

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1 - Requirements and Job Descriptions

European Union CSDP Mission in Niger (EUCAP Sahel Niger) 2-2017 Call for Contributions				
Organisation:	EUCAP Sahel Niger			
Job Location:	Niamey and Agadez			
Employment Regime:	As indicated below			
Job Titles/ Vacancy Notice:	Ref.:	Name of the Post:	Location:	Availability:
	<u>Seconded (7)</u>			
	NI 22	Head of Technical Competencies Unit	Niamey	24 Oct 2017
	NI 23	Police Tactical Training Adviser	Niamey	01 Jul 2017
	NI 27	Criminal Intelligence Training Adviser	Niamey	09 Oct 2017
	NI 35	Training Policy Adviser	Niamey	ASAP
	NI 36	Human Resources Training Adviser	Niamey	ASAP
	NI 49	Border Management Adviser	Niamey	22 Oct 2017
	AG 08	FO Anti Human Trafficking Adviser	Agadez	01 Jul 2017
	<u>Seconded/Contracted (16)</u>			
	NI 18*	Planning Adviser	Niamey	16 Jul 2017
	NI 32	Database/Documentation Adviser	Niamey	ASAP
	NI 41*	Logistics Adviser	Niamey	16 Jul 2017
	NI 47	Data Migration Analyst	Niamey	01 Jan 2018
	NI 57*	Project Cell Officer	Niamey	16 Jul 2017
	NI 77	Logistics/Transportation Officer	Niamey	16 Jul 2017
	NI 84	Nurse	Niamey	ASAP
	NI 91	Mission Security Operations Room Manager	Niamey	ASAP
NI 92*	Armed Protection Team Leader	Niamey	16 Jul 2017	

	NI 94* NI 95* NI 96* NI 97*	Armed Protection Operator (4 positions)	Niamey	16 Jul 2017
	AG 21* AG 22* AG 23*	Armed Protection Operator (3 positions)	Agadez	16 Jul 2017
Deadline for application:	Wednesday 05 July 2017 at 17:00 (Brussels time)			
E-Mail Address to send the Application Form to:	eeas-cpcc-eucap-niger@eeas.europa.eu or https://goalkeeper.eeas.europa.eu/registrar/ (for candidates seconded by EU Member States)			
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Mr Aurel Hariton aurel.hariton@ext.eeas.europa.eu +32 (0)2 584 69 04			

* The availability of this position is subject to the approval of the budget reallocation.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States/Contributing or Invited 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 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 Sahel Niger, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

Citizenship – The candidates must have 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.

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.

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.

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 for all Job Descriptions:

1. Education and Training

The candidates should have a recognised academic qualification under the European Qualifications Framework (EQF)¹, or equivalent, at a level specified in the individual job descriptions.

2. Knowledge

The candidates should have knowledge of the EU Institutions and Mission Mandate, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

3. Skills and abilities

Language Skills² – 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.

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

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

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

Organisational skills - The candidates must have excellent organisational skills, with the ability to prioritise work to meet deadlines, and a concern for order and accuracy.

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

Driving Skills – 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 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), 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, if applicable. 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 international contracted candidates must have and present to the Mission the university diploma or the professional certificate/diploma, depending on the job description, before signing the contract or the taking up duties.

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.

Personal Protection Equipment – It is recommended that national authorities provide seconded selected candidates with protection equipment (Annex 3 List of Recommended Security Equipment sent to the Contributing States).

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 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.

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

Personal Data protection - The EEAS and its Directorate CPCC processes personal data pursuant to Regulation (EC) 45/2001 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data, as implemented in the EEAS by the Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 8 December 2011. The [privacy statement on Meetings and Events](#) is available on the EEAS website > [Privacy Statements](#).

Accommodation - Mission Members will be accommodated in Mission provided accommodation and will contribute towards the overall cost of the accommodation.

