

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

| EU Advisory Mission for Civilian Security Sector Reform Ukraine (EUAM Ukraine) 3-2019 Call for Contributions Job descriptions and Requirements | | | | |
|---|------------------------------------|--|------------------|----------------------|
| Organisation: | EUAM Ukraine | | | |
| Job Location: | As indicated below | | | |
| Employment Regime: | As indicated below | | | |
| Job Titles/ Vacancy Notice: | Ref: | Name of the Post: | Location: | Availability: |
| | <u>Seconded (31)</u> | | | |
| | BSE 02 | Human Resources and Administrative Officer (Brussels Support Element) | BRUSSELS | ASAP |
| | UAC 12 | MAC Analyst | KYIV | ASAP |
| | UAC 32 | Senior Planning & Evaluation Officer | KYIV | ASAP |
| | UAC 56 | Strategic Communications Adviser | KYIV | ASAP |
| | UAM 10* | Head of Mobile Unit I | KYIV | 01-Apr-20 |
| | UAO 03 | Human Resources Reform Development Adviser/Trainer | KYIV | 31-Oct-19 |
| | UAO 12 | Head of Human Resources Reform Development Unit | KYIV | ASAP |
| | UAO 13 | Human Resources Reform Development Adviser/Trainer | KYIV | ASAP |
| | UAO 14 | Human Resources Reform Development Adviser/Trainer | KYIV | ASAP |
| | UAO 15 | Senior Adviser on Anti-Corruption | KYIV | 01-Dec-19 |
| | UAO 21 | Senior Adviser on Public Administration | KYIV | ASAP |
| | UAO 22 | Senior Adviser on Public Finance | KYIV | ASAP |
| | UAO 26 | Senior Adviser on Border Guards and Customs | KYIV | ASAP |
| | UAO 28 | Human Resources Reform Development Adviser/Trainer | KYIV | ASAP |
| UAO 33 | Human Rights and Gender Adviser | KYIV | ASAP | |
| UAO 34 | Adviser on Anti-Corruption | KYIV | ASAP | |
| UAO 47 | Community Policing Adviser/Trainer | KYIV | ASAP | |

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|--|---|---|----------------------|-----------|
| | UAO 48 | Community Policing Adviser/Trainer | KYIV | ASAP |
| | UAO 50 | Senior Adviser on Prosecutorial Reform | KYIV | ASAP |
| | UAO 74 | Senior Adviser on Prosecution (Management) | KYIV | ASAP |
| | UAO 94 | Senior Adviser on Prosecutorial Reform | KYIV | ASAP |
| | UAO 95 | Senior Adviser on Specialized Law Enforcement Agencies | KYIV | ASAP |
| | KHO 02 | Adviser/Trainer on Community Policing | Kharkiv | 18-Feb-20 |
| | KHO 04 | Adviser/Trainer on Criminal Investigations | Kharkiv | ASAP |
| | KHO 05 | Adviser/Trainer on Public Order | Kharkiv | 27-Jan-20 |
| | KHO 06 | Adviser/Trainer on Good Governance / Human Resources Management | Kharkiv | 01-Nov-19 |
| | LVC 01 | Planning and Reporting Officer | Lviv | ASAP |
| | ODO 04 | Adviser/Trainer on Good Governance / Human Resources Management | Odesa | ASAP |
| | ODO 06 | Adviser/Trainer on Community Policing | Odesa | ASAP |
| | ODO 08 | Adviser/Trainer on Public Order | Odesa | 30-Jan-20 |
| | ODO 09 | Adviser/Trainer on Rule of Law | Odesa | ASAP |
| | <u>Seconded/Contracted (2)</u> | | | |
| | UAC 52 | Press and Public Information Officer | KYIV | 07-Nov-19 |
| | UAD 08 | Mission Security Officer for Mobile Units | Kyiv/ countrywide | ASAP |
| Deadline for Applications: | Monday 4 November 2019 at 17:00 hours (Brussels time) | | | |
| Applications must be submitted via: | <ol style="list-style-type: none"> 1. For <i>seconded candidates from EU Member States</i>: https://goalkeeper.eeas.europa.eu/registrar/ 2. For <i>contracted candidates from EU Member States</i>: https://goalkeeper.eeas.europa.eu/registrar/DPA/357/details.do 3. For <i>seconded candidates from Invited/Contributing Third States</i> (Annex 2 Application Form attached and available also on the EEAS website): cpcc-ukraine@eeas.europa.eu | | | |
| Information: | For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Ms Jessica Gussarvius cpcc-ukraine@eeas.europa.eu | | | |

(*) The availability of this position is subject to the confirmation of a request for extension.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States/invited/contributing 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.

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 the Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the duration of the deployment should be of 12 months.

Co-location of Strategic Advisors – Posts relating to Strategic Advice to the Ukrainian authorities are likely to involve co-location with those authorities with the normal daily place of work of the post holder being within the premises of those they are advising. Personnel nominated should be made aware of this and that whilst generally working conditions within the premises of Ukrainian authorities are good, the Mission has little influence over them.

The Civilian Operations Commander requests that contributing States propose candidates for the following international expert positions for EUAM Ukraine, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

Citizenship – 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 seconded/contracted candidates shall be able to serve the full period of secondment/contract before reaching the normal age of retirement in Contributing (Third) States/country of residence.

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.

Communication and Interpersonal 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.

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

¹ <https://ec.europa.eu/ploteus/content/descriptors-page>

² [Common European Framework of References for Languages](#)

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.

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).

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 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 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 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.

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 UNSCR 1325. CPCC encourages the Contributing States and European Institutions to take this into account when offering contributions at all levels.

Application Form – For candidates holding an EU citizenship, applications will be considered only when using the online Application Form (AF) accessible on the Goalkeeper-Registrar software module, indicating which position(s) the candidate is applying for. Candidates seconded by Contributing Third States will apply using the Application Form in Annex 4.

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 Third 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.

Training – E-BASE + E-SAFE^[3] which are designed for the delegations or equivalent until a new platform E-MASE is launched.

Pre-Deployment Training (PDT) – The Candidate should have undergone Pre-Deployment Training in accordance with the CSDP agreed Training Policy.

Data Protection - The EEAS, and its Directorate CPCC processes personal data pursuant to Regulation (EC) 2018/1725 on the protection of natural persons with regard to the processing of personal data by the EU 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.

V. 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).

^[3] <https://webgate.ec.europa.eu/eeas/security-e-learning>

SECONDED POSITIONS

| | | |
|--|---|--|
| Position Name: Human Resources and Administrative Officer (Brussels Support Element) | Employment Regime: Seconded | |
| Ref. number: BSE 02 | Location: Brussels | Availability: ASAP |
| Department/Component/Unit: Chief of Staff | Security Clearance Level: EU SECRET | Open to Contributing Third States: No |

1. Reporting Line

The BSE Human Resources and Administrative Officer reports to the Chief of Staff, but is embedded in the CPCC in Brussels and functionally cooperates closely with the Mission Support Division.

2. Main Tasks and Responsibilities

- To prepare Calls for Contributions and to participate in their distribution;
- To process applications and maintain rosters and databases;
- To participate in the recruitment, selection and deployment of international contracted staff; process applications and maintain rosters and databases as appropriate, in co-ordination with CPCC;
- To establish and maintain contacts with Contributing Third States facilitating the participation of their nationals to the Mission;
- To establish and maintain contacts with Contributing Third States facilitating the participation of their carry out assignments in management and co-ordination of all human resources related issues;
- To apply Human Resources/Personnel Policies and Procedures;
- To advise in preparation of Job Descriptions and Standard Operating Procedures;
- To implement the selection staff policies and processes job applications as per CPCC rules;
- To maintain records related to staff selection;
- To advise in preparing and managing deployment of personnel, contracts, letters of appointment, contracts, reassignments, redeployments, termination;
- To provide briefings, advice and assistance on human resources and other administrative issues to Member States;
- To participate in the preparation of administration related plans and reports;
- To undertake any other related task in the BSE team as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To carry out assignments in management and coordination of all Human Resources related issues;
- To participate in the process of improving recruitment channels for international staff;
- To participate in the assessment of the costs of covering the needs of the Mission, liaising with the Commission and Contributing States.

