

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Capacity Building Mission in Somalia (EUCAP SOMALIA) 1-2017 Call for Contributions for Visiting Experts				
Organisation:	EUCAP SOMALIA			
Job Location:	As indicated below			
Employment Regime:	As indicated below			
Job Titles/ Vacancy Notice:	Ref.:	Name of the Post:	Location:	Availability:
	<u>Seconded (2)</u>			
	VE-SOM-01	Police Training Expert	Mogadishu, Garowe, Hargeisa	1/9/2017 – 30/11/2017
	VE-SOM-02 VE-SOM-03	Law Drafting Trainer	Mogadishu, Garowe, Hargeisa	1/9/2017– 30/11/2017
Deadline for Applications:	Monday 24 July 2017 at 17:00 hours (Brussels time)			
E-mail Address to send the Job Application Form to:	cpcc.eucaphoa@eeas.europa.eu or https://goalkeeper.eeas.europa.eu/registrar/ (for seconded candidates by EU Member States only)			
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Mr Tapio Rasanen cpcc.eucaphoa@eeas.europa.eu +32 (0)2 584 26 43			

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 Civilian Operations Commander requests that EU Member States propose candidates for the following international expert positions for EUCAP Somalia, 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.

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

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

Language Skills¹ – 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.

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.

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

Training – HEAT or equivalent.

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

Driving Licence – The candidates must be in possession of a valid – including Mission area – civilian driving licence for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle.

Serious deficiencies in any of these essential requirements may result in repatriation/termination of the secondment/contract.

B. Desirable Requirements

Knowledge of the EU Institutions – The candidates should have a good knowledge of the EU Institutions and international standards, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

Knowledge of the Mission areas – The candidates should have a good knowledge of the history, culture, social and political situation of the region; and also knowledge of the police, judiciary and governmental structures.

Knowledge and Experience of SSR - The candidates must be acquainted with Security Sector Reform concepts and practices, especially in the Mission area.

Training and Experience – The candidates should have attended a Civilian Crisis Management Course or equivalent.

¹ Common European Framework of References for Languages

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

Driving Licence - Category C driving licence.

C. Essential Documents and Equipment for Selected Candidates

Passport – The selected candidates must have a passport from their respective national authorities. If possible, a Service Passport or Diplomatic Passport should be issued.

Visas – Contributing States and selected candidates must ensure that visas are obtained for entry into the Mission area prior to departure from their home country. It is also essential to obtain any transit visas, which may be required for passage through countries en route to the Mission.

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

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

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

D. Additional Information on the Selection Process

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

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

Selection Process – The candidates considered to be most suitable will be shortlisted and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by phone, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the contributing States will bear any related costs.

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

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

Mission Members deployed to Mogadishu, Somaliland or Puntland will be accommodated in Mission provided accommodation and will contribute towards the overall cost of the accommodation.

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 Operational Plan (OPLAN).

SECONDED POSITION

Position Name: Police Training Expert	Employment Regime: Seconded	
Ref. Number: VE-SOM-01	Location: Mogadishu ,Garowe, Hargeisa	Availability: 1/9/2017 – 30/11/2017
Component/Department/Unit: MHQ Mogadishu	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Police Training Expert reports to the Senior Police Adviser.

2. Main Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Line Manager;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To design, in cooperation with the Mission Police Advisers, a five-day training package to enhance the Somali Police capabilities in developing police training curricula;
- To deliver the training on the development of police training curricula in Mogadishu, Garowe and Hargeisa;
- To assesses and evaluate the current police training programmes, plans and policies;
- To advises on the development of police training manuals;
- To assess the police training facilities in Somalia;
- To conduct administrative and reporting tasks in relation to the other main tasks.

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 4 years of relevant professional experience after having fulfilled the education requirements.

5. Essential knowledge, skills and abilities:

- Very good presentation skills;
- Strong interpersonal skills;
- Ability to plan, multi-task and manage time effectively.
- Ability to mentor, train and motivate local counterparts;
- 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.

6. Desirable Qualifications and Experience:

- A minimum 6 years relevant professional experience with substantial practical experience in the area of police training development, education and/or research.
- Professional Training Qualification/Certification from recognized Institute/Academy;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Experience of operating effectively in high risk environments;

- Previous experience in the Horn of Africa or post-conflict areas with multinational and/or international organisations.

7. Desirable knowledge, skills and abilities:

- Knowledge of Security Sector Reform concepts and practices especially in the Mission Area.

Position Name: Law Drafting Trainer	Employment Regime: Seconded	
Ref. Number: VE-SOM-02 VE-SOM-03	Location: Mogadishu, Garowe, Hargeisa	Availability: 1/9/2017 – 30/11/2017
Component/Department/Unit: MHQ Mogadishu	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Law Drafting Trainer reports to the Senior Legal Adviser.

2. Main Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Line Manager;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To develop, in cooperation with Mission Legal Advisers, a five-day law drafting training package to enhance the local Law Drafter's capabilities;
- To deliver the training on the development of Law Drafting capabilities in Mogadishu, Garowe and Hargeisa;
- To assess the current Somali law drafting policies and to advise on developing them;
- To advise on developing law drafting manuals;
- To review, assess and report on the current maritime-related legislative framework, identifying gaps and needs;
- To advise on the establishment of law reform commissions and law drafting units;
- To develop a strong working partnership with the Somali authorities and key stakeholders;
- To liaise with and to provide expert legal and policy advice to the Somali authorities and the key actors of the criminal justice system;
- To conduct administrative tasks and reporting in to the other main tasks.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree.
- The qualification should be in Law AND;
- A minimum of 4 years of relevant professional experience after having fulfilled the education requirements.

5. Essential knowledge, skills and abilities:

- Very good presentation skills;
- Strong interpersonal skills;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience:

- A minimum of 6 years of relevant professional experience with substantial practical experience in the area of law drafting, penal law, maritime law, legal reform, legislation, law implementation, or legal analysis;
- Experience of working in the civil law system;
- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;

- Previous experience in the Horn of Africa or post-conflict areas with multinational and/or international organisations.

7. Desirable knowledge, skills and abilities:

- Understanding of criminal law process and function of the different actors;
- Knowledge of maritime, constitutional/administrative law and the legal reform process;
- Knowledge of court/prosecution administration.