

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Integrated Border Management Assistance Mission in Libya (EUBAM Libya) 1-2016 Call for Contributions			
Organisation:	EUBAM Libya		
Job Location:	Tunis/Tripoli		
Employment Regime:	As indicated below		
Job Titles/ Vacancy Notices:	Ref.:	Name of the Post:	Availability:
	<u>Seconded (11)</u>		
	LIBHM02	Executive Officer	22 Aug 2016
	LIBOP01	Law Enforcement Expert – Team Leader	22 Aug 2016
	LIBOP02	Criminal Justice Expert	22 Aug 2016
	LIBOP03	Organised Crime Expert	22 Aug 2016
	LIBOP04	Counter-terrorism Expert	22 Aug 2016
	LIBOP05	Criminal Investigation Expert	22 Aug 2016
	LIBOP06	Border Management Expert – Team Leader	22 Aug 2016
	LIBOP07	Migration Expert (Smuggling of Migrants)	22 Aug 2016
	LIBOP08	Migration Expert (Trafficking of Human Beings)	22 Aug 2016
	LIBOP09	Border Control Expert	22 Aug 2016
	LIBOP10	Customs Expert	22 Aug 2016
	<u>Seconded/Contracted (6)</u>		
	LIBSE01	Senior Mission Security Officer*	22 Aug 2016
	LIBSE02	Mission Security Officer*	22 Aug 2016
	LIBSE03	Mission Security Analyst Officer*	22 Aug 2016
	LIBAD01	Head of Mission Support*	22 Aug 2016
	LIBAD04	Procurement Officer*	22 Aug 2016
LIBAD05	Human Resources Officer*	22 Aug 2016	

Deadline for Applications:	Friday 24 June at 17:00 hours (Brussels time)
E-mail Address to send the Job Application Form to:	eeas-cpcc-libya@eeas.europa.eu
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Mr Jørn Laursen eeas-cpcc-libya@eeas.europa.eu +32 (0)2 584 32 89

* The possibility of employment under the contracted regime is subject to the adoption of the Council Decision approving the appropriate Budgetary Impact Statement.

Seconded Personnel – 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, 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).

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 the Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, 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 EUBAM Libya, 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. 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. The candidates 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 Skills¹ – Mission Members must be fully fluent in written and spoken English. Report writing skills are especially needed. Knowledge of Arabic will be an asset.

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

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

Education – A recognised academic qualification under the European Qualifications Framework (EQF)², or equivalent, at a level specified in the individual job descriptions.

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.

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 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 Maghreb – 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).

¹ [Common European Framework of References for Languages](#)

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

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 candidates must obtain a passport from their respective national authorities. If possible, a Service 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 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. 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 EU Member States. 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. 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 or by phone, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, 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 – EU Member 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 relevant planning documents.

Seconded Positions:

Position Name: Executive Officer	Employment Regime: Seconded	
Ref. Number: LIBHM02	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Department: Head of Mission's Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Executive Officer reports to the Head of Mission (HoM).

Main Tasks and Responsibilities:

- Under the direction of HoM, to maintain contacts with local authorities, governmental organisations, non-governmental organisations or other external counterparts in order to collect and disseminate information;
- To maintain a registry of all official contacts with the Mission and to manage HoM's calendar;
- To ensure the proper handling of confidential documentation and related information;
- To maintain regular contact with all Components/Department and Offices, with a particular view to ensure a good flow of relevant information with all Mission members;
- In close cooperation with relevant Mission staff, to compile reports and draft plans, directives, SOPs, orders and instructions to be approved and/or issued by the HoM;
- To supervise the conduct and outcome as well as introduction to HoM of formal reporting, including reports via CPCC to EU Member States;
- To ensure that any directive, SOP, order or instruction issued by the HoM is implemented within the Mission;
- To perform administrative and secretarial duties, draft memos, letters, faxes and other requested documents and maintain filing systems;
- To receive and distribute all Mission correspondence as directed by the HoM;
- To act as best practice and lessons learned officer for the Mission;
- To undertake any other related tasks as requested by the Line Manager.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant 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, Political Sciences;
- Experience in working on multi-thematic and within multi-layered efforts at national and/or international level;
- Strong organisational skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands.

Desirable

- Experience in national or international assignments in a staff function, in particular planning and organisation of crisis management Missions;
- Knowledge of Arabic highly desirable.

Position Name: Law Enforcement Expert – Team Leader	Employment Regime: Seconded	
Ref. Number: LIBOP01	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Department: Internal Security and Criminal Justice Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Law Enforcement Expert – Team Leader Internal Security and Criminal Justice Team reports to the Head of Mission (HoM), with a functional reporting line to CMPD for strategic planning.

Main Tasks and Responsibilities:

