



Brussels, 21/03/2018  
FPI5/JCM

### Call for Candidatures

#### European Union Election Observation Mission to Pakistan 2018: Deputy Chief Observer

Pending the invitation by the Pakistani authorities, the final decision of the High Representative of the European Union for Foreign Affairs and Security Policy and Vice-President of the European Commission (HR/VP) to deploy an EU Election Observation Mission (EU EOM) to Pakistan, and the signatures of Memoranda of Understanding, the European Commission wishes to initiate the selection procedure for Core Team positions for the EOM to observe the General Elections, anticipated to take place tentatively on 29<sup>th</sup> July 2018. According to the procedures set out in the Commission implementing decision of 29<sup>th</sup> April 2014 adopting the Implementing Arrangements for Election Observation Missions, C(2014) 7782, the DCO will have the status of Special Advisor under the Title VI of CEOS<sup>1</sup>.

The Commission invites interested applicants to submit **by 26/03/2018 (23:59 Brussels time) (extended deadline)** their candidature for this position.

Applicants are requested to follow the procedure described hereafter. Applications which do not meet all the specified conditions and formal requirements detailed in this procedure will not be considered. The evaluation of applications and selection of successful candidates will be carried out by a selection committee chaired by the Service for Foreign Policy Instruments – (FPI 5).

**Suspensive Clause: the mission would be deployed and the selected candidates eventually contracted only after a formal invitation from the Pakistani authorities is received, a final decision by the HR/VP to send an EOM is made, and the signature of memoranda of understanding.**

#### 1. CONTRACT CONDITIONS

The fees plus allowances of the contract are as follows:

Position	Contract Length (Days) <sup>2</sup>	DSA in Pakistan Daily Subsistence Allowance (Number of eligible days) <sup>3</sup>	DSA in Brussels (Number of eligible days)	Security Risk Allowance <sup>4</sup>
Deputy Chief Observer	115*	105	3	tbc

DSA amount in Pakistan: EUR 50; in Brussels: EUR 92.

**The selected candidate is expected to provide a health declaration (template provided in annex) prior to her/his deployment.**

The successful candidate shall follow respectfully and at any time during her/his assignment as mission member, the EU Code of Conduct for Election Observer, provisions of CEOS relative to Special Advisors as well as the European Commission, EEAS, EU EOM Core Team and Service

<sup>1</sup> Conditions for Employment of Other Servants of the European Union (CEOS)

<sup>2</sup> The contract length is tentative and might be modified. It includes the additional availability for the return visit with the Chief Observer (max 8 days in Pakistan) as well as 7 home-based report-writing days.

<sup>3</sup> Nights spent by the expert in transport do not give right to a hotel reimbursement for that night.

<sup>4</sup> The daily risk allowances policy in Pakistan mainly applies for observers. Each night spent outside of Islamabad will open right to the payment of one daily risk allowance, i.e. 43 € per night out of Islamabad. The DCO also benefits from this allowance when travelling throughout the country.

Provider instructions, in particular security and safety instructions, upon deployment and throughout the mission.

Due to both security and reputational risks, DCO and other mission members are strongly discouraged from staying in the country, for personal reasons, outside their deployment period. Service Providers are instructed not to modify mission travel tickets.

**The European Commission strongly discourages the EU EOM Pakistan Mission Members to bring along their dependents to the Mission. Should they decide to do so, they have to be aware that the EU EOM assets cannot be used for them, including in the case of medical or security evacuations. This rule is applicable to all members of the mission, both Service Provider and Core Team.**

**Failure to follow the Code of Conduct and instructions may result in an anticipated termination of the observer's assignment, immediate repatriation to the place of residence and non-recommendation for future EU EOMs.**

**Contract form:** the successful candidate shall be contracted by the European Commission Services as a Special Advisor under Title VI of CEOS<sup>4</sup>.

**Duration of availability/contract duration:** Candidates are requested to be available for the amount of days foreseen in the table under section 1, and during the dates indicated under section 5. These dates are tentative. The selected candidate will be contracted for the amount of working days specified under Section 1: "Indicative Contract length in days."

**Payment:** All payments shall be based on request for payment from the successful candidate addressed to the relevant European Commission service (FPI.5), clearly indicating the timesheet of worked days (de facto).