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; AND
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience in human resources management related issues.

5. Essential Knowledge, Skills and Abilities

- People management skills and capacity to deal with different levels of stakeholders;
- Administrative skills and attention to details;
- Analytical and reporting skills.

6. Desirable Qualifications and Experience

- Experience in planning and implementing projects in the field of human resources management;
- Networking skills;
- Problem solving skills.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian language skills.

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|---|--|--|
| Position Name: MAC Analyst | Employment Regime: Seconded | |
| Ref. Number: UAC 12 | Location: Kyiv | Availability: ASAP |
| Component/Department/Unit: Chief of Staff Office/Political, Analysis and Cooperation Department/MAC Section | Level of Security Clearance: EU SECRET | Open to Contributing Third States: No |

1. Reporting Line

The MAC Analyst reports to the Head of Political, Analysis and Cooperation Department.

2. Main Tasks and Responsibilities

- To analyse changes on the ground, including trends and events, in order to identify political, security and socioeconomic developments affecting opportunities and challenges to mandate implementation;
- To monitor the production of academic publications bearing relevance to mandate implementation and analyse and communicate its key findings through desk research carried out on a monthly basis;
- To ensure liaison arrangements with similar capabilities of other organisations and entities operating in theatre, as deemed appropriate by Head of Mission;
- To contribute to Mission reports, ensuring the inclusion of relevant assessments;
- To disseminate MAC products internally and/or externally as directed by the senior leadership and ensure the security of the information handled by the MAC;
- To contribute to security and risk assessments conducted by the Mission, in liaison with the Senior Mission Security Officer;
- To contribute to developing and maintaining Mission Analytical Capability working methodology and relevant Standard Operating Procedures (SOPs);
- To contribute to an integrated gender perspective into the Missions analyses, where applicable;
- To support the efficiency of information within the Mission;
- To act upon the HoM's information and analysis requirements;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To undertake any other related task as required by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To provide analytical assessments of a mid to long-term nature regarding developments affecting opportunities including contributions to early warning of potential threats;
- To contribute identifying and mapping relevant entities related to the Mission mandate;
- To ensure liaison arrangements with similar capabilities of other organisations and entities operating in theatre, as deemed appropriate by Head of Political, Analysis and Cooperation Department;
- To act upon the Mission's information and analysis requirements;
- To support the establishment and management of the Mission Information and Knowledge Management System (IKMS) and use it to collate and process information from all the Mission various components as well as external sources;
- To contribute to lessons identification.

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;
- Experience in the use of analytical IT packages and processes.

5. Essential Knowledge, Skills and Abilities

- Writing and reporting skills;
- Ability to work on his/her own initiative in a methodical manner;
- Critical thinking and evaluation skills;
- Experience in handling, processing, analysis and presentation of information from various sources.

6. Desirable Qualifications and Experience

- International experience, particularly in crisis areas with multi-national and international organisations;
- Problem-solving skills.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian language skills.

| | | |
|---|--|--|
| Position Name: Senior Planning and Evaluation Officer | Employment Regime: Seconded | |
| Ref. Number: UAC 32 | Location: Kyiv | Availability: ASAP |
| Department/Component/Unit: Chief of Staff Office/Planning, Reporting and Evaluation Department/Planning section | Level of Security Clearance: EU RESTRICTED or equivalent | Open to contributing Third States: No |

1. Reporting Line

The Senior Planning and Evaluation Officer reports to the Head of Planning, Reporting and Evaluation Department (PRED)

2. Main Tasks and Responsibilities

- The Senior Planning and Evaluation Officer coordinates the work of the Planning Section;
- To help ensuring that Mission operational activities are executed according to the Head of Mission's directions. To this effect, he/she is responsible to develop and review on regular basis the Mission Implementation Plan (MIP) under supervision of the Head of Planning, Reporting and Evaluation Department and in coordination with other relevant organizational units of the Mission;
- To help ensuring that Mission operational activities are executed according to the MIP. To this effect, he/she is responsible to monitor, evaluate and report on the state of play of mandate implementation, including through benchmarking, analysis and evaluation;
- To ensure that Mission personnel is regularly updated on the progress of MIP implementation;
- To contribute to ensure that planning Standard Operating Procedures are properly developed, implemented and periodically reviewed;
- To undertake any other related task assigned by the Line Manager.

3. Mission Specific Tasks and Responsibilities

- To identifying, collecting and disseminating of lessons and best practices;
- To design, develop and contribute to the induction training of mission personnel and mission internal trainings as required in co-operation with Mission Support Department.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 4 years attested by a diploma in Political Sciences, International Relations, Diplomacy, Law, Social Sciences or Public Administration or other closely related fields of study OR;
- A qualification at the level in the National Qualifications Framework in the above-mentioned field of experience which is equivalent/ referenced 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 in the above-mentioned field of experience, e.g. a Master's degree, AND
- After having fulfilled the above requirements, a minimum of 6 years of relevant and proven professional experience, out of which 5 in strategic analyses, planning, evaluating and reporting.

5. Essential Knowledge, Skills and Abilities

- Excellent interpersonal and communication skills;
- Sound understanding of strategic and operational considerations;
- Ability to work proactively whilst adhering to the goals of the team he/she leads, and to report efficiently both orally and in writing, while taking into account possible new guidance as situations evolve;

- Ability to establish priorities, to plan and to exercise control over the conduct of activities;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Proven ability to address these subjects both at central and regional level.

6. Desirable Qualifications and Experience

- Experience in the area of knowledge management, organisational learning or policy development related working experience;
- International experience, particularly in crisis areas with multinational and/or international organizations would be an asset.

7. Desirable Knowledge, Skills and Abilities

- Knowledge of the political, cultural and security situation of the mission area and other areas within the same geopolitical region is desirable;
- Ukrainian and/or Russian language skills.

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|--|--|--|
| Position Name: Strategic Communications Adviser | Employment Regime: Seconded | |
| Ref. Number: UAC 56 | Location: Kyiv | Availability: ASAP |
| Department/Component/Unit: Chief of Staff Office/ Press and Public Information Department /Strategic Communication Section | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: No |

1. Reporting Line

The Strategic Communications Adviser reports to the Head of Press and Public Information Department.

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 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 work in collaboration with the other Advisers for providing advice to the appropriate Ukrainian authorities in support of the development of Ukrainian government and ministerial Civilian Security Sector Reform policy and in accordance with the Mission policy and guidelines;
- To contribute to the enhancement of Ukrainian Civilian Security Sector Reform leadership and awareness of the critical importance of up to date communication environments, target groups and stakeholder engagement, public relations and effective communications strategies at all levels and of related EU models;
- To assist the relevant Ukrainian counterparts involved in Civilian Security Sector Reform at strategic level in shaping, developing and implementing reform choices, making informed (strategic) communications decisions, analysing implications and conducting planning accordingly in the context of shaping Ukrainian Civilian Security Sector Reform;
- To contribute to the development of training curricula for UA stakeholders on communications and strategic communications;

- To support the relevant Ukrainian authorities plan and prepare for participation in and follow up from international and national level multi-agency and internal ministry strategic communications policy development and planning events;
- To manage and lead projects assigned to PPID and by the HPPID;
- To regularly report internally against benchmarking, also assessing the consistency and sustainability of Mission operational activities across time, and to provide recommendations for the improvement of mission performance and methodology;
- To contribute to the induction of mission personnel, directly supervising the preparation and conduct of dedicated induction programmes for personnel.

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 AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- Experience in developing strategic communications plans and delivering advice on strategic communications at governmental level.

5. Essential Knowledge, Skills and Abilities

- Ability to mentor and motivate local counterparts;
- Ability to engage with senior officials/ governmental level decision makers;
- Knowledge of public relations.