- To coordinate the work of the Internal Security and Criminal Justice Team;
- To support planning efforts addressing immediate internal security and criminal justice requirements in Tripoli;
- To contribute to inform and develop EU civilian planning options as part of the overall SSR effort in Libya especially on law enforcement related issues by conducting strategic analysis aimed at identifying needs, starting in Tripoli and progressively Libya-wide, to support:
 - Democratic governance, including the enabling conditions for the exercise of legitimate governance over Libyan LEAs;
 - Assessing the overall status of Libyan Law Enforcement Agencies (LEAs) and that of the relevant governing authorities, including through the analysis of the relevant legislation;
 - Developing and implementing internal security policies, strategy, relevant institutional architecture and legislation, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders (with particular reference to the UN Convention against Transnational Organized Crime and its Protocols);
 - Planning and implementing a phased reorganisation of the LEAs and relevant governing authorities, including the necessary outreach;
 - Establishing professional relationships along the criminal justice chain;
 - Establishing the necessary internal coordination among law enforcement related institutions and bodies;
 - Establishing institutional accountability and oversight mechanisms at multiple levels alongside the development of anti-corruption measures;
 - Mapping the role of civil society in the oversight of LEAs and relevant governing authorities, and promoting their involvement if appropriate;
 - Gaining control of Libyan borders and re-establishing international cooperation, including to fight transnational crimes such as people smuggling, human trafficking being and terrorism;
- To contribute to the mapping of the relevant Libyan and International Community actors who are relevant to the Libyan stabilization process;
- To liaise and cooperate closely with other EU, Libyan, UNSMIL, DPKO and International Community actors (in particular INTERPOL and FRONTEX), as appropriate and directed by the HoM;
- To undertake any tasks related to CPCC operational planning;
- To engage in consultations with and assistance to Libyan LEAs and relevant governing authorities (MoI in particular, but also MOD, MoJ and MoF), at central and decentralised levels;
- To contribute to Mission external reporting;
- To contribute to lessons identification;
- To undertake any other related tasks as requested by the Line Manager.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 8 years of relevant professional experience with at least 3 years of experience at management level.
- Knowledge about EU Justice and Home Affairs (JHA) and international police cooperation (EUROPOL, CEPOL, FRONTEX, INTERPOL)

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Political Science, International Relations, Diplomacy, Law, Social Sciences or Business Administration;
- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Experience in leading and coordinating multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level;
- Ability to demonstrate political and diplomatic acumen;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Excellent interpersonal and managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff and to review and edit the work of others.

Desirable

- Experience in national or international assignments in a staff function notably in a law enforcement agency, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms.

Position Name: Criminal Justice Expert	Employment Regime: Seconded	
Ref. Number: LIBOP02	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Department: Internal Security and Criminal Justice Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Criminal Justice Expert reports to the Law Enforcement Expert – Team Leader Internal Security and Criminal Justice Team.

Main Tasks and Responsibilities:

- To support planning efforts addressing immediate requirements of the judicial (prosecution and courts) and penitentiary systems in Tripoli;
- To develop EU civilian planning options as part of the overall SSR effort especially on criminal justice related aspects in Libya by conducting strategic analysis aimed at identifying needs, starting in Tripoli and progressively Libya-wide, to support:
 - Assessing the overall status of the Libyan judicial and penitentiary system and that of the relevant governing authorities, including civil justice and local justice mechanisms, as well as analysing the relevant legislation;
 - Developing and implementing internal security policies, strategy, relevant institutional architecture and legislation, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders (with particular reference to the UN Convention against Transnational Organised Crime and its Protocols);
 - Planning and implementing a phased reorganisation of the criminal justice system and relevant governing authorities, including the necessary outreach;
 - Establishing professional relationships along the criminal justice chain;
 - Establishing institutional accountability and oversight mechanisms at multiple levels alongside the development of anti-corruption measures;
 - Furore development of a judiciary, including the enabling conditions for the exercise of relevant legitimate governance and citizen access to justice;
- To contribute to the mapping of the relevant Libyan and International Community actors who are relevant to the Libyan stabilization process;
- To liaise and cooperate closely with other EU, Libyan, UNSMIL, other UN agencies (in particular UNODC on its criminal justice efforts) and International Community actors, as appropriate and directed by the HoM;
- To undertake any tasks related to CPCC operational planning;
- To engage in consultations with and assistance to Libyan Criminal Justice institutions and relevant governing authorities (MoJ, prosecution service and courts in particular), both at central and decentralised levels;
- To contribute to Mission external reporting;
- To contribute to lessons identification;
- To undertake any other related tasks as requested by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Law;
- Knowledge about EU Justice and Home Affairs (JHA) and international police cooperation (EUROPOL, CEPOL, FRONTEX, INTERPOL)
- Practical understanding of the legal reform process including the development of legal policy and legislation;
- Sound knowledge of Rule of Law/Justice aspects, in particular in a post-conflict environment/SSR process;
- Experience as prosecutor and/or judge, and/or MoJ official working with justice reform, criminal procedures including criminal investigation and police-justice cooperation and relevant training;
- Professional experience in working on international standards and instruments related to criminal justice.

Desirable

- Experience in national or international assignments as judge/prosecutor or in a relevant staff function – prosecutor and/or judge, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms.

Position Name: Organised Crime Expert	Employment Regime: Seconded	
Ref. Number: LIBOP03	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Department: Internal Security and Criminal Justice Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Organised Crime Expert reports to the Law Enforcement Expert – Team Leader Internal Security and Criminal Justice Team.

Main Tasks and Responsibilities:

- To support planning efforts addressing immediate requirements to fight organised crime and corruption in Tripoli;
- To contribute to inform and develop EU civilian planning options as part of the overall SSR effort in Libya by conducting strategic analysis aimed at identifying needs, starting in Tripoli and progressively Libya-wide, to support:
 - Assessing the overall status of the Libyan capacity to fight organised crime and that of the relevant governing authorities, including through the analysis of the relevant legislation;
 - Developing and implementing relevant internal security policies, strategy, institutional architecture and legislation addressing the fight against organised crime, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders (with particular reference to the UN Convention against Transnational Organised Crime and its Protocols and the UN Convention against Corruption);
 - Planning and implementing a phased reorganisation of the national capacity and relevant governing authorities involved in the fight against organised crime;
 - Establishing professional relationships between law enforcement and criminal justice chain in combating organised crime;
 - Establishing institutional accountability and oversight mechanisms at multiple levels alongside the development of anti-corruption measures.
- To contribute mapping the relevant Libyan and International Community actors in regard to fight against organised crime;
- To liaise with international efforts to fight organised crime, including money-laundering and corruption, in particular cooperating with INTERPOL, FATF as well as with EU Member States and other bilateral efforts;
- To liaise and cooperate closely with other EU, Libyan, UNSMIL and International Community actors (INTERPOL, UNODC), as appropriate and directed by the HoM;
- To support mapping of illicit financial flows, in close cooperation with the other Mission Experts;
- To undertake any tasks related to CPCC operational planning;
- Progressively as they establish, to engage in consultations with and assistance to relevant Libyan institutions and governing authorities, both at central and decentralised levels;
- To contribute to Mission external reporting;
- To contribute to lessons identification;
- To undertake any other related tasks as requested by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Law, Political Science, International Relations, Diplomacy, Social Sciences or Business Administration;
- At least 3 years of experience in fighting organised crime;
- Knowledge about EU Justice and Home Affairs (JHA) work (European Commission, EU Member States, EUROPOL) and international standards related to combating organised crime
- Solid experience of organised crime investigations;
- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Experience in leading and coordinating multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level;
- Ability to demonstrate political and diplomatic acumen;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Excellent interpersonal and managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff, to review and edit the work of others.

