

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Capacity Building Mission in the Horn of Africa (EUCAP NESTOR) 2-2016 Call for Contributions				
Organisation:	EUCAP NESTOR			
Job Location:	As indicated below			
Employment Regime:	As indicated below			
Job Title/ Vacancy Notice:	Ref.:	Name of the Post:	Location:	Availability:
	<u>Seconded (9)*</u>			
	SOM-004	Legal Adviser to Head of Mission/ Human Rights and Gender Adviser	Mogadishu	ASAP
	SOM-017	Planning Officer	Mogadishu	ASAP
	SOM-022	Training Coordinator	Mogadishu	ASAP
	SOM-055	Maritime Adviser	Hargeisa	ASAP
	SOM-068	Police Adviser	Garowe	ASAP
	SOM-070	Project Manager	Mogadishu	ASAP
	SOM-094	Senior Maritime Adviser/Head of Field Office Somaliland	Hargeisa	ASAP
	SOM-103	Senior Police Adviser/Head of Field Office Puntland	Garowe	ASAP
	SOM-064	Press and Public Information Officer (PPIO)**	Mogadishu	8 Dec 2016
	<u>Seconded/Contracted (14)*</u>			
	SOM-006	Financial Verification Officer	Mogadishu	ASAP
	SOM-012	Internal Auditor	Mogadishu	ASAP
	SOM-035	Head of Mission Support Department	Mogadishu	ASAP
	SOM-037	Finance Officer	Mogadishu	ASAP
	SOM-048	Medical Adviser	Mogadishu	ASAP
	SOM-049	Chief General Support Services	Mogadishu	ASAP
	SOM-057	Paramedic	Mogadishu	ASAP
	SOM-074	Financial and Administration Officer***	Mogadishu	ASAP
	SOM-077	CIS Officer - Database Administrator	Mogadishu	ASAP
	SOM-081	Logistics Assistant	Garowe	ASAP
	SOM-083	Mission Security Officer	Mogadishu	ASAP
SOM-085	Senior Maritime Adviser	Mogadishu	ASAP	
SOM-097	Mission Security Officer	Hargeisa	ASAP	
SOM-105	Mission Security Officer	Garowe	ASAP	
Deadline for Applications:	9 September 2016 at 17:00 (Brussels time)			

E-mail Address to send the Job Application Form to:	cpcc.eucaphoa@eeas.europa.eu
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p>Mr Tapio Rasanen cpcc.eucaphoa@eeas.europa.eu +32 (0)2 584 26 43</p>

* Subject to the approval of OPLAN for EUCAP Somalia.

** The availability of this position is subject to the non-confirmation of a request for extension.

*** The availability of the position is pending the non-acceptance of a job offer.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States/contributing third States (contributing States) will be considered. Contributing States will bear all personnel-related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from contributing third States are not entitled to receive allowances paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Contracted Personnel – The Mission may recruit international staff on a contractual basis as required, through an employment contract. The employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high risk insurance policy. Preference will be given to seconded candidates.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English language, if issued in another language, in accordance with the European Commission Guidelines for Lifelong Learning, which ensures transparency in higher education and fair and informed judgements about qualifications.

Tour of Duty/Contract Period – Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the initial duration of the deployment should be of 12 months.

The Civilian Operations Commander requests that contributing States propose candidates for the following international expert positions for EUCAP NESTOR, according to the requirements and profiles described below:

A. Essential Requirements

Contributing States are requested to ensure that the following essential requirements are strictly met and accepted in respect of civilian international experts to the Mission.

Citizenship – Citizenship of an EU Member State or of a contributing third State.

Integrity – The candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. The candidates are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information relating to the Mission or respective tasks and activities. They shall carry out their duties and act in the interest of the Mission.

Communication Skills – The candidates must have excellent interpersonal and communication skills, both written and oral. In particular, they must be able to write reports in the working language of the Mission.

Flexibility and Adaptability – The candidates must be able to work in arduous conditions with a limited network of support, 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 related tasks 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 – Spoken and written proficiency in the working language of the Mission. Selected positions may require higher language skills further specified in the individual job descriptions.

Computer Skills – Skills in word processing, spreadsheet and e-mail systems are essential.

Training – e-Hest² or equivalent.

Education – A recognised academic qualification under the European Qualifications Framework (EQF)³ 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. Desirable 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).

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

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

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

Knowledge of the Mission Area – The candidates should have a good knowledge of the history, culture, social and political situation of the region; and also knowledge of the police, judiciary and governmental structures.

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

Language – Some proficiency in local language(s).

Driving Licence - Category C driving licence.

C. Essential Documents and Equipment for Selected Candidates

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

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

Required Personnel Security Clearance (PSC) – The selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job descriptions. 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 LIMITE/LIMITED until the issuance of their national security clearance.

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

Medical Certificate – The selected candidates should undergo a medical examination and be certified medically fit for Mission duty by a competent authority from the contributing States. A copy of this certification must accompany deployed seconded/contracted personnel.

D. Additional Information on the Selection Process

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The CPCC encourages the contributing States and European Institutions to take this into account when offering contributions.

Application Form – Applications will be considered only when using the standard Application Form (Annex 2) to be returned in Word format, and indicating which position(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, the contributing States will bear any related costs.

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

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

E. Additional Information

Mission Members deployed to Mogadishu, Somaliland or Puntland will be accommodated in Mission provided accommodation and will contribute towards the overall cost of the accommodation.

F. Job Descriptions

The current reporting lines of the following job descriptions might be subject to modification based on operational requirements and in line with the principles set out in the Operational Plan (OPLAN).

SECONDED POSITIONS

Position: Legal Adviser to Head of Mission/ Human Rights and Gender Adviser	Employment Regime: Seconded	
Ref. Number: SOM-004	Location: Mogadishu (initially and temporarily located in Nairobi, to be redeployed to Somalia when conditions allow)	Availability: ASAP
Component/Department/Unit: Head & Deputy Head of Mission/ Chief of Staff Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

Legal Adviser to Head of Mission/Human Rights and Gender Adviser reports to the Head of Mission.