6. Desirable Qualifications and Experience

- Experience of designing and delivering training;
- Experience in project management;
- International experience, particularly in crisis areas with multinational and/or international organizations, ideally in a senior management capacity.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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|--|--|---|
| Position Name: Head of Mobile Unit I | Employment Regime: Seconded | |
| Ref. Number: UAM 10 | Location: Kyiv/Countrywide | Availability: 01-Apr-2020 |
| Component/Department/Unit: Operations Department/ Mobile Unit I | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Head of Mobile Unit I 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 Mobile 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 high-level 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 identified/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 tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To ensure efficient and effective management of the team of the Mobile Unit;
- To guide the Unit's work in identifying and addressing structural needs in the performance and accountability of the UA counterparts;
- Ensure the implementation of the Mobile Unit working plan in accordance to the Mission mandate;
- To be the key interlocutor with senior local counterparts in the target region;
- To provide strategic advice and assistance to the relevant Ukrainian partners in implementing CSS reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To coordinate and supervise the team of the Unit in its comprehensive needs identification of counterparts including;
- To identify and advise the relevant Ukrainian partners on existing training opportunities;
- To support the relevant Ukrainian official partners in identifying the appropriate equipment and infrastructure needed to deliver effectively on citizen-centred/ service-minded duty performance;

- To coordinate and supervise the members of the team of the Unit to manage and lead projects in their field of competence and to advise and support the relevant Ukrainian partners in implementing respective externally funded projects/initiatives;
- To ensure that accountability aspects and human rights norms are included in the advice and assistance provided by the Unit;
- Responsible for the reporting and coordination of inputs to the Operational Implementation Framework (OIF);
- To closely collaborate with the office of the Chief of Staff on donor-coordination, evaluation and the implementation of projects;
- Ensuring the internal quality management within the unit in close cooperation with the Head of Operations;
- To travel within the Mission's area of operations as required.

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 in the civil security sector, respective experience in change management, management and implementation of reform programmes, out of which a minimum of 5 years at a management level position with personnel responsibility, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Knowledge of CSSR processes;
- Diplomatic acumen;
- Very good leadership/ managerial skills in leading of teams, staff guiding, mentoring and motivating;
- Ability to manage and coordinate a diversified team;
- Ability to engage with senior officials and high level decision makers on regional level (State, Regional State and Local Administrations, prosecutor's office and courts, NPU, Emergency Services etc.);
- Ability to engage with representatives from national and international organisations (citizen groups (CSOs), OSCE, project offices etc.);
- Ability to mentor and motivate local counterparts.

6. Desirable Qualifications and Experience

- Master's degree in relevant field or international/national certificate/diploma in management/leadership.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian language skills.

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|---|---|---|
| Position Name: Human Resources Reform Development Adviser/Trainer | Employment Regime: Seconded | |
| Ref. number: UAO 03 | Location: Kyiv | Availability: 31-Oct-2019 |
| Department/Component/Unit: Operations Department/ Strategic Civilian Security Sector Reform Component/HR Development Unit | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Human Resources Development Adviser/Trainer reports to the Head of HR Development Unit.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of HR development Unit and the Head of Strategic CSSR Component;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/ components;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To provide strategic advice and assistance to the relevant Ukrainian partners in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To provide expertise to strengthen the capabilities in the Human Resources field;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the Human Resources field;
- To develop curricula within Human Resources Development and deliver training;
- To support developing and implementing in-service trainings;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations;

- To ensure timely reporting and information flow;
- To identify, analyse and disseminate information on all Human Resources activities within her/his area of responsibility as required;
- To ensure the Operational Implementation Framework (OIF) being updated through coordination and cooperation with the Lead 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 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, including experience in national/international training units/programmes for law enforcement agencies, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience in project management;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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|---|--|---|
| Position Name: Head of Human Resources Reform Development Unit | Employment Regime: Seconded | |
| Ref. Number: UAO 12 | Location: Kyiv | Availability: ASAP |
| Component/Department/Unit: Operations Department/Strategic Civilian Security Sector Reform Component/HR Development Unit | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Head of Human Resources Development Unit reports to the Head of Strategic Civilian Security Sector Reform Component.

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 identified/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 tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To initiate and support the development of the MoIA, National Police of Ukraine, State Fiscal Service (State Customs Service of Ukraine), State Border Guard Service, GPO or other relevant Ukrainian institutions in the field of CSSR through strategic advising, development and implementation of strategies and project;
- To act as Mission focal point and direct counterpart to the relevant UA authorities on Human Resources Development and Training matters, including streamlining Human Resources principles, Human Resources reforms, decentralisation, training planning and development;
- Responsible for the reporting and coordination of inputs to the Operational Implementation Framework (OIF);

- To advise and support in the management of the activities related to Human Resources Development and Training matters;
- To direct and supervise the work of the Component staff associated to the Human Resources Development and Training development;
- To ensure a comprehensive understanding of the current state of play relating to Human Resources Development and Training matters by constantly assessing progress and identifying actual and potential risks to reform implementation;
- To guide the Human Resources Development team in identifying and addressing structural needs in the performance and accountability of the UA counterparts through strategies, organisational change processes, legislation, institutional development;
- To ensure compliance with instructions from his/her line manager within his/her field of responsibility and to issue clear instructions on the operational level to the Human Resources Development and Training team;
- To closely collaborate with the office of the Chief of Staff on donor-coordination, evaluation and the implementation of projects;
- Ensuring the internal quality management within the unit in close cooperation with the Head of Component;
- To liaise and coordinate on subject matter issues with the Heads of Field Offices and Mobile Units when tasking subject matter experts in Field Offices and Mobile Units;
- To travel within the Mission's area of operations as required.

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, including experience in change management, and/or implementation of reform programmes, out of which a minimum of 3 years at a middle management/coordination level, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Knowledge of Human Resources and Training processes in the context of SSR;
- Ability to engage with senior officials/ governmental level decision makers;
- Ability to mentor and motivate local counterparts and mission subordinated staff;
- Ability to manage and coordinate a diversified team;
- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;
- Highly resilient under physical and mental pressure.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience with vetting processes;
- Experience in project management;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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| Position Name: Human Resources Reform Development Adviser/Trainer | Employment Regime: Seconded | |
| Ref. number: UAO 13 | Location: Kyiv | Availability: ASAP |
| Department/Component/Unit: Operations Department/ Strategic Civilian Security Sector Reform Component/ HR Development Unit | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Human Resources Development Adviser/Trainer reports to the Head of HR Development 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 provide strategic advice and assistance to the relevant Ukrainian partners in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To provide expertise to strengthen the capabilities in the Human Resources field;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the Human Resources field;
- To develop curricula within Human Resources Development and deliver training;
- To support developing and implementing in-service trainings;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations;

- To ensure timely reporting and information flow;
- To identify, analyse and disseminate information on all Human Resources activities within her/his area of responsibility as required;
- To ensure the Operational Implementation Framework (OIF) being updated through coordination and cooperation with the Lead Adviser
- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of HR Development Unit and the Head of Strategic CSSR Component;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/ components.

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

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience in project management;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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| Position Name: Human Resources Reform Development Adviser/Trainer | Employment Regime: Seconded | |
| Ref. number: UAO 14 | Location: Kyiv | Availability: ASAP |
| Department/Component/Unit: Operations Department/ Strategic Civilian Security Sector Reform Component/ HR Development Unit | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Human Resources Development Adviser/Trainer reports to the Head of HR Development 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 provide strategic advice and assistance to the relevant Ukrainian partners in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To provide expertise to strengthen the capabilities in the Human Resources field;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the Human Resources field;
- To develop curricula within Human Resources Development and deliver training;
- To support developing and implementing in-service trainings;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations;

- To ensure timely reporting and information flow;
- To identify, analyse and disseminate information on all Human Resources activities within her/his area of responsibility as required;
- To ensure the Operational Implementation Framework (OIF) being updated through coordination and cooperation with the Lead Adviser
- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of HR Development Unit and the Head of Strategic CSSR Component;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/ components.