Desirable

- Experience in national or international assignments in a staff function, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms.

Position Name: Counter-Terrorism Expert	Employment Regime: Seconded	
Ref. Number: LIBOP04	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Department: Internal Security and Criminal Justice Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Counter-Terrorism Expert reports to the Law Enforcement Expert – Team Leader Internal Security and Criminal Justice Team.

Main Tasks and Responsibilities:

- To support planning efforts addressing immediate requirements to counter terrorism in Tripoli;
- To contribute to inform and develop EU civilian planning options as part of the overall SSR effort in Libya by conducting strategic analysis aimed at identifying needs, starting in Tripoli and progressively Libya-wide, to support:
 - Assessing the overall status of the Libyan capacity to counter terrorism and that of the relevant governing authorities, including through the analysis of the relevant legislation;
 - Understanding /awareness on role of Daesh and Foreign Terrorist Fighters especially contribution to the implementation of UNSCR 2178 on Foreign Fighters;
 - Developing of criminal justice approach on counter-terrorism (rule of law based approach) and implementing relevant counter-terrorism policies, strategy, institutional architecture and legislation, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders (with particular reference to the implementation of UNSCR 1371, 1267, 2178, UN Instruments in combating terrorism signed by Libya and UN Global Counter-terrorism Strategy);
 - Planning and implementing a phased reorganisation of the counter-terrorism capacity and relevant governing authorities, including the necessary outreach;
 - Establishing professional relationships between law enforcement and criminal justice chain related to counter-terrorism;
 - Assisting development of approach and measures related to counter-radicalisation and recruitment of terrorists/countering violent extremism;
 - Assisting development of legislation and policies addressing terrorist financing in accordance with international standards – FATF;
 - Establishing institutional accountability and oversight mechanisms at multiple levels alongside the development of counter-terrorism measures.
- To contribute mapping the relevant Libyan and International Community actors in regard to counter-terrorism;
- To liaise with international efforts to counter-terrorism, including money-laundering and corruption, in particular cooperating with INTERPOL as well as with EU Member States and other bilateral efforts;
- To liaise and cooperate closely with other EU, Libyan, UNSMIL, CTITF, UNCTED and other International Community actors (Global Counter-terrorism Forum), as appropriate and directed by the HoM;
- To support mapping of illicit financial flows, in close cooperation with the other Mission Experts;
- To undertake any tasks related to CPCC operational planning;
- To engage in consultations with and assistance to relevant Libyan institutions and governing authorities, both at central and decentralised levels;
- To contribute to Mission external reporting;

- To contribute to lessons identification;
- To undertake any other related tasks as required by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Law, Political Science, International Relations, Diplomacy, Social Sciences or Business Administration;
- At least 3 years of experience in counter-terrorism;
- Knowledge about EU Counter-terrorism work (Member States, EEAS, European Commission, EUROPOL, CTPG) and international CT cooperation– UN (UNCTITF and CTED), Global Counter-Terrorism Forum, FATF;
- Solid experience of counter-terrorism investigations;
- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Experience in leading and coordinating multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level;
- Ability to demonstrate political and diplomatic acumen;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Excellent interpersonal and managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff, to review and edit the work of others.

Desirable

- Experience in national or international assignments in relevant staff function – law enforcement, criminal justice and intelligence service, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms.

Position Name: Criminal Investigations Expert	Employment Regime: Seconded	
Ref. Number: LIBOP05	Location: Tunis/Tripoli	Availability: 22 August 2016
Department: Internal Security and Criminal Justice Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Criminal Investigations Expert reports to the Law Enforcement Expert – Team Leader Internal Security and Criminal Justice Team.

Main Tasks and Responsibilities:

