

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1 – Requirements and Job Descriptions

European Union Capacity Building Mission in Somalia (EUCAP SOMALIA) 1-2020 Call for Contributions				
Organisation:	EUCAP SOMALIA			
Job Location:	As indicated below			
Employment Regime:	As indicated below			
Job Title/ Vacancy Notice	Ref.:	Name of the Post:	Location:	Availability:
	<u>Seconded (21)</u>			
	SOM-003*	Chief of Staff	Mogadishu	24/06/2020
	SOM-007*	BSE Human Resources and Administrative Officer	Brussels	15/06/2020
	SOM-008	BSE Policy Support Officer	Brussels	15/08/2020
	SOM-020	Senior Press and Public Information Officer/Chief of Unit (CRC)	Mogadishu	09/08/2020
	SOM-023	Senior Political Adviser	Mogadishu	01/07/2020
	SOM-079	Head of Field Office/Deputy Head of Operations	Mogadishu	ASAP
	SOM-092	Planner/Liaison Officer	Mogadishu	ASAP
	SOM-094	Senior Legal Adviser/Chief of Unit	Mogadishu	ASAP
	SOM-096	Chain of Prosecution Adviser	Mogadishu	29/09/2020
	SOM-097	Legal Adviser	Mogadishu	29/09/2020
	SOM-102	Strategic Adviser	Garowe	ASAP
	SOM-105*	Police Adviser	Garowe	22/07/2020
	SOM-106	Senior Coast Guard Adviser	Garowe	ASAP
SOM-114	Project Manager	Garowe	ASAP	

SOM-115	Head of Field Office	Hargeisa	29/06/2020
SOM-117	Senior Maritime Adviser	Hargeisa	ASAP
SOM-120	Coastal Policing Adviser	Hargeisa	ASAP
SOM-123	Coast Guard Adviser	Hargeisa	09/07/2020
SOM-124	Coast Guard Adviser	Hargeisa	ASAP
SOM-125	Legal Adviser	Hargeisa	ASAP
SOM-126	Legal Adviser/Law Drafting	Hargeisa	ASAP
Seconded/Contracted (28)			
SOM-006	Internal Auditor	Mogadishu	ASAP
SOM-040	Mission Security Officer	Garowe	ASAP
SOM-046	Nurse	Mogadishu	ASAP
SOM-047	Nurse	Mogadishu	ASAP
SOM-048	Nurse	Garowe	ASAP
SOM-064	Human Resources Officer	Mogadishu	ASAP
SOM-065	Human Resources Officer	Mogadishu	ASAP
SOM-071	CIS Officer - Database Administrator	Mogadishu	ASAP
SOM-074	CIS Assistant	Mogadishu	01/07/2020
SOM-076	Finance Officer	Mogadishu	ASAP
SOM-081	Senior Maritime Adviser	Mogadishu	ASAP
SOM-098	Legal Adviser	Mogadishu	01/04/2020
SOM-110	Chain of Prosecution Adviser	Garowe	ASAP
SOM-111	Financial and Administration Officer	Garowe	ASAP
SOM-127	Financial and Administration Officer	Hargeisa	ASAP
SOM-131**	Armed Protection Team Leader	Hargeisa	ASAP
SOM-132**	Armed Protection Operator	Hargeisa	ASAP
SOM-133**	Armed Protection Operator	Hargeisa	ASAP

	SOM-134**	Armed Protection Operator	Hargeisa	ASAP
	SOM-135**	Armed Protection Operator	Hargeisa	ASAP
	SOM-136**	Armed Protection Operator	Hargeisa	ASAP
	SOM-137**	Armed Protection Operator	Hargeisa	ASAP
	SOM-138**	Armed Protection Operator	Hargeisa	ASAP
	SOM-139**	Armed Protection Operator	Hargeisa	ASAP
	SOM-140**	Armed Protection Operator	Hargeisa	ASAP
	SOM-141**	Armed Protection Operator	Hargeisa	ASAP
	SOM-142**	Armed Protection Armourer	Hargeisa	ASAP
	SOM-143**	Mission Security Analysis Officer	Mogadishu	ASAP
Deadline for Applications:	Wednesday 11 March 2020 at 17:00 (Brussels time)			
Applications must be submitted via:	<p>1. For <i>seconded candidates from EU Member States</i>: https://goalkeeper.eeas.europa.eu/registrar/</p> <p>2. For <i>contracted candidates from EU Member States</i>: https://goalkeeper.eeas.europa.eu/registrar/DPA/357/details.do</p> <p>3. For <i>seconded candidates from Invited/Contributing Third States</i> (Annex 2 Application Form attached and available also on the EEAS website): cpcceucaphoa@eeas.europa.eu</p>			
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p>Ms Katrine-Helene-Kragh AAGAARD cpcceucaphoa@eeas.europa.eu</p>			

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

(**) The availability of this position is subject to the approval of the Budgetary Impact Statement.

EUCAP Somalia has a High Risk Non-Family Mission status. For security reasons, the Mission Members are obliged to live in restricted areas, where security responsibilities are borne by the Mission.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States/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. Preference will be given to seconded candidates. A seconded staff member of EUCAP Somalia is eligible to apply for a contracted post only if his/her secondment will end within three (3) months from the deadline for applications and if his/her request for extension of the secondment has not been supported by the relevant State or EU Institution.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English language, if issued in another language, in accordance with the European Commission Guidelines for Lifelong Learning, which ensures transparency in higher education and fair and informed judgements about qualifications.

Tour of Duty/Contract Period – Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the initial duration of the deployment should be of 12 months.

The Civilian Operations Commander requests that contributing States propose candidates for the following international expert positions for EUCAP Somalia, 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 candidate 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 languages 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

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

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

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

Language – Some proficiency in local language(s).

Driving Licence - Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

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

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

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 – EU Member 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) and/or 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 taking up the 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 EU Member 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 with UNSCR 1325. The CPCC encourages the EU Member States and European Institutions to take this into account when offering contributions.

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 2.

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 video call/phone, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the EU Member State 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 – EU Member 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-SAFE³ 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.

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

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: Chief of Staff	Employment Regime: Seconded	
Ref. Number: SOM-003*	Location: Mogadishu	Availability: 24/06/2020
Component/Department/Unit: Chief of Staff Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Chief of Staff reports to the Deputy Head of Mission (DHoM).

2. Main Tasks and Responsibilities:

- To manage and oversee day-to-day coordination of the Mission Headquarters' organisational units, including Mission Support, in order to ensure that all aspects are globally considered when preparing for Head of Mission's (HoM)/DHoM's decision-making, and when analysing the internal and external reporting of Mission activities.
- To support the HoM/DHoM in operationalising the Mission mandate to ensure delivery on the Mission mandate and tasks as set out in planning documents, the Mission Implementation Plan (MIP), and instructions issued by the HoM;
- To lead and manage the work of the Chief of Staff Office;
- To identify, assign and take appropriate and timely action on incoming requests and correspondence within the Mission Headquarters;
- To ensure quality control in the planning and implementation of Mission activities according to the Operation Plan (OPLAN) and HoM's/DHoM's directions as appropriate;
- To supervise the development and periodic review of the Mission Implementation Plan and to keep track of Mission benchmarking;
- To ensure that Mission Standard Operating Procedures (SOPs) are properly developed, implemented and periodically reviewed;
- To ensure that liaison and coordination are maintained with the EU Delegation, EUTM Somalia, EU NAVFOR Atalanta, the representatives of EU Member States and Contributing Third States, according to HoM's/DHoM's directions;
- To liaise externally with international organisations, agencies and interlocutors as appropriate;
- To ensure drafting of reports and other correspondence on behalf of the HoM/DHoM as appropriate;
- To ensure that documents, reports and letters are prepared for the HoM/DHoM as appropriate;
- To request information and briefing materials for HoM/DHoM, including documents for use with external agencies, organisations and interlocutors;
- To attend internal and external meetings with and on behalf of HoM/DHoM;
- To ensure assignments are properly tasked and receive proper follow up;
- To communicate to HoM/DHoM the status of action items, projects, or any other activity to Mission Headquarters;
- To be the central point of entry for communication between the Mission and the Operational Headquarters (EEAS/CPCC);
- 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.

3. Mission Specific Tasks and Responsibilities:

- To ensure coordination of the Mission Headquarters (MHQ) staff performing the following command enabling functions: Planning and Evaluation, Project management, Analysis and Reporting, Executive, Press and Public Information, Document Management/Registry, Human Rights and Gender Advice, Legal Advice, Political Advice and Mission Support.

- To lead and manage Brussels Support Elements (BSE) in the areas of MHQ/Operations and Mission Support deployed in the EEAS/CPCC.

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 10 years of relevant professional experience, out of which a minimum of 5 years of experience at senior management level;
- Experience in liaison with governmental and law enforcement institutions (such as ministries, agencies, coast guard, police, prosecution, judiciary, customs etc.).

5. Essential Knowledge, Skills and Abilities:

- Knowledge of and experience in strategic management and/or public administration;
- Managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Strong managerial track record;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Ability to mentor and motivate staff.

6. Desirable Qualifications and Experience:

- Master's degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- Experience in national or international assignments in a staff function, in particular planning and organisation of crisis management Missions;
- Experience in management of strategic analyses as well as a sound understanding of strategic and operational considerations for the design of national security sector related reforms;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Drafting, reviewing, editing and presentation skills.

Position Name: BSE Human Resources and Administrative Officer	Employment Regime: Seconded	
Ref. number: SOM-007*	Location: Brussels	Availability: 15/06/2020
Component/Department/Unit: Chief of Staff Office	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 (CoS), while embedded in the CPCC/EEAS 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 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.

3. Mission Specific Tasks and Responsibilities: N/A

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;
- Problem solving skills;
- Administrative skills and attention to details;
- Analytical and reporting skills;
- Networking skills.

6. Desirable Qualifications and Experience:

- Experience in planning and implementing projects in the field of human resources management;

- University or/and Master's degree in business administration or in human resources management or international certification in human resources management;

7. Desirable Knowledge, Skills and Abilities:

- International experience, particularly in crisis areas with multinational and/or international organisations.

Position Name: Brussels Support Element / Policy Support Officer	Employment Regime: Seconded	
Ref. number: SOM-008	Location: Brussels	Availability: 15/08/2020
Component/Department/Unit Chief of Staff Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The BSE / Policy Support Officer reports to the Chief of Staff (CoS), while embedded within the CPCC Somalia Desk from whom he/she may also take instructions.

