

# EUROPEAN EXTERNAL ACTION SERVICE



## Annex 1

**European Union CSDP Mission in Niger  
(EUCAP Sahel Niger)  
1-2016 Call for Contributions for Visiting Experts**

<b>Organisation:</b>	EUCAP Sahel Niger			
<b>Job Location:</b>	Niamey			
<b>Employment Regime:</b>	Seconded			
<b>Job Titles/ Vacancy Notice:</b>	<b>Ref.:</b>	<b>Name of the Post</b>	<b>Location:</b>	<b>Proposed Period of Deployment:</b>
	VENI 25	Intelligence Analyst Training Expert	Niamey	28/03/2016 - 16/04/2016
	VENI 26	Hostage Negotiation Training Expert	Niamey	05/06/2016 - 24/06/2016
	VENI 27	Investigative Techniques Expert	Niamey	24/04/2016 – 15/05/2016
	VENI 28	Criminal Police Organisation Advisor	Niamey	17/04/2016 – 30/04/2016
<b>Deadline for Applications:</b>	<b>Friday 26 February 2015 at 17:00 (Brussels time)</b>			
<b>E-mail Address to send the Job Application Form to:</b>	<b>eeas-cpcc-eucap-niger@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><b>Mr Aurel Hariton</b>  <b>aurel.hariton@ext.eeas.europa.eu</b>  <b>+32 (0)2 584 69 04</b></p>			

**Seconded Personnel** – Only personnel nominations received through official channels from EU Member States will be considered. The Mission pays the daily allowances for Visiting Experts, the travel costs to and from the place of deployments reserved by the Mission and any duty travel undertaken by Visiting Experts while on deployment. Each EU Member State bears the salary and other costs related to the Visiting Experts put at the Mission's disposal, according to the Council documents 8551/12 (4 April 2012) and 9084/13 (30 April 2013).

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

The Civilian Operations Commander requests that EU Member States propose candidates for the following international expert positions for 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 civilian international experts to the Mission.

**Citizenship** – The candidates must be citizens of an EU Member State.

**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. 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 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 descriptions.

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

**Education** – European Qualifications Framework (EQF)<sup>2</sup>.

**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 Area** – 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).

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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)

<sup>2</sup> <https://ec.europa.eu/ploteus/content/descriptors-page>

**Knowledge and Experience of the Security Sector Reform** - 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 candidates must obtain a passport from their respective national authorities. If possible, a Service Passport or Diplomatic Passport should be issued.

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

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

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

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

**Personal Protection Equipment** – It is recommended that national authorities provide seconded selected candidates 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 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 interviewed by phone, before the final selection is made.

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

<b>Position Name:</b> Intelligence Analyst Training Expert	<b>Employment Regime:</b> Seconded	
<b>Ref. no.</b> VENI 25	<b>Location:</b> Niamey	<b>Availability:</b> 28/03/2016 - 16/04/2016
<b>Component/Department/Unit:</b> Technical Competencies Unit	<b>Security Clearance Level:</b> EU RESTRICTED	<b>Open to contributing third States:</b> No

### Reporting Line:

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

### Main Tasks:

- To elaborate and deliver trainings on the identification and extraction of essential information from intelligence products and investigations;
- To elaborate and deliver trainings on analysis of data, and synthesize the information into reports that can be disseminated;
- To elaborate and deliver trainings on development of specific expertise and supplying of an accurate understanding of present and future threats;
- To elaborate and deliver trainings on application of developed inductive reasoning skills to provide a proactive approach to potential threats.

### Qualification and Experience:

#### Essential

- Successful completion of university studies of at least 3 years attested by a diploma

OR

- A qualification at the level in the National Qualifications Framework which is equivalent/referenced to level 6 in the European Qualifications Framework

OR

- A qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's degree

OR

- Equivalent Police/Military education or training attested by a diploma officially recognising the equivalence to the education level mentioned above

AND

- After having fulfilled the education requirements, a minimum of 10 years of overall professional experience.

#### Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Police Sciences, Law, Business, Social Science, Human Resources and Adult Education, Educational Science or Public Administration;
- Experience in projects related to Ministry of Interior reform;
- Proven ability to communicate his/her ideas to a range of senior officials.

#### Desirable

- Good interpersonal skills and ability to communicate internally and to relate with multinational and international organisations as well as international partners;
- Professional experience in national and/or international assignments in training and/or advising, particularly in Africa or other areas within the same geopolitical context;
- 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.

**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> Hostage Negotiation Training Expert	<b>Employment Regime:</b> Seconded	
<b>Ref. no.</b> VENI 26	<b>Location:</b> Niamey	<b>Availability:</b> 05/06/2016 - 24/06/2016
<b>Component/Department/Unit:</b> Technical Competencies Unit	<b>Security Clearance Level:</b> EU RESTRICTED	<b>Open to contributing third States:</b> No

### Reporting Line:

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

### Main Tasks:

- To develop the specific curricula with local authorities;
- To conduct training of managerial personnel in crisis management and hostage negotiation;
- To establish a chain of command for crisis situations with the Nigerien Authorities;
- To elaborate together with the local partners a staff deployment policy in the field of crisis management.