2. Main Tasks and Responsibilities

- To provide advanced legal expertise and advice on legal issues pertaining to the Mission and its legal framework, status and mandate.
- To draft legal guidelines for the Mission in accordance with line management instructions.
- To exercise oversight in all legal aspects in the Mission, including but not limited to operational issues, contracts relating to any legal or financial issues, contracts of employment, and other administrative legal issues.
- To liaise with international and local stakeholders in legal issues.
- To draft assessments and recommendations for the line management in relation to internal disciplinary and administrative proceedings.
- To plan and carry out trainings related to relevant legal issues.
- To provide advice on host country regulatory and other instruments, mechanisms and arrangements.
- To coordinate and liaise with other components of the Mission on issues where legal expertise is required.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To act as the Mission focal point for Human Rights and Gender matters.
- To advise on Mission compliance with international and European Human Rights and equal opportunities/non-discrimination law and best practice including Gender issues.
- To advise on gender and gender mainstreaming issues within the Mission as well as throughout the Mission's activities.
- To liaise, as appropriate, with other international and local stakeholders in relevant areas.
- To contribute to induction and other training with regard to general legal, contract management, human rights and gender issues related to the Mission, its legal framework and its mandate.
- To liaise and exchange best practices with fellow Human Rights and Gender Advisers in CSDP Missions.
- To liaise with Human Rights and Gender colleagues in EEAS/CMPD/CPCC with the view to provide up-to-date analysis and advice to the Mission on EU policy making and debates on Human Rights and Gender issues.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree.
- The qualification must be in Law AND
- A minimum of 5 years of relevant professional experience.
- Good understanding and experience of public international law, European law, labour law.
- Experience as a practicing lawyer.

5. Desirable Qualifications and Experience

- Knowledge and experience of human rights law and best practices (including their implementation in practice).
- Knowledge of the jurisprudence in the host country.
- Knowledge of international maritime law.
- Knowledge of the EU Financial Regulation including public procurement.
- Previous experience in international litigation.
- International experience from international organisations, law enforcement or intelligence, particularly in crisis areas.

Position: Planning Officer	Employment Regime: Seconded	
Ref. Number: SOM-017	Location: Mogadishu (initially and temporarily located in Nairobi, to be redeployed to Somalia when conditions allow)	Availability: ASAP
Component/Department/Unit: Planning and Evaluation Department (PED)	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Planning Officer reports to the Head of Planning and Evaluation Department.

2. Main Tasks and Responsibilities

- To develop, maintain and regularly update the Mission Implementation Plan (MIP) in close cooperation with the relevant Mission's operational elements and other key stakeholders.
- To liaise regularly with the Mission's operational elements and other components, as well as other external stakeholders as directed for optimised information exchange, coordination, and cooperation.
- To contribute, in support of the Mission's Project Cell, to identify and develop new projects according to the objectives of the Mission's mandate.
- To develop and implement baseline surveys, monitoring and evaluation exercises to evaluate and assess the impact of the Mission's activities.
- To support the quantitative and qualitative analysis of inputs originating from the Mission's operational elements on their operational activities and state of play on mandate implementation.
- To support and contribute to timely and accurate periodic and ad-hoc reports.
- To support and contribute to the collection of the Mission's Lessons Learned observations.
- To prepare and give presentations.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To receive intelligence reports from available INTEL sources relating to the theatre of operations, and to assess the operational implications and adjust existing planning accordingly or conduct new planning.
- To prepare draft reports on mission implementation progress in close co-operation with the Reporting Office.
- To draft relevant SOPs.
- To contribute to the external/internal reporting.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration AND

- 5 years of relevant professional experience.

5. Desirable Qualifications and Experience

- Excellent analytical and drafting capability and profound knowledge of information collection and analytical methods.
- Project management training, such as APM, PPM, PRINCE2, or equivalent.
- Ability to establish priorities, to plan and to exercise control over the conduct of activities.
- Previous military training and experience.
- International experience, particularly in crisis or post-conflict areas with multinational and/or international organisations, ideally in an operational management capacity.

Position: Training Coordinator	Employment Regime: Seconded	
Ref. Number: SOM-022	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Operations Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line

The Training Coordinator reports to the Head of Operations.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Operations.
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training.
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula.
- To ensure data collection related to Mission's trainings.
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To support the Head of Operations and Mission's advisers on all training related projects, especially the projects related to Maritime Law Enforcement Agencies (MLEA) training activities.
- To coordinate and facilitate the Police Professional Development Board (PPDB).
- To participate in the Police Project Coordination Cell (PPCC).
- To assist the development tools and curricula for MLEA and to coordinate as required.
- To develop tools to assess the effectiveness of the conducted training, including Train the Trainer courses, the participation of visiting experts and e-learning, under the guidance of the Head of Operations and in close cooperation with the Mission's advisers.
- To assist the organisation of training activities with counterparts and related to the Police Professional Development Board, e.g. UNODC, UNSOM, IT, AMISOM, etc.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.

- The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration AND
- A minimum of 5 years of relevant professional experience.

5. Desirable Qualifications and Experience

- Experience in international efforts to support host state reforms in the area of Law Enforcement.
- Professional Training Qualification from recognised institute.
- International experience, particularly in crisis or post-conflict areas with multinational and/or international organisations, ideally in an operational management capacity.

Position: Maritime Adviser	Employment Regime: Seconded	
Ref. Number: SOM-055	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Somaliland	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line

The Maritime Adviser reports to the Senior Maritime Adviser/Head of Field Office.

2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterparts in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Senior Advisers and Advisers as appropriate.
- To identify best practice and lessons learned within the field of responsibility.
- To design and deliver training, as appropriate.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To provide analysis and recommendations on the development of maritime security capacities.
- To work in close cooperation with the Senior Maritime Adviser.
- To mentor and advise at the operational level the Somaliland Ministry of Defence, Ministry of Transport, Ministry of Internal Security and other Ministries with maritime responsibilities.
- To develop policy on maritime security.
- To advise on operational policy within the context of the Maritime Security Coordination Committee (MSCC) and other maritime coordination mechanisms including relevant Somali New Deal Compact structures.
- To mentor, advise and support Somali counterparts in the implementation of strategic and operational policy.
- To promote effective cooperation between the Somali maritime bodies.
- To work closely with the other EU Instruments and under the political guidance of the EU Delegation.
- To assess the functioning, organisation, management capacity skills and needs of the Somali maritime law enforcement/security and defence agencies, to identify and advice upon improvements.
- To assess training programmes and training facilities of Somaliland maritime law enforcement agencies, to identify gaps and proposes means to fill these gaps.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration AND
- At least 5 years of relevant professional experience as Maritime Law Enforcement officer or in maritime policy development or a closely related field.
- Knowledge of International Maritime Laws and Conventions.