2. Main Tasks and Responsibilities:

- To maintain close coordination between the Mission and the CPCC, as well as with other relevant EEAS/Commission services and EU Member States under the overall coordination of the CPCC Somalia Desk;
- To closely coordinate with the Mission regarding its specific tasks implementation as well as Brussels based developments and to follow closely any relevant developments in the Mission's area of interest;
- To provide analysis on the Mission's specific tasks implementation;
- To contribute to the reporting and to the drafting of reporting, planning and other documents related to the Mission;
- To support the organisation of CPCC visits to the Mission area and Mission's visits to Brussels and capitals;
- To regularly visit the Mission in agreement with the HoO and CPCC;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities:

- To work closely with appropriate counterparts in the European Commission and its programs, and with the EU Special Representatives' Office in Brussels;
- As appropriate contributes to CPCC's presentations to Brussels-based working groups and other actors.

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 after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Analytical and reporting skills;
- Networking skills.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience in of Security Sector/Rule of Law (RoL) Reform analysis with a demonstrated ability to coordinate with many different levels and participants.

7. Desirable Knowledge, Skills and Abilities:

- Ability to develop and maintain effective work relationships with different national and cultural background with sensitivity and respect for diversity;

- Knowledge of development aid and/or financial and technical cooperation projects, ideally through EU financial instruments;
- Knowledge of the European Commission's aid programming and implementing process.

Position Name: Senior Press and Public Information Officer / Chief of Unit / CRC Member	Employment Regime: Seconded	
Ref. number: SOM-020	Location: Mogadishu	Availability: 09/08/2020
Component/Department/Unit: Chief of Staff Office/Press and Public Information Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Senior Press and Public Information Officer / Chief of Unit reports to the Chief of Staff. The position is also a member of the Core Responsiveness Capacity (CRC).

2. Main Tasks and Responsibilities:

- To act as the Mission's spokesperson and to communicate the work of the Mission to the public;
- To lead, direct and manage the work and staff of the Press and Public Information Office (PPIO);
- To manage the Press and Public Information budget and procurement processes as well as all contract/tender/designs for Mission visibility items;
- To draft, keep under review, and implement the Communication and Information Strategy, Crisis Communication Strategy and guidelines and other communication plans and guidelines of the Mission;
- To supervise the organising and conduct press conferences, briefings and other media events;
- To cover the media aspects of high-level visits as well as supervise and coordinate arrangements for visiting journalists/media;
- To supervise the development and maintenance of an effective Mission website and social media platforms;
- To supervise the drafting of press releases, public statements, articles and features, and to seek clearance from the HOM's office if appropriate, and to co-ordinate same with other EU actors in theatre if appropriate;
- To liaise with the CPCC Policy and Strategic Communications Officer, EU HR/VP Spokesperson Office and EEAS Strategic Communication Division;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To make sure that the political sensitivities (Somaliland, relations between the Somalia Federal Government and Somalia Member States) are taken into account in the communication activities.

4. Core Responsiveness Capacity Tasks and Responsibilities:

- To participate in the planning and start-up of missions, including Technical Assessment Missions and early deployment;
- To support larger up/down scaling of missions, or refocusing of mandates;
- To participate in liquidation and closures of missions;
- To act as a floater under the Exchange of staff policy;
- To participate in the specific Core Responsiveness Capacity trainings and exercises;
- To undertake any other tasks related to the Core Responsiveness Capacity as required by the Civilian Operations Commander.

5. 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 any of the fields of Communication Sciences, Political Science, International Relations or Business Administration; AND

- A minimum of 7 years of relevant professional experience, in the field of communication/press and or public information, after having fulfilled the education requirements, out of which a minimum of 3 years of experience at management level.

6. Essential Knowledge, Skills and Abilities:

- Knowledge and practical experience of drafting and implementing communication strategies;
- Analytical skills and experience on analysing and developing the performance of public information activities, including social media;
- Leadership skills and experience;
- Writing and drafting skills;
- Networking skills and initiative;
- Presentation skills.

7. Desirable Qualifications and Experience:

- Experience as a spokesperson and institutional communication;
- Experience running media and outreach campaigns;
- Experience in planning and implementing projects;
- Master's Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership.

8. Desirable Knowledge, Skills and Abilities:

- Knowledge about the local press and media environment.

Position Name: Senior Political Adviser	Employment Regime: Seconded	
Ref. Number: SOM-023	Location: Mogadishu	Availability: 01/07/2020
Component/Department/Unit: Chief of Staff Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Senior Political Adviser reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

- To follow the political developments in theatre and the region and to provide analysis and advice on same, particularly in view of their possible impact on the Mission mandate implementation;
- To ensure the Head of Mission (HoM) and senior Mission management as appropriate are regularly updated on relevant political developments;
- To follow the policy matters pertaining to the Mission mandate implementation and to provide analysis and advice on same to the HoM and senior Mission management;
- To liaise and develop relationships with relevant political actors, parliamentarians, local authorities, civil society, EU actors, Contributing Third States and international organisations
- To prepare/contribute to briefings and notes in a timely manner for the HoM;
- To contribute to the political aspects of press and public information activities, including to assist in clearance of draft press releases, public statements and articles as appropriate;
- To review regular Mission reporting and other reports, papers and briefings in relation to the implementation of the Mission mandate;
- Without prejudice to the chain of command, to contribute to the regular liaison/coordination with Civilian Planning and Conduct Capability (CPCC);
- To conduct briefings for Mission staff and other individuals or groups as appropriate;
- To contribute to lessons identified/learned identification;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To lead, direct and manage the work and staff of the Political Adviser;
- To advise the HoM and senior Mission management on overall Security Sector Reform issues, with a particular focus on the political impact of ongoing reforms;
- Act as alternate Mission spokesperson as requested;
- To accompany HoM to meetings, and to prepare records of the same.

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 any of the domains of Political Studies, International Relations, Geopolitics, Diplomacy, Security Studies AND
- After having fulfilled the education requirements, a minimum of 6 years of relevant professional experience.

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;

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the political situation in the Horn of Africa region.

Position Name: Head of Field Office Mogadishu/ Deputy Head of Operations	Employment Regime: Seconded	
Ref. number: SOM-079	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Field Office Mogadishu	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Head of Field Office / Deputy Head of Operations reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To lead, direct and manage the work and staff of the Field Office in accordance with the Mission's OPLAN, and relevant planning documents;
- To oversee the Field Office's contribution to the Mission's internal and external reporting;
- To coordinate the Mission Support related aspects of the Field Office, under the guidance of the Mission's Head of Mission Support Department;
- To assess the consistency and sustainability of Mission's operational activities across time, and to provide recommendations for the improvement of Mission's performance;
- To co-operate with relevant local (municipal and regional) authorities and international organisations (if applicable), including with a view to monitoring problematic areas in the Field Office area of responsibility;
- To ensure, in coordination with the Senior Mission Security Officer/Mission Security Officer/Field Security Officer, that field office staff perform their work in a secure and safe environment, in the Field Office area of responsibility;
- To ensure that Standard Operating Procedures (SOPs) are properly implemented within the Field Office;
- To supervise the Field Office's input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements in the Field Office area of responsibility;
- To ensure close coordination with the other Mission's operational and support components;
- To supervise the Field Office's contribution to the Mission's internal and external reporting against benchmarking, and to provide recommendations for the improvement of Mission's performance;
- To ensure that mission members of the Field Office contribute to identify and report lessons learned and best practices within their respective area of responsibility;
- To ensure that the Field Office mission members are periodically updated on Mission's mandate implementation progress;
- To undertake any other related tasks, as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To implement the Mission's operational activities in accordance with the Mission's OPLAN and the HoM's guidance through the DHoM, ensuring operational coherence in support of the Mission's mandate;
- To lead, direct and manage the work and staff of the Operations Department;
- To ensure the consistency and sustainability of Mission's operational activities over time;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To ensure reporting on alleged human rights violations and ensure that cases of alleged human rights violations are brought to the attention of Mission headquarters;
- To identify, in consultation with the Head of Operations, confidence-building measures, particularly those for implementation in the Field Office area of responsibility;

- To coordinate/cooperate and/or supervise the coordination/cooperation of the Field Office's staff members as appropriate with the main maritime security system actors at the relevant level as well as with local EU and international actors;
- To establish and develop an efficient working relationship with the local authorities in charge of the development and training on maritime security and maritime law enforcement;
- To contribute to Mission internal planning and developing the different activities and projects connected to maritime security in Mogadishu;
- To liaise and coordinate the Mission's mandate implementation and activities with senior representatives of relevant line-ministries and government institutions, as appropriate.
- To lead the team of Mission's operational advisers with regard to the implementation of the mandate to enhance maritime civilian law enforcement in Somalia and that the necessary policy, legislative and institutional frameworks are in place.

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 (in case of policing position); AND
- After having fulfilled the education requirements, a minimum of 7 years of relevant professional experience, out of which a minimum of 3 years at management level;
- Experience in Security Sector/Rule of Law Reform in a national or host state context and in implementation of reform programmes.

5. Essential Knowledge, Skills and Abilities:

- Ability to use own initiative, establish priorities, to plan and to exercise control over the conduct of activities as well as make sound and timely decisions;
- Knowledge of Maritime Security related policy development fora, principles and regional frameworks;
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Experience working in the maritime law enforcement area;
- Senior management experience in an international organisation or an international environment operating in a conflict or immediate post conflict situation;
- Master's Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity and/or maritime sector.

7. Desirable Knowledge, Skills and Abilities:

- Negotiating skills with local interlocutors.

Position Name: Planner/Liaison Officer	Employment Regime: Seconded	
Ref. Number: SOM-092	Location: Mogadishu - EU Delegation	Availability: ASAP
Component/Department/Unit: Field Office Mogadishu	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Operational Planner reports to the Deputy Head of Mission. Without prejudice to this chain of command, the Operational Planner will support the Head of the EU Delegation in Somalia and will work in close coordination and cooperation with the Head of the Political, Press and Information Section of the EU Delegation (EUDEL) and the Senior Advisors of the development and security sections at the EU Delegation.

2. Main Tasks and Responsibilities:

- To help operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan(MIP) by advising the Mission and, when required, the EU Delegation, maximising complimentary instruments in support of the Mission and by ensuring an effective flow of information on developments and actions pertaining to internal security sector;
- To assist EUDEL in political and strategic tasks related to the internal security sector through attending meetings, conferences etc. on behalf of or in assistance to EUDEL senior staff and in particular to the EUDEL Police Adviser and development cooperation staff;
- In close cooperation with Mission and EUDEL concerned staff, to build up working relationships with relevant local and international counterparts, as well as to facilitate interaction, as appropriate, between EU programmes' implementing actors and national authorities;
- In close coordination with EUDEL to provide technical and planning support, including on EU projects on Security Sector Reform in order to assist the national authorities. The Operational Planner will take into account all the available EU instruments, the bilateral programmes from the EU Member States and the activities of the three CSDP Missions, EUCAP Somalia, EUNAVFOR Atalanta and the EU military Training Mission to Somalia (EUTM). He/she will have to prepare a chronogram of activities indicating possible synergies of existing programmes;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To identify best practice and lessons learned within her/his field of responsibility and to share them with relevant partners;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

Under the supervision of the Deputy Head of Mission and in coordination with the Head of the Political, Press and Information Section of the EU Delegation to Somalia:

- To cooperate and work closely with, all elements of EUDEL, other EU and non-EU actors and implementing partners;
- In close coordination with EUDEL, to provide advice and support to national authorities with a view to promoting and facilitating the implementation of EU projects on Security Sector Reform;
- Under the command and control of the Head of Mission, to provide planning expertise / project management support to the EUDEL, as requested;
- To provide analysis and recommendations to EUDEL and to local and international counterparts in the area of responsibility, as appropriate.