- To support planning efforts addressing immediate requirements to enhance and coordinate overall criminal investigation capacities in Tripoli;
- To contribute to inform and develop EU civilian planning options as part of the overall SSR effort in Libya by conducting strategic analysis aimed at identifying needs, starting in Tripoli and progressively Libya-wide, to support:
 - Assessing the overall status of the Libyan criminal investigation capacities and the relevant governing authorities, including through the analysis of the relevant legislation;
 - Developing and implementing relevant policies, strategy, institutional coordination and legislation, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders (with particular reference to the UN Convention against Transnational Organised Crime and its Protocols, UN Convention against Corruption, FATF as well as to the specific UN instruments on countering terrorism signed by Libya);
 - Support to Libyan authorities concerning revision of existing procedures and legislation
 - Planning and implementing a phased reorganisation of the criminal investigation capacities and that of relevant governing authorities, including the necessary outreach;
 - Establishing professional relationships along the criminal justice chain;
 - Establishing institutional accountability and oversight mechanisms at multiple levels alongside the development of internal security measures.
- To contribute mapping the relevant Libyan and International Community actors in regard to criminal investigations;
- To liaise with international efforts enhance Libyan criminal investigation capacities, including for money-laundering and to fight corruption, also cooperating with EU Member States and other bilateral efforts;
- To liaise and cooperate closely with other EU, Libyan, UNSMIL and International Community actors, as appropriate and directed by the HoM;
- To support the other Mission Experts especially on law enforcement, criminal justice, counter-terrorism, migration concerning criminal investigation related aspects of serious crimes;
- To support mapping of illicit financial flows, in close cooperation with the other Mission Experts;
- To undertake any tasks related to CPCC operational planning;
- Progressively as they establish, to engage in consultations with and assistance to relevant Libyan institutions and governing authorities, both at central and decentralised levels;
- To contribute to Mission external reporting;
- To contribute to lessons identification;
- To undertake any other related tasks as requested by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Political Science, International Relations, Diplomacy, Law, Social Sciences or Business Administration;
- Knowledge about EU JHA and international police and criminal justice cooperation (EUROPOL, EUROJUST, CEPOL, FRONTEX, INTERPOL) as well as FIUs;
- Solid experience of serious crime investigations;
- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Experience in leading and coordinating multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level;
- Ability to demonstrate political and diplomatic acumen;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Excellent interpersonal and managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff, to review and edit the work of others.

Desirable

- Experience in national or international assignments in a staff function, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms.

Position Name: Border Management Expert – Team Leader	Employment Regime: Seconded	
Ref. Number: LIBOP06	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Department: Border Management and Illegal Migration Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Border Management Expert – Team Leader Border Management and Migration Team reports to the Head of Mission (HoM), with a functional reporting line to CMPD for strategic planning.

Main Tasks and Responsibilities:

- To coordinate the work of the Border Management and Illegal Migration Team;
- To support planning efforts addressing immediate border management requirements in Tripoli;
- To contribute to inform and develop EU civilian planning options as part of the overall SSR effort in Libya by conducting strategic analysis aimed at identifying needs, starting in Tripoli and progressively Libya-wide, to support:
 - Democratic governance, including the enabling conditions for the exercise of legitimate governance over all institutions involved in border management;
 - Assessing the overall status of border management-related institutions and relevant governing authorities, including through the analysis of the relevant legislation;
 - Support to the development of an overall border management concept
 - Developing and implementing internal security policies, strategy, relevant institutional architecture and legislation, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders (with particular reference to the UNSCR 1371, UN Convention against Transnational Organised Crime and its Protocols, UN Convention against Corruption);
 - Planning and implementing a phased reorganisation of the border management related institution, and relevant governing authorities, including the necessary outreach;
 - Establishing professional relationships with law enforcement agencies, prosecution and judges related to border management issues;
 - Establishing the necessary internal coordination among border management-related institution;
 - Establishing institutional accountability and oversight mechanisms at multiple levels alongside the development of anti-corruption measures;
 - Mapping the role of civil society in the oversight of border management-related institutions and relevant governing authorities, and promoting their involvement if appropriate;
 - Gaining control of Libyan borders and re-establishing international cooperation, including to fight transnational crimes such as human trafficking and terrorism;
- To contribute to the mapping of the relevant Libyan and International Community actors who are relevant to the Libyan stabilization process;
- Closely liaise with Mission experts on law enforcement, criminal justice, counter-terrorism, organised crime and migration
- To liaise and cooperate closely with other EU, Libyan, UNSMIL, ICRC/Red Crescent, IOM and International Community actors (in particular INTERPOL and FRONTEX), as appropriate and directed by the HoM;

- To undertake any tasks related to CPCC operational planning;
- Progressively as they establish, to engage in consultations with and assistance to Libyan LEAs and relevant governing authorities (MoI in particular, but also MOD, MoJ and MoF), both at central and decentralised levels;
- To contribute to Mission external reporting;
- To contribute to lessons identification;
- To undertake any other related tasks as requested by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 8 years of relevant professional experience with at least 3 years of experience at management level.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Political Science, International Relations, Diplomacy, Law, Social Sciences or Business Administration;
- Knowledge about EU JHA and international border management cooperation (FRONTEX, INTERPOL);
- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to lead and oversee a Mission with staff members of different professional backgrounds;
- Experience in leading and coordinating multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level;
- Ability to demonstrate political and diplomatic acumen;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Excellent interpersonal and managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff, to review and edit the work of others.

Desirable

- Experience in national or international assignments in a staff function, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms.

Position Name: Migration Expert (Smuggling of Migrants)	Employment Regime: Seconded	
Ref. Number: LIB07	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Department: Border Management and Illegal Migration Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Migration Expert reports to the Border Management Expert – Team Leader Border Management and Migration Team.

Main Tasks and Responsibilities:

- To support planning efforts addressing immediate requirements to fight the smuggling of migrants in Tripoli;
- To contribute to inform and develop EU civilian planning options as part of the overall SSR effort in Libya by conducting strategic analysis aimed at identifying needs, starting in Tripoli and progressively Libya-wide, to support:
 - Assessing the overall status of the Libyan capacity to fight the smuggling of migrants and that of the relevant governing authorities, including through the analysis of the relevant legislation;
 - Contribute to assessment of overall Libyan detention and readmission policies and capacities;
 - Developing and implementing relevant policies, strategy, institutional architecture and legislation, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders (with particular reference to the UN Convention against Transnational Organised Crime and its Protocols especially the one on smuggling of migrants);
 - Planning and implementing a phased reorganisation of the relevant Libyan capacities and of their governing authorities, including the necessary outreach;
 - Establishing professional relationships with law enforcement and criminal justice chain;
 - Establishing institutional accountability and oversight mechanisms at multiple levels alongside the development of measures to fight the smuggling of migrants;
- To contribute mapping the relevant Libyan and International Community actors in regard to smuggling of migrants;
- To contribute to the mapping and assessing of migration flows to Libya;
- To liaise with EU as well as international efforts to fight smuggling of migrants, including money-laundering and corruption, in particular cooperating with INTERPOL as well as with EU Member States and other bilateral efforts;
- To liaise and cooperate closely with other EU (notably ENFM, EUCAP Sahel Niger, Libyan, UNSMIL, ICRC/Red Crescent, IOM and International Community actors, as appropriate and directed by the HoM;
- To support mapping of illicit financial flows, in close cooperation with the other Mission Experts;
- To undertake any tasks related to CPCC operational planning;
- Progressively as they establish, to engage in consultations with and assistance to relevant Libyan institutions and governing authorities, both at central and decentralised levels;
- To contribute to Mission external reporting;
- To contribute to lessons identification;
- To undertake any other related tasks as requested by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Political Science, International Relations, Diplomacy, Law, Social Sciences or Business Administration;
- At least 3 years of experience in the fight against smuggling of migrants;
- Knowledge about EU JHA and international migration policies (FRONTEX, INTERPOL, IOM);
- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Experience in leading and coordinating multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level;
- Ability to demonstrate political and diplomatic acumen;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Excellent interpersonal and managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff, to review and edit the work of others.

Desirable

- Experience in national or international assignments in a staff function, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms.

Position Name: Migration Expert (Trafficking of Human Beings)	Employment Regime: Seconded	
Ref. Number: LIBOP08	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Department: Border management and Illegal Migration Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Migration Expert reports to the Border Management Expert – Team Leader Border Management and Migration Team.

Main Tasks and Responsibilities:

- To support planning efforts addressing immediate requirements to fight the trafficking of human beings in Tripoli;
- To contribute to inform and develop EU civilian planning options as part of the overall SSR effort in Libya by conducting strategic analysis aimed at identifying needs, starting in Tripoli and progressively Libya-wide, to support:
 - Assessing the overall status of the Libyan capacity to fight the trafficking of human beings and that of the relevant governing authorities, including through the analysis of the relevant legislation;
 - Developing and implementing relevant policies, strategy, institutional architecture and legislation, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders (with particular reference to the UN Convention against Transnational Organised Crime and its Protocols especially the one on trafficking of human beings);
 - Planning and implementing a phased reorganisation of the relevant Libyan capacities and of their governing authorities, including the necessary outreach;
 - Establishing professional relationships along the criminal justice chain;
 - Establishing institutional accountability and oversight mechanisms at multiple levels alongside the development of measures to fight the trafficking of human beings.
- To contribute mapping the relevant Libyan and International Community actors in regard to trafficking of human beings;
- To liaise with international efforts to fight the trafficking of human beings, including money-laundering and corruption, in particular cooperating with INTERPOL as well as with EU Member States and other bilateral efforts;
- To liaise and cooperate closely with other EU, Libyan, UNSMIL, ICRC/Red Crescent, IOM and International Community actors, as appropriate and directed by the HoM;
- To support mapping of illicit financial flows, in close cooperation with the other Mission Experts;
- To undertake any tasks related to CPCC operational planning;
- Progressively as they establish, to engage in consultations with and assistance to relevant Libyan institutions and governing authorities, both at central and decentralized levels;
- To contribute to Mission external reporting;
- To contribute to lessons identification;
- To undertake any other related tasks as requested by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Political Science, International Relations, Diplomacy, Law, Social Sciences or Business Administration;
- At least 3 years of experience in the fight against trafficking of human beings;
- Knowledge about EU JHA and international organised crime policies (in particular on trafficking in human beings) and their implementation (FRONTEX, UNODC, INTERPOL);
- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Experience in leading and coordinating multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level;
- Ability to demonstrate political and diplomatic acumen;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Excellent interpersonal and managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff, to review and edit the work of others.

Desirable

- Experience in national or international assignments in a staff function, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms.

Position Name: Border Control Expert	Employment Regime: Seconded	
Ref. Number: LIBOP09	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Department: Border Management and Illegal Migration Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Border Control Expert reports to the Border Management Expert – Team Leader Border Management and Migration Team.

Main Tasks and Responsibilities:

- To support planning efforts addressing immediate requirements to establish efficient border control assets and procedures (land/air/sea) in Tripoli;
- To contribute to inform and develop EU civilian planning options as part of the overall SSR effort in Libya by conducting strategic analysis aimed at identifying needs, starting in Tripoli and progressively Libya-wide, to support:
 - Assessing the overall status of the Libyan Border Crossing Points and that of the relevant governing authorities, including through the analysis of the relevant legislation;
 - Developing and implementing relevant policies, strategy, institutional architecture and legislation, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders (with particular reference to the UN Convention against Transnational Organised Crime and its Protocols);
 - Planning and implementing a phased reorganisation of the Libyan Border Crossing Points and of their governing authorities, including the necessary outreach;
 - Establishing professional relationships along the relevant administrative and criminal justice chains;
 - Establishing institutional accountability and oversight mechanisms at multiple levels;
- To contribute mapping the relevant Libyan and International Community actors in regard to Libyan Border Crossing Points (land/air/sea);
- To liaise with international efforts in support of Libyan Border Crossing Points (land/air/sea), in particular cooperating with INTERPOL as well as with EU Member States and other bilateral efforts;
- To liaise and cooperate closely with other EU, Libyan, UNSMIL, ICRC/Red Crescent, International Organisation for Migration and International Community actors, as appropriate and directed by the HoM;
- Liaising with international efforts to support the fight against illegal migration, in particular liaising with ENFM Operation Sophia on Coast Guard related law enforcement and capacity building aspects;
- Cooperation with other CSDP engagements in the region;
- To work in close cooperation with the other Mission Experts;
- To undertake any tasks related to CPCC operational planning;
- Progressively as they establish, to engage in consultations with and assistance to relevant Libyan institutions and governing authorities, both at central and decentralized levels;
- To contribute to Mission external reporting;
- To contribute to lessons identification;
- To undertake any other related tasks as requested by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Political Science, International Relations, Diplomacy, Law, Social Sciences or Business Administration;
- Knowledge about EU JHA and international work on border management (FRONTEX, INTERPOL);
- At least 3 years of experience in the management of border crossings;
- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Experience in leading and coordinating multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level;
- Ability to demonstrate political and diplomatic acumen;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Excellent interpersonal and managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff, to review and edit the work of others.