SECONDED POSITIONS (7)

Position Name: Head of Technical Competencies Unit	Employment Regime: Seconded	
Ref. Number: NI 22	Location: Niamey	Availability: 24 Oct 2017
Component/Department/Unit: Operations/ Technical Competencies Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Head of Competencies Unit 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);
- To lead, direct and manage the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by Head of Mission;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP and benchmarking in the relevant Line of Operation;
- To ensure, at operational level, co-ordination with other relevant operational Units within the Mission;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act, as appropriate, as the representative of the Unit in contacts with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instructions to the members of the Unit;
- To identify best practice and lessons learned within the field of responsibility;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To undertake any other related task as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To identify the target audience for the Penal Procedure training courses;
- To deliver training as required;
- To implement training evaluation process for each activity;
- To facilitate cooperation between the strategic, operational and tactical levels;
- To coordinate with the others senior officers respectively in charge of each objective;
- In coordination with the Human Rights and Gender Adviser, to ensure that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To report to HoO on the consistency, complementarity and sustainability of the programs.

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

- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years at a management level;
- Experience in change management, management and implementation of reform programmes.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of continental legal system and French inspired criminal procedure;
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in train the trainers;
- Comprehensive management and leadership experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Police Tactical Training Adviser	Employment Regime: Seconded	
Ref. No. NI 23	Location : Niamey	Availability: 01 Jul 2017
Component/Department/Unit : Operations/ Technical Competencies Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Police Tactical Training Adviser reports to the Head of Technical Competencies Unit.

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:

- Commands, coordinates and oversees police tactics training and weapon training;
- Maps and assesses the needs of the security forces in charge of the coercive aspects of criminal investigations with respect to rule of law and human rights;
- Prioritises the needs of the departments in charge of territorial control and arrests;
- Establishes and develops contacts with the Nigerien partners in charge of the coercive aspects of the criminal investigations;
- Elaborates with the Nigerien authorities a doctrine in the use of force and its de-escalation;
- Elaborates with the Nigerien authorities a training plan for the police units in charge of the coercive aspects of criminal investigation in a human rights framework.
- Designs and implements training to directions, services and units in charge of the arrest in the criminal investigation framework including personnel in charge of police custody and remand;
- Develops curricula in order to implement cooperation programs in his/her domain of competency (loyalty/rule of law police intervention);
- Delivers advice in terms of legal framework for police intervention cooperation;
- Facilitates cooperation between the strategic, operational and tactical levels;
- Coordinates with the Head of Unit in charge of each objective;
- Reports to Head of Operations on the consistency, complementarity and sustainability of the programs;
- In coordination with the Human Rights and Gender Adviser, ensures that human rights and gender aspects are mainstreamed in the operational activities;
- Develops and implements police tactics training including legitimate use of the minimum level of force to obtain compliance and human rights related training.

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, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in train the trainers.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Criminal Intelligence Training Adviser	Employment Regime: Seconded	
Ref. No. NI 27	Location: Niamey	Availability: 09 Oct 2017
Component/Department/Unit: Operations/ Technical Competencies Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Criminal Intelligence Training Adviser reports to the Head of Technical Competencies Unit.

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 conduct, upon request, review of the Interior Security Forces structure regarding intelligence;
- To establish and develop working relationships with the Nigerien partners in charge of the intelligence aspects within the security forces;
- To assess the needs of the security forces in charge of criminal intelligence;
- To elaborate in partnership with the Nigerien authorities a national intelligence plan;
- To elaborate a training plan addressing operational criminal intelligence and the fight against terrorism and organised crime;
- To design and implement specialized training in analysis and sharing intelligence process;
- To develop curricula in order to implement cooperation programs in his/her domain of competency (Criminal intelligence);
- To identify the target audience for the training courses;
- To coordinate and oversee criminal intelligence training;
- To implement evaluation of the training;
- To deliver expertise in terms of criminal intelligence cooperation;
- To report to the Head of Technical Competencies Unit on the consistency, complementarity and sustainability of the programs;
- In coordination with the Human Rights and Gender Adviser, to ensure that human rights and gender aspects are mainstreamed in the operational activities.

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, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in train the trainers.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position: Training Policy Adviser	Employment Regime: Seconded	
Ref. No: NI 35	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations/ Sustainability Policies Unit	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Training Policy Adviser reports to the Head of Sustainability Policies Unit.