**Per Diem calculation:** The participation of Core Team analysts and Service Provider experts is made compulsory to lunches and dinners with observers during briefings and debriefings. To facilitate such participation, meals during briefing and debriefing phases will be paid by the mission. Hence per diems will be reduced to 80% on briefing and debriefing days. In case of full-board accommodation, for security or operational reasons, per diems will also be reduced according to the financial rules of the EOM 2016 Framework Contract. The maximum per diem daily rate (100%) paid on usual mission days is the one in vigour at EuropAid on the day of issuance of the EOM Request for Services (13/07/2017) and thus will not follow any further evolution.

**Security Conditions:** Applicants must be aware that Pakistan is a country as a "general extreme threat environment" with terrorism, civil unrest and armed conflict being assessed as at their highest level.

## 2. SELECTION PROCEDURES

**Any applicant evaluated previously in the EU EOMs as 'not recommended for future missions' will not be taken into account by the selection committee for 5 years counted from the 'election date' of the mission in the roster for which the person was negatively evaluated.**

For each position incoming applications have to comply with the following requirements:

- Complete application online at <https://webgate.ec.europa.eu/europeaid/applications/eom/index.cfm>
- Excellent physical conditions and good health to manage long working hours under particularly tough logistical conditions. Possibility of potentially demanding physical efforts.
- Full flexibility is required from the candidates in terms of mission timetable.

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<sup>4</sup> As specified in the art. 5 and 124 of the Conditions for Employment of Other Servants of the European Union (CEOS).

The selection criteria for the DCO position are as follow:

- **Language proficiency: excellent written and spoken proficiency (level C1)<sup>5</sup> in English is necessary. The working and reporting language of the mission will be English.**
- Professional experience: i) participation in at least three Election Observation Missions as a Core Team member or Long Term Observer (LTO) (this may include EOMs organised by other organisations) or equivalent election monitoring/supervision project.
- A specific (DCO) NEEDS/EODS training can substitute for one practical experience in a mission.
- Proven managerial capacity, organisational skills and capacity to work as part of a team. Assessment of this criterion can be based on the record of participation in the past EU EOMs and on the evaluation form NEEDS/EODS trainings.
- Computer literacy.

The following criteria will be considered an asset:

- Professional experience in EU EOMs on other positions, participation in EU Election Expert Missions; experience gained in the field of electoral assistance;
- Participation in an specific DCO NEED/EODS or election observation training session (e.g. Member States training, NEEDS/EODS, EUEOM or other);
- Knowledge of the country or region.
- Excellent physical condition and good health to cope with long working hours. Possibility of potentially demanding physical efforts, especially under crisis. Capacity to endure high levels of psychological pressure during prolonged stressful situations.

**The European Commission strongly encourages applications from newcomers and recent participants to the relevant EODS trainings.**

**Applicants' references and professional experience may be checked and language proficiency tested through phone interviews by European Commission officials during the selection process.**

### 3. COMMUNICATION WITH APPLICANTS

- a) Apply online at <https://webgate.ec.europa.eu/europeaid/applications/eom/index.cfm>
- b) From the publication of this information, candidates are strongly discouraged from contacting the relevant services of the European Commission and the European External Action Service by any means except for submission of their application. All members of the Selection Committee are instructed not to provide any additional information except for the present Request for Candidatures or for any potential additional information provided on the relevant web-page of the Commission.  
  
This measure is taken to ensure an equal treatment of all applicants and transparency of the selection process.
- c) The deliberations of the Selection Committee are confidential.
- d) Once the Selection Committee has chosen the Deputy Chief Observer, the successful candidate will receive a positive reply requiring them to supply all relevant documentation in order for the Commission services to verify the data specified in their CVs (University degrees, statement of employers, etc.) and bank details for payment of fees and allowances.
- e) Applicants who are not selected will be informed by email. The Commission services do not have capacity to automatically provide individual feedback due to the large number of applicants, however in case of further inquiry please refer to the functional mailbox: [FPI-EUEOM-APPLICATIONS@ec.europa.eu](mailto:FPI-EUEOM-APPLICATIONS@ec.europa.eu)
- f) The Selection Committee's decision is final.
- g) Candidates are herewith requested to update their CV in the EU Roster <https://webgate.ec.europa.eu/europeaid/applications/eom/index.cfm> prior to submitting their

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<sup>5</sup> Level C1 according to the Council of Europe languages levels available at <https://ec.europa.eu/eusurvey/files/8a87d2f5-aba8-4272-b8f1-4922fe12c425>

candidature. For the entire selection process and the preparations for fielding, the Commission will only take into consideration the data included in the Roster (departure airport, passport data, e-mail addresses, telephone numbers, etc.). Should a CV not include all the required information, the applicant will be rejected. Further communication by the candidate (for example concerning new departure airport, changed e-mail, etc.) shall not be taken into consideration.

