

# EUROPEAN EXTERNAL ACTION SERVICE



## Annex 1

### Amendment 2 – Extension of the deadline

#### **1-2017 Call for Contributions for the Regional Coordination Cell (RCC) and its Internal Security and Defence Experts (ISDEs)**

<b>Organisation:</b>	<b>Regional Coordination Cell (RCC) and its Internal Security and Defence Experts (ISDEs)</b>			
<b>Job Location:</b>	<b>Bamako</b>			
<b>Availability:</b>	<b>As indicated below</b>			
<b>Staff Regime:</b>	<b>As indicated below</b>			
<b>Job Titles/ Vacancy notice</b>	<b>Ref.</b>	<b>Name of the post</b>	<b>Location</b>	<b>Available on</b>
	<b><u>Seconded</u></b> (1 position)			
	RCC 01	Head of the Regional Coordination Cell	Bamako	ASAP

<b>Deadline for applications:</b>	<b>Tuesday 30 May 2017 at 17:00 Brussels time</b>
<b>E-mail address to send the Job Application Form:</b>	<a href="mailto:cpcc-mali@eeas.europa.eu"><b>cpcc-mali@eeas.europa.eu</b></a>
<b>Information:</b>	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): <b>Ms Carmen EPURE</b> <a href="mailto:carmen.epure@ext.eeas.europa.eu"><b>carmen.epure@ext.eeas.europa.eu</b></a>

While being a separate entity, the Regional Coordination Cell (RCC) and its Internal Security and Defence Experts (ISDEs) are administratively attached to EUCAP Sahel Mali.

EUCAP Sahel Mali bears a High Risk Non-Family Mission status due to the present risk rating of the mission area as high. Risk assessment is also high for Niger and Chad, and medium for Burkina-Faso and Mauritania.

As such, international RCC seconded and contracted staff and ISDEs located in Mali, Niger and Chad shall at no time receive visits or be habitually accompanied by any family member in the area for the duration of their tour of duty or contract. For security reasons, the Mission Members are obliged to live in restricted

areas, where security responsibilities are borne by the Mission. For the ISDEs located in Burkina-Faso and Mauritania the same conditions apply, in accordance with the relevant OPLANs.

**Seconded Personnel** – For seconded positions, only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel-related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to 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 or French 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 approving the appropriate Budgetary Impact Statement and of the revised OPLANs of EUCAP Sahel Mali and EUCAP Sahel Niger, the duration of the deployment should be of 12 months.

The Civilian Operations Commander requests that EU Member States propose candidates for the following international expert position, according to the requirements and profile 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.

**Integrity** – The candidates must maintain the highest standards of personal integrity, impartiality and self-discipline. 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/organisation or respective tasks and activities. They shall carry out their duties and act in the interest of the EU.

**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 EU.

**Language Skills**<sup>1</sup> – Spoken and written proficiency in the working languages of the EU. 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 may accept proficiency in a language other than the majority working language in the EU.

**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

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

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, as required by the Line Managers.

**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. To ensure duty of care in a non-benign environment, selected candidates should, in principle, be under the normal age of retirement in EU Member 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 area of deployment – 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 deployment 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 Security Sector Reform** - The candidates must be acquainted with Security Sector Reform concepts and practices, especially in the deployment 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** – EU Member States and selected candidates must ensure that visas are obtained for entry into the deployment 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 place of deployment.

**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 area of deployment. Yellow fever vaccination is compulsory to be admitted to the respective country.

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

**Personal Protection Equipment** – It is recommended that for the RCC personnel located in Bamako 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 EU Member 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 EUCAP Sahel Mali or by phone, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the EU Member States will bear any related costs.

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

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

<b>Position Name:</b> Head of the Regional Coordination Cell	<b>Employment Regime:</b> Seconded	
<b>Ref. number:</b> RCC 01	<b>Location:</b> Regional Coordination Cell (Bamako)	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> RCC	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Head of the Regional Coordination Cell reports to Civilian Operations Commander.

### 2. Main Tasks and Responsibilities:

- To lead, direct and manage the work of the Regional Coordination Cell (RCC) and its Internal Security and Defence Experts (ISDEs) in accordance with the Civilian Concept of Operations (CONOPS) Sahel Regionalisation and the relevant OPLAN;
- To work in close cooperation with the other CSDP Missions, EU instruments, and international stakeholders in the region, in accordance with the CONOPS and the relevant OPLAN;
- To ensure timely reporting of the RCC as appropriate;
- To ensure the consistency and sustainability of RCC activities over time;
- To ensure that relevant Operational Standard Operating Procedures (SOPs), are properly developed, implemented and periodically reviewed;
- To ensure that staff working under his/her responsibility are periodically updated on RCC's mandate implementation progress;
- To identify, manage and report the risks arising from the specific processes implemented under his/her responsibility;
- To undertake any other related tasks as requested by the Civilian Operation Commander.

### 3. Mission Specific Tasks and Responsibilities:

- Without prejudice to the actions carried out by the CSDP Missions, and other international stakeholders in theatre, ensure appropriate liaison with the G5 Sahel structures, in particular the Sahelian college of security (CSS), and with the Foreign Policy Instrument Services (FPI) representatives in the region;
- Following and taking into account ongoing initiatives carried out by various key actors, to supervise and provide guidance on a draft needs mapping and gap analysis in the security and defence sector of the G5 Sahel Countries through ISDEs, and the existing Sahel CSDP Missions;
- To lead the drafting of the CSDP Regional Implementation Plan by the RCC.

### 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; AND
- After having fulfilled the education requirements, a minimum of 10 years of relevant professional experience, out of which at least 5 at management level.

## 5. Essential Knowledge, Skills and Abilities:

- Ability to establish/review priorities, to plan at strategic, operational, and tactical level and to exercise control over distant staff in different locations;
- Extensive knowledge in Defence and/or Security sector, ideally in planning and/or mapping exercise and sectorial reforms;
- Ability to engage with senior EU, international, and local officials;
- Ability to manage and motivate distant staff;
- Leadership and management skills.

## 6. Desirable Qualifications and Experience:

In order to structure and guide a comprehensive team work on security and defence sectors mapping and analysis with a view to develop a Regional Implementation Plan:

- Military officer ideally ranked OF5, or equivalent police officer or civil servant;
- Experience in defence and/or security analysis and diplomacy with a demonstrated ability to manage and coordinate many different levels and participants;
- Management experience at the EU level or in an international organisation;
- Ability in working in a multicultural environment;
- Knowledge and experience in the field of crisis management and/or development aid in fragile environments;
- Knowledge of development aid and/or financial and technical cooperation projects, ideally through EU financial instruments.

## 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)				