

# EUROPEAN EXTERNAL ACTION SERVICE



## Annex 1

<b>European Union CSDP Mission in Niger</b> <b>(EUCAP Sahel Niger)</b> <b>1-2016 Extraordinary Call for Contributions</b>				
<b>Organisation:</b>	EUCAP Sahel Niger			
<b>Job Location:</b>	Agadez			
<b>Employment Regime:</b>	As indicated below			
<b>Job Titles/ Vacancy Notice:</b>	<b>Ref.:</b>	<b>Name of the Post:</b>	<b>Location:</b>	<b>Availability:</b>
	<b><u>Seconded/Contracted (01)</u></b>			
	AG 14	FO Medical Adviser/Physician	Agadez	ASAP
<b>Deadline for Applications:</b>	Friday 22 January 2016 at 17:00 (Brussels time)			
<b>E-mail Address to send the Job Application Form to:</b>	<b>eeas-cpcc-eucap-niger@eeas.europa.eu</b>			
<b>Information:</b>	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):  <b>Mr Aurel Hariton</b> <b>aurel.hariton@ext.eeas.europa.eu</b> <b>+32 (0)2 584 69 04</b>			

**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 the Council documents 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 the Council documents 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.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English language, if issued in another language, in accordance

with the European Commission Guidelines for Lifelong Learning, which ensures transparency in higher education and fair and informed judgements about qualifications.

**Tour of Duty/Contract Period** – Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the initial 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 EUCAP Sahel Niger, 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.

**Integrity** – The candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. The candidates are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information relating to the Mission or respective tasks and activities. 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. civilian and military staff) and 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 candidates should, in principle, be under the normal age of retirement in contributing States.

**Language Skills**<sup>1</sup> – Language requirements are specified in the respective job description. Report writing skills are especially needed. Knowledge of local languages will be an asset.

**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.

**Education** – European Qualifications Framework (EQF)<sup>3</sup>.

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<sup>1</sup> [Common European Framework of References for Languages](#)

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

<sup>3</sup> <https://ec.europa.eu/ploteus/content/descriptors-page>

**Driving Licence** – The candidates must be in possession of a valid – including Mission area – civilian driving licence for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle. Category C driving licence 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. Recommended Requirements**

**Knowledge of the EU Institutions** – The candidates should have a 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 must 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 and Equipment for Selected Candidates**

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

**Visas** – Contributing States and selected candidate 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.

**Required Personnel Security Clearance (PSC)** – The selected candidate will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job description. For seconded expert, the original certificate of the national security clearance or a proof of the initiation of the process must accompany them upon deployment. For contracted expert, 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 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 compulsory to be admitted in to the country.

**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 contributing States. A copy of this certification must accompany deployed seconded/contracted personnel.

**Personal Protection Equipment** – It is recommended that national authorities provide seconded selected candidate, i.e. Police/Military Officers with a bullet proof vest and helmet (level IV), and a 9mm duty side arm together with 100 rounds of ammunition 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 the 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 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 or by phone, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the contributing States will bear any related costs.

The selection of candidates who are working for other civilian CSDP Missions at the time of their application will be subject to an impact assessment taking into account the operational needs of the CSDP Missions concerned.

**Information on the Outcome** – Contributing States and contracted candidates (applying for seconded/contracted position) will be informed about the outcome of the selection process after its completion.

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

Mission Members will be accommodated in Mission provided accommodation and will contribute towards the overall cost of the accommodation.

#### **F. 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 Operational Plan (OPLAN).

## SECONDED/CONTRACTED POSITION

<b>Position Name:</b> FO Medical Adviser/Physician	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support Staff- Management Level (MSML)
<b>Ref. no.</b> AG 14	<b>Location:</b> Agadez	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Field Office	<b>Security Clearance Level:</b> EU Confidential or equivalent	<b>Open to Invited Third States:</b> Yes

### **Reporting Line:**

The Medical Adviser/Physician reports to the Head of Field Office Agadez and keeps the Medical Adviser/ Physician in Niamey informed about medical issues.

### **Main Tasks:**

- Liaises and cooperates on medical issues with relevant actors between the Field Office and Mission HQ in Niamey;
- Provides medical advice and services in support of the Field Office as well as primary health care (medical and psychological) or any concerns to Field Office Mission members including referral management for care/treatment;
- Plans, analyses, designs and maintains a program to implement all aspects of the medical needs of the Field Office;
- Provides, asked and unasked, the necessary medical inputs for all Field Office Mission members especially with regards to operational planning, decision making processes and resulting orders and documents;
- Provides medical guidance and counselling to all Field Office Mission members;
- Coordinates the plans and policies on all medical issues and health matters related to the provision of medical support to the Field Office;
- Liaises with international civilian and non-governmental humanitarian and support agencies in the areas of operation when required;
- Provides primary health care to the Field Office Mission members;
- Coordinates and monitors all elements of the medical evacuation chain in case of disease or injury of a Field Office Mission member in close cooperation with all involved health care providers and the Mission's insurance company;
- Organises the use of available MEDEVAC capabilities (air and/or ground) inside or outside the area of operation;
- Monitors the epidemiological and overall medical situation in the area of operation, promotes and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- Gathers all information related to medical support for the Field Office Mission members, including social security and health and repatriation insurance, practical and administrative aspects;
- Implements all aspects of medical needs of the Field Office after formal approval by the Head of Field Office;
- Establishes professional contacts with EU personnel from all levels throughout the areas of operation;

- Assesses on regular basis existing in- and out-patient Medical Treatment Facilities (MTF) both of the HNS and others and regularly issues an updated list of available MTF in the areas of operation;
- Establishes and regularly update a medical emergency plan in coordination with all relevant elements of Field Office, international, civilian and military organisations in the areas of operation;
- Ensures that the contents of all Mission First Aid and Trauma Kits are sufficient;
- Is responsible for managing medical cabinet, including personnel and budget of the Field Office;
- Undertakes any other related tasks as required by the Head of Field Office and HoM.

**Qualifications and Experience:**

- University degree in Medicine from a recognised Medical School and, after having obtained the relevant degree at least 3 years of overall professional experience and sufficient experience in planning;
- To have a license to practice medicine;
- Preferably an Advanced Trauma Life Support (ATLS) trained General Practitioner (GP) and having extensive knowledge of tropical medicine and emergency medicine;
- Experience in assessing medical facilities, even under difficult conditions abroad is desirable;
- Interpersonal skills, capable of working with people from various backgrounds;
- International civilian and/or military experience, particularly in crisis areas with multi-national and international organisations is desirable;
- Flight Medical and/or MEDEVAC experience is desirable;
- Previous work experience in Africa is 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)				