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 4 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Good knowledge of planning and management of projects in the defence/security or EU development sector;
- Proven ability to provide analysis and formulate coherent recommendations on domain of expertise; and
- Demonstrate reporting and drafting skills in a written test.

6. Desirable Qualifications and Experience:

- Organisational skills, the ability to work under pressure, and with tight deadlines and to manage multiple tasks and unexpected demands;
- Experience in the management of EU projects will be considered an asset;
- Experience in operational planning including managing of capability development projects in the area of defence/security;
- Experience of working in the EU environment;
- Experience in Africa in support of Defence or Security Forces;
- EU or international post conflict mission/organisation field experience;
- Ability to develop and maintain effective work relationships with different national and cultural background with sensitivity and respect for diversity;
- Ability to conceptualise problems, identify and implement solutions.

Position Name: Senior Legal Adviser/ Chief of Unit	Employment Regime: Seconded	
Ref. number: SOM-094	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Field Office Mogadishu/ Rule of Law Advisory Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Legal Adviser/Chief of Unit reports to the Head of Field Office/Deputy Head of Operations.

2. Main Tasks and Responsibilities:

- To assess local legislative/normative/regulatory frameworks, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To advise the Head of Field Office/Deputy Head of Operations regarding identified host state needs and recommended support by the Mission;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Head of Field Office/Deputy Head of Operations;
- In coordination with the Mission's Coordination and Cooperation capability, to closely coordinate with other EU/international actors involved in this field;
- To support the Component's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;
- To contribute to Mission induction training of Mission personnel as required;
- To identify and report on lessons and best practices within the field of responsibility;
- To undertake any other related task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To lead the Field Office Mogadishu Rule of Law Advisory Unit;
- To provide advice to Heads of Field Offices on Rule of Law Advisory technical quality control in order to promote functional coherence among all Field Offices;
- To act as a source of Rule of Law advice to advisers in FO Hargeisa's and Garowe's Rule of Law Advisory Teams in order to promote functional coherence among all Field Offices and technical quality control;
- To oversee and support at Federal and Regional level the reform of legislative/normative/regulatory frameworks, including legislative drafting needs, legislative and legal policy capacity building and legislative priorities;
- To support the reform of the judicial chain and facilitate police-prosecutor co-operation.

4. 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
- After having fulfilled the education requirements, a minimum of 7 years of relevant professional experience, out of which 3 years at the management level, as a practising lawyer.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;

- Complex problem solving skills.

6. Desirable Qualifications and Experience:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Admission to the Bar in home or residential jurisdiction;
- Experience as a practising lawyer.

Position Name: Chain of Prosecution Adviser	Employment Regime: Seconded	
Ref. Number: SOM-096	Location: Mogadishu	Availability: 29/09/2020
Component/Department/Unit: Field Office Mogadishu/Rule of Law Advisory Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Chain of Prosecution Adviser reports to the Senior Legal Adviser / Chief of Unit.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Legal Advisers, Chain of Prosecution Advisers, Strategic Advisers and Police and Coast Guard Advisers;
- To support the enhancement of cooperation and coordination in the conduct of maritime crime investigations and prosecution between law enforcement agencies, prosecutors and courts;
- To strengthen the first level of the criminal justice chain, excluding the correctional system;
- To advise local counterparts on legislation and best practices relevant to police/prosecutor cooperation particularly in the maritime sector;
- To liaise with other international actors;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To advise on/provide sustainable legal training for law enforcement, judicial and other authorities;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary and the civilian maritime law enforcement agencies;
- To ensure timely reporting and information flow on justice issues;
- To contribute to identifying and reporting on lessons and best practices within the field of criminal justice, with particular reference to maritime related crime;
- To conduct legal research as necessary;
- To support Legal advisers in the drafting of legislation, as appropriate;
- To support activity across all lines of operations;
- To be embedded with a local institution/Ministry;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To advise on the promotion of international legal standards and best practices in relation to crimes at sea, maritime security and laws regulating maritime affairs/governance including Illegal, Unreported and Unregulated (IUU) fishing among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- To mentor and advise the Somali judiciary authorities and civilian maritime law enforcement agencies staff in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To monitor and analyse the justice situation in the host state;
- To liaise with and advise the host state justice authorities and relevant security sector reform actors.

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.
- The qualification should be in Law or other relevant field AND
- A minimum of a minimum of 5 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of legal reform processes in fragile environments, including the development of legal policy and legislation.
- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills.
- Legal drafting skills;
- Teaching and mentoring skills.

6. Desirable Qualifications and Experience:

- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience in criminal justice reform either domestically or internationally;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of constitutional law, human rights law or maritime law.

Position Name: Legal Adviser	Employment Regime: Seconded	
Ref. number: SOM-097	Location: Mogadishu	Availability: 29/09/2020
Component/Department/Unit: Field Office Mogadishu/Rule of Law Advisory Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Legal Adviser reports to the Senior Legal Adviser / Chief of Unit.

2. Main Tasks and Responsibilities:

- To assess local legislative/normative/regulatory frameworks, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To advise the Senior Legal Adviser / Chief of Unit regarding identified host state needs and recommended support by the Mission;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Head of Component;
- In coordination with the Mission's Coordination and Cooperation capability, to closely coordinate with other EU/international actors involved in this field;
- To support the Component's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;
- To contribute to Mission induction training of Mission personnel as required;
- To identify and report on lessons and best practices within the field of responsibility;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To prepare comparative analysis related to the international standards implementation in the host country's context upon request.
- To conduct research and evaluate different risk factors regarding the potential difficulties related to the Mission Implementation Plan.
- To apply effective risk management techniques and offer proactive advice to various units within Operations Department on possible legal issues related to operations.

4. 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 5 years of relevant professional experience, as a practising lawyer, after having fulfilled the education requirements;

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;

6. Desirable Qualifications and Experience:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation.
- Admission to the Bar in home or residential jurisdiction;
- Extensive experience as a practising lawyer.

Position Name: Strategic Adviser	Employment Regime: Seconded	
Ref. Number: SOM-102	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Puntland/Maritime Strategic Advisory Team	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Strategic Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Advisers in other Field Office Teams, and the Chiefs of Units in Field Office Mogadishu.
- To work in close cooperation with the Legal, Justice, Maritime and Police Advisers;
- To take a strategic view across and beyond the Mission, ensuring alignment with priorities, identifying gaps, opportunities and challenges, and making links between policy areas;
- 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 counterparts in a structured manner;
- To build capacity in the Mission to think strategically and to make and deliver effective objectives;
- To assist in guiding the work of the Mission by the creation of goals and how to get there;
- To undertake short sharp projects to develop new policy ideas in response to changing priorities and/or tackle cross-cutting policy problems;
- To support activity across all lines of operations;
- To be embedded with a local institution/Ministry, security permitting;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To study, assess and analyse the performance of Puntland's maritime governance mechanisms and Institutions;
- To mentor and advise the Puntland authorities on developing maritime civilian law enforcement governance to assist counterparts to improve the future outcomes of their organisation;
- To support the development and the implementation of comprehensive strategies and mechanisms for the governance of civilian maritime law enforcement authorities;
- To support Puntland civilian maritime law enforcement institutions and Ministries to set and maintain the strategic direction and priorities for their departments;
- To advise on implementation of Somalia Maritime Resource and Security Strategy and the Jeddah Amendment to the Djibouti Code of Conduct; including national and regional coordination mechanisms (Puntland regional maritime coordination committee (MCC), the National MCC and the Maritime Security Coordination Committee).
- To advise authorities of Internal Security, Justice, Attorney General or equivalent on the development and implementation of the maritime security strategy as defined in the National Security Policy;
- To contribute to the definition of clear competencies between civilian maritime law enforcement agencies, line ministries and other relevant actors at the federal and member states levels;
- To build strong working relationships with relevant actors in Puntland and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).
- To cooperate closely with EUNAVFOR in developing synergies to improve civilian maritime security management in Somalia.

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 police or military and/or coast guard equivalent education or training and 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 Security Sector/Rule of Law Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations.

Position Name: Police Adviser	Employment Regime: Seconded	
Ref. Number: SOM-105*	Location: Garowe	Availability: 22/07/2020
Component/Department/Unit: Field Office Garowe/ Police Advisory Team	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Police Adviser reports to Head of Field Office.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening them;
- To provide analysis and recommendations to the local counterpart(s) in the area of responsibility;
- 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 the Mission management;
- To liaise closely with other Mission advisers, as appropriate;
- To identify best practices and lessons learned within the field of responsibility;
- To design and deliver training programmes and projects, as appropriate;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To provide operational guidance and advice to the Puntland Police Force on the development and implementation of policies and procedures related to police training, community policing, criminal investigations, intelligence, and police administrative functions, in particular for the Maritime Police Unit;
- To provide operational support to the development of civilian maritime law enforcement capacities in line with the Somali National Security Policy (NSP) and other relevant strategies and plans such as the National Policing Model;
- To promote effective cooperation between the Somali Police bodies, both at federal and member-state (regional) level;
- To promote effective cooperation between the Puntland Police Force, prosecution and judiciary;
- To establish efficient working relationships at operational level with all the key stakeholders involved in the development of the Somali policing capacity, including UNSOM, UNDP, UNODC and AMISOM (when applicable in the Field Office AoR).

4. Essential Qualifications and Experience:

- Successful completion of a university study 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 second cycle under the framework of qualifications of the European Higher Education Area, e.g. a 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.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Organisational, planning and project development skills;
- Knowledge of designing and delivering training programmes;
- Knowledge of Security Sector/Rule of Law Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Management experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Experience of working on maritime security;
- Experience of police investigations in the maritime domain;
- International experience, particularly in crisis areas with multinational and/or international organizations.