5. Desirable Qualifications and Experience

- Experience of designing and delivering training.
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity.
- Organisational, planning and project development skills.

Position: Police Adviser	Employment Regime: Seconded	
Ref. Number: SOM-068	Location: Garowe (initially and temporarily located in Somaliland, to be redeployed to Garowe when conditions allow)	Availability: ASAP
Component/Department/Unit: Field Office Puntland	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line

The Police Adviser reports to the Senior Police Adviser/Head of Field Office.

2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Senior Advisers and Advisers as appropriate.
- To identify best practice and lessons learned within the field of responsibility.
- To design and deliver training, as appropriate.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To work in close cooperation with the Senior Police Adviser.
- To provide operational guidance and advice to the Somali Police (SP) on internal security policy to fight major organised crime, transnational crime and terrorism with particular emphasis on the maritime area.
- To provide operational guidance and advice to develop law enforcement capacities in line with the Somali Maritime Resources and Security Strategy (SMRSS) and the New Deal Compact.
- To promote effective cooperation between the Somali Police bodies, both at federal and regional level.
- To advise the Somali Police on the development of the capacity of the Forensics sector linked to criminal investigations and in support of prosecution, with the aim to strengthen the judicial chain.
- To contribute to the elaboration of Standard Operational Procedures (SOPs), in particular in relation to Forensics and CID.
- To work in cooperation with other Mission advisers and provide policing advice to the senior Mission management and, as required, to other EU bodies, in particular in relation to maritime issues.

- To work closely with the other EU Instruments and under the political guidance of the EU Delegation.
- To assess the functioning, organisation management capacity skills and needs of the Somali law enforcement/security agencies and advise on improvements.
- To contribute to police training courses as required.
- To establish efficient working relationships at operational level with all the key stakeholders involved in the Somali policing capacity development, including UNSOM, UNDP and UNODC.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration AND
- At least 5 years of relevant professional experience as Law Enforcement officer or in maritime policy development or a closely related field.
- Knowledge of International Maritime Laws and Conventions.

5. Desirable Qualifications and Experience

- Experience of designing and delivering training.
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity.
- Organisational, planning and project development skills.
- Experience of working on maritime crimes.
- Knowledge of security policy, law enforcement strategies, police service organisation and administration.

Position: Project Manager	Employment Regime: Seconded	
Ref. Number: SOM-070	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Planning and Evaluation Department	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line

The Project Manager reports to the Head of Planning and Evaluation Department.

2. Main Tasks and Responsibilities

- To identify and address, under current financial regulations, Mission-essential equipment capability gaps.
- To provide information and advice the Mission on supporting the host country authorities in identifying the Mission-needed equipment as required for the training and in conformity with the European regulations.
- To plan and maintain timelines, allocating resources and coordinating all phases of the identified projects to ensure the required progress and success.
- To develop and maintain reports, presentations and lessons of the projects.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To coordinate project-related activities by providing advice to the Mission in relation to other (UNDP, MASE, MARSIC, INTERPOL) programmatic activities existing in the region.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration AND
- A minimum of 5 years of relevant professional experience.
- Experience in planning, implementation and management of projects.
- Excellent analytical capability.
- Familiarity with the EU Financial Regulations.
- Excellent teamwork capabilities.

5. Desirable Qualifications and Experience

- Project management training, such as APM, PPM, PRINCE2, or equivalent.
- Experience of operating in complex environments and high-risk environments.
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity.

Position: Senior Maritime Adviser/ Head of Field Office Somaliland	Employment Regime: Seconded	
Ref. Number: SOM-094	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Somaliland	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Senior Maritime Adviser/Head of Field Office Somaliland reports to the Head of Operations.

2. Main Tasks and Responsibilities

- To lead, direct and manage the work and staff of the Field Office (FO) in accordance with the Mission's OPLAN, and relevant planning documents.
- To oversee the FO's contribution to the Mission's internal and external reporting.
- To coordinate the Mission Support related aspects of the FO, under the guidance of the Mission's Head of Mission Support Department.
- To assess the consistency and sustainability of Mission's operational activities across time, and to provide recommendations for the improvement of Mission's performance.
- To co-operate with relevant local (municipal and regional) authorities and international organisations (if applicable), including with a view to monitoring problematic areas in the FO Area of Responsibility (AoR).
- To ensure, in coordination with the SMSO/MSO, that field office staff perform their work in a secure and safe environment, in the FO AoR.
- To ensure that Standard Operating Procedures (SOPs) are properly implemented within the FO.
- To supervise the FO's input to the development and regular updating of the Mission Implementation Plan (MIP) by supporting the identification of Mission's operational requirements in the FO AoR.
- To ensure close coordination with the other Mission's operational and support components.
- To supervise the FO's contribution to the Mission's internal and external reporting against benchmarking, and to provide recommendations for the improvement of Mission's performance.
- To ensure that FO Mission Members contribute to identify and report lessons learned and best practices within their respective area of responsibility.
- To ensure that the FO Mission Members are periodically updated on Mission's mandate implementation progress.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To build a strong working relationship with the main Maritime security system actors in Somaliland and other key stakeholders (including other EU bodies, UN organisations, states involved in bilateral activities).
- To assess the Somaliland Maritime Security and law-enforcement-at-sea system, including the roles, responsibilities and performances of the different actors involved in it, and give expert recommendations on how to improve effectiveness.
- To establish and develop an efficient working relationship with the Somaliland authorities in charge of the development and training on Maritime Security and Maritime Law Enforcement.

- To establish efficient working relationships at strategic and operational level with all the key stakeholders involved in the Somaliland maritime security capacity development, including the EU Somalia Unit, UNDP, UNODC and other key international players.
- To be responsible for planning and developing the different projects connected to Maritime security in Somaliland.
- To contribute to Mission internal and external reporting as required in close cooperation with the Head of Planning and Evaluation.
- To participate as required in the organisation of maritime training courses in the region.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration AND
- A minimum of 8 years of relevant professional experience with at least 3 years of experience at management level.
- Knowledge of Maritime Law Enforcement and Coast Guard functions.
- Ability to use own initiative and make sound and timely decisions.