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 tasks as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To act as a reference in the field of training conceptual and organisational framework for the Recruitment and Training Division of the internal security forces;
- To work in close collaboration with the Recruitment and Training Division in order to assist, to record and review all documentation relating to training;
- To provide expertise to the Recruitment and Training Division in the conceptual and doctrinal framework underlying support and advice process in training, including the organisation of the security forces (Gendarmerie, Police and National Guard);
- To assist and advise in conceptualising and developing training strategies, organisation, methods and contents, course curricula, managing, running and evaluating training courses at academic level;
- To assist in the provision of advice, guidance regarding training organisation, methods and contents;
- To contribute to identifying lessons learned and best practices in his/her respective field of competence;
- To contribute to the induction of Mission personnel as required.

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 police or military equivalent education or training or equivalent rank; AND

- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in train the trainers;
- Experience in project management, particularly in connection with Security Sector Reform;
- Experience with law enforcement agencies (e.g. police, gendarmerie);
- Experience as a trainer in organisational aspects of police force;
- International experience, particularly in crisis or post-conflict areas, preferably with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position: Human Resources Training Adviser	Employment Regime: Seconded	
Ref. No: NI 36	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations/ Sustainability Policies Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Human Resources Training Adviser reports to the Head of Sustainability Policies Unit.

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 tasks as required by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To support the development of Nigerien security forces' sustainability;
- To support the capacity development in human resources policies and management;
- To support local authorities in identifying and assessing training needs and proposes strategic orientations;
- To advise on how to ensure an effective and transparent human resources policy, including recruitment and management systems;
- To contribute to plan, organise and deliver all training activities related to human resources, including on evaluation issues;
- To contribute to developing training curricula on human resources, including for training the trainers;
- In coordination with the Human Rights and Gender Adviser, to ensure that human rights and gender aspects are mainstreamed in the operational activities;
- To report on the consistency, complementary and sustainability of the programs.

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 police or military equivalent education or training or equivalent rank; AND

- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in the Human Resources training advisory in law enforcement agencies.
- Experience of designing and delivering training;
- Experience in project management;
- Experience with law enforcement agencies;
- Experience as a manager in organisational aspects of a police force;
- Experience in planning, implementation and HR management, particularly in connection with the security forces.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Border Management Adviser	Employment Regime: Seconded	
Ref. No. NI 49	Location: Niamey	Availability: 22 Oct 2017
Component/Department/Unit: Operations/ Migration Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Border Management Adviser reports to the Head of Migration Unit.

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 in coordination with the Strategic Border Management Expert, the Anti Human Trafficking Expert in establishing and developing working relationships with Nigerien partners in charge of the fight against Human Trafficking aspects
- To conduct comprehensive consultations with the Government/Local Governorate and other supporting stakeholders on border management/control needs assessments to ascertain the current level of the state ability to identify/track those seeking to enter, transit or leave its territory
- To support the implementation of a national Plan of Action in the country to ensure that recognised Border Crossing Points and all relevant staff are equipped with the necessary tools to identify, track and interdict those of interest, which include the Border Management Information System (BMIS), Watch List facilities, Advanced Passenger Information (API) systems, fraudulent document detection devices and other related border control devices and systems;
- In coordination with the Human Rights and Gender Adviser to ensure that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To oversee and to coordinate training and capacity building on migration and border management and control activities, including counter-terrorism approaches, fraudulent document detection, interview skills including debriefing, intelligence handling and report writing, vehicle and individual searching, cultural awareness, investigative skills, case working and case preparation, detection of concealed weapons, money, stolen vehicles and other illegal items;
- To support the Government of Niger/Agadez Governorate in establishing national and international networks to support border control measures including creation of intelligence cells incorporating immigration, internal and external security services, customs, military, etc.;

- In coordination with the Strategic Border Management Expert and the Anti Human Trafficking Expert and in partnership with the Nigerien authorities, to contribute to the elaboration for a local/regional plan in the field of the fight against Human Trafficking;
- Based on the identified needs, to develop curricula in order to implement cooperation programs in his/her domain of competency;
- To design and to implement specialised training on border management;
- To coordinate and to oversee trainings on border management
- To implement evaluation of the training on border management;
- To deliver expertise (Monitoring, Mentoring and Advice) in terms of border management
- To provide advice on border management strategy, analysis and input to the Head of Migration Unit on all issues that may arise on the projects being managed;
- To pay a specific attention to law enforcement and border management of other institutions and other donors working in the realm of security sector reform;
- To identify and to promote strategic and technical partnerships with the relevant government entities, private sector and civil society partners, and other relevant stakeholders to promote and strengthen Nigerien's Police training on migration and border management portfolio;
- To develop reports, presentations, talking points and briefings on border monitoring activities;
- To report to the Head of Migration Unit on the consistency, complementary and sustainability of the programs;
- To identify and to conduct projects.