Position Name: Senior Coast Guard Adviser	Employment Regime: Seconded	
Ref. Number: SOM-106	Locations: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe/Coast Guard Functions and Port Security Team	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Coast Guard Adviser 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;
- 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 in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (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 be embedded with a local institution/Ministry, security permitting;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To lead the Field Office Puntland Coast Guard Functions and Port Security Team.
- To give advice, guidance, mentoring and training on topics related to the coast guard and port security functions.
- To establish efficient working relationships at strategic level with all the key stakeholders involved in the Puntland coast guard and port security capacity development, including EU Delegation to Somalia, UNSOM, UNDP, UNODC and AMISOM complementing their activities on Coast Guard and Port security development at strategic level;
- To deliver maritime training, expert advice and mentoring as required in maritime skills (navigation, seamanship, engineering, communications, etc.);
- To develop training curricula in cooperation with the other Mission experts;
- To provide operational guidance and advice to develop civilian (maritime) law enforcement operational capabilities in line with the Somali strategies;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), in particular in relation to the maritime boat operations in the 9 – 30m range;
- To assess the operational capacity skills and needs of the Somali civilian law enforcement/security agencies and advise on improvements;
- To establish and maintain cooperation with the authorities of the maritime law enforcement services on the development of training programmes on maritime security matters including the Coast Guard functions;
- To develop working groups with the maritime law enforcement services training officers to plan implement and improve the training and train the trainer activities;
- To conduct, upon request, reviews of the structures on authorities involved in carrying out the Coast Guard functions and assist in developing SOP's;

- To support the selection of future trainees, among the maritime law enforcement services, for advanced training courses.

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 any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) or Business Administration/Management OR equivalent and attested police or/and military and/or coast guard 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 maritime law;
- Mediation skills.

6. Desirable Qualifications and Experience:

- Previous experience in the delivery of training connected to the coast guard functions;
- Experience in project management;
- Experience of small boat driving and maintenance;
- Experience of working on maritime security;
- International experience, particularly in crisis areas with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Deck or Engineering Officer from the Navy or Coast Guard or Maritime Border Guard or MRCC/NMOC Supervisor or similar maritime service;
- Good understanding of policies and organisational aspects of maritime administration, maritime security and Coast Guard function.

Position Name: Project Manager	Employment Regime: Seconded	
Ref. number: SOM-114	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Project Manager reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To provide support for the planning and the implementation of projects with a particular focus on contract management in the area of equipment and goods;
- To manage the projects contracts of equipment and goods and coordinate the logistics related to the contracts' implementation, according to the operational planning;
- To monitor milestones and take corrective actions to assure the respect of the deadlines of scheduled activities for each project in what concerns the delivery of equipment and goods;
- To liaise with beneficiaries in order to support the identification of the best equipment according to their needs;
- To provide support for the definition of Equipment projects objectives and results, by liaising with beneficiaries and Mission's Operations Department;
- To prepare and maintain reports on contract status and inform other Mission's departments about the progress acquired as well as keeps all relative documents up to date;
- To ensure that all contract related expenditures are documented in compliance with the Regulation on the financial rules applicable to the general budget of the Union (Financial Regulation);
- To supervise the delivery of all projects material from contract signature to the delivery at place, including the customary and tax derogation process and reports on progress and delays;
- To manage the reception, acceptance, stock and inventory of all goods for the Project Cell, including the preparation of all relative documents and certificates;
- To monitor the projects goods warranties and works liabilities during all the relative periods;

- To provide support for the preparation of the handover of the equipment to beneficiaries and organises the physical delivery in the several regions of the country as required;
- To organize, within projects, workshops, training activities or other expertise transfer activities for Somali counterparts, according to the agreed planning;
- To provide support to the line managers and to ensure proper recording for the management of benefits, after the project completion;
- To support the preparation of market researches and terms of reference for equipment and goods and contributes to the preparation of the procurement dossier;
- To ensure that Project Cell's paper and electronic archive, as well as dedicated databases, are properly managed and updated.

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
- After having fulfilled the education requirements, a minimum of 4 years of professional experience, in the field of planning, implementation and evaluation of projects.

5. Essential Knowledge, Skills and Abilities:

- Team management skills;
- Leadership and problem solving skills;
- Negotiation and risk management skills;
- Project management skills.

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of and/or experience in working with EU Financial Regulations;
- Experience related to implementation of technical or infrastructure projects.

Position Name: Head of Field Office	Employment Regime: Seconded	
Ref. number: SOM-115	Location: Hargeisa	Availability: 29/06/2020
Component/Department/Unit: Field Office Hargeisa	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Head of Field Office reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To lead, direct and manage the work and staff of the Field Office in accordance with the Mission's OPLAN, and relevant planning documents;
- To oversee the Field Office's contribution to the Mission's internal and external reporting;
- To coordinate the Mission Support related aspects of the Field Office, under the guidance of the Mission's Head of Mission Support Department;
- To assess the consistency and sustainability of Mission's operational activities across time, and to provide recommendations for the improvement of Mission's performance;
- To co-operate with relevant local (municipal and regional) authorities and international organisations (if applicable), including with a view to monitoring problematic areas in the Field Office area of responsibility;
- To ensure, in coordination with the Senior Mission Security Officer/Mission Security Officer/Field Security Officer, that field office staff perform their work in a secure and safe environment, in the Field Office area of responsibility;
- To ensure that Standard Operating Procedures (SOPs) are properly implemented within the Field Office;
- To supervise the Field Office's input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements in the Field Office area of responsibility;
- To ensure close coordination with the other Mission's operational and support components;
- To supervise the Field Office's contribution to the Mission's internal and external reporting against benchmarking, and to provide recommendations for the improvement of Mission's performance;
- To ensure that Mission members of the Field Office contribute to identify and report lessons learned and best practices within their respective area of responsibility;
- To ensure that the Field Office Mission members are periodically updated on Mission's mandate implementation progress;
- To undertake any other related tasks, as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To ensure reporting on alleged human rights violations and ensure that cases of alleged human rights violations are brought to the attention of Mission headquarters;
- To identify, in consultation with the Head of Operations, confidence-building measures, particularly those for implementation in the Field Office area of responsibility;
- To coordinate/cooperate and/or supervise the coordination/cooperation of the Field Office's staff members as appropriate with the main maritime security system actors at the relevant level as well as with local EU and international actors;
- To establish and develop an efficient working relationship with the local authorities in charge of the development and training on maritime security and maritime law enforcement;
- To contribute to Mission internal planning and developing the different activities and projects connected to maritime security in the Field Office area of responsibility;

- To maintain frequent contact with the Field Office Facility Manager to discuss matters that concern Health and Safety at Work, hygiene and cleanliness of the compound; and typical Real Life Support matters (kitchen, laundry, etc.);
- To liaise and coordinate the Mission's mandate implementation and activities with senior representatives of relevant line-ministries and government institutions, as appropriate.

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 and/or military education or training or an aware of an equivalent rank; AND
- After having fulfilled the education requirements, a minimum of 7 years of relevant professional experience, out of which a minimum of 3 years of experience at management level.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of maritime security related policy development fora, principles and regional frameworks;
- Ability to use own initiative, establish priorities, to plan and to exercise control over the conduct of activities as well as make sound and timely decisions;
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team;
- Experience in operating in complex environments and high-risk environments.

6. Desirable Qualifications and Experience

- Master's Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- A minimum of 4 years of managerial experience in international Mission environment;
- Negotiating skills with local interlocutors;
- Understanding of compound and office security;
- Sub-Saharan or East African working experience.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of local language (Somali and/or Arabic) would be an asset;
- Previous experience from a CSDP mission;
- Work experience from the maritime sector.

Position Name: Senior Maritime Adviser	Employment Regime: Seconded	
Ref. Number: SOM-117	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa/Maritime Strategic Advisory Team	Level of Security Clearance: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Maritime Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) 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.

3. Mission Specific Tasks and Responsibilities:

- To work in close cooperation with the Strategic Maritime Adviser and in close conjunction with EUCAP police advisory, coast guard/port security and rule of law teams;
- To research and assess the performance of Somaliland's maritime security governance mechanism and institutions, and recommend on the development of maritime security good governance capacity;
- To advise on development and implementation of strategy and policy on maritime security in line with the Somaliland Maritime Resources and Security Strategy (SMRSS) the Somaliland National Security Policy and Somaliland National Development Plan II (or similar);
- To support the development and the implementation of comprehensive strategies and mechanisms for good governance of civilian maritime law enforcement institutions;
- To support the Somaliland civilian maritime law enforcement institutions to develop their strategic management capacities;
- To promote effective cooperation between Somaliland maritime resources and security institutions through advice on clear division of maritime institutional roles and responsibilities among ministries, agencies, and other relevant actors;
- To assess the functioning, organisation, strategic management capacity and needs of the Somaliland maritime security institutions, and identify and advise upon sustainable capacity development plans;
- To build strong working relationships with relevant actors in Somaliland and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).

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 first 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 manage and coordinate a diverse team;
- Ability to effectively advise senior decision makers, negotiation and diplomacy skills;
- Strong team player and ability to work with a range of people from diverse cultural and professional backgrounds;
- Knowledge of government coordination processes;
- Organisational, planning and project development skills.

6. Desirable Qualifications and Experience:

- Previous experience in policy and strategy development or related field;
- Experience in project management;
- Experience with maritime administration, coordination and governance
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of policies, strategies and organisational aspects of maritime governance, administration, security and Coast Guard functions.

Position Name: Coastal Policing Adviser	Employment Regime: Seconded	
Ref. Number: SOM-120	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa/ Police Advisory Team	Level of Security Clearance: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Coastal Policing Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To provide operational guidance, training and advice on the development and implementation of strategies, policies and procedures related to (community) policing in coastal communities and port policing, undertaken by civilian maritime law enforcement agencies;
- To promote effective cooperation between the civilian maritime law enforcement agencies and judiciary, with the aim to strengthen the first level of the judicial chain;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), in particular in relation to the maritime domain;
- To develop and provide training for civilian maritime law enforcement agencies in search, arrest, detention, evidence, and report writing in relation to maritime crime;
- To work in cooperation with other Mission advisers and provide policing advice to the Senior Mission Management and, as required, to other EU bodies, in particular in relation to maritime related issues;
- To contribute to the development and delivery of Maritime Law Enforcement) training courses and curriculum, as required;
- To establish efficient working relationships at operational level with all the key international stakeholders involved in the policing capacity development.

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.

5. Essential Knowledge, Skills and Abilities:

- Ability to advise and motivate local counterparts;
- Knowledge of Maritime Law Enforcement.

6. Desirable Qualifications and Experience:

- Experience of police investigations in the maritime domain;
- Experience with Port Security;
- Experience of small boat driving and maintenance;
- Experience of working on maritime security;
- Experience in project management;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of policies and organisational aspects of Coast Guard functions, maritime administration and maritime security;
- Knowledge of maritime law, shipping law and environmental law of the sea.

Position Name: Coast Guard Adviser	Employment Regime: Seconded	
Ref. Number: SOM-123	Location: Hargeisa	Availability: 09/07/2020
Component/Department/Unit: Field Office Hargeisa / Coast Guard Functions and Port Security Advisory Team	Level of Security Clearance: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Coast Guard Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening them;
- 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.