5. Desirable Qualifications and Experience

- Experience in maritime security operations (law enforcement at sea included).
- Experience of working on maritime crimes.
- Ability to establish priorities, to plan and to exercise control over the conduct of activities.
- Ability to mentor and motivate staff, to review and edit the work of others.
- Experience of operating in complex environments and high-risk environments.
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity.
- Organisational, planning and project development skills.

Position: Senior Police Adviser/ Head of Field Office Puntland	Employment Regime: Seconded	
Ref. Number: SOM-103	Location: Garowe (initially and temporarily located in Somaliland, to be redeployed to Garowe when conditions allow)	Availability: ASAP
Component/Department/Unit: Field Office Puntland	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Senior Police Adviser/Head of Field Office Puntland reports to the Head of Operations.

2. Main Tasks and Responsibilities

- To lead, direct and manage the work and staff of the Field Office (FO) in accordance with the Mission's OPLAN, and relevant planning documents.
- To oversee the FO's contribution to the Mission's internal and external reporting.
- To coordinate the Mission Support related aspects of the FO, under the guidance of the Mission's Head of Mission Support Department.
- To assess the consistency and sustainability of Mission's operational activities across time, and to provide recommendations for the improvement of Mission's performance.
- To co-operate with relevant local (municipal and regional) authorities and international organisations (if applicable), including with a view to monitoring problematic areas in the FO Area of Responsibility (AoR).
- To ensure, in coordination with the SMSO/MSO, that field office staff perform their work in a secure and safe environment, in the FO AoR.
- To ensure that Standard Operating Procedures (SOPs) are properly implemented within the FO.
- To supervise the FO's input to the development and regular updating of the Mission Implementation Plan (MIP) by supporting the identification of Mission's operational requirements in the FO AoR.
- To ensure close coordination with the other Mission's operational and support components.
- To supervise the FO's contribution to the Mission's internal and external reporting against benchmarking, and to provide recommendations for the improvement of Mission's performance.
- To ensure that FO Mission Members contribute to identify and report lessons learned and best practices within their respective area of responsibility.
- To ensure that the FO Mission Members are periodically updated on Mission's mandate implementation progress.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To provide strategic guidance and advice to the Puntland Ministry of Interior and the Police Force on internal security policy to fight major organised crime, transnational crime and terrorism with particular emphasis on the maritime area.
- To provide strategic guidance and advice to develop law enforcement capacities in line with the Somali Maritime Resources and Security Strategy (SMRSS) and the New Deal Compact.
- To promote effective cooperation between Somali/Puntland Police bodies.

- To work in cooperation with other Mission-advisers and provide policing advice to the senior Mission management and, as required, to other EU bodies, in particular in relation to maritime issues.
- To work closely with the other EU Instruments and under the political guidance of the EU Delegation.
- To assess the functioning, organisational management skills and needs of the Puntland law enforcement/security agencies and to advise on improvements.
- To cooperate closely with EUNAVFOR and EUTM in developing synergies to improve security management in Puntland.
- To liaise with Interpol and Europol.
- To establish efficient working relationships at the strategic level with all the key stakeholders involved in the Somali policing capacity development, including UNSOM, UNDP and UNODC.
- To work closely with the EU Delegation and the EU Special Representative for Somalia.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration AND
- A minimum of 8 years of relevant professional experience with at least 3 years of experience at management level.
- Knowledge of security policy, law enforcement strategies, police service organisation and administration.
- Ability to use own initiative and make sound and timely decisions.

5. Desirable Qualifications and Experience

- Experience of working on maritime crimes.
- Ability to establish priorities, to plan and to exercise control over the conduct of activities.
- Ability to mentor and motivate staff, to review and edit the work of others.
- Experience of operating in complex environments and high-risk environments.
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity.
- Organisational, planning and project development skills.

Position: Press and Public Information Officer**	Employment Regime: Seconded	
Ref. Number: SOM-064	Location: Mogadishu (initially and temporarily located in Nairobi, to be redeployed to Somalia when conditions allow)	Availability: 8 Dec 2016
Component/Department/Unit: Head & Deputy Head of Mission/ Chief of Staff Office	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line

The Press and Public Information Officer reports to the Deputy Head of Mission.

2. Main Tasks and Responsibilities

- To assist in the implementation of the Mission Strategic Communications Plan.
- To organise contract/tender/designs for Mission visibility items.
- To organise and conduct press conferences, briefings and other media events.
- To coordinate arrangements for visiting journalists.
- To populate the Mission's website and, if relevant, social media platforms, with content.
- To draft press releases, public statements, articles and features.
- To write and design public information material and factsheets.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To assist in analysing the Mission's public impact and contribute to make the Mission better known to the public and to key interlocutors.
- To contribute to the media monitoring for the Mission (media review, context analysis).
- To ensure that the Mission Members in the Field Offices are effectively briefed on the Mission's mandate, media handling issues, the media guidelines and the wider public image of the Mission.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration AND
- A minimum of 5 years of relevant professional experience.
- Experience in the field of institutional communication.
- Excellent drafting skills.

5. Desirable Qualifications and Experience

- Proficiency with social media platforms, website management and design software.

- Experience of operating in complex environments and high-risk environments.
- International experience, particularly in crisis areas with multinational and/or international organisations. Organisational, planning and project development skills.

SECONDED/CONTRACTED POSITIONS

Position: Financial Verification Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support– Management Level (MSML)
Ref. Number: SOM-006	Location: Mogadishu (initially and temporarily located in Nairobi, to be redeployed to Somalia when conditions allow)	Availability: ASAP
Component/Department/Unit: Head & Deputy Head of Mission/ Chief of Staff Office	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line

The Financial Verification Officer reports to the Head of Mission.