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, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Experience in project/program management with EU and/or international organization's or non-governmental organizations in migration management focusing on IBM, Security Sector Reform and other related fields, with supervisory responsibilities and demonstrated achievements;
- Previous experience in train the trainers;
- Experiences in conducting monitoring and evaluation (M&E), with understanding of M&E tools and approaches.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position: FO Anti Human Trafficking Adviser	Employment Regime: Seconded	
Ref. No. AG 08	Location: Agadez	Availability: 01 Jul 2017
Component/Department/Unit: Field Office Agadez	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Anti-Human Trafficking Adviser reports to the 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 undertake any other related task as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To assess the needs of the security forces in charge of criminal investigation in the fight against Human Trafficking;
- To develop curricula in order to implement cooperation programs in his/her domain of competency;
- To design and implement specialized training on the fight against Human Trafficking;
- To coordinate and oversee trainings on the fight against Human Trafficking;
- To implement evaluation of the training on the fight against Human Trafficking;
- To deliver expertise (Monitoring, Mentoring and Advice) in terms of fight against Human Trafficking;
- To develop reports, presentations, talking points and briefings on border monitoring activities;
- To ensure that in coordination with the Human Rights and Gender Adviser Human Rights and Gender aspects are mainstreamed in the operational activities ;
- To report to the Head of Field Office on the consistency, complementarity and sustainability of the programs;
- To conduct, upon request, to review the Nigerien Security Forces structure regarding the fight against Human Trafficking;
- To establish and develop working relationships with the Nigerien partners in charge of the fight against Human Trafficking aspects within the security forces in coordination with the FO Border Management Adviser;
- To elaborate in partnership with the Nigerien authorities a local/regional plan in the field of the fight against Human Trafficking in coordination with the FO Border Management Adviser;

- To identify the target audience for the training in the region of Agadez;
- To elaborate, together with the local authorities, a training plan addressing the fight against Human Trafficking and against organized crime in the region of Agadez.

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, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Experience in project/program management with EU and/or international organization's or non-governmental organizations in migration management focusing on IBM, Security Sector Reform and other related fields, with supervisory responsibilities and demonstrated achievements;
- Previous experience in training of the trainers; Experiences in conducting monitoring and evaluation (M&E), with understanding of M&E tools and approaches;

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

SECONDED/CONTRACTED (16)

Position: Planning Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. No: NI 18*	Location: Niamey	Availability: 16 Jul 2017
Component/Department/Unit: Operations/ Interoperability Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Planning Adviser reports to the Head of Interoperability Unit.

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 tasks as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To contribute to strengthening the Implementation of the security dimension of the Nigerien security development at national level complementary to other actors (Objective 1).
- To establish working relations with the appropriate Nigerien counterparts.
- To analyse current and potential gaps in the security arrangements, including their legal and institutional aspects.
- To assess the coordination and organisational needs and recommends possible solutions at strategic and operational level.
- To contribute to improve the cooperation between the strategic, operational and tactical levels of Nigerien security actors.
- To provide advice on the possible improvements of the skills and performance of Nigerien security personnel.
- To participate in the curricula development in cooperation with other experts, for courses related to the broader implementation of the Niger Security Strategy, especially in the area of law enforcement.
- To help in preparing table top exercises to check and validate the operating procedures used by the Counter Terrorism Operational Room and the Command Posts and regional and national level, including the cooperation amongst the different internal security forces.

- To ensure that human rights and gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser.

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 police or military equivalent education or training or equivalent rank; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Law, Criminology or Police/Gendarmerie;
- Experience of designing and delivering training;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name : Database/Documentation Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. No. NI 32	Location : Niamey	Availability: As soon as possible
Component/Department/Unit: Operations/ Technical Competencies Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Database/Documentation Adviser reports to the Head of Technical Competencies Unit.