3. Mission Specific Tasks and Responsibilities:

- To give advice, guidance, mentoring and training on topics related to the coast guard functions;
- To establish efficient working relationships at operational level with all the key stakeholders involved in the Somali Coast Guard capacity development, including UNSOM, UNDP, UNODC;
- To deliver maritime training, expert advice and mentoring as required in maritime skills (navigation, seamanship, engineering, communications, etc.);
- To develop training curricula in cooperation with the other Mission experts;
- To provide operational guidance and advice to develop civilian (maritime) law enforcement operational capabilities in line with the Somali National Security Policy (NSP) and other relevant strategies;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), To assess the operational capacity skills and needs of the Somaliland civilian law enforcement/security agencies and advise on improvements;
- To establish and maintain cooperation with the authorities of the maritime law enforcement services on the development of training programmes on maritime security matters To develops working groups with the maritime law enforcement services training officers to plan implement and improve the training and train the trainer activities;
- To conduct, upon request, reviews of the structures on authorities involved in carrying out the Coast Guard function and assist in developing SOPs;
- To support the selection of future trainees, among the maritime law enforcement services, for advanced training courses.

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.

5. Essential Knowledge, Skills and Abilities:

- Ability to advise and motivate local counterparts;
- Knowledge of Coast Guard functions.

6. Desirable Qualifications and Experience:

- Previous experience in the delivery of training connected to the coast guard functions;
- Experience in project management;
- Experience of small boat driving and maintenance;
- Experience of working on maritime security;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Experience as Deck or Engineering Officer from the Coast Guard, Maritime Border Guard, Navy or MRCC/NMOC Supervisor or similar maritime service;
- Good understanding of policies and organisational aspects of Coast Guard functions, maritime administration and maritime security.

Position Name: Coast Guard Adviser	Employment Regime: Seconded	
Ref. Number: SOM-124	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa / Coast Guard Functions and Port Security Advisory Team	Level of Security Clearance: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Coast Guard Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening them;
- 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.

3. Mission Specific Tasks and Responsibilities:

- To give advice, guidance, mentoring and training on topics related to the coast guard functions;
- To establish efficient working relationships at operational level with all the key stakeholders involved in the Somali Coast Guard capacity development, including UNSOM, UNDP, UNODC;
- To deliver maritime training, expert advice and mentoring as required in maritime skills (navigation, seamanship, engineering, communications, etc.);
- To develop training curricula in cooperation with the other Mission experts;
- To provide operational guidance and advice to develop civilian (maritime) law enforcement operational capabilities in line with the Somali National Security Policy (NSP) and other relevant strategies;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), To assess the operational capacity skills and needs of the Somaliland civilian law enforcement/security agencies and advise on improvements;
- To establish and maintain cooperation with the authorities of the maritime law enforcement services on the development of training programmes on maritime security matters To develops working groups with the maritime law enforcement services training officers to plan implement and improve the training and train the trainer activities;
- To conduct, upon request, reviews of the structures on authorities involved in carrying out the Coast Guard function and assist in developing SOPs;
- To support the selection of future trainees, among the maritime law enforcement services, for advanced training courses.

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.

5. Essential Knowledge, Skills and Abilities:

- Ability to advise and motivate local counterparts;
- Knowledge of Coast Guard functions.

6. Desirable Qualifications and Experience:

- Previous experience in the delivery of training connected to the coast guard functions;
- Experience in project management;
- Experience of small boat driving and maintenance;
- Experience of working on maritime security;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Experience as Deck or Engineering Officer from the Coast Guard, Maritime Border Guard, Navy or MRCC/NMOC Supervisor or similar maritime service;
- Good understanding of policies and organisational aspects of Coast Guard functions, maritime administration and maritime security.

Position Name: Legal Adviser	Employment Regime: Seconded	
Ref. number: SOM-125	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa/Rule of Law Advisory Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Legal Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To assess local legislative/normative/regulatory frameworks, including : legal policy capacity building and legislative needs and priorities, vocational training needs for legal professionals and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To advise the Head of Field Office on host state needs related to the civilian maritime security capacity and recommend appropriate support by the Mission;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Head of Field Office, including mentoring and advising
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To advise on/provide sustainable legal training for law enforcement, judicial and other authorities;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary and the civilian maritime law enforcement agencies;
- To ensure timely reporting and information flow on justice issues;
- To contribute to identifying and reporting on lessons and best practices within the field of criminal justice, with particular reference to maritime related crime;
- To conduct legal research as necessary;
- To support the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;
- To contribute to Mission induction training of Mission personnel as required;
- To identify and report on lessons and best practices within the field of responsibility;
- To undertake any other related task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To analyse, assess and advise on legislative frameworks governing the justice system in relation to crimes at sea, maritime security and laws regulating maritime affairs/governance including IUU fishing and, as necessary, give expert recommendations;
- To support the development of legal drafting capabilities by mentoring, advising and training;
- To mentor and advise the Somali judiciary authorities and maritime law enforcement agencies in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and relevant legal professionals;

- To support the reform and capacity building of criminal investigations, prosecution and judiciary with relation to civilian maritime security, and facilitate performance of the justice system entities as well as their cooperation.

4. 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 5 years of relevant professional experience, as a practising lawyer, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Legal drafting skills;
- Time management skills;
- Teaching and mentoring skills.

6. Desirable Qualifications and Experience:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Admission to the Bar in home or residential jurisdiction;
- Proven record of active involvement in legislative process in the home country or in an international mission;
- Experience in maritime law.

7. Desirable Knowledge, Skills and Abilities:

- Basic knowledge of Sharyah principles.

Position Name: Legal Adviser - Law Drafting	Employment Regime: Seconded	
Ref. number: SOM-126	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa/Rule of Law Advisory Team	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Legal Adviser – Law Drafting reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To assess local legislative/normative/regulatory frameworks, including : legal policy capacity building and legislative needs and priorities, vocational training needs for legal professionals and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To advise the Head of Field Office on host state needs related to the civilian maritime security capacity and recommend appropriate support by the Mission;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Head of Field Office, including mentoring and advising;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To advise on/provide sustainable legal training for law enforcement, judicial and other authorities;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary and the civilian maritime law enforcement agencies;
- To ensure timely reporting and information flow on justice issues;
- To contribute to identifying and reporting on lessons and best practices within the field of criminal justice, with particular reference to maritime related crime;
- To conduct legal research as necessary;
- To support the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;
- To contribute to Mission induction training of Mission personnel as required;
- To identify and report on lessons and best practices within the field of responsibility;
- To undertake any other related task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To support counterparts in drafting policies and legislation aimed at implementing comprehensive strategies and mechanisms for the governance of maritime civilian law enforcement authorities;
- To support counterparts in developing and implement maritime security aspects defined in the relevant policies and legislation;
- To support counterparts to define clear competencies between maritime law enforcement agencies, line ministries and other relevant actors;
- To support the development of legal drafting capabilities by mentoring, advising and training.

4. 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 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Experience in law drafting;
- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Legal drafting skills;
- Time management skills.

6. Desirable Qualifications and Experience:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Proven record of active involvement in legislative process in the home country or in an international mission;
- Experience in maritime law.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of maritime law, fishery law, ISPS code, shipping law trafficking/human smuggling and environmental law of the sea.

SECONDED/CONTRACTED POSITIONS

Position Name: Internal Auditor	Employment Regime: Secoded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-006	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Head of Mission Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Internal Auditor reports to the Head of Mission (HoM).

2. Main Tasks and Responsibilities:

- To work as a team member of an Internal Control team in charge of planning and conducting financial, systems and performance audit controls;
- To assist in developing a risk-based audit programme for validation by the Mission's management;
- To assist in planning appropriate audit procedures and methods to meet the objective of the audit engagements, considering the efficient use of resources;
- To operate in accordance with relevant provisions, and with internationally established professional internal auditing standards;
- To prepare high quality and operational audit reports presenting the findings and recommendations;
- To obtain feedback from auditors on the conduct of the audit;
- To recommend corrective actions to the Mission's management as appropriate, and to follow up and review corrective actions taken by management;
- To provide advice and guidance to the HoM and the Head of Mission Support Department in order to improve compliance with internal control standards;
- To assess whether financial operations have been legally and regularly executed and accounts are reliable by conducting ex-post financial checks based on audit methodologies;
- To ascertain the nature of a process, identify key control points and evaluates their efficiency and effectiveness;
- To identify and map risks; to assist in designing and establishing risk mitigation systems along the Mission's financial circuits with a view to improving compliance with financial control rules and standards;
- To evaluate adequacy of management and control systems and the implementation of financial and accounting policies, systems and procedures;
- To examine whether resources are used efficiently and economically and achieving effective results;
- To examine the reliability and integrity of information systems;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To undertakes any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To assist in establishing a risk-based ex post financial control function to be performed in compliance with the relevant international standards, the regulations and legal rules applicable to this field in the context of the EU and EC guidelines.

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;
- A minimum of 1 year of experience in working with computerised financial systems in the area of accounting or financial management and with audit management software.

5. Essential Knowledge, Skills and Abilities:

- Ability to produce high-quality audit reports including recommendations;
- Data mining, analytical, research and problem-solving skills;
- Priority-setting and ability to react quickly to new demands;
- Knowledge of EC Financial Regulation and audit practices.

6. Desirable Qualifications and Experience:

- University and/or Master's degree in Economics, Audit, Finance, or other related fields;
- Experience in setting up an internal audit capability in a big and complex organisation;
- Member of a corps or body within EU member states public institutions having functions of this nature and/or certification as a Certified Public Accountant (CPA), Chartered Accountant (CA), Certified Internal Auditor (CIA), Certified Information Systems Auditor (CISA), or equivalent is desirable.

Position Name: Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-040	Location: Garowe	Availability: ASAP
Component/Department/Unit: Mission Security and Duty of Care Department/Security Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Officer (MSO) reports to the Deputy Senior Mission Security Officer / Chief of Unit.

2. Main Tasks and Responsibilities:

In line with the EU's Policy of the European Union on the security of personnel 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 members 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.

3. Mission Specific Tasks and Responsibilities: N/A

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;

6. Desirable Qualifications and Experience:

- University/Master degree in security studies (security studies, security and defence studies, international security studies, peace and conflict studies, intelligence or other related studies);
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- Firearms trained;
- Previous work experience in the region;
- Validated license for armoured vehicle or civilian driving licence class C.

7. Desirable Knowledge, Skills and Abilities:

- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Highly resilient under mental pressure and willingness to work extra hours when required;
- Excellent knowledge of the Mission area and potential security threats;
- Knowledge of the Mission area and potential security threats;
- Knowledge of CSDP security and duty of care policies;
- Knowledge of the CSDP Field Security Handbook (2017).

Position Name: Nurse	Employment Regime: Seconded/Contracted	Post Category: Mission Support-Management Level
Ref. number: SOM-046	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department/Medical Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Nurse reports to the Senior Medical Adviser (SMA).