#### 4. CONDITIONS NECESSARY TO ESTABLISH THE CONTRACT

The deployment of the mission and the finalisation of related contracts depend on the successful finalisation of administrative preparations for the EU EOM.

#### 5. INDICATIVE EU EOM PAKISTAN 2018 TIMETABLE

4 Jun	<i>CT briefing in Brussels</i>
5 Jun	<i>CT departure and arrival in Islamabad</i>
6 Jun	<i>HEAT training for CT – Day 1</i>
7 Jun	<i>HEAT training for CT – Day 2</i>
8 Jun	<i>HEAT training for CT – Day 3</i>
18/19 Jun	LTO departure and arrival in Islamabad
20 Jun	HEAT training for LTOs – Day 1
21 Jun	HEAT training for LTOs – Day 2
22 Jun	HEAT training for LTOs – Day 3
23 Jun	LTO briefing Day 1
24 Jun	LTO briefing Day 2
25 Jun	LTO deployment
TBC	LTO 1-2-day mid-term meeting in Islamabad
18 Jul	<i>CT Data Analyst arrival in Islamabad</i>
<b>End of July, anticipated ELECTION DAY (TBC)</b>	
8 Aug	LTO return to Islamabad
9 Aug	LTO debriefing Day 1
10 Aug	LTO debriefing Day 2
11 Aug	LTO departure from Islamabad
18 Aug	<i>CT departure: Observer Coordinator, Deputy Observer Coordinator</i>
9 Sep	<i>CT departure: DCO, Legal, Political, Election, Human Rights, Media, Press Officer, Data Analyst</i>
10 Sep	<i>CT de-briefing in Brussels</i>



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Annex: Code of Conduct for EU Observers  
Health Declaration

GUIDELINES - EU POLICY ON ELECTORAL OBSERVATION

**"Code of Conduct**

The following guidelines will apply to nationals of any country participating in EU observation missions decided by the EU unless specifically agreed otherwise. The guidelines will not apply to EU nationals participating in e.g. OSCE or UN missions, in which case those organisation's own codes will apply.

All official EU observers should adhere to the following guidelines:

- Respect the laws of the land. Observers enjoy no special immunities as an international observer, unless the host country so provides;
- Observers will participate in all pre-election briefings with their supervising officers;
- Observers will be subject to the direction and management of the observer team leadership, carrying out their written terms of reference and covering the geographical schedules specified by team leaders;
- Observers should be aware of the presence of other electoral monitoring teams, and liaise with them under the direction of the leader of the EU observer team;
- Observers will carry prescribed identification issued by the host government or election commission, and will identify themselves to any interested authority upon request;
- Observers shall maintain strict impartiality in the conduct of their duties, and shall at no time express any bias or preference in relation to national authorities, parties, candidates, or with reference to any issues in contention in the election process;
- Observers will not display or wear any partisan symbols, colours or banners;
- Observers will undertake their duties in an unobtrusive manner, and will not disrupt or interfere with the election process, polling day procedures, or the vote count,
- Observers may bring irregularities to the attention of the election officials, but will not give instructions or countermand decisions of the election officials;
- Observers will base all conclusions on well documented, factual, and verifiable evidence, and will keep a record of the polling stations and other relevant places that they visit;
- Observers will refrain from making any personal or premature comments about their observations to the media or any other interested persons, but should provide, through a designated liaison officer or spokesperson, general information about the nature of their activities as observers;
- Observers will participate in post election debriefings with their supervising officers and will contribute fully towards appropriate EU reports on the elections monitored;
- Observers must comply with all national laws and regulations. Where these limit freedom of assembly or movement about the country, they must note where such rules prevent them from carrying out their duties;
- At all times during the mission, including during private time away from work, each election observer should behave blamelessly, exercise sound judgement, and observe the highest level of personal discretion."