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 tasks as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- Overall contributes to strengthen the rule of law through the development of the Nigerien criminal investigation capacities;
- Supports the necessary measures for the implementation of Electronic Document Management System in the domain of the Criminal Intelligence, terrorism and migration issues in favor of internal security actors (FSI);
- Maps and assesses the needs in collecting, transmitting, filling and sharing intelligence data/documents of all security actors (FSI and FAN), especially in the field of fighting terrorism, organized crime and migration issues;
- Provides advice on the possible improvements of skills and performance of the internal security actors (FSI) in regards to intelligence management;
- Proposes procedures and guidelines for establishing a system to categorize and manages documents and eventually supports its implementation.

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 police or military equivalent education or training or equivalent rank; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Advanced user of IT programs and knowledge of programming.
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User);
- Advanced user of IT programs and knowledge of programming.

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Administration and/or Information Technology;
- Experience in data archiving;
- Experience in Electronic Document Management System.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position: Logistics Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. No: NI 41*	Location: Niamey	Availability: 16 Jul 2017
Component/Department/Unit: Operations/ Sustainability Policies Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Logistics Adviser reports to the Head of Sustainability Policies Unit.

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 tasks as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To act as a reference for the security forces (Gendarmerie, Police and National Guard) and their respective Logistics Divisions;
- To provide support to the Logistics Division on logistics projects and service provisions to various functional units;
- To provide technical logistics advise and support to the Logistics Divisions and joint project teams to ensure safe, efficient and cost effective logistic operations in line with required service levels;
- To identify gaps, establish corrective actions and put in place adequate tools in order to effectively improve current capacities and infrastructures;
- To develop a logistics management plan, including policies, concepts and procedures;
- To identify current needs and advise the Mission Project Cell Unit on various projects with the aim to strengthen the security forces in the area of logistics;
- To assist the security forces in the operational implementation of logistics policies and new practices in regards to transport, supply chain and asset management;
- To develop synergies between the Nigerien logistics management system and the bilateral cooperation activities;
- To contribute to the induction of Mission personnel as required.

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 police or military equivalent education or training or equivalent rank; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of logistics databases and inventory procedures;
- Ability to mentor and motivate local counterparts;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Logistics, Accounting, Business Administration or Public Administration;
- Experience of designing and delivering training;
- Experience in project management, particularly in connection with the Security Sector Reform;
- Experience with Gendarmerie/Police or other security force;
- Experience with logistics aspects in law enforcement agencies;
- Knowledge and understanding of budget processes;
- International experience, particularly in crisis or post-conflict areas, preferably with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Data Migration Analyst	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. No: NI 47	Location : Niamey	Availability: 01 Jan 2018
Component/Department/Unit: Operations/ Migration Unit	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Data Migration Analyst reports to the Head of Migration Unit.

2. Main Tasks and Responsibilities:

- To provide analytical assessments on migration and terrorism issues, which will assist informed decision making processes;
- To keep the Head of Migration Unit updated on the development of migration issues in theatre and within the Mission as well as how these impact the pursuit of Mission objectives;
- To envisage the regional aspect of the analysis, especially related to the other Sahel countries;
- To undertake any other related tasks as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To contribute to identify and to manage analysis on migration and terrorism issues through a structured and systematic approach, and to ensure that information and knowledge is processed in the most efficient and effective manner;
- To contribute to the anticipation of likely scenarios to occur and to the identification of possible adjustments of the Mission Implementation Plan that may be required regarding the migration field;
- To identify Mission information exchange requirements and to contribute to information and knowledge sharing aiming at the development of a common situational awareness with the Mission's chain of command and other EU actors, including the Single Intelligence Analytical Capability (SIAC);
- Additionally, to facilitate the sharing of information and knowledge with other non-EU partners in theatre as appropriate;
- To ensure the security of sensitive information handled disseminates it in accordance with Head of Migration Unit;
- To identify and to conduct projects.

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 police or military equivalent education or training or equivalent rank; AND
- A minimum of 5 years of professional relevant experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Proven skills and experience in the handling, processing and analysis of information on migration from various sources;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Social Sciences or related field;
- Experience in the use of the analytical IT packages and processes, including specific analytical software.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position: Project Cell Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. No: NI 57*	Location: Niamey	Availability: 16 Jul 2017
Component/Department/Unit: Operations/ Project Cell	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Assistant to Head of Project Cell reports to the Head of Project Cell.

