
- To advise the Head of Mission on the acceptance of works upon completion;
- To develop guidelines for the general planning and maintenance of the facilities and facilities post implementation, in accordance with CFSP Facility Management Guidelines;
- To develop documentation for use in inspections of facilities and develop relevant Mission Standard Operating Procedures (SOPs);
- To undertake any other tasks assigned by the line manager.

### Qualifications and Experience:

- University degree in Buildings Construction or Civil Engineering mandatory, Structural Engineering Accreditation is desirable;
- Practical experience working as civil engineer;
- A minimum of 5 years of experience working as civil engineer, with experience managing physical security projects;
- High degree of personal initiative and willingness to accept wide responsibilities;
- Demonstrated effectiveness in developing policies and procedures;
- Ability to provide technical and procedural advice in a broad range of engineering areas;
- Excellent communication skills (spoken, written and presentational), including ability to present sensitive issues/positions and to write reports and engineering decisions;
- Demonstrated planning and organizational skills and ability to coordinate the work of contractors and work to tight deadlines;
- Strong negotiating skills and ability to influence others to reach agreement;
- Excellent interpersonal skills, ability to establish and maintain effective working relationships in a multi-cultural, multi-ethnic environment;
- International experience, particularly in crisis areas with multinational and international organizations;
- Familiarity with international crisis management institutions and past experience with the European Union would be desirable.

**Language Skills:**

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