

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

EU Border Assistance Mission for the Rafah Crossing Point (EUBAM Rafah)

1-2017 Call for Contributions

Organisation:	EUBAM Rafah			
Job Location:	Ramat Gan - Israel			
Availability:	As indicated below			
Employment Regime:	As indicated below			
Job Titles/ Vacancy notice	Ref.	Name of the post:	Location:	Availability:
	<u>Seconded (1)</u>			
	OPS5	Border Police Expert	Ramat Gan	asap
Deadline for applications:	Friday 21 April 2017 at 17:00 hours Brussels time			
E-mail address to send the Job Application Form:	cpcc.eubamrafah@eeas.europa.eu			
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Ms Simona Sora cpcc.eubamrafah@eeas.europa.eu +32 (0)2 584 37 47			

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 document 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from contributing third States is not entitled to receive allowances paid according to document 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.

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

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

I. GENERAL CONDITIONS:

Citizenship – The candidate must have Citizenship of an EU Member 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. The participants shall carry out their duties and act in the interest of the Mission.

Negotiation Skills – The candidates must have excellent negotiating skills and the ability to work professionally in a stressful and diverse environment.

Flexibility and adaptability – The candidates must be able to work in arduous conditions with a limited network of support, 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. police, judicial, civilian and military staff) and be able to cope with extended separation from family and usual environment.

Availability – The candidates must be able to undertake any other administrative tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of the 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 Third States.

Serious deficiencies in any of these general conditions may result in repatriation/termination of the secondment/contract.

II. REQUIREMENTS:

II. A Essential Requirements

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

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

Knowledge of the EU Institutions – The candidates should have 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).

Language Skills – Spoken and written proficiency in the working language of the Mission. Certain position 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.

Communication Skills – The candidates must have excellent interpersonal and communication skills, both written and oral.

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

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.

II. B Desirable Requirements

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, as applicable.

Knowledge and experience of Border sector – The candidates must be acquainted with Border Sector 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 proficiencies in local language(s), depending on the job tasks and responsibilities.

Driving Licence - Category C driving licence.

III. 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 Third 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.

Education diploma(s)/certificate(s) or/and professional certificate(s) – The selected contracted candidates must have and present to the Mission the university diploma or the professional certificate, depending on the job description, before signing the contract or the taking up duties, for seconded personnel.

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 description. 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 immunizations received. They also must be vaccinated according to the required immunisations for the Mission area.

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

Personal Protection Equipment – It is recommended that national authorities provide seconded selected candidates with protection equipment, as per mission requirements.

Deficiencies in any of the documents asked for a specific position may result in failure of the selection process.

IV. ADDITIONAL INFORMATION

Gender balance - The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The CPCC encourages Contributing Third 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 short-listed 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 Third States will bear any related costs.

N.B 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 Third States and contracted candidates (applying for seconded/contracted positions) will be informed about the outcome of the selection process after its completion.

Position Name: Border Police Expert	Employment Regime: Seconded	
Ref. Number: OPS05	Location: Ramat Gan	Availability: 01 July 2017
Department/Component/Unit: Operations	Level of Security Clearance: EU SECRET	Open to contributing third States: No

1. Reporting line:

The Border Police Expert will report to the Integrated Border Management (IBM) Expert.

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 undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To support HoM and IBM Expert about Border Police matters and related activities;
- To participate in working groups and meetings on Border Police issues;
- To prepare and deliver training courses on Border Police and on IBM sector;
- To maintain operational contacts on appropriate level with parties and international key stakeholders as per Border issues;
- To maintain, update and refine all operational plans and operational induction trainings on Border matters;
- To assist and support the HoM in the event of RCP re-opening and the IBM Expert for the implementation of projects on Border matters;
- To provide comprehensive reports on Border matters and produce reports following the Reporting Guidelines for CSDP Civilian Missions as Routine Reports (Daily - Weekly – Monthly – 6 Monthly) or non-routine report like Special Reports or Incident Reports;
- To create and maintain databases with relevant information regarding Border matters;
- To collaborate in the preparation of documents/reports/presentations for HoM and IBM Expert, in particular related to Border Police 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 police or/and military education or training or an award of an equivalent rank; AND
- A minimum of 5 years of relevant professional experience on border police issues, after having fulfilled the education requirements;
- Professional experience in designing and delivering courses/trainings on border police matters.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, train and motivate local counterparts;
- Extensive knowledge of specific border police ;
- Ability to establish priorities and to plan and co-ordinate own work,
- Ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

6. Desirable Qualifications and Experience:

- Degree/professional certificate in border police management related topics or equivalent combination of education, training and practical experience;
- Experience in project management;
- Successful completion of a Civilian Crisis Management Course or equivalent;
- Successful completion of Methodic/Didactics training and/or train the trainer course or equivalent.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Security Sector Reform concepts and practices especially in the mission area;
- Knowledge of Arabic and /or Hebrew as well as other European languages.