

## Annex 1

<b>EU Border Assistance Mission for the Rafah Crossing Point (EUBAM Rafah) 1-2017 Call for Contributions for Visiting Experts</b>			
<b>Organisation:</b>	EUBAM Rafah		
<b>Job Location:</b>	Ramat Gan – Israel		
<b>Employment Regime:</b>	As indicated below		
<b>Job Titles/ Vacancy Notice:</b>	<b>Ref.:</b>	<b>Name of the Post:</b>	<b>Location:</b>
	<b><u>Seconded (1)</u></b>		
	VE01	Border Management / Intelligence Expert	Ramat Gan
<b>Deadline for Applications:</b>	<b>Monday 3 July 2017 at 17:00 hours (Brussels time)</b>		
<b>E-mail Address to send the Job Application Form to:</b>	<a href="mailto:cpcc.eubamrafah@eeas.europa.eu">cpcc.eubamrafah@eeas.europa.eu</a> or <a href="https://goalkeeper.eeas.europa.eu/registrar/">https://goalkeeper.eeas.europa.eu/registrar/</a>		
<b>Information:</b>	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):  <b>Ms Simona Sora</b> <a href="mailto:cpcc.eubamrafah@eeas.europa.eu">cpcc.eubamrafah@eeas.europa.eu</a> +32 (0)2 584 37 47		

**Seconded Personnel** – Only personnel nominations received through official channels from EU Member States will be considered. The Mission pays the daily allowances for Visiting Experts, the travel costs to and from the place of deployments reserved by the Mission and any duty travel undertaken by Visiting Experts while on deployment. Each EU Member State bears the salary and other costs related to the Visiting Experts put at the Mission's disposal, according to the Council documents 8551/12 (4 April 2012) and 9084/13 (30 April 2013).

**Tour of Duty** – The duration of the deployment is indicated in the job descriptions. The deployment is subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement.

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

### **A. Essential Requirements**

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

**Citizenship** – Citizenship of an EU Member State or of a contributing third State (Canada, Norway and Turkey).

**Integrity** – The candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. Candidates are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information relating to the Mission or respective tasks and activities. The candidates shall carry out their duties and act in the interest of the Mission.

**Communication Skills** – The candidates must have excellent interpersonal and communication skills, both written and oral. In particular, they must be able to write reports in the working language of the Mission.

**Language Skills<sup>1</sup>** – Spoken and written proficiency in the working language of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions. In order to provide for national representation in all Missions, certain (ordinarily internal) positions in Missions may accept proficiency in a language other than the majority language of the Mission.

**Flexibility and Adaptability** – The candidates must be able to work in arduous conditions with a limited network of support and 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 administrative tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of Mission.

**Physical and Mental Health** – The candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission. To ensure duty of care in a non-benign environment, selected candidates should, in principle, be under the normal age of retirement in contributing States.

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

**Training** – HEAT or equivalent.

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

**Driving Licence** – The candidates must be in possession of a valid - including Mission area - civilian driving licence for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle. (Category C or equivalent is now required to drive armoured vehicles in Israel, and it is therefore highly desirable).

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 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 Middle East** – The candidates should have knowledge of the history, culture, social and political situation of the region; and also knowledge of the police, judiciary and governmental structures (distinct advantage).

**Training and Experience** – The candidates should have attended a Civilian Crisis Management Course or have participated in a CSDP Mission (desirable).

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

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

### **C. Essential Documents for Selected Candidates**

**Passport** – The support of the contributing States is strongly recommended in the issuance of a Diplomatic Passport for Mission Members. This is to facilitate and afford appropriate operational freedom of movement within the Mission area (including both Israel and occupied Palestinian Territories).

**Visas** – The Mission shall facilitate the obtaining of visas for selected personnel with EU citizenship once the Mission Members have been deployed in the country. Therefore a visa prior to the deployment is not required.