### Qualifications and Experience:

#### Essential

- Successful completion of university studies of at least 3 years attested by a diploma

OR

- A qualification at the level in the National Qualifications Framework which is equivalent/referenced to level 6 in the European Qualifications Framework

OR

- A qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's degree

OR

- Equivalent Police/Military education or training attested by a diploma officially recognising the equivalence to the education level mentioned above

AND

- After having fulfilled the education requirements, a minimum of 10 years of overall professional experience in Law Enforcement, especially criminal investigations.

#### Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Police Sciences, Law, Business, Social Science, Human Resources and Adult Education, Educational Science or Public Administration;
- Hostage negotiation and training skills;
- Proven ability to communicate his/her ideas to a range of senior officials.

#### Desirable

- Good interpersonal skills and ability to communicate internally and to relate with multinational and international organisations as well as international partners;
- Professional experience in national and/or international assignments in training and/or advising, particularly in Africa or other areas within the same geopolitical context;
- 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.

**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> Investigative Techniques Expert	<b>Employment Regime:</b> Seconded	
<b>Ref. no.</b> VENI 27	<b>Location:</b> Niamey	<b>Availability:</b> 24/04/2016 - 15/05/2016
<b>Component/Department/Unit</b> Technical Competencies Unit	<b>Security Clearance Level:</b> EU RESTRICTED	<b>Open to contributing third States:</b> No

**Reporting Line:**

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

**Main Tasks:**

- To develop curricula and conduct training in the field of investigative techniques;
- To conduct an exercise of tailing with trainees (vehicles and radios provided);
- To plan an exercise in performing efficient searches;
- To teach how to collect information, to establish a database and to analyse the intelligence gathered.

**Qualification and Experience:**

Essential

- Successful completion of university studies of at least 3 years attested by a diploma

OR

- A qualification at the level in the National Qualifications Framework which is equivalent/referenced to level 6 in the European Qualifications Framework

OR

- A qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's degree

OR

- Equivalent Police/Military education or training attested by a diploma officially recognising the equivalence to the education level mentioned above

AND

- After having fulfilled the education requirements, a minimum of 10 years of overall professional experience in Law Enforcement, especially criminal investigations;

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Police Sciences, Law, Business, Social Science, Human Resources and Adult Education, Educational Science or Public Administration;
- Training skills;
- Proven ability to communicate his/her ideas to a range of senior officials.

Desirable

- Good interpersonal skills and ability to communicate internally and to relate with multinational and international organisations as well as international partners;
- Professional experience in national and/or international assignments in training, particularly in Africa or other areas within the same geopolitical context;
- 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.



**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> Criminal Police Organisation Advisor	<b>Employment Regime:</b> Seconded	
<b>Ref. no.</b> VENI 28	<b>Location:</b> Niamey	<b>Availability:</b> 17/04/2016 - 30/04/2016
<b>Component/Department/Unit:</b> Technical Competencies Unit	<b>Security Clearance Level:</b> EU RESTRICTED	<b>Open to contributing third States:</b> No

### Reporting Line:

The Criminal Police Organisation Advisor reports to the Head of Technical Competencies Unit.

### Main Tasks:

- To actively contribute to the organization of a workshop on conception, creation, implementation and management of data bases in the field criminal police investigation;
- To provide expertise in his/her field of competence, regarding the management of judicial purposes data-bases;
- To contribute to defining and elaborating possible projects in the field of databases to be implemented by the mission.

### Qualification and Experience:

#### Essential

- Successful completion of university studies of at least 3 years attested by a diploma

OR

- A qualification at the level in the National Qualifications Framework which is equivalent/referenced to level 6 in the European Qualifications Framework

OR

- A qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's degree

OR

- Equivalent Police/Military education or training attested by a diploma officially recognising the equivalence to the education level mentioned above

AND

- After having fulfilled the education requirements, a minimum of 10 years of overall professional experience.

#### Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Police Sciences, Law, Business, Social Science, Human Resources and Adult Education, Educational Science or Public Administration;
- Experience in projects related to Ministry of Interior reform;
- Theoretical and practical experience on project management;
- Experience in information management in the criminal police investigations;
- Proven ability to communicate his/her ideas to a range of senior officials.

#### Desirable

- Good interpersonal skills and ability to communicate internally and to relate with multinational and international organisations as well as international partners;

- Experience in information management at a national and international (EUROPOL, SCHENGEN, INTERPOL) level is desirable;
- Professional experience in national and/or international assignments in training and advising, particularly in Africa or other areas within the same geopolitical context;
- 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.

**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)				