2. Main Tasks and Responsibilities:

- To assist, support and provide guidance to the SMA on all medical, admin and welfare matters as required;
- To deputise as MA in their absence;
- To provide medical guidance to all staff members and undertake reporting and liaison requirements with Finance and Human Resources on certified and uncertified sick leaves – both in and out of theatre;
- To respond to medical incidents and emergencies on a 24/7 basis and provide regular emergency cover on a roster;
- To liaise with other relevant health care providers to coordinate the provision of care;
- In close cooperation with the SMA, to coordinate and support medical evacuations, other emergency medical support and care matters, and to assist in providing medical support during evacuations/repatriation, including escorting patients out of theatre; to advise evacuees on the requirements for evacuation;
- In support of the SMA, to assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if staff member's needs (advanced) medical treatment due to illness or an emergency in close cooperation with the external medical provider in attendance and the missions insurance company;
- To take on responsibility for any task or function within the Medical Unit, including everyday medical activities such as diagnosing and identify through appropriate medical procedures, medical issues and agreeing treatment methods (preventive and/or curative) for staff members, maintenance of the pharmacy, ordering and procurement of medication, services and other supplies, stock taking or management of the on-call roster;
- To keep meticulous medical and statistical records on all patient assessments, treatment and care, prescription of medicine;
- To maintain essential equipment in an operational state, e.g. ensuring that the content of all Mission First Responder and Trauma Kits are correct and up-to date, defibrillators are tested and functional and all equipment is up-to-date and working;
- To prepare and perform medical briefings and training for all new and existing staff members as required by the SMA;
- To compose any report or conduct any research on medical matters as required;
- Mobility - To work from any of the missions operating bases in mission area as directed by the SMA;
- To undertake any other task as requested by the SMA as Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To co-ordinate and monitor all elements of the medical evacuation chain in case of disease or injury of the Staff Member in close cooperation with all involved health care providers and the Mission's insurance company;
- To organise the use of available MEDEVAC capabilities (air and/or ground) inside or outside the areas of operation;
- To coordinate and perform medical briefings and training for all new and existing staff members;

- To monitor the epidemiological and overall medical situation in theatre and to promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- To keep and maintain a database on all accidents, incidents and recorded illnesses – and ensure compliance with data protection for sensitive data – in conformity with medical staff- patient confidentiality.

4. Essential Qualifications and Experience:

- Successful completion of university studies in medicine of at least 3 years attested by a diploma equivalent to level 6 in the qualification in the National Qualifications Framework or European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area e.g. minimum Bachelor's degree in Nursing;
- Relevant professional experience, including hands-on experience in an A&E department, primary care, pre-hospital or intensive / anaesthesia care after having fulfilled the education requirements;
- The candidate must be able to provide a "Certificate of good standing" issued by a competent National Authority.

5. Desirable Qualifications and Experience:

- Experience with specialisation in Emergency Medicine, Primary Care, Intensive Care or Anaesthesia;
- Knowledge of tropical medicine;
- Flight Medical and/or MEDEVAC experience;
- Diploma in (ATLS) Advanced Trauma Life Support, AMLS (Advanced Medical Life Support), PHTLS (Prehospital Trauma Life Support). ACLS (Advance Cardiac Life Support) trained;
- Successful completion of MIMMS (Major Incident Medical Management and Support) training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- Instructor Diploma in Cardio Pulmonary Resuscitation (CPR) support;
- Experience in delivering medical/nursing training in emergency medicine, trauma and health care.

6. Essential Knowledge, Skills and Abilities:

- Ability to perform under stress, in hostile environments and difficult circumstances;
- Experience in emergency medicine;
- Excellent English Language skills (written and verbal);
- Excellent computer skills in MS Office applications (Excel, Word, Power Point, Access);
- Ability to establish and to maintain effective working relationships as a team member;
- Have good organisational and time management skills.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic;
- Knowledge of the Mission area of operation.

Position Name: Nurse	Employment Regime: Seconded/Contracted	Post Category: Mission Support-Management Level
Ref. number: SOM-047	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department/Medical Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Nurse reports to the Senior Medical Adviser (SMA).

2. Main Tasks and Responsibilities:

- To assist, support and provide guidance to the SMA on all medical, admin and welfare matters as required;
- To deputise as MA in their absence;
- To provide medical guidance to all staff members and undertake reporting and liaison requirements with Finance and Human Resources on certified and uncertified sick leaves – both in and out of theatre;
- To respond to medical incidents and emergencies on a 24/7 basis and provide regular emergency cover on a roster;
- To liaise with other relevant health care providers to coordinate the provision of care;
- In close cooperation with the SMA, to coordinate and support medical evacuations, other emergency medical support and care matters, and to assist in providing medical support during evacuations/repatriation, including escorting patients out of theatre; to advise evacuees on the requirements for evacuation;
- In support of the SMA, to assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if staff member's needs (advanced) medical treatment due to illness or an emergency in close cooperation with the external medical provider in attendance and the missions insurance company;
- To take on responsibility for any task or function within the Medical Unit, including everyday medical activities such as diagnosing and identify through appropriate medical procedures, medical issues and agreeing treatment methods (preventive and/or curative) for staff members, maintenance of the pharmacy, ordering and procurement of medication, services and other supplies, stock taking or management of the on-call roster;
- To keep meticulous medical and statistical records on all patient assessments, treatment and care, prescription of medicine;
- To maintain essential equipment in an operational state, e.g. ensuring that the content of all Mission First Responder and Trauma Kits are correct and up-to date, defibrillators are tested and functional and all equipment is up-to-date and working;
- To prepare and perform medical briefings and training for all new and existing staff members as required by the SMA;
- To compose any report or conduct any research on medical matters as required;
- Mobility - To work from any of the missions operating bases in mission area as directed by the SMA;
- To undertake any other task as requested by the SMA as Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To co-ordinate and monitor all elements of the medical evacuation chain in case of disease or injury of the Staff Member in close cooperation with all involved health care providers and the Mission's insurance company;
- To organise the use of available MEDEVAC capabilities (air and/or ground) inside or outside the areas of operation;
- To coordinate and perform medical briefings and training for all new and existing staff members;

- To monitor the epidemiological and overall medical situation in theatre and to promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- To keep and maintain a database on all accidents, incidents and recorded illnesses – and ensure compliance with data protection for sensitive data – in conformity with medical staff- patient confidentiality.

4. Essential Qualifications and Experience:

- Successful completion of university studies in medicine of at least 3 years attested by a diploma equivalent to level 6 in the qualification in the National Qualifications Framework or European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area e.g. minimum Bachelor's degree in Nursing;
- Relevant professional experience, including hands-on experience in an A&E department, primary care, pre-hospital or intensive / anaesthesia care after having fulfilled the education requirements;
- The candidate must be able to provide a "Certificate of good standing" issued by a competent National Authority.

5. Desirable Qualifications and Experience:

- Experience with specialisation in Emergency Medicine, Primary Care, Intensive Care or Anaesthesia;
- Knowledge of tropical medicine;
- Flight Medical and/or MEDEVAC experience;
- Diploma in (ATLS) Advanced Trauma Life Support, AMLS (Advanced Medical Life Support), PHTLS (Prehospital Trauma Life Support). ACLS (Advance Cardiac Life Support) trained;
- Successful completion of MIMMS (Major Incident Medical Management and Support) training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- Instructor Diploma in Cardio Pulmonary Resuscitation (CPR) support;
- Experience in delivering medical/nursing training in emergency medicine, trauma and health care.

6. Essential Knowledge, Skills and Abilities:

- Ability to perform under stress, in hostile environments and difficult circumstances;
- Experience in emergency medicine;
- Excellent English Language skills (written and verbal);
- Excellent computer skills in MS Office applications (Excel, Word, Power Point, Access);
- Ability to establish and to maintain effective working relationships as a team member;
- Have good organisational and time management skills.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic;
- Knowledge of the Mission area of operation.

Position Name: Nurse	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. number: SOM-048	Location: Garowe	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department/Medical Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Nurse reports to the Senior Medical Adviser (SMA).

2. Main Tasks and Responsibilities:

- To assist, support and provide guidance to the SMA on all medical, admin and welfare matters as required;
- To deputise as MA in their absence;
- To provide medical guidance to all staff members and undertake reporting and liaison requirements with Finance and Human Resources on certified and uncertified sick leaves – both in and out of theatre;
- To respond to medical incidents and emergencies on a 24/7 basis and provide regular emergency cover on a roster;
- To liaise with other relevant health care providers to coordinate the provision of care;
- In close cooperation with the SMA, to coordinate and support medical evacuations, other emergency medical support and care matters, and to assist in providing medical support during evacuations/repatriation, including escorting patients out of theatre; to advise evacuees on the requirements for evacuation;
- In support of the SMA, to assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if staff member's needs (advanced) medical treatment due to illness or an emergency in close cooperation with the external medical provider in attendance and the missions insurance company;
- To take on responsibility for any task or function within the Medical Unit, including everyday medical activities such as diagnosing and identify through appropriate medical procedures, medical issues and agreeing treatment methods (preventive and/or curative) for staff members, maintenance of the pharmacy, ordering and procurement of medication, services and other supplies, stock taking or management of the on-call roster;
- To keep meticulous medical and statistical records on all patient assessments, treatment and care, prescription of medicine;
- To maintain essential equipment in an operational state, e.g. ensuring that the content of all Mission First Responder and Trauma Kits are correct and up-to date, defibrillators are tested and functional and all equipment is up-to-date and working;
- To prepare and perform medical briefings and training for all new and existing staff members as required by the SMA;
- To compose any report or conduct any research on medical matters as required;
- Mobility - To work from any of the missions operating bases in mission area as directed by the SMA;
- To undertake any other task as requested by the SMA as Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To co-ordinate and monitor all elements of the medical evacuation chain in case of disease or injury of the Staff Member in close cooperation with all involved health care providers and the Mission's insurance company;
- To organise the use of available MEDEVAC capabilities (air and/or ground) inside or outside the areas of operation;
- To coordinate and perform medical briefings and training for all new and existing staff members;

- To monitor the epidemiological and overall medical situation in theatre and to promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- To keep and maintain a database on all accidents, incidents and recorded illnesses – and ensure compliance with data protection for sensitive data – in conformity with medical staff- patient confidentiality.

4. Essential Qualifications and Experience:

- Successful completion of university studies in medicine of at least 3 years attested by a diploma equivalent to level 6 in the qualification in the National Qualifications Framework or European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area e.g. minimum Bachelor's degree in Nursing;
- Relevant professional experience, including hands-on experience in an A&E department, primary care, pre-hospital or intensive / anaesthesia care after having fulfilled the education requirements;
- The candidate must be able to provide a "Certificate of good standing" issued by a competent National Authority.