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

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience in project management;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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| Position Name: Senior Adviser on Anti-Corruption | Employment Regime: Seconded | |
| Ref. Number: UAO 15 | Location: Kyiv | Availability: 01-Dec-19 |
| Component/Department/Unit: Operations/Deputy Head of Operations Unit | Level of Security Clearance: EU RESTRICTED or equivalent | Open to contributing Third States: Yes |

1. Reporting Line

The Senior Adviser on Anti-Corruption reports to the Deputy Head of Operations.

2. Main Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's mandate implementation in line with the CONOPS, OPLAN and Mission Implementation Plan (MIP);
- To provide strategic advice and assistance to the relevant Ukrainian partners in developing a legal/regulatory framework in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To provide expertise to strengthen capabilities in Anti-Corruption;
- To manage and lead projects in Anti-Corruption field;
- To assist in the implementation of training activities for Anti-Corruption;
- To ensure timely reporting and information flow;
- To identify, analyse and disseminate information on all Anti-Corruption activities within her/his area of responsibility as required;
- To travel within the Mission's area of operations as required;
- To perform any other task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities

- To provide support and advice to the institutions, which make up the anti-corruption architecture in Ukraine, including the High Anti-Corruption Court, the National Agency for Corruption Prevention, the National Anti-Corruption Bureau and other law enforcement agencies. The advice and support will cover issues, such as, institution building, enforcement of decisions, investigation and prosecution techniques and prevention mechanisms;
- To provide advice, as required, on the development and implementation of legislative initiatives in the area of anti-corruption;
- To maintain necessary contacts and build relationships with relevant counterparts and, in this regard, to identify and advise the relevant Ukrainian partners on capacity building and training initiatives in the field of anti-corruption and assist, as required in the delivery of training;
- To provide legal analysis and recommendations to local counterparts in the area of responsibility and to ensure timely reporting on activities within the field of responsibility as per planning documents;
- To liaise between the mission and the EU Anti-Corruption Initiative and to ensure synergies in terms of the provision of advice to the institutions which make up the anti-corruption initiative and the anti-corruption mechanisms in the law enforcement agencies. EUACI is co-located at EUAM HQ. In this role, the position holder will be expected to promote the "EU Integrated Approach".

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 4 years attested by a diploma in Law 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 6 years of relevant professional experience in the field of anti-corruption, after having fulfilled the education requirements;

- Experience of change management, related outreach and consultation
- Experience in project management.

5. Essential Knowledge, Skills and Abilities

- Drafting and analytical skills;
- Political sensitivity, with the ability to exercise discretion, judgement and confidentiality when dealing with politicians and officers at every level;
- Oral and influencing skills, with the ability to give clear advice on issues;
- Excellent interpersonal and communication skills;
- Experience of change management, related outreach and consultation would be an significant advantage;
- Excellent interpersonal and communication skills;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Proven ability to address these subjects both at central and regional level.

6. Desirable Qualifications and Experience

- International experience, particularly in crisis areas with multinational and/or international organizations would be an asset.

7. Desirable Knowledge, Skills and Abilities

- Knowledge of the political, cultural and security situation of the mission area and other areas within the same geopolitical region is desirable.

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| Position Name: Senior Adviser on Public Administration | Employment Regime: Seconded | |
| Ref. Number: UAO 21 | Location: Kyiv | Availability: ASAP |
| Department/Component/Unit: Operations Department/Strategic Civilian Security Sector Reform Component/Good Governance Unit | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Senior Adviser on Public Administration reports to the Head of Good Governance 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) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of 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 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 provide strategic advice and assistance to the relevant Ukrainian partners in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To ensure a comprehensive understanding of the current state of play in public administration and decentralisation by constantly assessing progress and identifying actual and potential risks to reform implementation;
- To provide expertise to strengthen capabilities in public administration and decentralisation, including in analysis, planning, designing, programming, budgeting and implementing strategies and increasing citizen participation in the aforementioned processes. Also to provide decentralisation of administration related responsibility and accountability, including human resources management, budget, finance and accounting, and assisting the Ukrainian authorities in identifying good governance requirements relevant to their reform programme;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in public administration and decentralisation;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective public administration and decentralisation;
- To manage and lead projects in public administration and decentralisation;
- To travel within the Mission's area of operations as required.

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 AND
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Ability to mentor and motivate local counterparts;
- Knowledge of Public Administration-related matters.

6. Desirable Qualifications and Experience

- Experience of designing and delivering training;
- Experience in project management;
- International experience, particularly in crisis areas with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities

- Knowledge of the political, cultural and security situation of the mission area and other areas within the same geopolitical region;
- Ukrainian or Russian Language skills.

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| Position Name: Senior Adviser on Public Finance | Employment Regime: Seconded | |
| Ref. Number: UAO 22 | Location: Kyiv | Availability: ASAP |
| Department/Component/Unit: Operations/Strategic Civilian Security Sector Reform Component/Good Governance Unit | Level of Security Clearance: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Senior Adviser on Public Finance reports to the Head of Good Governance 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) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of 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 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 ensure a comprehensive understanding of the current state of play in the public finance field by constantly assessing progress and identifying actual and potential risks to reform implementation;
- To provide expertise to strengthen capabilities in the public finance field, including logistics, procurement, and applying the principles of public finance management;
- To enhance the awareness of the relevant Ukraine authorities in their attitudes and approaches towards public finance, logistic and procurement related issues, applying EU standards, models and approaches;
- To assist the Ukraine authorities in identifying choices, making informed decisions, analysing implications and planning accordingly in the context of shaping the Ukrainian civilian security sector reforms and their implementation;
- To assist the relevant Ukraine authorities in designing and managing an effective financial system to support civilian security sector reform, in respect of the principles of public finance management and with a particular attention to fighting corruption;
- To promote, encourage and advise the relevant Ukraine authorities to make changes in the existing culture of public finance, logistics and procurement, with a special view to related transparency, responsibility and accountability, in order to support Ukrainian civilian security sector reforms;
- To design and pilot a role mode of Public Finance Management in cooperation with the Ukrainian interlocutors;

- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the public finance field;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective public finance;
- To manage and lead projects in public finance field;
- To assist in the implementation of training activities for public finance;
- To identify, analyse and disseminate information on all public finance activities within her/his area of responsibility as required;
- To travel within the Mission's area of operations as required.

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

5. Essential Knowledge, Skills and Abilities

- Ability to mentor and motivate local counterparts;
- Knowledge of the public finance management.

6. Desirable Qualifications and Experience

- Experience of designing and delivering training;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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| Position Name: Senior Adviser on Border Guards and Customs | Employment Regime: Seconded | |
| Ref. Number: UAO 26 | Location: Kyiv | Availability: ASAP |
| Department/Component/Unit: Operations Department/ Strategic Civilian Security Sector Reform Component/Border and Customs Unit | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Senior Adviser on Border Guards and Customs reports to the Head of Border and Customs 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) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing less developed structural areas in the performance and accountability of counterparts/institutions and to propose solutions for developing and strengthening counterparts/institutions;
- 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 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 on an operational level and in his/her field of expertise to the Mission's Mandate implementation in line with the OPLAN and Mission Implementation Plan (MIP);
- To coordinate all activities closely with all other EU and international actors working in support of the Ukrainian border agencies;
- In partnership and cooperation with EUBAM Moldova/Ukraine, to increase awareness and understanding amongst responsible Ukrainian officials of various models of special border policing and immigration control in the EU;
- To promote, encourage and advise the commanders and decision makers responsible for the State Fiscal Service Customs Administration and Border Guard to identify and take rapid changes;
- To advise the leadership of the Border Guard and/or State Fiscal Service Customs Administration on harmonisation of reforms with broader civilian security sector reforms;
- To travel within the Mission's area of operations as required.

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 AND
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Ability to mentor and motivate local counterparts;
- Knowledge of Customs Management and Integrated Border Management;
- Ability to engage with senior officials/ governmental level decision makers.