Desirable

- Experience in national or international assignments in a staff function, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms.

Position: Customs Expert	Employment Regime: Seconded	
Ref. Number: LIBOP10	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Department: Border Management and Illegal Migration Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Customs Expert reports to the Border Management Expert – Team Leader Border Management and Migration Team.

Main Tasks and Responsibilities:

- To contribute to inform and develop EU civilian planning options on Customs as part of the overall SSR effort in Libya;
- To support immediate planning requirements regarding Customs services at border crossing points in Tripoli (import, export and transit control);
- To contribute mapping the relevant Libyan and International Community actors in regard to customs issues (land/air/sea);
- To engage in consultations with and assistance to Libyan Customs Service, Libyan LEAs and relevant governing authorities (MoI in particular, but also MoD, MoJ and MoF), both at central and decentralised levels, with particular reference to the UN Convention against Transnational Organised Crime and its Protocols;
- To liaise and cooperate closely with other EU, Libyan, UNSMIL and International Community actors, as appropriate and directed by the HoM;
- To undertake any tasks related to CPCC operational planning;
- To conduct strategic SSR analysis aimed at identifying needs, starting in Tripoli and progressively Libya-wide, for:
 - The provision of strategic advice and assistance to the relevant Libyan partners;
 - The development of relevant Libyan security policies and strategy;
 - The implementation of policies, strategy, relevant institutional architecture and legislation on customs, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders especially World Customs Organisation ;
 - Liaising with international efforts to support the Customs operational responses to combat the threat from smuggling, organised crime and corruption;
 - The cooperation with other CSDP engagements in the region;
- To contribute to Mission external reporting;
- To contribute to lessons identification;
- To undertake any other related tasks as requested by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Political Science, International Relations, Diplomacy, Law, Social Sciences or Business Administration;
- Knowledge about EU JHA, EU Fourth Money laundering Directive, FIUs and international work on customs (WCO, INTERPOL, FATF)
- At least 3 years of experience in the management of border crossings;
- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Experience in leading and coordinating multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level;
- Ability to demonstrate political and diplomatic acumen;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Excellent interpersonal and managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff, to review and edit the work of others.

Desirable

- Experience in national or international assignments in a staff function, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms.

Seconded/contracted Positions:

Position: Senior Mission Security Officer*	Employment Regime: Seconded/Contracted	Post Category: Expert
Ref. number: LIBSE01	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Component/Department/Unit: Mission Security Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Senior Mission Security Officer (SMSO) reports directly to the Head of Mission (HoM) and liaises closely with the CPCC Chief of Staff Office.

Main Tasks and Responsibilities:

In line with the EU's Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:

- To advise the HoM, Senior Mission Management and other parts of the Mission on all security related matters that affect the Mission, its assets, personnel and information;
- To manage and supervise the Mission Security Team, as per the relevant Annex of the OPLAN, and provide instructions and support;
- To assess the security situation and provide advice, assistance, and implement measures in order to ensure the security and safety of Mission's members;
- To be responsible, in line with EU's Field Security Policy and its supporting documents, for the drafting, continued development, implementation and updating of the Mission Security Plan (MSP), including provisions for relocation/evacuation as well as effective warden and movement of personnel systems;
- To coordinate the drafting of security policies and procedures, related to security issues;
- To be responsible for the protection of EU classified information (EUCI) within the Mission and thereby to ensure that information is handled in accordance with EU rules;
- To produce security inputs to daily SITREPs, WOS, monthly and six monthly reports and to ensure real time reporting from potential trouble spots;
- To be responsible for the supervision of journey management planning and to provide timely advice and guidance to mission members as required;
- To provide comprehensive security induction training to new Mission members as required;
- To ensure that regular security drills, communication tests and evacuation exercises are conducted;
- To ensure that the private security provider complies with ToRs and fulfils the contract requirements to the assigned performance standards;
- To supervise the recruitment of new staff to the Mission Security Team;
- To monitor and assess the security situation and to provide security analyses, recommendations and reports;
- To ensure that personal security advice is given to Mission members as required;
- To ensure an effective system of security reviews in relation to the Mission's property and buildings and to recommend changes if necessary;
- To identify staff training needs in security related areas;
- To develop professional contacts with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives in the field of security;

- To conduct, and/or direct, security reviews of mission members' personal security requirements, and to provide recommendations as necessary;
- To be available to deploy 24/7, to provide security direction, instigate follow up action and set priorities in order to manage effectively unforeseen/unexpected security events or incidents;
- To work in close cooperation with the Mission Support Department on matters related to budget and procurement of security related equipment, contracts and services and drafts related terms of reference;
- To ensure that all security and communication equipment is kept up-to-date and in a state of operational readiness;
- To ensure that the policy on security clearances for Mission staff is correctly applied;
- To travel to High Risk areas, if required, and to conduct security duties;
- To collaborate and report to CPCC Security Office (CPCC SO) on all security related matters and ensures the adequate implementation of the CPCC SO's security recommendations;
- To contribute to the identification of lessons learnt;
- To undertake any other related tasks as requested by the Line Manager.

