

# EUROPEAN EXTERNAL ACTION SERVICE



## Annex 1

<b>European Union Capacity Building Mission in the Horn of Africa (EUCAP NESTOR) 1-2016 Extraordinary Call for Contributions</b>				
<b>Organisation:</b>	<b>EUCAP NESTOR</b>			
<b>Job Location:</b>	<b>As indicated below</b>			
<b>Employment Regime:</b>	<b>As indicated below</b>			
<b>Job Title/ Vacancy Notice:</b>	<b>Ref.:</b>	<b>Name of the Post:</b>	<b>Location:</b>	<b>Availability:</b>
	<b><u>Seconded (5)</u></b>			
	SOM-022	Training Coordinator	Mogadishu	ASAP
	SOM-063	Political Adviser	Mogadishu	ASAP
	SOM-086	Maritime Adviser	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
	<b><u>Seconded/Contracted (1)</u></b>			
SOM-019	Senior Legal Adviser*	Mogadishu	ASAP	
<b>Deadline for Applications:</b>	16 December 2016 at 17:00 (Brussels time)			
<b>E-mail Address to send the Job Application Form to:</b>	<b>cpcc.eucaphoa@eeas.europa.eu</b>			
<b>Information:</b>	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): <b>Mr Tapio Rasanen</b> <b>cpcc.eucaphoa@eeas.europa.eu</b> <b>+32 (0)2 584 26 43</b>			

\*The availability of the position is subject to the availability of budgetary resources.

**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** – 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. A seconded staff member of EUCAP Nestor is eligible to apply for a contracted post only if his/her secondment will end within three (3) months from the deadline for applications and if his/her request for extension of the secondment has not been supported by the relevant State or EU Institution.

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**

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

**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.

**Language Skills**<sup>1</sup> – Spoken and written proficiency in the working languages 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.

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<sup>1</sup> [Common European Framework of References for Languages](#)

**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.

**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)<sup>2</sup>, 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).

**Knowledge of the Mission areas** – 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.

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

**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 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/contracted personnel.

#### **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 and contracted candidates (applying for seconded/contracted positions) will be informed about the outcome of the selection process after its completion.

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

<b>Position:</b> Training Coordinator	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> SOM-022	<b>Location:</b> Mogadishu	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> MHQ Mogadishu/Operations Unit	<b>Security Clearance Level:</b> EU RESTRICTED or equivalent	<b>Open to Contributing Third States:</b> 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 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, e.g. EUNAVFOR Atalanta, UNODC, UNSOM, IT, AMISOM, etc.
- To work with the Project Manager and others, such as EUDEL, in the management and delivery of complimentary project based activities in support of the Mission's mandate.

#### **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 or other relevant field AND
- After having fulfilled the education requirements, 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.

<b>Position:</b> Political Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> SOM 063	<b>Location:</b> Mogadishu	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> MHQ Mogadishu	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States :</b> No

### 1. Reporting Line

The Political Adviser reports to the Head of Mission.

### 2. Main Tasks and Responsibilities

- To follow the political developments in theatre and the region and to provide analysis and advice on same, particularly in view of their possible impact on the Mission mandate implementation.
- To contribute to the regular updates to the Head of Mission (HoM) and senior Mission management on relevant political developments.
- To contribute to the analysis and advice on the policy matters pertaining to the Mission mandate implementation.
- To liaise and develop relationships with relevant political actors, parliamentarians, local authorities, civil society, EU actors, Contributing Third States and international organisations.
- To contribute to the preparation of briefings and notes as requested.
- To prepare records of meetings attended.
- To draft regular Mission reporting and other reports as appropriate, as well as briefings as requested.
- To conduct briefings for Mission staff and other individuals or groups as appropriate.
- To contribute to lessons learned 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

- Act as alternate Mission spokesperson as requested.

### 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. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration AND
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.
- Excellent interpersonal and communications skills.
- Excellent drafting skills.

### 5. Desirable Qualifications and Experience

- International experience, particularly in crisis areas with multinational and/or international organizations, ideally in a political advisory capacity.
- Good knowledge of the region's history, culture and politics.