6. Desirable Qualifications and Experience

- Experience of designing and delivering training;
- Experience in project management;
- International experience, particularly in crisis areas with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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|---|---|---|
| Position Name: Human Resources Reform Development Adviser/Trainer | Employment Regime: Seconded | |
| Ref. number: UAO 28 | Location: Kyiv | Availability: ASAP |
| Department/Component/Unit: Operations Department/ Strategic Civilian Security Sector Reform Component/HR Development Unit | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Human Resources Development Adviser/Trainer reports to the Head of HR Development 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 provide strategic advice and assistance to the relevant Ukrainian partners in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To provide expertise to strengthen the capabilities in the Human Resources field;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the Human Resources field;
- To develop curricula within Human Resources Development and deliver training;
- To support developing and implementing in-service trainings;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations;
- To ensure timely reporting and information flow;

- To identify, analyse and disseminate information on all Human Resources activities within her/his area of responsibility as required;
- To ensure the Operational Implementation Framework (OIF) being updated through coordination and cooperation with the Lead Adviser
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;

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

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience in project management;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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| Position Name: Human Rights and Gender Adviser | Employment Regime: Seconded | |
| Ref. Number: UAO 33 | Location: Kyiv | Availability: ASAP |
| Component/Department/Unit: Operations/Deputy Head of Operations | Level of Security Clearance: EU RESTRICTED or equivalent | Open to contributing Third States: Yes |

1. Reporting Line

The Human Rights and Gender Adviser reports to the Deputy Head of Operations and coordinates closely with the Gender Adviser.

2. Main Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's Mandate implementation in line with the CONOPS, OPLAN and Mission Implementation Plan (MIP);
- To advise on all Human Rights and Gender related issues which arise and to advise the full range of EUAM partners on these issues (e.g. NPU, GPO, SSU, etc.);
- To advise on the integration of a human rights and gender perspective and mainstreaming issues within the Mission as well as in the analysis, planning and conduct of Mission's activities;
- To contribute to the discussions on the mechanisms to be established and used within the Mission for monitoring, implementing and evaluating EU and additional relevant international instruments on human rights and gender equality; To support the development of a systematic human rights and gender analysis of the implementation of the Mission's mandate;
- To contribute to Mission's reporting and information flow on human rights and gender related aspects.
- To advise on the development and content of strategic communications with regards to human rights and gender;
- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures (SOPs) aiming at integrating a human rights and gender perspective throughout the SOPs;
- To contribute to monitor and analyse the Human rights and Gender situation in the host state;
- To contribute to the identification and reports on lessons identified/learned and best practices within the field of human rights and gender;
- To work proactively ensuring that the mission leadership and key staff are up to date with the human rights and gender related situation in the mission area;
- To provide expertise to strengthen the capabilities in the human rights and gender fields;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To work as an Adviser/ travelling within the Mission's area of operations;
- To identify, analyse and disseminate information on all human rights and gender activities within her/his area of responsibility as required;
- To perform any other task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities

- To provide strategic advice and assistance to the relevant Ukrainian partners in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To liaise with the local and international entities involved in the promotion of human rights and gender equality;

- To monitor and analyse the human rights and gender situation and gender relations in the host state;
- In coordination with the Mission's operational components, advise on the promotion of human rights and gender equality and gender-sensitive policy among host state authorities in order to ensure that these aspects are integrated while being consistent in the Mission's Implementation Plan.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma in Political Sciences, International Relations, Diplomacy, Law, Social Sciences or Public Administration or a closely related field of expertise 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 customs, police or/and military education or training or an award of an equivalent rank
- a minimum of 5 years of relevant professional experience in human rights and gender in particular in a post-conflict environment/ SSR process, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Analytical skills and ability to conduct gender analysis;
- Excellent interpersonal and communication skills;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Negotiations skills;
- Proactive in developing strategies to accomplish objectives;
- Successfully completed one of the established training courses for gender advisors;
- Knowledge of the political, cultural and security situation of the mission area and other areas within the same geopolitical region is desirable.

6. Desirable Qualifications and Experience

- International experience, particularly in crisis areas with multinational and/or international organizations would be an asset.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian and/or Russian Language skills.

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| Position Name: Adviser on Anti-Corruption | Employment Regime: Seconded | |
| Ref. Number: UAO 34 | Location: Kyiv | Availability: ASAP |
| Component/Department/Unit: Operations/Deputy Head of Operations Section | Level of Security Clearance: EU RESTRICTED or equivalent | Open to contributing Third States: Yes |

1. Reporting Line

The Adviser on Anti-Corruption reports to reports to the Deputy Head of Operations.

2. Main Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's mandate implementation in line with the CONOPS, OPLAN and Mission Implementation Plan (MIP);
- To provide strategic advice and assistance to the relevant Ukrainian partners in developing a legal/regulatory framework in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To provide expertise to strengthen capabilities in Anti-Corruption;
- To manage and lead projects in Anti-Corruption field;
- To assist in the implementation of training activities for Anti-Corruption;
- To ensure timely reporting and information flow;
- To identify, analyse and disseminate information on all Anti-Corruption activities within her/his area of responsibility as required;
- To travel within the Mission's area of operations as required;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To develop a comprehensive plan for the mission Anti-Corruption (AC) team in terms of counterparts and specific areas to be prioritised in the field of AC and integrity building;
- To coordinate and cooperate with other international actors in the field (specifically EUACI) and to work on specific projects such as the EUACI Integrity Cities initiative;
- To represent the AC team at external meetings and to present the work of the Mission in the initiatives which it launches to develop integrity building mechanisms within the civilian security sector counterparts (e.g. NPU, GPO, SBI, MoIA, etc.);
- To provide anticorruption related advice to those Ukrainian authorities involved in drafting security sector related legislation and legislation aiming at combating corruption and building integrity in the civilian security sector;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the Anti-Corruption field;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to fight corruption in an effective manner.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma in Political Sciences, International Relations, Diplomacy, Law, Social Sciences or Public Administration or a closely related field of expertise OR a qualification at the level in the National Qualifications Framework in the above-mentioned field of experience which is equivalent/ referenced to level 7 in

the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area in the above-mentioned field of experience, e.g. a master degree OR Equivalent Police or/and Military education or training or an award of an equivalent rank. AND

- a minimum of 5 years of relevant professional experience related to the field of anti-corruption, after having fulfilled the educational requirements.

5. Essential Knowledge, Skills and Abilities

- Drafting and analytical skills;
- Political sensitivity, with the ability to exercise discretion, judgement and confidentiality when dealing with politicians and officers at every level;
- Oral and influencing skills, with the ability to give clear advice on issues;
- Excellent interpersonal and communication skills;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Proven ability to address these subjects both at central and regional level.

6. Desirable Qualifications and Experience

- Experience of change management, related outreach and consultation would be a significant advantage;
- International experience, particularly in crisis areas with multinational and/or international organizations would be an asset.

7. Desirable Knowledge, Skills and Abilities

- Knowledge of the political, cultural and security situation of the mission area and other areas within the same geopolitical region is desirable;
- Ukrainian and/or Russian Language skills.

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| Position Name: Community Policing Adviser/Trainer | Employment Regime: Seconded | |
| Ref. Number: UAO 47 | Location: Kyiv | Availability: ASAP |
| Department/Component/Unit: Operations Department/Law Enforcement Agencies Component/ General and Community Policing Unit/ Community Policing Section | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Community Policing Adviser/Trainer reports to the Head of General and Community Policing Unit.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of General and Community Policing Unit;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's Mandate implementation in line with the OPLAN and Mission Implementation Plan (MIP);
- To provide expertise to strengthen the capabilities in the community policing field, including community partnership and engagement, crime prevention, proactively addressing community safety issues etc;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the community policing field;
- To develop curricula for community policing and deliver training;
- To support in developing and implementing in-service trainings;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations;
- To identify, analyse and disseminate information on all community policing activities within her/his area of responsibility 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 equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- After having fulfilled the education requirements a minimum of 5 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement agencies.