5. Desirable Qualifications and Experience:

- Experience with specialisation in Emergency Medicine, Primary Care, Intensive Care or Anaesthesia;
- Knowledge of tropical medicine;
- Flight Medical and/or MEDEVAC experience;
- Diploma in (ATLS) Advanced Trauma Life Support, AMLS (Advanced Medical Life Support), PHTLS (Prehospital Trauma Life Support). ACLS (Advance Cardiac Life Support) trained;
- Successful completion of MIMMS (Major Incident Medical Management and Support) training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- Instructor Diploma in Cardio Pulmonary Resuscitation (CPR) support;
- Experience in delivering medical/nursing training in emergency medicine, trauma and health care.

6. Essential Knowledge, Skills and Abilities:

- Ability to perform under stress, in hostile environments and difficult circumstances;
- Experience in emergency medicine;
- Excellent English Language skills (written and verbal);
- Excellent computer skills in MS Office applications (Excel, Word, Power Point, Access);
- Ability to establish and to maintain effective working relationships as a team member;
- Have good organisational and time management skills.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic;
- Knowledge of the Mission area of operation.

Position Name: Human Resources Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. number: SOM-064	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Human Resources Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Human Resources Officer reports to the Chief of Human Resources Unit.

2. Main Tasks and Responsibilities:

- To provide service and technical reporting to the Chief of Human Resources Unit;
- To assist in the preparations of Calls for Contributions for international staff and organise Calls for Applications for local staff;
- To coordinate extension request exercises for eligible seconded staff prior the launch of each regular Call for Contribution;
- To conduct reviews of job descriptions in direct consultation with line managers and other actors involved;
- To coordinate the selection process, including managing applications, vacancies, advising selection panels, collecting and analysing results and producing consolidated selection reports for endorsement. To participate as a member of selection panels as required; to communicate and coordinate with candidates, including on queries before or after applying, notifications of selection, interviews, etc;
- To conduct the grading of international contracted personnel for the purpose of determining their remuneration as per the catalogue of positions and applicable procedures;
- To coordinate the deployment of selected candidates, redeployment and check-out of staff members with all involved stakeholders, including line managers and the Brussels Support Element;
- To advise and assist staff members concerning human resources policies and procedures;
- To contribute to the development, implementation and follow-up on the human resources strategies, policies and procedures;
- To conduct timely issuance and proper management of employment contracts for international and local staff;
- To administer insurance portfolio for international and local staff;
- To administer the attendance, leave record, reimbursement of duty trips, temporary reallocations, home travel reimbursement, monthly payrolls systems and other relevant entitlements;
- To maintain updated the personnel databases as appropriate;
- To provide advice, guidance and support to staff on personnel administration related matters;
- To draft technical specifications/terms of reference for procurement activities in his/her area of expertise, participating in the evaluation of tenders as required;
- To support, inform, assist and advise on all training, staff development and training related evaluation issues in line with Mission policies;
- To maintain, develop if necessary, and implement a performance management approach for monitoring, assessing and developing the performance of staff members, teams and units with the ultimate aim of improving organisational performance;
- To develop and implement tools for staff succession and continuation of business as part of staff turnover, such as handover notes, advice on specific training to newcomers, coaching, etc;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To ensure the correct preparation and timely submission of the monthly payrolls;

- To ensure the timely and correct administration of other financial entitlements of staff, such as reimbursement of duty trips, temporary relocations, home travel reimbursement, etc.;
- To draft memos on issues related to the Payroll and to the Travel Management Services tasks.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience, in the field of human resources management field.

5. Essential Knowledge, Skills and Abilities:

- People management skills and capacity to deal with different levels of stakeholders;
- Organising skills and capacity to develop plans, policies and forecasts;
- Problem solving skills and capacity to deal with disputes, grievances and staffing problems;
- Influencing, persuading, coaching and negotiating skills;
- Ability to prepare HR communications appropriate to the audience.

6. Desirable Qualifications and Experience:

- University or/and Master's Degree in human resources management or/and an international certification in human resources management;
- Training and experience in MS Excel, Access and Visio and building databases with similar software.

Position Name: Human Resources Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. number: SOM-065	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Human Resources Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Human Resources Officer reports to the Chief of Human Resources Unit.

2. Main Tasks and Responsibilities:

- To provide service and technical reporting to the Chief of Human Resources Unit;
- To assist in the preparations of Calls for Contributions for international staff and organise Calls for Applications for local staff;
- To coordinate extension request exercises for eligible seconded staff prior the launch of each regular Call for Contribution;
- To conduct reviews of job descriptions in direct consultation with line managers and other actors involved;
- To coordinate the selection process, including managing applications, vacancies, advising selection panels, collecting and analysing results and producing consolidated selection reports for endorsement. To participate as a member of selection panels as required; to communicate and coordinate with candidates, including on queries before or after applying, notifications of selection, interviews, etc;
- To conduct the grading of international contracted personnel for the purpose of determining their remuneration as per the catalogue of positions and applicable procedures;
- To coordinate the deployment of selected candidates, redeployment and check-out of staff members with all involved stakeholders, including line managers and the Brussels Support Element;
- To advise and assist staff members concerning human resources policies and procedures;
- To contribute to the development, implementation and follow-up on the human resources strategies, policies and procedures;
- To conduct timely issuance and proper management of employment contracts for international and local staff;
- To administer insurance portfolio for international and local staff;
- To administer the attendance, leave record, reimbursement of duty trips, temporary reallocations, home travel reimbursement, monthly payrolls systems and other relevant entitlements;
- To maintain updated the personnel databases as appropriate;
- To provide advice, guidance and support to staff on personnel administration related matters;
- To draft technical specifications/terms of reference for procurement activities in his/her area of expertise, participating in the evaluation of tenders as required;
- To support, inform, assist and advise on all training, staff development and training related evaluation issues in line with Mission policies;
- To maintain, develop if necessary, and implement a performance management approach for monitoring, assessing and developing the performance of staff members, teams and units with the ultimate aim of improving organisational performance;
- To develop and implement tools for staff succession and continuation of business as part of staff turnover, such as handover notes, advice on specific training to newcomers, coaching, etc;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To ensure the correct preparation and timely submission of the monthly payrolls;

- To ensure the timely and correct administration of other financial entitlements of staff, such as reimbursement of duty trips, temporary relocations, home travel reimbursement, etc.;
- To draft memos on issues related to the Payroll and to the Travel Management Services tasks.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience, in the field of human resources management field.

5. Essential Knowledge, Skills and Abilities:

- People management skills and capacity to deal with different levels of stakeholders;
- Organising skills and capacity to develop plans, policies and forecasts;
- Problem solving skills and capacity to deal with disputes, grievances and staffing problems;
- Influencing, persuading, coaching and negotiating skills;
- Ability to prepare HR communications appropriate to the audience.

6. Desirable Qualifications and Experience:

- University or/and Master's Degree in human resources management or/and an international certification in human resources management;
- Training and experience in MS Excel, Access and Visio and building databases with similar software.

Position Name: CIS Officer – Database Administrator	Employment Regime: Seconded/Contracted	Post Category for Contracted:
Ref. number: SOM-071	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Support Department/CIS Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Communications and Information Systems (CIS) Officer - Database Administrator reports to the Chief of CIS Unit.

2. Main Tasks and Responsibilities:

- To administer database systems in the Mission;
- To develop detailed database/software specifications, functional specifications and user documentation for the systems implemented;
- To assess, plan, analyse, design, programme and implement web-based/desktop interfaces and applicable technologies, technical reports, operating instructions, guidelines and procedures for the applications produced/modified;
- To identify needs and define application/database requirements; organize and implement user training troubleshoot problems and assist with change requests;
- To cooperate with the other CIS Officers and link with commercial companies and other actors the Mission is working with for data retrieval;
- To be responsible for documentation of the database configuration and to assure that trustworthy backups of the databases, source codes and applications are performed on a daily basis;
- To act as 1st and 2nd level support for Mission staff in all CIS related issues in conjunction with the other CIS Officers and Assistants;
- To monitor and maintain the Mission network and systems;
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- Server and application management of the Document Management System, the Intranet (PHP 7.0, Bootstrap 4.0, MySQL) and Inventory Management System (PHP 7.0, Bootstrap 4.0, MySQL).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police and/or military education or training or equivalent rank. The qualification should be in any of the fields of Information Technology, Computer Science, Communications or other relevant subject; AND
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Expert technical skills and hands-on experience in troubleshooting server hardware and software issues;
- Problem solving skills and analytical ability to analyse complex technical customer problems, and manage the same on a day to day basis;

- Expert technical skills and hands-on experience in troubleshooting server hardware and software issues.

6. Desirable Qualifications and Experience:

- Experience of problem solving skills and analytical ability to analyse complex technical customer problems, and manage the same on a day to day basis;
- International experience, particularly in crisis areas with multinational and international organizations;
- Experience with Configuration Management tools and services;
- Practical experience of communications systems, satellite communications and positioning/navigation technologies (e.g. Thuraya, Iridium, GPS), and related antennae systems;
- Practical experience and knowledge of technologies with wired and wireless networks (e.g. LANs, MANs, WANs).
- Experience in managing hybrid setups of a Microsoft oriented client-server approach in combination with Microsoft Office365;

7. Desirable Knowledge, Skills and Abilities:

- Ability to converse in business terms about organisational technology needs and solutions, and in technical terms with IT and communications specialists;
- Ability to converse in business terms about organisational technology needs and solutions, and in technical terms with IT and communications specialists;
- Knowledge of Information Security Management: ISO 27X & BS 7799.

Position Name: Communication and Information Systems – Regional Communications Assistant	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level
Ref. number: SOM-074	Location: Mogadishu	Availability: 01/07/2020
Component/Department/Unit: Mission Support Department/ CIS Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Communications and Information Systems (CIS) Regional Communications Assistant reports to the Chief of CIS Unit.

2. Main Tasks and Responsibilities:

- To be responsible for the installation, maintenance/repairs of VHF and mobile radio equipment (Motorola MotoTrbo) and associated antennae systems and ancillaries;
- To program radio equipment and repeaters;
- To erect masts and antennae as required;
- To install power supplies and backup power systems;
- To install and maintain satellite systems Iridium and VSAT;
- To install and maintain Electronic Counter Measure (ECM) equipment;
- To ensure that adequate levels of spare parts are available for all equipment;
- To establish the necessary technical liaison and coordination with other international organizations in the mission area;
- To provide advice and training to all end users;
- To produce precise reports concerning communication issues and to recommend improvements for future acquisitions;
- Responsible for support, repairs and installation of Iridium based satellite phones and terminals;
- Coordination with consultants, external experts, and outsourced services in support of the development and maintenance of the missions information services and the overall information systems architecture in the locations where you are responsible;
- To undertake any other related tasks as required by the Line Manager.