2. Main Tasks and Responsibilities:

- To assist in project planning and development and co-ordinate the implementation of the Mission's projects;
- To assess project proposals and make recommendations on the feasibility and sustainability of projects;
- To advise project leaders (within the Mission's operational components) in preparing project documents, such as project proposals, project budgets, notes of understanding, project agreements, etc.;
- To ensure that project proposals are in line with the Mission's programmes and are properly coordinated within the Mission and with external stakeholders;
- To act as the interface between project leaders and various elements of Mission Support;
- To maintain a record of the Mission's project history and ongoing activities;
- To conduct, upon project completion, post-project reporting and evaluation;
- To develop best practices on project management, make training recommendations and record lessons learnt;
- To receive, review, analyse, assign, process and track certified requisitions submitted for procurement action;
- To liaise with the Mission's international partners in close coordination with the Mission's Coordination and Cooperation capability;
- To undertake any other related tasks as required by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To collect and to compile information on similar or complementary projects planned or implemented by other partners, in cooperation with the International Coordination Unit in Operations.

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; AND
- A minimum of 4 years of professional experience, in the field of planning, implementation and evaluation of projects, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Analytical capability;
- Teamwork capabilities;
- Organisation and time management skills;
- Problem solving skills;
- Risk management skills;

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Project management training, such as APM, PPM, PRINCE2, or equivalent;
- Experience in Security Sector/RoL reform in a national or host state context.

7. Desirable knowledge, skills and abilities:

- Familiarity with the EU Financial Regulations;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Logistics/Transportation Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. No: NI 77	Location: Niamey	Availability: 16 Jul 2017
Component/Department/Unit: Mission Support/ Logistics	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Logistics/Transportation Officer reports to the Chief of Logistics.

2. Main Tasks and Responsibilities:

- Coordinate and monitor logistics and transportation services, including special projects;
- Promote a client, quality and results-oriented approach;
- Assist the chief of logistics and the procurement unit in sourcing air transport and logistics shipping movement resources as required;
- Implement and co-ordinate an intra-theatre air and land movement plan for the Mission;
- Provide advice and support on transport related matters to mission members during the trips to the fields;
- Develop SOP (Standard Operating Procedures) for camp and fleet management;
- Ensure quality control for maintenance and service contracts;
- Provide guidance and leadership to junior staff and supervise support staff as required;
- Ensure all official reports for senior management are submitted complete and in time;
- Develop procedures and implement same to ensure that accounting and financial management controls are consistent with CPCC policy and practice;
- To undertake any other related tasks as required by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- Monitor and analyse the procurement plan and ensure variations are captured and related to operational requirements;
- Monitor and analyse procurement lead-time and ensure anticipation of requirements with the departments and units;
- Ensure timely customs clearance and liaise with the relevant forwarding agent;
- Implement and monitor activity based Key Performance Indicators;
- Facilitate decision making for the Head of Mission Support and Head of Mission by providing clear oversight of the supply and inventory situation;
- Monitor and analyse the financial situation monthly and liaise with finance and budget sections to ensure operational readiness;
- Participate in Trainings and monitor EEAS provided developments on asset management and warehousing.

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 The qualification should be in any of the fields of Transport, Supply Chain Management, Logistics, Engineering, Administration or other related fields; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge using electronic Fleet Management, including tracking software;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Proficiency in use of standard Microsoft Office package, inventory applications and/or ERP supply chain modules, data entry processes and asset management;
- Maintain confidentiality in all aspects of assignment;
- Ensure continuity in the logistics office by exchanging all information for ongoing activities with colleagues and hand-over before any absence from the mission area. Act as multi-functional player by learning the main tasks of peers and training peers in the same office on personal projects.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Nurse	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. No: NI 84	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Department of Mission Support/ Medical Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Nurse reports to the Medical Advisor.

2. Main Tasks and Responsibilities:

- To provide basic medical care and advice to staff members as appropriate;
- To respond to medical incidents and events as directed by the Medical Adviser on a 24/7 basis, if necessary by deploying to the field;
- To act 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 to EU staff members;
- To coordinate medical evacuations if required, in close coordination with the MA, especially when deployed to remote areas;
- To assist in providing medical support during evacuation and repatriation; advise evacuees on the requirements for evacuation and/or escorts patients if needed;
- To contribute to the production of daily Situation Reports;
- To contribute to lessons identification;
- To undertake any other related task as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To coordinate medical evacuations if required, in close coordination with the MA, 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.
- To contribute to the production of daily SITREPs' when in theatre.