5. Essential Knowledge, Skills and Abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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| Position Name: Community Policing Adviser/Trainer | Employment Regime: Seconded | |
| Ref. Number: UAO 48 | Location: Kyiv | Availability: ASAP |
| Department/Component/Unit: Operations Department/Law Enforcement Agencies Component/General and Community Policing Unit/Community Policing Section | Level of Security Clearance: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Community Policing Adviser/Trainer reports to the Head of General and Community Policing Unit.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Law Enforcement Agencies Component;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's Mandate implementation in line with the OPLAN and Mission Implementation Plan (MIP);
- To provide expertise to strengthen the capabilities in the community policing field, including community partnership and engagement, crime prevention, proactively addressing community safety issues etc;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the community policing field;
- To develop curricula for community policing and deliver training;
- To support in developing and implementing in-service trainings;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations;

- To identify, analyse and disseminate information on all community policing activities within her/his area of responsibility 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 equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- After having fulfilled the education requirements a minimum of 5 years of relevant professional experience, including Experience in national/international training units/programmes for law enforcement agencies.

5. Essential knowledge, skills and abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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| Position Name: Senior Adviser on Prosecutorial Reform | Employment Regime: Seconded | |
| Ref. Number: UAO 50 | Location: Kyiv | Availability: ASAP |
| Component/Department/Unit: Operations Department/ Rule of Law Component/ Prosecution/Judiciary Unit | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Senior Adviser on Prosecutorial Reform reports to the Head of Prosecution/Judiciary 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) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of 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 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 relevant task as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To provide strategic advice and assistance to the relevant Ukrainian partners in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To provide expertise to strengthen capabilities in the field of prosecutorial and legal reform; this will include advice on legislation, policy relating to such matters as prosecutorial ethos, structural and operational organisation of the Public Prosecutor's Office, independence and self-governance, resource management and the vetting process of prosecutors;
- To provide awareness and advice to the national level of the Ukrainian prosecutorial leadership relating to the establishment of robust and effective internal and external communication, human resources and disciplinary proceedings;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the prosecution;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective prosecution, including related human resources systems;
- To support Mission Field Offices where relevant;
- To manage and lead projects in the prosecution field;
- To travel within the Mission's area of operations as required.

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 6 years of relevant professional experience, out of which a minimum of 3 years of experience in prosecution management, after having fulfilled the educational requirements.

5. Essential Knowledge, Skills and Abilities

- Ability to mentor and motivate local counterparts;
- Ability to engage with senior officials/ governmental level decision makers;
- Knowledge of prosecutorial service.

6. Desirable Qualifications and Experience

- Experience in reforming / change management of a prosecutorial service or judiciary;
- Experience of designing and delivering training;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills;
- Ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

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| Position Name: Senior Adviser on Prosecution (Management) | Employment Regime: Seconded | |
| Ref. Number: UAO 74 | Location: Kyiv | Availability: ASAP |
| Component/Department/Unit: Operations Department/ Rule of Law Component/ Prosecution/Judiciary Unit | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Senior Adviser on Prosecution (Management) reports to the Head of Prosecution/Judiciary 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) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of 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 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 relevant task as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To provide strategic advice and assistance to the relevant Ukrainian partners in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To provide expertise to strengthen capabilities in the prosecution; this will include advice on policy relating to such matters as prosecutorial ethos, structural and operational organisation of the Public Prosecutor's Office, independence and self-governance, resource management and the vetting process of prosecutors;
- To provide awareness and advice to the national level Ukrainian prosecutorial leadership relating to the establishment of robust and effective internal communication, human resources and discipline procedures;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the prosecution;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective prosecution;

- To support Mission Field Offices where relevant;
- To manage and lead projects in the prosecution field;
- To travel within the Mission's area of operations as required.

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 6 years of relevant professional experience, out of which a minimum of 3 years of experience in prosecution management, after having fulfilled the educational requirements.

5. Essential Knowledge, Skills and Abilities

- Ability to mentor and motivate local counterparts;
- Ability to engage with senior officials/ governmental level decision makers;
- Knowledge of prosecution service.

6. Desirable Qualifications and Experience

- Experience of designing and delivering training;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills;
- Ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

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| Position Name: Senior Adviser on Prosecutorial Reform | Employment Regime: Seconded | |
| Ref. Number: UAO 94 | Location: Kyiv | Availability: ASAP |
| Component/Department/Unit: Operations Department/ Rule of Law Component/ Prosecution/Judiciary Unit | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Senior Adviser on Prosecutorial Reform reports to the Head of Prosecution/Judiciary 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) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of 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 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 relevant task as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To provide strategic advice and assistance to the relevant Ukrainian partners in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To provide expertise to strengthen capabilities in the field of prosecutorial and legal reform; this will include advice on legislation, policy relating to such matters as prosecutorial ethos, structural and operational organisation of the Public Prosecutor's Office, independence and self-governance, resource management and the vetting process of prosecutors;
- To provide awareness and advice to the national level of the Ukrainian prosecutorial leadership relating to the establishment of robust and effective internal and external communication, human resources and disciplinary proceedings;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the prosecution;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective prosecution, including related human resources systems;
- To support Mission Field Offices where relevant;
- To manage and lead projects in the prosecution field;
- To travel within the Mission's area of operations as required.

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 6 years of relevant professional experience, out of which a minimum of 3 years of experience in prosecution management, after having fulfilled the educational requirements.

5. Essential Knowledge, Skills and Abilities

- Ability to mentor and motivate local counterparts;
- Ability to engage with senior officials/ governmental level decision makers;
- Knowledge of prosecutorial service.

6. Desirable Qualifications and Experience

- Experience in reforming / change management of a prosecutorial service or judiciary
- Experience of designing and delivering training;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills;
- Ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

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| Position Name: Senior Adviser on Specialized Law Enforcement Agencies | Employment Regime: Seconded | |
| Ref. Number: UAO 95 | Location: Kyiv | Availability: ASAP |
| Department/Component/Unit: Operations Department/ RoL Component | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Senior Adviser on Specialized Law Enforcement Agencies reports to the Head of Criminal Investigation 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) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing less developed structural areas in the performance and accountability of counterparts/institutions and to propose solutions for developing and 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 maintain 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 provide strategic advice and assistance to specialized Law Enforcement Agencies, such as the State Bureau of Investigation and the Bureau of Financial Investigations, in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders; This will include advice on good practices in internal and inter-agency coordination, management of specialised investigations, professional ethos, resource management and training;
- To provide awareness and advice to the leadership relating to the establishment of robust and effective internal investigations and discipline;
- To provide expertise to establish these LEA and strengthen their capabilities; this will include advice on legislation, policies, structure, operational organisation, independence, resource management;
- To support the specialized Law Enforcement Agencies in identifying the appropriate equipment, the needed infrastructure and the need of specialised training to deliver their tasks effectively;
- To advise and support the specialized Law Enforcement Agencies in implementing externally funded projects/initiatives in his/her field of expertise;

- To identify, analyse and disseminate information on activities within her/his area of responsibility as required;
- To travel within the Mission's area of operations as required.

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

5. Essential Knowledge, Skills and Abilities

- Ability to mentor and motivate local counterparts;
- Ability to engage with senior officials/ governmental level decision makers.

6. Desirable Qualifications and Experience

- Experience of designing and delivering training;
- Experience in project management;
- Experience working on central level of Law Enforcement Agencies;
- Experience in reforming / setting up Law Enforcement Agencies.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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| Position Name: Adviser/Trainer on Community Policing | Employment Regime: Seconded | |
| Ref. Number: KHO 02 | Location: Kharkiv | Availability: 18-Feb-2020 |
| Department/Component/Unit: Operations Department/Field Office | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Adviser/Trainer on Community Policing reports to the Head of Field Office.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Field Office;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's Mandate implementation in line with the OPLAN and Mission Implementation Plan (MIP);
- To provide expertise to strengthen the capabilities in the community policing field;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant regional/local Ukrainian partners on the capacity and training opportunities in the community policing field;
- To support the relevant regional/local Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations as per EUAM HQ direction;
- To identify, analyse and disseminate information on all regional/local community policing activities within her/his area of responsibility 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 equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- After having fulfilled the education requirements a minimum of 5 years of relevant professional experience, including Experience in national/international training units/programmes for law enforcement agencies.