Education and Experience:

Essential

- Successful completion of University studies of at least 3 years attested by a diploma at Bachelor's level - equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 6 years of relevant professional experience with at least 3 years of experience in management level.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Security management or business administration, political/social or science or international relations with focus on security management or other relevant field;
- The above mentioned professional experience must be acquired in the civilian, military or police sectors and particularly in the protection of personnel, facilities and assets;
- Civilian driving license class C mandatory.

Desirable

- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Excellent organisational, planning, and time-management skills;
- Experience in planning and implementing projects;
- Highly resilient under mental pressure and willingness to work extra hours when required;
- Excellent knowledge of the Mission area and potential security threats;
- Previous work experience in the region;
- Previous international experience in CSDP Missions or multi-national/international organisations.

Position: Mission Security Officer*	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level (MSML)
Ref. number: LIBSE02	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Component/Department/Unit: Mission Security Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Mission Security Officer (MSO) reports to the Senior Mission Security Officer (SMSO).

Main Tasks and Responsibilities:

In line with the EU's Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:

- To assist the SMSO in the development, implementation and updating of the Mission Security Plan (MSP) and all supporting security and safety instructions and procedures;
- To assess the security situation and to maintain updated all security related documents;
- To conduct or initiate security surveys of mission member's personal protective security requirements, transport security, residential and office security;
- To ensure that all security and communications equipment is kept up-to-date and in a state of operational readiness;
- To conduct regular security drills, communication tests and evacuation exercises;
- To provide briefings on matters affecting the security and safety of mission members and to ensure all staff is properly prepared for emergencies;
- To liaise as directed and co-operate closely with national law enforcement agencies, International Organisations, NGOs, other EU bodies and diplomatic representatives, in the field of security;
- To provide comprehensive reports to the SMSO on all incidents affecting mission members and initiates necessary follow up action with the appropriate authorities;
- To produce briefings and presentations relating to his/her sphere of work for the benefit of the mission;
- To assist the SMSO in reviewing the security level and state of alert;
- To assist the SMSO in the drafting of security related Terms of Reference for the procurement of security equipment, contracts and services;
- To provide assistance and appropriate response to mission members and to ensure that all necessary actions are taken, particularly in emergency cases;
- To travel to high risk areas and to conduct security duties;
- To undertake any other tasks as assigned by the SMSO in the domain of his/her competency as deemed necessary.

Education and Experience:

Essential

- Successful completion of University studies of at least 3 years attested by a diploma at Bachelor's level - equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Security management or business administration, political/social or science or international relations with focus on security management or other relevant field;
- The above mentioned professional experience must be acquired in the civilian, military or police sectors and particularly in the protection of personnel, facilities and assets;
- Civilian driving license class C mandatory.

Desirable

- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Firearms trained;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Excellent organisational, planning, and time-management skills;
- Experience in planning and implementing projects;
- Highly resilient under mental pressure and willingness to work extra hours when required;
- Excellent knowledge of the Mission area and potential security threats;
- Ability to operate Windows and Power Point applications, including Word processing, e-mail, and spreadsheets (Excel);
- Previous work experience in the region;
- Successful completion of EU Mission Security Officer Certification Course;
- Previous international experience in CSDP Missions or multi-national/international organisations.

Position: Mission Security Analyst*	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Management Level (MSML)
Ref. number: LIBSE03	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Component/Department/Unit: Mission Security Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Mission Security Analyst (MSA) reports to the Senior Mission Security Officer (SMSO).

Main Tasks and Responsibilities:

In line with the EU's Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:

- To assist the SMSO in the development, implementation and updating of the Mission Security Plan (MSP) and all supporting security and safety instructions and procedures;
- To assess the security situation and to analyse all relevant information;
- To produce incident based and travel security advisories;
- To prepare daily, weekly, monthly security working papers, and other reports as required;
- To produce long-term assessments and forecasts of the security situation;
- To assist the SMSO in maintaining continuity of security information analysis efforts;
- To gather comprehensive information about events or actions that may affect the safety and security of Mission members and assets within the Mission area and to generate reports and, if appropriate, recommendations on same;
- To conduct risk analysis and threat assessments on security developments in the area of operations as well as persons and assets;
- To provide briefings to new staff members on the Mission's wide security situation and to ensure that all members are properly prepared for emergencies;
- To ensure the quick dissemination of security related information;
- To assist and support in the management of EUCI and security clearances;
- To conduct security surveys of Mission Member's personal protective security requirements, transport security, residential and office security;
- To liaise and co-operate closely with national Law Enforcement Agencies, International Organisations, NGOs, other EU bodies and diplomatic representatives, in the field of security;
- To provide assistance and appropriate response to Mission members and ensure that all necessary actions are taken, particularly in emergency cases;
- To undertake any other tasks as assigned by the SMSO in the domain of his/her competency as deemed necessary;
- To undertake any other related tasks as requested by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Security Engineering, International Affairs, International Relations, Political Science, Security Science or other relevant field;
- The above mentioned professional experience must be acquired in the civilian, military or police sectors and particularly in the protection of personnel, facilities and assets;

Desirable

- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Excellent knowledge of the Mission area and potential security threats;
- Previous work experience in the region;
- Firearms trained;
- Civilian driving license class C;
- Successful completion of an EU Mission Security Officer Certification Course.

Position: Head of Mission Support Department8	Employment Regime: Seconded/Contracted	Post Category: Expert
Ref. number: LIBAD01	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Component/Department/Unit: Mission Support Department	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Head of Mission Support Department reports to the Head of Mission (HoM).