2. Main Tasks and Responsibilities

- To perform, in coordination with the Finance Unit and other Units/Offices of the Mission, ex-ante checks put in place by the Authorising Officer.
- To ensure that each expense is in line with criteria of eligibility as well as with the requirements referred to in the applicable regulations, for example the Financial Regulations, Guide to Missions, European Commission’s Communication related to the employment of international and local staff etc.
- To verify, in accordance with the provisions of the ex-post regimen, that the Mission procurement procedures are conducted in line with the rules of the Practical Guide to Contract Procedures for EC External Actions.
- To define and implement, with the aim of informing project managers and task officers from various areas of the Mission, a regular training schedule on the authorising and validation process.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

4. Essential and Qualifications Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area e.g. Bachelor's degree.
- The qualification must be in at least one of the following fields of expertise: Law, Audit, Economics, Finance, Accounting or Banking and Insurance AND
- A minimum of 5 years of relevant professional experience.

5. Desirable Qualifications and Experience

- Excellent analytical, research and problem-solving skills.
- Ability to operate spread sheets, or PC-based budget, accounting or human resource systems.
- Previous experience in EU Institutions.
- International experience, particularly in crisis areas with multinational and international organisations.
- Knowledge of EU budget procedure and financial management rules.

Position: Internal Auditor	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Management Level (MSML)
Ref. Number: SOM-012	Location: Mogadishu (initially and temporarily located in Nairobi, to be redeployed to Somalia when conditions allow)	Availability: ASAP
Component/Department/Unit: Head & Deputy Head of Mission/Chief of Staff Office	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line

The Internal Auditor reports to the Head of Mission.

2. Main Tasks and Responsibilities

- To be in charge of planning and conducting financial, systems and performance audit controls.
- To develop a risk-based audit programme for validation by the Mission's management.
- To plan appropriate audit procedures and methods to meet the objective of the audit engagements, considering the efficient use of resources.
- To operate in accordance with relevant provisions, and with internationally established professional internal auditing standards.
- To prepare high quality and operational audit reports presenting the findings and recommendations.
- To obtain feedback from auditors on the conduct of the audit.
- To recommend corrective actions to the Mission's management as appropriate, and to follow up and review corrective actions taken by management.
- To provide advice and guidance to the Head of Mission and the Head of Mission Support Department in order to improve compliance with internal control standards.
- To assess whether financial operations have been legally and regularly executed and accounts are reliable by conducting ex-post financial checks based on audit methodologies.
- To ascertain the nature of a process, identify key control points and evaluates their efficiency and effectiveness.
- To identify and map risks; to assist in designing and establishing risk mitigation systems along the Mission's financial circuits with a view to improving compliance with financial control rules and standards.
- To evaluate adequacy of management and control systems and the implementation of financial and accounting policies, systems and procedures.
- To examine whether resources are used efficiently and economically and achieving effective results.
- To examine the reliability and integrity of information systems.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To establish a risk-based ex-post financial control function to be performed in compliance with the relevant international standards, the regulations and legal rules applicable to this field in the context of the EU and EC guidelines.
- To liaise with the European Commission as appropriate.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in any of the fields of Economics, Audit, Finance, or Accounting, Logistics, or other relevant subject AND
- At least 5 years of relevant professional experience in Audit, Finance and/or Accounting.
- Proven ability to produce high-quality audit reports including recommendations.
- Good knowledge of EC Financial Regulation and audit practices.
- Knowledge and experience working with computerised financial systems in the area of accounting or financial management and with audit management software.

5. Desirable Qualifications and Experience

- Experience in setting up an Internal Audit Capability (IAC) in a big and complex organisation.
- Member of a corps or body within EU Member States public institutions having functions of this nature and/or certification as a Certified Public Accountant (CPA), Chartered Accountant (CA), Certified Internal Auditor (CIA), Certified Information Systems Auditor (CISA), or equivalent.
- Good knowledge and/or experience in strategic management and/or public administration.
- Very good sense of organisation, priority-setting and ability to react quickly to new demands.
- Excellent analytical, research and problem-solving skills.

Position: Head of Mission Support Department	Employment Regime: Seconded/Contracted	Post Category: Expert
Ref. Number: SOM-035	Location: Mogadishu (initially and temporarily located in Nairobi, to be redeployed to Mogadishu when conditions allow)	Availability: ASAP
Component/Department/Unit: Mission Support Department	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Head of Mission Support Department reports to the Head of Mission.

2. Main Tasks and Responsibilities

- To assist and advise the Head of Mission (HoM) on all administrative and general support issues.
- To lead, direct and manage the Mission Support Department (Human Resources, Procurement, Finance, General Services, Communication Information Systems and Information Technology).
- 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 European Union 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 participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities

- To assume the coordination of the administrative issues related to the Field Offices of the Mission.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police and/or military education or training or equivalent rank
- The qualification should be in any of the fields of Human Resources, Public Administration, Business Administration, Finance, Economics, Law, Accounting or other relevant subject AND
- A minimum of 10 years of relevant professional experience with at least 5 years of experience at management level.

5. Desirable Qualifications and Experience

- Working experience in EU financial management and EU procurement rules.
- International experience, particularly in crisis areas with multinational and international organisations in a similar position.
- Experience in leading administration, HR and financial management activities.
- Working experience in EU financial management and EU procurement rules.

Position: Finance Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support - Management Level (MSML)
Ref. Number: SOM-038	Location: Mogadishu (initially and temporarily located in Nairobi, with the intention to be redeployed to Somalia when condition allows)	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Finance Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Finance Officer reports to the Chief of Finance.

2. Main Tasks and Responsibilities

- To assist the Chief of Finance (CoF) in maintaining the financial operations of the Mission.
- To develop policies (to prepare SOPs) for accounting and control of the Mission finances, in close cooperation with the Chief of Finance.
- To define procedures for accounts, payments, payroll, petty cash, claims and other financial functions in a multicurrency system.
- To verify the legality and the regularity of transactions prior to authorising financial transactions (i.e. commitments and payments).
- To assist in the reporting, verifying the integrity of accounts, their accuracy and their on-time delivery.
- To implement audit recommendations and to ensure the effectiveness of internal controls.
- To assist in the formulation of financial strategies for the Mission.
- To identify areas of risk and take appropriate measures for limiting the financial risk, especially concerning the physical and the electronic security of funds, of documents (running and archived) and of transactions.
- To assist in identification of needs of goods and/or services required for improving the efficiency of the unit and helps defining them for procurement.
- To assist the CoF in drafting the Mission budget.
- To contribute to lessons identification.
- To liaise and cooperate on financial issues with the EU Supervising Authorities and all other relevant actors (banks etc.) under the supervision of the CoF.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.