5. Essential Knowledge, Skills and Abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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|---|---|---|
| Position Name: Adviser/Trainer on Criminal Investigations | Employment Regime: Seconded | |
| Ref. Number: KHO 04 | Location: Kharkiv | Availability: ASAP |
| Department/Component/Unit: Operations Department/Field Office | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line:

The Adviser/Trainer on Criminal Investigations reports to the Head of Field Office.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Field Office;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's Mandate implementation in line with the OPLAN and Mission Implementation Plan (MIP);
- To provide advice and assistance to the relevant regional/local Ukrainian partners in implementing reforms in accordance with the EUAM HQ policies, priorities and direction;
- To provide expertise to strengthen the capabilities in the criminal investigations field;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant regional/local Ukrainian partners on the capacity and training opportunities in the criminal investigations field, including police-prosecution cooperation;
- To support in the development of curricula for criminal investigation and deliver training as per EUAM HQ direction;
- To support in implementing in-service trainings as per EUAM HQ direction;
- To support the relevant regional/local Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations as per EUAM HQ direction;

- To ensure timely reporting and information flow within the Mission;
- To identify, analyse and disseminate information on all regional/local criminal investigations activities within her/his area of responsibility 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 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, including experience in national/international training units/programmes for law enforcement agencies, after having fulfilled the education requirements.

5. Essential knowledge, skills and abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

| | | |
|---|---|---|
| Position Name: Adviser/Trainer on Public Order | Employment Regime: Seconded | |
| Ref. number: KHO 05 | Location: Kharkiv | Availability: 27-Jan-2020 |
| Department/Component/Unit: Operations Department/ Field Office Kharkiv | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Adviser/Trainer on Public Order reports to the Head of Field Office.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Field Office;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's Mandate implementation in line with the OPLAN and Mission Implementation Plan (MIP);
- To provide expertise to strengthen the capabilities in the policing field, including community partnership and engagement, crime prevention, traffic, proactively addressing public order issues etc;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant Ukrainian partners in the region on the capacity and training opportunities in the public order field;
- To develop curricula for public order and deliver training;
- To support in developing and implementing in-service trainings;
- To support the relevant Ukrainian partners in the region in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations as per EUAM HQ direction.

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
- After having fulfilled the education requirements a minimum of 5 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement agencies.

5. Essential knowledge, skills and abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;
- Knowledge of the Crowd and Riot Control.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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|---|---|---|
| Position Name: Adviser/Trainer on Good Governance / Human Resources Management | Employment Regime: Seconded | |
| Ref. Number: KHO 06 | Location: Kharkiv | Availability: 1-Nov-2019 |
| Department/Component/Unit: Operations Department /Field Office | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Adviser/Trainer on Good Governance / Human Resources Management reports to the Head of Field Office.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Field Office;
- To identify required reforms and appropriate support to be provided by the Mission, including advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's Mandate implementation in line with the OPLAN and Mission Implementation Plan (MIP);
- To provide expertise to strengthen the capabilities in the field of good governance, focusing on human resources management;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant regional/local Ukrainian partners on the capacity and training opportunities, including;
- To support the relevant regional/local Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations as per EUAM HQ direction;
- To identify, analyse and disseminate information on all regional/local good governance activities within her/his area of responsibility 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. The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) or Business Administration/Management; AND
- After having fulfilled the educational requirements, a minimum of 5 years of relevant professional experience.

5. Essential knowledge, skills and abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;

6. Desirable Qualifications and Experience

- Experience in international work/missions/projects to support host state reforms in the area of Security Sector/Rule of Law;
- Professional Training Qualification from recognised institute.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

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|--|---|--|
| Position Name: Planning and Reporting Officer | Employment Regime: Seconded | |
| Ref. Number: LVC 01 | Location: Lviv | Availability: ASAP |
| Department/Component/Unit: Chief of Staff Office/ Planning, Reporting and Evaluation Department/Field Office | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: No |

1. Reporting Line

The Planning and Reporting Officer reports to the Head of Planning, Reporting and Evaluation Department.

2. Main Tasks and Responsibilities

- To monitor and collect information on political events and trends, with a particular focus on the host country, EU and international relevant stakeholders, that may impact on the situation in the Mission's area of responsibility;
- To contribute to the development and regular updating of the Mission Implementation Plan (MIP) in close cooperation with the relevant Mission's operational elements and other key stakeholders;
- To contribute, in support of the Mission's Project Management Unit, to identify and develop new projects according to the objectives of the Mission's mandate;
- To develop and implement baseline surveys, monitoring and evaluation exercises to evaluate and assess the impact of the Mission's activities;
- To communicate with key Mission staff members on information management, analysis and reporting procedures in order to ensure submission of high-quality information;
- To collate and support the quantitative and qualitative analysis of inputs originating from the Mission's operational elements on their operational activities against benchmarking;
- To produce timely and accurate periodic and ad-hoc reports for submission to the chain of command, the Mission's operational headquarters, and EU Member States regarding Mission's mandate implementation;
- To prepare and give presentations, produce talking points, speeches and presentations on behalf of others; and take meeting minutes;
- To contribute to the collection of the Mission's lessons learned observations;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- Under the supervision of the Head of PRED, advise and support the Head of the Field Office in reporting on the activities in the region according to the Head of Mission's directions, OPLAN, MIP, OIF and other relevant planning documents. To this effect, he/she supports the Head of PRED and monitors and reports on the progress of mandate implementation, including the identification of challenges, options and solutions and through benchmarking, analysis of internal operational reporting and evaluation;
- Under the supervision of the Head of PRED, to help ensuring that the operational activities and possible projects in the region are conducted in accordance with the Mission's instructions;
- Under the supervision of the Head of PRED, to ensure that the lessons learnt and the best practices are properly identified, collected and disseminated in the regions;

- Under the supervision of the Head of PRED, to identify informational needs and contribute to the Mission reporting and information gathering;
- To travel within the Mission's area of operations 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; AND
- A minimum of 4 years of relevant professional experience in operational planning and reporting, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Analytical and research skills;
- Report compilation, drafting and editing skills.

6. Desirable Qualifications and Experience

- Experience in planning and progress assessment;
- Experience in project management;
- Experience in international work/missions/projects to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

| | | |
|---|---|---|
| Position Name: Adviser/Trainer on Good Governance/ Human Resource Management | Employment Regime: Seconded | |
| Ref. Number: ODO 04 | Location: Odesa | Availability: ASAP |
| Department/Component/Unit: Operations Department /Field Office Odesa | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Adviser/Trainer on Good Governance/Human Resource Management 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) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing less developed structural areas in the performance and accountability of UA counterparts and to propose solutions for developing and strengthening counterparts/institutions;
- 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 maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from the 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 provide expertise to strengthen the capabilities in the field of good governance, focusing on Human Resources Management;
- To provide strategic advice and assistance to the relevant regional/local Ukrainian partners in implementing reforms in accordance with the agreed policies and guidelines and in coordination with EUAM HQ and to ensure a comprehensive understanding of the current state of play in public administration and decentralisation in the regions;
- To assess and provide strategic advice to the authorities of the relevant regional entities in identifying needs in the fields of good governance, including the crosscutting principles, and Human Resources development;
- To travel within the Mission's area of operations as required.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank AND
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities

- Knowledge of human resources management and good governance;
- Ability to mentor and motivate local counterparts;
- Ability to engage with senior officials/ governmental level decision makers.