<b>Position:</b> Maritime Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> SOM-086	<b>Location:</b> Mogadishu	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> MHQ Mogadishu/Operations Unit	<b>Security Clearance Level:</b> EU RESTRICTED or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The 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 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 Somalia's Ministry of Fisheries, Ministry of Transport, Ministry of Internal Security and other Ministries with maritime responsibilities.
- To develop policy on Maritime Security in line with the Somali Maritime Resources and Security Strategy (SMRSS).
- 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, to identify and advice upon improvements.



- To assess training programmes and training facilities of Somalia's 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, Naval or STCW Bridge Watch-keeping or Marine Engineering Certificate or other relevant field AND
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience as a seagoing Watch-keeper or 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.
- Seagoing experience particularly on Naval or Coast Guard vessels and working with small craft.
- Organisational, planning and project development skills.

<b>Position:</b> Senior Maritime Adviser/ Head of Field Office Somaliland	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> SOM-094	<b>Location:</b> Hargeisa	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Field Office Somaliland	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> 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/coast guard education or training or an award of an equivalent rank.
- The qualification should be in any of the fields of Maritime, Political Science, International Relations, Law, Social Sciences or Business Administration Naval or STCW Masters or Marine Engineering Chief Officer Certificate or other relevant field AND
- After having fulfilled the education requirements, a minimum of 8 years of relevant professional experience, as a seagoing Watch-keeper or Maritime Law Enforcement officer or in maritime policy development or a closely related field, out of which 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.

<b>Position:</b> Senior Police Adviser/ Head of Field Office Puntland	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> SOM-103	<b>Location:</b> Hargeisa	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Field Office Puntland	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> 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 or other relevant field AND
- After having fulfilled the education requirements, a minimum of 8 years of relevant professional experience, out of which 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.

## SECONDED/CONTRACTED POSITIONS

<b>Position:</b> Senior Legal Adviser*	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category:</b> Expert
<b>Ref. Number:</b> SOM-019	<b>Location:</b> Mogadishu	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> MHQ Mogadishu/Operations Unit	<b>Security Clearance Level:</b> EU RESTRICTED or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Senior Legal Adviser reports to the Head of Operations.

### 2. Main Tasks and Responsibilities

- To assess local legislative/normative/regulatory frameworks, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN.
- To advise the Head of Unit regarding identified host state needs and recommended support by the Mission.
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements.
- To support host state authorities as directed by the Head of Unit.
- In coordination with the Mission's Coordination and Cooperation capability, to closely coordinate with other EU/international actors involved in this field.
- To support 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 across time, and to provide recommendations for the improvement of Mission's performance.
- To contribute to Mission induction training of Mission personnel as required.
- To identify and report on lessons and best practices 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 supervise and to co-ordinate the Legal Advisers operational activities.
- To assess the Somali criminal justice system, including the roles, responsibilities and performance of the different actors involved in it, and, as necessary, gives expert recommendations.
- To analyse, assess and advise on legislative frameworks governing the criminal justice system in relation to crimes at sea, maritime security and laws regulating maritime affairs/governance, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities focusing, in particular, on matters relevant to the Somali Maritime Resource & Security Strategy and the New Deal Compact.
- To develop and implement a mentoring project in partnership with the judiciary, prosecution authorities, and international partners for Somalia's judges and prosecutors and law drafting professionals, focused on crimes at sea, to improve skills and entrench relevant training received into their everyday working practices.
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and relevant legal professionals.

- To advise and provide sustainable legal training for law enforcement, judicial and other authorities.
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).
- To provide advice within the context of the Somali Maritime Resource and Security Strategy and the New Deal Compact.
- To conduct legal research as necessary.

#### **4. 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. The qualification should be in Law AND
- After having fulfilled the education requirements, a minimum of 6 years of relevant professional experience as a practising lawyer, out of which 3 years of experience at a senior level.
- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation.
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation.

#### **5. Desirable Qualifications and Experience**

- Admission to the Bar in home or residential jurisdiction.
- Extensive experience as a practising lawyer.
- Knowledge of the jurisprudence in the host country.
- Mentoring or legal training experience.
- Knowledge of constitutional law, human rights law or maritime law.
- International experience, particularly in crisis or post-conflict areas with multinational and/or international organisations.
- Organisational, planning and project development skills.