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 police or military equivalent education or training or equivalent rank. AND
- A minimum of 4 years of relevant professional experience, including Hands on experience in the A&E department and Intensive Care, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Certified nurse.
- Pre-Hospital Trauma Life Support trained.
- French language skills: minimum B1 (Independent User)
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Knowledge of tropical medicine and epidemiology, PHTLS trained;
- Hands on experience in the A&E department and Intensive Care essentials;
- Organizational, planning, and time-management skills;

- Highly resilient under mental pressure and willingness to work extra hours when required;
- Ability to operate Windows and Power Point applications, including Word processing, e-mail, and spreadsheets (Excel);
- ACLS trained;
- Ability to work in a demanding, pre-hospital, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Training in psycho-social incident and stress support.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Mission Security Operations Room Manager	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. No: NI 91	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Security Department	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Operations Room Manager reports to the Senior Mission Security Officer.

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 European Union:

- To run the Missions Operations Rooms and ensure its effectiveness;
- To manage the Operations Room staff;
- To develop relevant Standard Operating Procedures;
- To Ensure the effective monitoring of the location and movement of all Mission personnel deployed in the field;
- To ensure the collection, analysis distribution and archiving of all incoming security and operational reports; and of information from different sources including the media;
- To monitor the media and relevant open sources and distribute relevant information and to contribute in the situational awareness of the Mission;
- To prepare and disseminate situation summaries for the Mission in a timely manner;
- To review incoming messages and alerts, determine urgency and inform the relevant mission elements and responsible staff members;
- To ensure the proper registration of all activities and in particular in case of incident;
- To alert and inform key security personnel and senior management of important developments;
- To contribute to identifying lessons learned and best practices in his/her respective field of competence;
- To undertake any other related tasks as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To conduct the roles and responsibilities of a Mission Security Officer as appropriate.

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; AND
- A minimum of 5 years of relevant professional experience in the civilian, military or police sectors in the protection of personnel, facilities and assets, after having fulfilled the education requirements. Professional experience must demonstrate increasing responsibility in particular with regard to the security/protection of personnel, facilities and assets and in particular in the management of a Crisis or Operations Center/Room.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Previous work experience in the region;
- Previous international experience in ESDP/CSDP Missions or multi-national/international organisations.
- Organizational, planning, and time-management skills;
- Knowledge of the Mission area and potential security threats would be an advantage.

7. Desirable Knowledge, Skills and Abilities:

- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Knowledge of the Mission area and potential security threats;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position: Armed Protection Team Leader	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. No: NI 92*	Location: Niamey	Availability: 16 Jul 2017
Component/Department/Unit: Mission Security/ Armed Protection Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Armed Protection Team Leader reports to the Senior Mission Security Officer (SMSO).

2. Main Tasks and Responsibilities:

- To manage the armed protection security set up of the EUCAP Sahel Mali staff in coordination with the Host government armed protection forces assigned to the Mission protection;
- To be responsible for planning and execution of operational Armed Protection (A/P) operations, in line with the firearms policy stated in the OPLAN;
- To carry out daily administration and operational planning for the APT;
- To assist in the oversight of all APT staff, providing instructions, support and assistance as required;
- To develop Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary;
- To provide comprehensive procedural documents with respect to A/P activities and a clear understanding of the legal framework of the firearms policy;
- To participate in preparing and conducting firearms training for the APT;
- To provide personal security advice to members of the organization;
- To identify Mission staff's personal security training needs and to ensure development and delivery of necessary training;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To develop professional contacts with the local police, military and security managers of other international organizations;
- To liaise with civilian and military organizations for an assessment of current and possible future threats;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner;
- To undertake any other related tasks as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- To carry and issued a personal weapon used for purposes of self-defence.

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma at Bachelor's level OR equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area OR equivalent and attested police/military education or training or equivalent rank; AND
- A minimum of 5 years of relevant professional experience, in the military, police or security field, after having fulfilled the education requirements;
- A minimum of 3 years of experience as a Team Leader in a military/police or security field;
- Trained in basic life support (medical training);
- Pistol & Rifle Instructor certification/accreditation from a recognised institution;
- Advanced driving training (defensive driving).