6. Desirable Qualifications and Experience

- University Degree in Human Resources management or/and an international certification in Human Resources management;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Experience of designing and delivering training;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

| | | |
|--|---|---|
| Position Name: Adviser/Trainer on Community Policing | Employment Regime: Seconded | |
| Ref. Number: ODO 06 | Location: Odesa | Availability: ASAP |
| Department/Component/Unit: Operations Department/Field Office Odesa | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Adviser/Trainer on Community Policing reports to the Head of Field Office.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Field Office;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's Mandate implementation in line with the OPLAN and Mission Implementation Plan (MIP);
- To provide expertise to strengthen the capabilities in the community policing field;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant regional/local Ukrainian partners on the capacity and training opportunities in the community policing field;
- To support the relevant regional/local Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations as per EUAM HQ direction;
- To identify, analyse and disseminate information on all regional/local community policing activities within her/his area of responsibility 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 equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- After having fulfilled the education requirements a minimum of 5 years of relevant professional experience, including Experience in national/international training units/programmes for law enforcement agencies.

5. Essential Knowledge, Skills and Abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

| | | |
|--|---|---|
| Position Name: Adviser/Trainer on Public Order | Employment Regime: Seconded | |
| Ref. Number: ODO 08 | Location: Odesa | Availability: 30-Jan-2020 |
| Department/Component/Unit: Operations Department /Field Office | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Adviser/Trainer on Public Order reports to the Head of Field Office.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Field Office;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's Mandate implementation in line with the OPLAN and Mission Implementation Plan (MIP);
- To provide expertise to strengthen the capabilities in the community policing field;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant regional/local Ukrainian partners on the capacity and training opportunities in the public order field;
- To support the relevant regional/local Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations as per EUAM HQ direction;
- To identify, analyse and disseminate information on all regional/local public order activities within her/his area of responsibility 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 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, including Experience in national/international training units/programmes for law enforcement agencies, after having fulfilled the education requirements.

5. Essential knowledge, skills and abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

| | | |
|--|---|---|
| Position Name: Adviser/Trainer on Rule of Law | Employment Regime: Seconded | |
| Ref. Number: ODO 09 | Location: Odesa | Availability: ASAP |
| Department/Component/Unit: Operations Department /Field Office | Security Clearance Level: EU RESTRICTED or equivalent | Open to Contributing Third States: Yes |

1. Reporting Line

The Adviser/Trainer on Rule of Law reports to the Head of Field Office.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Field Office;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To ensure data collection related to Mission's trainings;
- To contribute to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- To contribute on an operational level and in his/her field of expertise to the Mission's Mandate implementation in line with the OPLAN and Mission Implementation Plan (MIP);
- To provide expertise to strengthen the capabilities in the criminal justice field, focusing on pre-trial investigations and case management;
- To support the adoption of a service-minded and citizen-oriented approach through the development and implementation of SOPs and manuals;
- To identify and advise the relevant regional/local Ukrainian partners on the capacity and training opportunities in the criminal justice field, including police-prosecution cooperation when conducting investigations;
- To support the relevant regional/local Ukrainian partners in identifying the appropriate equipment and infrastructure needed to deliver effective training;
- To work as an Adviser/Trainer travelling within the Mission's area of operations as per EUAM HQ direction;
- To identify, analyse and disseminate information on all regional/local criminal justice activities within her/his area of responsibility 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; AND
- A minimum of 5 years of relevant professional experience, including Experience in national/international training units/programmes for law enforcement/RoL agencies, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

6. Desirable Qualifications and Experience

- University Degree in Law;
- Professional Training Qualification/Certification;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian Language skills.

SECONDED/CONTRACTED POSITIONS

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|--|--|---|
| Position Name: Press and Public Information Officer | Employment Regime: Seconded/Contracted | Post Category: Mission Support – Management Level |
| Ref. Number: UAC 52 | Location: Kyiv | Availability: 07- Nov-19 |
| Department/Component/Unit: Chief of Staff Office/Press and Public Information Department | Level of Security Clearance: EU RESTRICTED or equivalent | Open to contributing third States: No |

1. Reporting Line

The Press and Public Information Officer reports to the Head of Press and Public Information Department / Senior Spokesperson.

2. Main Tasks and Responsibilities

- To coordinate arrangements for visiting journalists;
- To organize and implement public information campaigns, EUAM, EU and topic related events, mission;
- To populate the Mission's website and, if relevant, social media platforms, with content;
- To substitute the Head of Public Information Department / Senior Spokesperson in his/her absence;
- To assist in the implementation of the Mission Strategic Communications Plan;
- To organize and conduct press conferences, briefings and other media events;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities

- To draft press releases, public statements, articles and op-eds;
- To write and design public information material and factsheets;
- To organize and implement public information campaigns, EUAM, EU and topic related events, mission promotional materials, town hall meetings and conferences;
- To conduct public information / media training for mission staff;
- To advise, mentor and support designated Ukrainian counterparts on strategic public relations and communication;
- To contribute to regular mission reporting and to other reports, papers and briefings in relation to the implementation of the mission mandate.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma in Journalism, Media/Communications, Political Sciences, Law, International Relations, Social Sciences or other closely related fields of study OR
- A qualification at the level in the National Qualifications Framework in the above-mentioned field of experience which is equivalent/ referenced 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 in the above-mentioned field of experience, e.g. a Bachelor's degree;
- And after having fulfilled the above requirements, a minimum of 4 years of relevant and proven professional experience, notably in a media related capacity and/or in current affairs related journalistic experience or public communication experience.

5. Essential Knowledge, Skills and Abilities

- Excellent understanding of the media and social media environment;
- Excellent interpersonal and communication skills;
- Excellent drafting skills;
- Fluency in English.

6. Desirable Qualifications and Experience

- Prior experience in journalism, and in drafting press statements and releases, would be an asset;
- International experience, particularly in crisis areas with multinational and/or international organizations would be an asset; Knowledge of the political, cultural and security situation of the mission area and other areas within the same geopolitical region is desirable.

7. Desirable Knowledge, Skills and Abilities

- Knowledge of Russian/Ukrainian language;
- Knowledge of the Ukrainian media environment.

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|---|--|--|
| Position Name: Mission Security Officer for MU | Employment Regime: Seconded/Contracted | |
| Ref. Number: UAD 08 | Location: Kyiv / Countrywide | Availability: ASAP |
| Department/Component/Unit: Security and Duty of Care Department | Security Clearance Level: EU SECRET | Open to Contributing Third States: No |

1. Reporting Line

The Mission Security Officer for Mobile Units (MSOMU) reports to the Senior Mission Security Officer (SMSO).

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 ensure security surveys of Mission member's personal protective security requirements, transport security, residential and office security as appropriate;
- To ensure that all security and communications equipment is kept in a state of operational readiness.
- To conduct regular security drills, communication tests and evacuation exercises;
- To provide briefings and presentations on matters affecting the security and safety of Mission member's and to ensure all staff is properly prepared for emergencies;
- To liaise as directed and co-operate closely with national law enforcement agencies, International Organisations, NGOs, other EU bodies and diplomatic representatives, in the field of security;
- To provide assistance and appropriate response to Mission members and to ensure that all necessary actions are taken, particularly in emergency cases;
- To travel to high risk areas and to conduct security duties;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities

- Assists the SMSO in the development, implementation and updating of the Mission Security Plan, and all supporting security and safety instructions and procedures;
- Assesses the security situation and maintains updated all relevant security related documents;
- Provides comprehensive reports to the SMSO on all incidents affecting mission members and initiates necessary follow up action with the appropriate authorities;
- Assists SMSO in reviewing the security phase;
- Works in close cooperation with the Mission Support Department in matters related to the procurement of necessary security related equipment and services;
- Elaborates in-depth planning and execution of security operations;
- Support the security training capabilities in the identification, development, delivery and audit of training requirements.

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

5. Essential Knowledge, Skills and Abilities

- Planning, and time-management skills;
- Analytical skills;
- Ukrainian or Russian Language skills (basic level).

6. Desirable Qualifications and Experience

- University and /or Master's degree in security studies (security studies, security and defence studies, international security studies, peace and conflict studies, intelligence or other related studies);
- International experience, particularly in crisis areas with multi-national and international Organisations;
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- 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;
- Ability to contribute creatively to the development of security policies and procedures;
- Highly resilient under mental pressure;
- Validated License for armoured vehicle or C or C1 Driving license.

7. Desirable Knowledge, Skills and Abilities

- Knowledge of the Mission area and potential security threats.