

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

<p>European Union CSDP Mission in Mali (EUCAP Sahel Mali) 1-2016 Call for Contributions for Visiting Experts</p>

Organisation:	European Union CSDP Mission in Mali (EUCAP Sahel Mali)			
Job Location:	Bamako			
Availability:	As indicated below			
Staff Regime:	Seconded			
Job Titles/ Vacancy notice	Ref.:	Name of the Post	Location:	Proposed period of deployment:
	VE 01	Logistics and Warehouse Management Expert	Bamako	ASAP for 3 months
	VE 02	Expert in Training Planning	Bamako	ASAP for 3 months
	VE 03	Audit Expert	Bamako	ASAP for 3 months
	VE 04	Expert in Internal Control Mechanisms	Bamako	ASAP for 3 months

Deadline for applications:	18 November 2016 at 17:00 Brussels time
E-mail address to send the Job Application Form:	cpcc-mali@eeas.europa.eu
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p style="text-align: center;">Ms Carmen EPURE carmen.epure@ext.eeas.europa.eu</p>

EUCAP Sahel Mali bears a High Risk Non-Family Mission status due to the present risk rating of the mission area as high. As such, international Mission Members shall at no time receive visits or be habitually accompanied by any family member in the Mission area for the duration of their tour of duty. For reasons of security, the Mission Members are obliged to live in restricted areas, where security responsibilities are born by the Mission.

Seconded Personnel – Only personnel nominations received through official channels from EU Member States and/or contributing third States (contributing States) will be considered. The Mission covers Visiting Experts' travel costs to and from the place of deployment and for any duty travel while on deployment.

EU Member States will bear all personnel-related costs for the seconded Visiting Experts, e.g. salaries and medical coverage (with the exception of the High Risk insurance), and allowances other than those paid according to Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Contributing third States will bear all personnel-related costs for seconded Visiting Experts, e.g. salaries, medical coverage (including the High Risk insurance), and allowances. 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).

Due to the non-permanent nature of the Visiting Experts assignments to the Missions, specific provisions may apply with regard to their status, entitlements (e.g. leave days), rights and obligations and security.

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

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

A. Essential Requirements

The following are essential requirements in respect of civilian international experts to the Missions:

Citizenship – The candidates must be citizens 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.

Language Skills¹ – The candidates must have spoken and written proficiency in the working language of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions. In order to provide for national representation in all Missions, certain (ordinarily internal) positions in Missions may accept proficiency in a language other than the majority 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 tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of Mission.

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

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.

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

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

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

Serious deficiencies in any of these essential requirements may result in repatriation/termination of the secondment.

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).

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.

Knowledge and Experience of SSR - The candidates must be acquainted with Security Sector Reform concepts and practices, especially in the Mission area.

Training and Experience – The candidates should have attended a Civilian Crisis Management Course or equivalent.

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 have 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

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

seconded experts, the original certificate of the national security clearance or a proof of the initiation of the process must accompany them upon deployment. Access to EUCI will be limited to RESTRICTED until the issuance of their national security clearance.

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

Personal Protection Equipment – It is recommended that national authorities provide seconded selected candidates, i.e. Police/Military Officers with a bullet proof vest and helmet (level IV), and a 9mm duty side arm together with 100 rounds of ammunition upon deployment.

D. Additional Information on the Selection Process

Gender balance - 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 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 will be informed about the outcome of the selection process after its completion.

Position Name: Logistics and Warehouse Management Expert	Employment Regime: Seconded	
Ref. Number: VE 01	Location: Bamako	Availability: As soon as possible for a period of 3 months
Component/Department/Unit: Operations/ Strategic Advice	Level of Security Clearance: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Purpose of the assignment: In close cooperation with the Advisory, Training and Project Units of the Mission, the Logistics and Warehouse Management Expert will support the specialised and operational officers of the Malian Internal Security Forces by providing training sessions on logistics, storage security and safety measures and warehouse organisation.

2. Reporting Line

The Logistics and Warehouse Management Expert reports to the Chief of Strategic Advice.

3. Main Tasks and Responsibilities

- To conduct a needs assessment of the Logistics departments and of the storage and warehousing facilities of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard - ISF).
- To undertake an assessment on site regarding the warehousing management of the Logistics Department of the National Police.
- To identify short, medium and long-term proposals aiming to improve the logistics administration of the ISF.
- To design training curriculum for logistics and warehousing training for the ISF based on the needs assessment.
- To provide training to a group of 10 officers working within the logistics departments of the ISF, on logistical administration, security and safety measures and facilities and warehousing organisation.
- To provide training to a group of 20 to 30 operational officers from the ISF to take appropriate organisational and security measures in a storage/warehousing facility.
- To contribute to the elaboration of guidelines and a handbook in the field of logistics, for the use of the ISF.

4. Essential Qualifications and Experience

- At least 5 years of professional experience logistics related matters and in a specific Support Services related field (i.e. Supplies, Transportation, Engineering, Asset Management etc.).

5. Desirable Qualifications and Experience

- Experience with law enforcement agencies or military organisations.
- Experience as trainer or adviser.
- International experience, particularly in crisis areas with multi-national and international organisations.

