

EUROPEAN EXTERNAL ACTION SERVICE



Civilian Planning and Conduct Capability – CPCC
Director / Civilian Operations Commander

Brussels, **08 AVR. 2016**

TO ALL REPRESENTATIVES TO PSC

Subject: 1-2016 Call for Deployment/Contributions for Three (3) CRT or other Member State Expert to support the European Union Rule of Law Mission in Kosovo (EULEX KOSOVO)

References: Council Joint Action 2008/124/CFSP of 4 February 2008 on the Establishment of the European Union Rule of Law Mission in Kosovo (EULEX KOSOVO)
Council Decision 2014/349/CFSP of 12 June 2014 Amending and Extending the Mission Mandate until 14 June 2016

Dear Ambassador,

1. Background

On 4 February 2008, the Council adopted Joint Action 2008/124/CFSP on the establishment of the European Union Rule of Law Mission in Kosovo (EULEX KOSOVO), which was amended and extended until 14 June 2016 by Council Decision 2014/349/CFSP of 12 June 2014.

EULEX Kosovo is looking for three (3) short-term Human Resources (HR) experts for the planned downsizing process following the strategic review of the Mission.

The upcoming exercise is anticipated to involve selection processes of a large number of current Mission international and local staff members. The current staffing of the HR office is insufficient to both administer its day-to-day functions and organise and implement a process of such volume in a relatively limited timeframe. The deployment of the HR experts during this crucial period would contribute substantially to the success of the process and its acceptance.

I kindly invite EU Member States to put forward qualified candidates for the positions as listed in Annex 1.

2. Methodology

- a) EU Member States are requested to examine the personal profiles and job descriptions to ensure that:
 - Proposed candidates meet the listed criteria described in the essential requirements and specific job descriptions (**Annex 1**).
 - Each candidate completes the standard job application form in English (**Annex 2**). Applications will be considered only when using this form and indicating which position(s) the candidate is applying for.
- b) Proposed candidates should satisfy in full the criteria set out in the job descriptions. The main criteria for suitability for posts are professional and specific skills and experience.
- c) I would appreciate it if EU Member States would submit offers of personnel at their earliest convenience, **but not later than 22 April 2016 at 17:00 hours (Brussels time)**, to the following e-mail address:

cpcc.crt@eeas.europa.eu

- d) Selections will take place during the course of April 2016.
- e) The Civilian Planning and Conduct Capability (CPCC) will be responsible for notifying EU Member States of the outcome of the selection process. Communication of the selection results is expected to take place in April 2016.
- f) Selected personnel should be ready for deployment to Kosovo within the deadlines specified in each job description.
- g) 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 3 months with a possibility of extension.

3. General Information

- a) For seconded positions, 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) and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).
- b) The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. EU Member States are encouraged to take this into account when offering contributions.
- c) 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, when deployed. The seconded personnel should bring the original certificate upon deployment.

- d) 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.

Any further information required relating to the selection and deployment of EU staff may be obtained from CPCC by contacting:

Ms Ulla BERGQVIST
cpcc.crt@eeas.europa.eu
+32 (0)2 584 85 96

Yours sincerely,



Kenneth DEANE

Enclosures:

- Requirements and Job Descriptions (**Annex 1**)
- Standard Application Form (**Annex 2**)

cc: CivCom Delegates
CRT National Point of Contact