**Required Personnel Security Clearance (PSC)** – The selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job descriptions. For seconded experts, the original certificate of the national security clearance or a proof of the initiation of the process must accompany them upon deployment. For contracted experts, the process will be initiated by the Mission upon deployment. For both seconded and contracted experts, access to EUCI will be limited to RESTRICTED until the issuance of their national security clearance.

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

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

### **D. Additional Information on the Selection Process**

**Gender Balance** - The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The CPCC encourages the contributing States and European Institutions to take this into account when offering contributions.

**Application Form** – Applications will be considered only when using the standard Application Form (Annex 2) to be returned in Word format, and indicating which position(s) the candidate is applying for.

**Selection Process** – The candidates considered to be most suitable will be shortlisted and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by phone, before the final selection is made.

If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the contributing States will bear any related costs.

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

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

### **E. 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 is available on the EEAS website>. Privacy Statement.

### **F. Job Descriptions**

The current reporting lines of the following job descriptions might be subject to modification based on operational requirements and in line with the principles set out in the Operation Plan (OPLAN).

## SECONDED POSITION

<b>Position Name:</b> Border Management / Intelligence Expert	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE01	<b>Location:</b> Ramat Gan	<b>Availability:</b> ASAP and with a duration of 3 months
<b>Component/Department/Unit:</b> Operations Section	<b>Level of Security Clearance:</b> EU RESTRICTED	<b>Open to contributing third States:</b> NO

### 1. Reporting Line:

The Border Management / Intelligence Expert reports to the IBM Expert.

### 2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and/or 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 Managers.

### 3. Specific Tasks and Responsibilities:

- To provide support to EUBAM Rafah in designing and delivering training courses and modules on border management/intelligence matters, to contribute enhancing the capacities of the Palestinian General Administration on Border and Crossings (GABC) to redeploy to the Rafah Crossing Point (RCP) and manage it according to international standards once conditions allow;
- To support the Mission in advising and training GABC on the subject matter;
- To support the implementation of a Business Strategy and Integrated Border Management (IBM) Strategy, and to improve inter-agency cooperation;
- To participate in working groups and meetings on Border Intelligence issues;
- To produce comprehensive reports on Border Management-Intelligence matters and to contribute to Mission external Reports (e.g. daily – weekly – monthly – 6-monthly – special or incident reports);
- To contribute to the preparation of the Mission Implementation Plan (MIP) and to provide information to help monitoring and reporting on Mission activities;
- To advise on implementing methodologies on combating border threats and managing risk assessment;
- To provide support to the development of the capacity of personnel in the mentioned field, including collecting and processing data methodologies, risk analysis management system and cooperation with the judicial authorities, in line with international standards;
- To contribute to updating the 'Joint Palestinian Authority – EUBAM Rafah Redeployment Plan' to ensure a coordinated approach between GABC and the Mission, aiming at resuming operations at the Rafah Crossing Point (RCP) once conditions allow;
- To provide support in the drafting of job descriptions and Standard Operational Procedures;
- To assist the Palestinian Authority counterparts in the identification, selection and implementation of hardware and software technologies to enhance the operational effectiveness of border agencies;
- To undertake any other related tasks as requested by the Line Manager(s).

#### **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 in the field of Border Management/Intelligence procedures, checks and controls, after having fulfilled the educational requirements;
- Experience in designing and implementing training course and training modules at different levels of responsibility and in different areas of expertise including Border Management and intelligence.

#### **5. Essential Knowledge, Skills and Abilities:**

- Ability to mentor, train and motivate local counterparts;
- Extensive knowledge of Border Management / Intelligence;
- Ability to establish priorities and to plan and coordinate own work;
- Ability to work in a multi-cultural, multi-ethnics environment with sensitivity and respect for diversity;
- Ability to draft readouts, notes, reports, correspondence and presentations;
- Ability to collect and analyse information.

#### **6. Desirable Qualifications and Experience:**

- Experience in pedagogy and coaching;
- Experience to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

#### **7. Desirable Knowledge, Skills and Abilities:**

- Knowledge of Security Sector Reform concepts and practices especially in the Mission Area;
- Knowledge of Arabic and/or Hebrew as well as other European language.