5. Essential Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems;
- Ability to contribute creatively to the development of security strategies and procedures;
- French Language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- A minimum of 10 years of relevant professional experience in firearms training;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Trained and certified in close protection techniques (theory and practice);
- Validated license for armoured vehicle or civilian driving licence class C.

7. Desirable Knowledge, Skills and Abilities:

- Ability to perform under stress and in difficult circumstance.

Position: Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level (MSAL)
Ref. No: NI 94*, NI 95*, NI 96* , NI 97* (4 positions)	Location: Niamey	Availability: 16 Jul 2017
Component/Department/Unit: Mission Security/ Armed Protection Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Armed Protection Operator reports to the Armed Protection Team Leader.

2. Main Tasks and Responsibilities:

- To be responsible for operational Armed Protection (A/P) operations;
- Participate in the 24/7 manning of the OPS room in Niamey;
- To contribute to the armed protection security set up of the EUCAP Sahel Niger staff in close coordination with Niger Security forces personnel;
- To provide personal security advice to members of the organisation;
- To assist in identifying staff's personal security training needs and to assist in developing and delivering necessary training, under the supervision of the chief of APT;
- To carry out daily administration and operational planning for daily A/P activities;
- To provide comprehensive procedural documents with respect to A/P activities;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To develop professional contacts with the local police, military and security managers of other international organisations;
- To liaise with civilian and military organisations for an assessment of current and possible future threats;
- To aid in the development of Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner;
- To undertake any other related tasks as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- Authorised to carry and issued a personal weapon, used for purposes of self-defence.

4. Essential Qualifications and Experience:

- Successful completion of the secondary education attested by a diploma, complemented by Police or Military training; AND
- A minimum of 5 years of relevant professional experience, in the military, police or security field, after having fulfilled the education requirements;
- Trained in basic life support (medical training);
- Advanced driving training (defensive driving);

5. Essential Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems.
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in building effective relationship with African Security forces personnel;
- Trained and certified in close protection techniques (theory and practice);
- Validated license for armoured car or civilian driving license of category C.

7. Desirable Knowledge, Skills and Abilities:

- Ability to perform under stress and in difficult circumstances (hostile situation experience).

Position: Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level (MSAL)
Ref. No: AG 21*, AG22*, AG 23* (3 positions)	Location: Agadez	Availability: 16 Jul 2017
Component/Department/Unit: Mission Security/ Armed Protection Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Armed Protection Operator reports to the Field Office Armed Protection Team Leader.

2. Main Tasks and Responsibilities:

- To be responsible for operational Armed Protection (A/P) operations;
- Participate in the 24/7 manning of the OPS room in Agadez;
- To contribute to the armed protection security set up of the EUCAP Sahel Niger staff in close coordination with Niger Security forces personnel;
- To provide personal security advice to members of the organisation;
- To assist in identifying staff's personal security training needs and to assist in developing and delivering necessary training, under the supervision of the chief of APT;
- To carry out daily administration and operational planning for daily A/P activities;
- To provide comprehensive procedural documents with respect to A/P activities;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To develop professional contacts with the local police, military and security managers of other international organisations;
- To liaise with civilian and military organisations for an assessment of current and possible future threats;
- To aid in the development of Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner;
- To undertake any other related tasks as requested by the Line manager(s).

3. Mission Specific Tasks and Responsibilities:

- Authorised to carry and issued a personal weapon, used for purposes of self-defence.

4. Essential Qualifications and Experience:

- Successful completion of the secondary education attested by a diploma, complemented by Police or Military training; AND
- A minimum of 5 years of relevant professional experience, in the military, police or security field, after having fulfilled the education requirements;
- Trained in basic life support (medical training);
- Advanced driving training (defensive driving);

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).
- Ability to operate a variety of communication systems.

6. Desirable Qualifications and Experience:

- Experience in building effective relationship with African Security forces personnel;
- Trained and certified in close protection techniques (theory and practice);
- Validated license for armoured car or civilian driving license of category C.

7. Desirable Knowledge, Skills and Abilities:

- Ability to perform under stress and in difficult circumstance (hostile situation experience).