# HEALTH DECLARATION – CT/DCO

European Commission – DG FPI

Please fill in each question.

Name:	
Date of birth:	ID/Passport No.:

<p><b>1. MEDICAL HISTORY</b></p> <p>Do you suffer from or have you ever suffered from, had symptoms of, been examined for or been treated for any of the following ailments, or anything related to them? Consider the examples as help - they do not cover all conditions. Any other symptoms or ailments must also be stated, and a clarification and further details should be written on the last page.</p> <p><i>If your state of health changes after you have submitted your health information, you are required to notify EC/SP of this immediately for an assessment of new information.</i></p>			
<p>Please state numbers for the following</p>	<p>Blood type: Blood pressure: Pulse: BMI: Waist:</p>		
<p>Diabetes, metabolic diseases, respiratory diseases, gastrointestinal diseases, and diseases of the musculoskeletal system</p>	<p>If yes; what and when:  What was the outcome of the treatment ?  Is the treatment ongoing, completed or recurrent?</p>		
<p><b>Cardiac and circulatory diseases</b> Blood clots, pain/tightness in the chest, high blood pressure, varicose veins, phlebitis, swollen ankles, heart rhythm disorders, pacemaker, elevated cholesterol. Other cardiovascular disorders</p>	<table border="1"> <tr> <td>Yes:</td> <td>No:</td> </tr> </table> <p>If yes; what and when:  What was the outcome of the treatment ?  Is the treatment ongoing, completed or recurrent?</p>	Yes:	No:
Yes:	No:		
<p><b>Cancer, other tumors/growths, immune system-related disorders</b> Any type of cancer or cancer precursor/suspected cancer. Polyps in the bowel, benign tumors/growths</p>	<table border="1"> <tr> <td>Yes:</td> <td>No:</td> </tr> </table> <p>If yes; what and when:  What was the outcome of the treatment ?  Is the treatment ongoing, completed or recurrent?</p>	Yes:	No:
Yes:	No:		
<p><b>Neurological disorders</b> Epilepsy, migraine and headache disorders, multiple sclerosis, stroke, alcohol-related disorders, dementia, brain injury, infections and genetic diseases, Parkinson's disease, chronic pain and other neurological</p>	<table border="1"> <tr> <td>Yes:</td> <td>No:</td> </tr> </table> <p>If yes; what and when:  What was the outcome of the treatment ?</p>	Yes:	No:
Yes:	No:		

	Is the treatment ongoing, completed or recurrent?	
<b>Psychiatric and behavioral disorders</b> Nervousness, anxiety, psychosis, depression, mania, insomnia, or disorders related to addiction to alcohol or drugs, or other addictions. Dementia. Developmental and behavioral disorders, compulsive behaviors (ADHD, OCD, etc.). Other psychiatric disorders and symptoms?	Yes:	No:
	If yes; what and when:	
	What was the outcome of the treatment ?	
	Is the treatment ongoing, completed or recurrent?	
<b>Alcohol and intoxicating substances/narcotics(?)</b> Do you currently or have you at any time for a period of more than six months, consumed more than 14 units of alcohol (men)/ 7 units of alcohol (women) per week? Do you currently or have you at any time for a period of more than six months used intoxicating substances?	Yes:	No:
<b>Allergies</b> Drugs: Foods: Other:	Yes:	No:
	If yes, what kind?	
<b>Do you presently take any kind of medicine</b>	Yes:	No:
	If yes, what kind of medicine and for what reason:	
<b>Previous hospital admissions</b>	Yes:	No:
	If yes; for what and when?	
	If yes, is the treatment ongoing or are you cured?	
<b>ECG (only for applicants over 45 years)</b>	Please state numbers here:	
<b>Other comments</b>	Please state comments here:	

I certify, that (name): \_\_\_\_\_ has been examined on the date indicated above and has been found to be in good health, without any medical limitations and therefore medically fit to travel and work abroad in an international mission in post conflict areas and often under stressful conditions with long working hours.

Place:

Date:

\_\_\_\_\_

Doctor's name, signature, phone number, e-mail and stamp