- The qualification should be in any of the fields of Audit, Accounting, Business Administration, Economics, Finance, Law or other relevant subject AND
- A minimum of 5 years of relevant professional experience.
- At least 3 years of finance, budget or business administration related working experience.
- Proven knowledge of accounting software.

5. Desirable Qualifications and Experience

- Ability to operate computerised European accounting systems.
- Professional accounting/audit certification.
- International experience, particularly in crisis areas with multinational and international organisations.
- Knowledge of administrative rules and regulations relevant to the European Commission and EEAS administered Missions.

Position: Medical Adviser/Physician	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Management Level (MSML)
Ref. Number: SOM-048	Location: Mogadishu	Availability : ASAP
Component/Department/Unit: Mission Support Department/ Medical Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Medical Adviser reports to the Head of Mission Support.

2. Main Tasks and Responsibilities

- To lead, direct and manage the work of the medical experts in the Mission.
- To provide medical advice and services in support of the Mission as well as primary health care to Mission Members who are found to have medical issues or concerns and may require referral management for care/treatment.
- To assist and advise the Head of Mission (HoM) and Head of Mission Support (HMSD) on all medical/welfare matters.
- To develop, organise and monitor the provision of primary care and first aid to the Mission.
- To co-ordinate the plans and policies on all medical issues and health matters related to the provision of medical support to the Mission, including a medical emergency plan.
- To provide the necessary medical inputs for all staff, especially with regards to operational planning, decision making processes and resulting orders and documents.
- To provide medical guidance to all Mission Members either present at HQ or elsewhere in theatre.
- To liaise with international civilian and non-governmental humanitarian and support agencies in the areas of operation when required.
- To assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if Mission Members are in need of (advanced) medical treatment due to illness or an emergency, in close cooperation with the medical practitioner in attendance.
- To co-ordinate and monitor all elements of the medical evacuation chain in case of disease or injury of Mission Members in close cooperation with all involved health care providers and the Mission's insurance company.
- To organise the use of available MEDEVAC capabilities (air and /or ground) inside or outside the areas of operation.
- To co-ordinate and perform Medical Briefings and First Aid Training for all incoming Mission Members.
- To monitor the epidemiological and overall medical situation in the area of operation, promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations.
- To gather all information related to medical support for the Mission Members, including social security and health and repatriation insurance, practical and administrative aspects.
- To assess on regular basis existing in- and out-patient medical treatment facilities (MTF) both of the local health service and others and regularly issue an updated list of available MTF in the areas of operation.
- To ensure that the contents of all First Aid and Trauma Kits are present and up-to-date.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in Medicine from a recognised Medical School or other relevant subject AND
- To have a current a licence to practice medicine from a recognised Medical School.
- Extensive knowledge of emergency medicine.
- To have a minimum of 6 years of relevant professional experience and at least 3 years of experience in a managerial position. Such experience must be gained after having obtained the relevant degree.
- Minimum 3 years of experience in medical planning and administrative procedures, including experience in mass casualty situations planning/major incident medical management and support.
- Experience in assessing medical facilities, including under difficult conditions abroad.
- International civilian and/or military experience, particularly in crisis areas with multi-national and international organisations.

5. Desirable Qualifications and Experience

- Flight Medical and/or MEDEVAC experience.
- Advanced Trauma Life Support (ATLS) trained General Practitioner (GP).
- Successful completion of Major Incident Medical Management and Support (MIMMS) course.

Position: Chief General Support Services	Employment Regime: Seconded/Contracted	Post Category: Expert
Ref. Number: SOM-049	Location: Mogadishu (initially and temporarily located in Nairobi, to be redeployed to Somalia when conditions allow)	Availability: ASAP
Component/Department/Unit: Mission Support Department/ General Services	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Chief of General Support Services reports to the Head of Mission Support Department.

2. Main Tasks and Responsibilities

- To lead General Support Services (GSS), including logistics, support facility management, transportation and fuel supply, asset and services management in a cost efficient approach while ensuring delivery of necessary services to contribute to the objectives of the Mission.
- To propose operational decisions with the purpose of increasing the efficiency of the GSS.
- To plan, develop and implement strategies so as to meet expected organisational performance regarding support services within approved budget and timeframe.
- To assess and anticipates needs in which Technical Services are involved and plan accordingly in consultation with Unit coordinators.
- To liaise with other Heads of Mission Support Services and the Office of the Head of Mission Support Department on the implementation of policies and projects as appropriate.
- To monitor the establishment and maintenance of appropriate systems for measuring various aspects of the overall General Support Services.
- To develop Standard Operating Procedures (SOPs) related to Logistics support facility management, transportation and services management.
- To manage and supervise the budget allocated to Support Services.
- To maintain asset registers of all Mission assets ensuring contribution/compliance by all Mission sub units such as CIS, Security etc.
- To assist and advise the Head of Mission Support Department in regards to Technical Services.
- To administer lease contracts of all rented premises, objects, etc. (Headquarters and Field Offices) and to administer any other GSS related contracts.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

4. Essential Qualification and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.

- The qualification should be in any of the fields of Human Resources, Public Administration, Business Administration, Finance, Economics, Law, Accounting, Logistics, Engineering, Public Administration or other relevant subject AND
- A minimum of 8 years of relevant professional experience with at least 5 years of experience at management level.
- Proven ability to lead a multifunctional team.
- Proven ability to assess and anticipate needs, plan and delineate strategies for maximising resources.

5. Desirable Qualifications and Experience

- Experience with international public procurement procedures, in particular with applicable EC/EU rules and regulations.
- Certified training in project management (PRINCE2, PMP).
- Experience with ERP and inventories.
- International experience, particularly in crisis areas with multi-national and international organisations.

Position: Nurse/Paramedic	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Assistant Level (MSAL)
Ref. Number: SOM-057	Location: Mogadishu	Availability : ASAP
Component/Department/Unit: Mission Support Department/Medical Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line

The Paramedic reports to the Medical Adviser.