Language Skills

Language/Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

Position Name: Expert in Training Planning	Employment Regime: Seconded	
Ref. Number: VE 02	Location: Bamako	Availability: As soon as possible for a period of 3 months
Component/Department/Unit: Operations/ Strategic Advice	Level of Security Clearance: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Purpose of the assignment: The Expert in Training Planning will conduct training and contribute to launching the process of elaborating of the future strategy on training for Malian Internal Security Forces.

2. Reporting Line

The Expert in Training Planning reports to the Chief of Strategic Advice.

3. Main Tasks and Responsibilities

- To provide training for a group of 15 to 20 operational officers of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) about medium to long term planning of training policies and elaboration of a multi-annual training plan 'Training Master Plan' ('*Schéma Directeur*') and of a 'General Training Plan' ('*Plan de formation*').
- To provide concrete tools and methodologies in order to enable the participating officers to develop a Training Master Plan, based on which each of the ISF will be able to further develop annual training plans.
- To identify the current needs of the training planning for the ISF and provides initial assistance in order to enable ISF representatives to develop other strategic documents on training, based on a common understanding.
- To support the development of guidelines and a handbook on training planning, for the use of the ISF.

4. Essential Qualifications and Experience

- Experience in developing planning documents for a law enforcement organisation, in the field of training.

5. Desirable Qualifications and Experience

- Experience with law enforcement agencies.
- Experience as trainer or adviser.
- International experience, particularly in crisis areas with multi-national and international organisations.

Language Skills

Language/Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

Position Name: Audit Expert	Employment Regime: Seconded	
Ref. Number: VE 03	Location: Bamako	Availability: As soon as possible for a period of 3 months
Component/Department/Unit: Operations/ Strategic Advice	Level of Security Clearance: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Purpose of the assignment: The Audit Expert will conduct training and contribute to the elaboration of a Handbook on internal organisational and operational control systems for the use of the Malian Internal Security Forces.

2. Reporting Line

The Audit Expert reports to the Chief of Strategic Advice.

3. Main Tasks and Responsibilities

- To assess the audit functions and mechanisms of the Malian Internal Security Forces (National Police, Gendarmerie, and National Guard).
- To provide training for officers from the ISF (3 groups of 10 officers) on the general understanding of the legal and regulatory framework applicable to the Internal Security Forces and assesses the general compliance to it.
- To support the participants to establish an overall strategy that sets the scope, timing, and direction for the development of an audit plan.
- To provide the participants with an introduction to the requirements of audit procedures, transferring knowledge and know-how and showcasing supervision products.
- To support and advise on risk assessments and response to risks assessed.

4. Essential Qualifications and Experience

- A minimum of 5 years of relevant professional experience in Audit, Finance and/or Accounting.

5. Desirable Qualifications and Experience

- Experience with law enforcement agencies or military organisations.
- Experience as trainer or adviser.
- International experience, particularly in crisis areas with multi-national and international organisations.

Language Skills

Language/Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

Position Name: Expert in Internal Control Mechanisms	Employment Regime: Seconded	
Ref. Number: VE 04	Location: Bamako	Availability: As soon as possible for a period of 3 months
Component/Department/Unit: Operations/ Strategic Advice	Level of Security Clearance: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Purpose of the assignment: The Expert in Internal Control Mechanisms will assess and propose measures to reinforce the internal control mechanisms of the Malian Internal Security Forces; she/he will also analyse the linkages between these mechanisms and the democratic control initiatives undertaken by the Malian civil society in respect to the Malian Internal Security Forces.

2. Reporting Line

The Expert in Internal Control Mechanisms reports to Chief of Strategic Advice and coordinates closely with the Human Rights and Gender Adviser and the Civil Society Expert.

3. Main Tasks and Responsibilities

- To undertake an initial assessment of existing internal control mechanisms through consultation with relevant services of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard) as well as of the Ministries of Security and Interior and the Ministry of Defence.
- To carry out a stakeholder assessment of ongoing activities with international partners and Malian civil society concerning internal and democratic control and undertake regional visits if needed.
- To carry out workshops on democratic control of security forces in close coordination with the Human Rights and Gender Adviser.
- To elaborate a report which outlines the context and recommendations of reinforcing the existing internal control mechanisms in accordance with international best practices in the field. The report should include, but is not limited to:
 - An analysis of the internal control mechanisms and main issues encountered in their implementation;
 - An assessment of the application of principles of human rights, equality and non-discrimination in the ISF;
 - A set of recommendations for pro-active initiatives aiming to address instances of violations of regulatory frameworks and strengthening of these frameworks. The report should be based on a gender-sensitive analysis.

4. Essential Qualifications and Experience

- A minimum of 5 years of relevant professional experience.
- Good understanding of the concepts and mechanisms of internal control of law enforcement.

5. Desirable Qualifications and Experience

- Experience with law enforcement agencies or military organisations.
- Experience as trainer or adviser.
- International experience, particularly in crisis areas with multi-national and international organisations.

Language Skills

Language/Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				