Main Tasks and Responsibilities:

- To assist and advise the HoM on all administrative and general support issues;
- To lead, direct and manage the Mission Support Department (usually comprising Human Resources, Procurement and Contracting, Finance, General Services, Communication Information Systems);
- To ensure that the functions above support the Mission and its operational units in the execution of the Mission's mandate and tasks as set out in the planning documents, the Mission Implementation Plan (MIP) and instructions issued by the HoM;
- To be responsible for the implementation of the budget in accordance with the Financial Regulation applicable to the General Budget of the EU and its implementing Rules, and the internal guidelines created for the Mission;
- To be responsible for the effective financial control of designated funds allocated to the Mission and all necessary internal and external administrative functions related to the efficient expenditure, including efficient data management and the provision of supporting documentation concerning expenditure;
- To supervise the efficient monitoring and review of legal contracts relating to international civilian and local personnel, and enable timely recruitment to cover absence and job vacancies, utilising established advertising procedures;
- To monitor and direct day-to-day personnel, financial and administrative operations of the Mission, as well as prepare all related reports, including figures, statistics, inventories and analysis of current and future requirements;
- To coordinate on strategic and operative Mission Support matters with internal, external and relevant EU functions;
- To coordinate the set-up of the Mission Support Management Information System;
- To follow internal and external developments relating to the Mission goals and fully brief the HoM on the administrative implications;
- To be responsible for the efficient monitoring and review of legal contracts relating with the acquisitions and maintenance/service contracts, including insurance issues.
- To plan and set up Mission-specific human resources related core functions in the build-up phase of the Mission.
- To undertake any other related tasks as requested by the Line Manager.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 10 years of relevant professional experience with at least 5 years of experience at management level.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Human Resources, Public Administration, Business Administration, Finance, Economics, Accounting, Law or other relevant field;

Desirable

- Working experience in EU financial management and EU procurement rules.

Position: Procurement Officer*	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Management Level (MSML)
Ref. number: LIBAD04	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Component/Department/Unit: Mission Support Department/ Procurement Unit	Security Clearance Level: EU Confidential	Open to Contributing Third States: No

Reporting Line:

The Procurement Officer reports to the Head of Mission Support.

Main Tasks and Responsibilities:

- To use legally established professional and transparent procurement policies and procedures of EC legislation and regulations as adapted to the Mission, to conduct procurement and contracting processes;
- To assist and advise the Head of Mission Support on all legal issues related to the procurement cycle (from the strategic planning to contract);
- To provide assistance to the Mission departments related with all contracting and procurement matters and procedures;
- To develop professional relationships and work partnerships with EU Commission and EEAS (CPCC and the Security Department) in the field of procurement for the Mission;
- To undertake any other related tasks as requested by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
AND
- After having fulfilled the educational requirements, a minimum of 6 years of relevant professional experience with at least 3 years of experience at management level.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Law, Business or Public Administration, Economics or Finance;
- At least 3 years of finance, budget or business administration related working experience;
- Experience in using legally established professional and transparent procurement policies and procedures in accordance with EU legislation and regulations.

Desirable

- Experience in financial management of tendering processes and audits, preferably including EU procedures.

Position: Human Resources Officer*	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Management Level (MSML)
Ref. number: LIBAD05	Location: Tunis/Tripoli	Availability: 22 Aug 2016
Component/Department/Unit: Mission Support Department/ Human Resources Unit	Security Clearance Level: EU Confidential	Open to Contributing Third States: No

Reporting Line:

The Human Resources Officer reports to the Head of Mission Support.

Main Tasks and Responsibilities:

- To assist in the preparations of Calls for Contributions for international staff and organise Calls for Applications for local staff;
- To coordinate extension request exercises for eligible seconded staff prior the launch of each regular Call for Contribution;
- To conduct reviews of job descriptions in direct consultation with Line Managers and other actors involved;
- To coordinate the selection process, including managing applications, vacancies, advising selection panels, collecting and analysing results and producing consolidated selection reports for endorsement;
- To participate as a member of selection panels as required;
- To communicate and coordinate with candidates, including on queries before or after applying, notifications of selection, interviews, etc;
- To conduct the grading of international contracted personnel for the purpose of determining their remuneration as per the catalogue of positions and applicable procedures;
- To coordinate the deployment of selected candidates, redeployment and check-in/check-out of Mission Members with all involved stakeholders, including Line Managers;
- To advise and assist Mission Members concerning Human Resources policies and procedures;
- To contribute to the development, implementation and follow-up on the Human Resources strategies, policies and procedures;
- To conduct timely issuance and proper management of employment contracts for international and local staff;
- To administer insurance portfolio for international and local staff;
- To administer the attendance, leave record, reimbursement of duty trips, temporary relocations, home travel reimbursement, monthly payrolls systems and other relevant entitlements;
- To maintain updated the personnel databases as appropriate;
- To provide advice, guidance and support to Mission Members on personnel administration related matters;
- To draft technical specifications/terms of reference for procurement activities in his/her area of expertise, participating in the evaluation of tenders as required;
- To support, inform, assist and advise on all training, staff development and training related evaluation issues in line with Mission policies;
- To maintain, develop if necessary, and implement a performance management approach for monitoring, assessing and developing the performance of Mission Members, teams and units with the ultimate aim of improving organisational performance;
- To develop and implement tools for staff succession and continuation of business as part of staff turnover, such as handover notes, advice on specific training to newcomers, coaching, etc.;

- To assist in the planning and set up of Mission-specific Human Resources related core functions in the build-up phase of the Mission;
- To undertake any other related tasks as requested by the Line Managers.

Education and Experience:

Essential

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area
OR
- Equivalent and attested police or/and military education or training or an award of an equivalent rank
AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

Specification of Education and Experience

- The above mentioned university degree must be in at least one of the following fields of expertise: Human Resources, Business Administration, Law or other relevant field;
- At least 3 years of Human Resources related experience.

Desirable

- Training and experience in MS Excel, Access and Visio and building databases with similar software.