1. Main Tasks and Responsibilities

- To provide basic medical care and advice to Mission Members as appropriate.
- To respond to medical incidents and events as directed by the Medical Adviser/Physician on a 24/7 basis, if necessary by deploying to the field.
- Acts as first responder in providing first aid/trauma treatment during incidents and to liaise with regional health care providers in order to coordinate the provision and assess the quality of primary and specialist care Mission Members.
- Coordinate medical evacuations if required, in close coordination with the Medical Adviser/ Physician, especially when deployed to remote areas.
- To assist in providing medical support during evacuation and repatriation;
- To advise evacuees on the requirements for evacuation and/or escorts patients if needed.
- Contribute to the production of daily Situation Reports.
- To contribute to lessons identification.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

4. Essential Qualifications and Experience

- Level of secondary education attested by a diploma AND either relevant specialized training OR relevant professional experience of 3 years counted from the date of award of a secondary education diploma.
- A minimum of 3 years of relevant professional experience.
- Certified nurse.
- Pre-Hospital Trauma Life Support trained.
- Hands on experience in the A&E department and Intensive Care.

5. Desirable Qualifications and Experience

- Excellent interpersonal and communication skills and teamwork capabilities.
- Advanced Cardiovascular Life Support (ACLS) certified.
- Knowledge of tropical medicine.
- International experience, particularly in crisis areas with multinational and international organisations.
- Driving licence C category.

Position: Financial and Administration Officer***	Employment Regime: Seconded/Contracted	Post Category: Mission Support– Management Level (MSML)
Ref. Number: SOM-074	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Finance Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line

The Financial and Administration Officer reports to the Head of Operations and keeps the Chief of Finance informed about all financial issue.

2. Main Tasks and Responsibilities

- To ensure the sound and effective financial management, including the preparation of the budget and follow-up of its implementation.
- To develop policies for the imprest accounts, in close cooperation with the authorising, and the accounting officer.
- To define procedures for the imprest accounts, payments, payroll, petty cash, claims and other financial functions in a multicurrency system.
- To verify the legality, the regularity of transactions prior to authorising financial transactions (i.e. commitments and payments).
- To ensure the reporting, verifying the integrity of the imprest accounts, their accuracy and their on-time delivery.
- To implement audit recommendations and ensure the effectiveness of internal controls.
- To identify areas of risk and take appropriate measures for limiting the financial risk, especially concerning the physical and the electronic security of funds, of documents (running and archived) and of transactions.
- To liaise and cooperate on financial issues with the EU Supervising Authorities and all relevant actors (Banks etc.) under the supervision of the Chief of Finance (CoF).
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To undertake administrative, human resources and procurement tasks in the MHQ in Mogadishu.
- To identify needs of goods and/or services required for improving the efficiency of the unit and to define them technically for procurement.
- To develop policies for the control of the MHQ Mogadishu's finances, in close cooperation with the financial controller.

3. Mission Specific Tasks and Responsibilities

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.

- The qualification should be in any of the fields of Audit, Accounting, Business Administration, Economics, Finance, Law or other relevant subject AND
- A minimum of 5 years of relevant professional experience.
- At least 3 years of finance, budget or business administration related working experience.
- Proven knowledge of accounting software.

5. Desirable Qualifications and Experience

- Ability to operate computerised European accounting systems.
- Professional accounting/audit certification.
- International experience, particularly in crisis areas with multinational and international organisations;
- Knowledge of administrative rules and regulations relevant to the European Commission and EEAS-administered Missions.

Position: CIS Officer– Database Administrator	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Management Level (MSML)
Ref. Number: SOM-077	Location: Mogadishu (initially and temporarily located in Nairobi, to be redeployed to Somalia when conditions allow)	Availability: ASAP
Component/Department/Unit: Mission Support Department	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The CIS Officer - Database Administrator reports to the Chief CIS.

2. Main Tasks and Responsibilities

- To administer database systems in the Mission.
- To develop detailed database/software specifications, functional specifications and user documentation for the systems implemented.
- To assess, plan, analyse, design, programme and implement web-based/desktop interfaces and applicable technologies, technical reports, operating instructions, guidelines and procedures for the applications produced/modified.
- To identify needs and define application/database requirements, organise and implement user training, troubleshoot problems and assist with change requests.
- To cooperate with the other CIS Officers and link with commercial companies and other actors the Mission is working with for data retrieval.
- To be responsible for documentation of the database configuration and to assure that trustworthy backups of the databases, source codes and applications are performed on a daily basis.
- To act as 1st and 2nd level support for Mission staff in all CIS related issues in conjunction with the other CIS Officers.
- To monitor and maintain the Mission network and systems.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in any of the fields of Information Technology, Computer Science, Communications or other relevant subject AND
- A minimum of 5 years of relevant professional experience.
- At least 5 years of progressive experience of problem solving skills and analytical ability to analyse complex technical customer problems, and manage the same on a day to day basis.
- Expert technical skills and hands-on experience in troubleshooting server hardware and software issues.

- Practical experience of communications systems, satellite communications and positioning/navigation technologies (e.g. Thuraya, Iridium, GPS), and related antennae systems.
- Practical experience and knowledge of technologies with wired and wireless networks (e.g. LANs, MANs, WANs).

5. Desirable Qualifications and Experience

- Ability to converse in business terms about organisational technology needs and solutions and in technical terms with IT and communications specialists.
- Knowledge of Information Security Management: ISO 27X & BS 7799.
- International experience, particularly in crisis areas with multinational and international organisations.

Position: Logistics Assistant	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Assistant Level (MSAL)
Ref. Number: SOM-081	Location: Garowe (initially and temporarily located in Somaliland, to be redeployed to Garowe when conditions allow)	Availability: ASAP
Component/Department/Unit: Field Office Puntland	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line

The Logistics Assistant reports to the Senior Police Adviser/Head of Field Office.

2. Main Tasks and Responsibilities

- To deal with all aspects of logistical and supply needs within the Field Office, the acquisition, distribution and allocation of all logistical resources, including providing supply chain management solutions and transportation, and the coordination of aspects related to custom's clearance procedures.
- To monitor available supplies, materials and products in order to ensure that Mission Members have access to the items they need.
- To collect and keep updated inventory of assets.
- To manage on a daily base the records of quantity, type, and value of material, equipment, merchandise and supplies stocked.
- To prepare reports, such as inventory balance, price-lists, and shortages.
- To prepare lists of depleted items and recommend survey of defective or unusable items.
- To forecast future stock needs.
- To assist in prioritising and coordinating the logistical activities in the area of competence.
- To collect, file and forward, draft, technical reports and implement operating instructions, guidelines and procedures regarding provision of assets and supplies.
- To be responsible and ensure adequate logistical support for computers, vehicles, furniture, telecommunications, etc.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

4. Essential Qualifications and Experience

- Level of secondary education attested by a diploma OR relevant professional experience of 3 years counted from the date of award of a secondary education diploma OR equivalent and attested police or/and military education or training or an award of an equivalent rank AND
- At least 3 years of relevant and proven full-time professional experience from the field of Logistics or Transport, or other relevant field.

5. Desirable Qualifications and Experience

- Proved knowledge of EU-budget procedure and financial management rules.
- Proficiency in use of standard maintenance related software and data entry processes, knowledge of logistics databases and inventory procedures.
- Driving licence C category.
- International experience in CSDP Missions or experience of multinational and international organisations.

Position: Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support– Management Level (MSML)
Ref. Number: SOM-083	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Security Department	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

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

2. 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 the European Union:

- To ensure security surveys of Mission Members' personal protective security requirements, transport security, residential and office security as appropriate.
- To ensure that all security and communications equipment is kept in a state of operational readiness.
- To conduct regular security drills, communication tests and evacuation exercises.
- To provide briefings and presentations 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 assistance and appropriate response to Mission Members and to ensure that all necessary actions are taken, particularly in emergency cases.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in Security management or business administration, political/social or science or international relations with focus on security management or other relevant subject AND
- A minimum of 5 years of relevant professional experience.
- Civilian driving licence class C.

5. Desirable Qualifications and Experience

- Excellent organisational, planning, and time-management skills.
- Excellent knowledge of the Mission area and potential security threats.
- Previous work experience in the region.
- Successful completion of EU Mission Security Officer Certification Course or equivalent.
- Firearms trained.

Position: Senior Maritime Adviser	Employment Regime: Seconded/Contracted	Post Category: Mission Support– Management Level (MSML)
Ref. Number: SOM-085	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Operations Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line

The Senior Maritime Adviser reports to the Head of Operations.

2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Senior Advisers and Advisers as appropriate.
- To identify best practice and lessons learned within the field of responsibility.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To mentor and advise at the strategic level the FGS Ministry of Defence, Ministry of Transport, Ministry of Internal Security and other Ministries with maritime responsibilities.
- To develop strategic policy on Maritime Security in line with the Somali Maritime Resources and Security Strategy (SMRSS).
- To advise on strategic policy within the context of the Maritime Security Coordination Committee (MSCC) and other maritime coordination mechanisms, including relevant Somali New Deal Compact structures.
- To mentor, advise and support Somali counterparts in the implementation of strategic policy.
- To provide analysis and recommendations on developing maritime security capacities.
- To provide strategic guidance to Mission maritime advisers and, as requested, senior Mission management.
- To conduct frequent reviews and assessments of impact of the overall training and expertise provided to the maritime function in Somalia.
- To promote effective cooperation between Somali maritime bodies.
- To assess the functioning, organisation management capacity skills and needs of the Somali maritime law enforcement/security and defence agencies; identifies and advises upon improvements.
- To cooperate closely with EUNAVFOR and EUTM in developing synergies to improve security management in Somalia.
- To coordinate all work being carried out by the Maritime Advisers in the Mission under the supervision of the Head of Operations.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested coast guard or/and police or/and military education or training or an award of an equivalent rank.
- The qualification should be in any of the fields of Nautical Science, Political Science, International Relations, Law, Social Sciences or Business Administration AND
- A minimum of 10 years of relevant professional experience with at least 3 years of experience at management level.
- Professional experience as a Maritime Law Enforcement officer or in maritime policy development or a closely related maritime field.
- Knowledge of International Maritime Laws and Conventions.

5. Desirable Qualifications and Experience

- Ability to establish priorities, to plan and to exercise control over the conduct of activities.
- Recent seagoing or maritime training experience.
- Excellent organisational and coordinating skills.
- Experience of operating in complex environments and high-risk environments.
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity.
- Organisational, planning and project development skills.

Position: Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support Staff – Management Level (MSML)
Ref. Number: SOM-097	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Mission Security Department	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

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

2. 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 the European Union:

- To ensure security surveys of Mission Members' personal protective security requirements, transport security, residential and office security as appropriate.
- To ensure that all security and communications equipment is kept in a state of operational readiness.
- To conduct regular security drills, communication tests and evacuation exercises.
- To provide briefings and presentations 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 assistance and appropriate response to Mission Members and to ensure that all necessary actions are taken, particularly in emergency cases.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in Security management or business administration, political/social or science or international relations with focus on security management or other relevant subject AND
- A minimum of 5 years of relevant professional experience.
- Civilian driving licence class C.

5. Desirable Qualifications and Experience

- Excellent organisational, planning, and time-management skills.
- Excellent knowledge of the Mission area and potential security threats.
- Previous work experience in the region.
- Successful completion of EU Mission Security Officer Certification Course or equivalent.
- Firearms trained.

Position: Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category: Mission Support– Management Level (MSML)
Ref. Number: SOM-105	Location: Garowe (initially and temporarily located in Somaliland, to be redeployed to Garowe when conditions allow)	Availability: ASAP
Component/Department/Unit: Mission Security Department	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

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

2. 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 the European Union:

- To ensure security surveys of Mission Members' personal protective security requirements, transport security, residential and office security as appropriate.
- To ensure that all security and communications equipment is kept in a state of operational readiness.
- To conduct regular security drills, communication tests and evacuation exercises.
- To provide briefings and presentations 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 assistance and appropriate response to Mission Members and to ensure that all necessary actions are taken, particularly in emergency cases.
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas.
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.
- The qualification should be in Security management or business administration, political/social or science or international relations with focus on security management or other relevant subject AND
- A minimum of 5 years of relevant professional experience.
- Civilian driving licence class C.

5. Desirable Qualifications and Experience

- Excellent organisational, planning, and time-management skills.
- Excellent knowledge of the Mission area and potential security threats.
- Previous work experience in the region.
- Successful completion of EU Mission Security Officer Certification Course or equivalent.
- Firearms trained.