3. Mission Specific Tasks and Responsibilities: N/A

4. Essential Qualifications and Experience:

- Successful completion of a minimum level of secondary education attested by a diploma giving access to post-secondary education and/or a professional technical/mechanical trade and/or technical engineering; AND
- After having fulfilled the education requirements, a minimum of 3 years of professional experience in Information and Communication Technology support and implementation either in civilian or military environments.

5. Essential Knowledge, Skills and Abilities:

- Professional knowledge in Motorola GP/GM/GR/MTR radio systems;
- Knowledge in Digital radio systems like Motorola Tetra or MotoTrbo;
- Knowledge in VoIP PBX systems;
- Knowledge in satellite technology.

6. Desirable Qualifications and Experience:

- Previous experience in international environment, particular in crisis areas with multi-national and international organizations;

- Ability to establish and maintain effective working relations as a team member in a multi-cultural, multi-ethnic environment.
- Good interpersonal and communication skills;
- Ability to perform under stress and in difficult circumstances.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the functioning of the EU and in particular CSDP missions;
- Ability to converse in business terms about organisational technology needs and solutions and in technical terms with IT and communications specialists.

Position Name: Finance Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level
Ref. number: SOM-076	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Finance Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Finance Officer reports to the Chief of Finance Unit.

2. Main Tasks and Responsibilities:

- To assist the Chief of Finance Unit in maintaining the financial operations of the Mission;
- To develop policies for accounting and control of Mission finances in close cooperation with the Chief of Finance Unit;
- To define procedures for accounts, payments, payroll, petty cash, claims and other financial functions in a multicurrency system;
- To verify the legality and the regularity of transactions prior to authorising financial transactions (i.e. commitments and payments);
- To assist in the reporting, verifying the integrity of accounts, their accuracy and their on-time delivery;
- To implement audit recommendations and ensures the effectiveness of internal controls;
- To identify areas of risk and take appropriate measures for limiting the financial risk, especially concerning the physical and the electronic security of funds, of documents (active and archived) and of transactions;
- To assist in identification of needs of goods and/or services required for improving the efficiency of the unit and help define them for procurement;
- To assist the Chief of Finance Unit in drafting the Mission budget;
- To contribute to lessons identification;
- To liaise and cooperate on financial issues with the EU Supervising Authorities and all other relevant actors (banks etc.) under the supervision of the Chief of Finance Unit;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To maintain the general ledger system;
- To control and maintain bank accounts and treasury management;
- To administer imprest accounts
- To provide advice on the interpretation and implementation of the financial procedures.

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 in the field of finance/accounting, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of accounting software.

6. Desirable Qualifications and Experience:

- University and/or Master's Degree in Economics or Finance or specialised training/course in finance or other related fields.

7. Desirable Knowledge, Skills and Abilities:

- Professional accounting/audit certification;
- International experience, particularly in crisis areas with multinational and international organisations;
- Knowledge of administrative rules and regulations relevant to the European Commission and EEAS-administered Missions.

Position: Senior Maritime Adviser	Employment Regime: Seconded/Contracted	Post Category: Mission Support– Management Level
Ref. Number: SOM-081	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Field Office Mogadishu/Maritime Strategic Advisory and Maritime Coordination Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Maritime Adviser reports to the Strategic Maritime Adviser/Chief of Maritime Strategic Advisory and Maritime Coordination 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 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 participate as required in duty trips in the area of operations of the Mission, including to high-risk areas;
- To undertake any other related tasks as requested by the Line Manager;

3. Mission Specific Tasks and Responsibilities:

- To mentor and advise at the strategic level the Deputy Prime Minister's office, Ministry of Maritime Transportation and Ports, Ministry of Internal Security, Ministry of Fisheries and other Ministries with maritime responsibilities.
- To develop strategic policy on maritime security in line with the Somali Maritime Resources and Security Strategy (SMRSS).
- To support Strategic Maritime Advisor in advising on operational policy within the context of the National Maritime Coordination Committee (NMCC), the Maritime Security Coordination Committee (MSCC) and other maritime coordination mechanisms, including Regional Maritime Coordination Committees in Federal Member States, and facilitate links and synergies with the ongoing work in the Comprehensive Approach to Security framework .
- To mentor, advise and support Somali counterparts in the implementation of strategic policy.
- To provide analysis and recommendations on developing maritime security capacities.
- To promote effective cooperation between Somali maritime bodies.
- To assess the functioning, organisation management capacity skills and needs of the Somali maritime law enforcement/security and defence agencies; identifies and advises upon improvements.
- To cooperate closely with EUNAVFOR and EUTM Somalia in developing synergies to improve security management in Somalia.

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 first cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested coast guard or/and police or/and military education or training or an award of an equivalent rank.
- A minimum of 6 years of relevant professional experience with at least 3 years of experience at management level.

5. Essential Knowledge, Skills and Abilities

- Ability to mentor and motivate local counterparts;
- Knowledge of Security Sector/Rule of Law (RoL) Reform in a national or host state context.

6. Desirable Qualifications and Experience

- The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration AND
- Ability to establish priorities, to plan and to exercise control over the conduct of activities;
- Recent seagoing or maritime training experience;
- Excellent organisational and coordinating skills;
- Experience of operating in complex environments and high-risk environments;
- International experience, particularly in crisis areas with multinational and/or international organisations, ideally in an operational management capacity;
- Organisational, planning and project development skills.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of International Maritime Laws and Conventions;
- Professional experience as a Maritime Law Enforcement officer or in maritime policy development or a closely related maritime field.

Position Name: Legal Adviser	Employment Regime: Seconded/Contracted	
Ref. number: SOM-098	Location: Mogadishu	Availability: 01/04/2020
Component/Department/Unit: Field Office Mogadishu/Rule of Law Advisory Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Legal Adviser reports to the Senior Legal Adviser / Chief of Unit.

2. Main Tasks and Responsibilities:

- To assess local legislative/normative/regulatory frameworks, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To advise the Senior Legal Adviser / Chief of Unit regarding identified host state needs and recommended support by the Mission;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Head of Component;
- In coordination with the Mission's Coordination and Cooperation capability, to closely coordinate with other EU/international actors involved in this field;
- To support the Component's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;
- To contribute to Mission induction training of Mission personnel as required;
- To identify and report on lessons and best practices within the field of responsibility;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To prepare comparative analysis related to the international standards implementation in the host country's context upon request.
- To conduct research and evaluate different risk factors regarding the potential difficulties related to the Mission Implementation Plan.
- To apply effective risk management techniques and offer proactive advice to various units within Operations Department on possible legal issues related to operations.

4. 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 5 years of relevant professional experience, as a practising lawyer, after having fulfilled the education requirements;

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;

6. Desirable Qualifications and Experience:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation.
- Admission to the Bar in home or residential jurisdiction;
- Extensive experience as a practising lawyer.

Position Name: Chain of Prosecution Adviser	Employment Regime: Seconded/Contracted	Post Category: Mission Support – Management Level
Ref. Number: SOM-110	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Puntland/Rule of Law Advisory Team	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line:

The Chain of Prosecution Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Legal Advisers, Chain of Prosecution Advisers, Strategic Advisers and Police and Coast Guard Advisers;
- To support the enhancement of cooperation and coordination in the conduct of maritime crime investigations and prosecution between law enforcement agencies, prosecutors, and courts;
- To strengthen the first level of the criminal justice chain, excluding the correctional system;
- To advise local counterparts on legislation and best practices relevant to police/prosecutor cooperation particularly in the maritime sector;
- To liaise with other international actors;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To advise on/provide sustainable legal training for law enforcement, judicial and other authorities;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary and the civilian maritime law enforcement agencies;
- To ensure timely reporting and information flow on justice issues;
- To contribute to identifying and reporting on lessons and best practices within the field of criminal justice, with particular reference to maritime related crime;
- To conduct legal research as necessary;
- To support Legal advisers in the drafting of legislation, as appropriate;
- To support activity across all lines of operations;
- To be embedded with a local institution/Ministry;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

- To advise on the promotion of international legal standards and best practices in relation to crimes at sea, maritime security and laws regulating maritime affairs/governance including Illegal, Unreported and Unregulated (IUU) fishing among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- To mentor and advise the Somali judiciary authorities and civilian maritime law enforcement agencies staff in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To monitor and analyse the justice situation in the host state;
- To liaise with and advise the host state justice authorities and relevant security sector reform actors.

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.
- The qualification should be in Law;
- A minimum of a minimum of 5 years of relevant professional experience in the field related to criminal justice.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of legal reform processes in fragile environments, including the development of legal policy and legislation.
- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Time management skills;
- Legal drafting skills;
- Teaching and mentoring skills;

6. Desirable Qualifications and Experience:

- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience in criminal justice reform either domestically or internationally;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organisations;
- Experience in the field of maritime law.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of constitutional law, human rights law or maritime law.
- Basic knowledge of Sharyah principles.

Position Name: Finance and Administration Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. Number: SOM-111	Location: Garowe	Availability: ASAP
Component/Department/Unit: Field Office Garowe/ Mission Support Team	Security Clearance Level: EU CONFIDENTIAL	Open to Third Contributing States: No

1. Reporting Line:

The Finance and Administration Officer reports to the Chief of Finance and the Head of Field Office

2. Main Tasks and Responsibilities:

- To assist and support the Head of Field Office and the Field Office staff members on finance matters by ensuring that staff members who need to use financial procedures are aware of them, understand them and correctly apply them;
- To liaise on finance matters with the Mission HQ;
- To manage on a daily basis, the bookkeeping of financial documents;
- To maintain the Imprest Account at Field Office level in line with established operational procedures;
- To contribute on the development of policies and procedures for the Imprest accounts, payments, payroll, petty cash, claims and other financial functions system in close cooperation with the authorising, and the accounting officer;
- To verify the legality, the regularity of transactions prior to authorising financial transactions (i.e. commitments and payments);
- To ensure treasury management of the field office and to manage on a daily basis, cash reconciliations, cash advances, the archiving system and any other related tasks;
- To ensure the reporting, verifying the integrity of the Imprest accounts, their accuracy and their on-time delivery;
- To record Imprest accounts transactions in the Mission Accounting system (NAVISION) after validation by the Accounting Officer and the Authorising Officer;
- To contribute to the budget preparation and to monitor and report on the implementation of the budget and forecasts of income and expenditures;
- To identify areas of risk and take appropriate measures for limiting the financial risk, especially concerning the physical and the electronic security of funds, of documents (running and archived) and of transactions;
- To liaise and cooperate on financial issues with the all relevant actors (banks etc.) under the supervision of the Chief of Finance
- To undertake any other related tasks as requested by the Line Manager (s).

3. Mission Specific Tasks and Responsibilities:

- To undertake administrative, human resources and procurement tasks in the Field Office Hargeisa;
- To keep relevant Chiefs of Unit/Mission Support Department informed of administrative, human resources and procurement issues at the Field Office as appropriate;
- To identify needs of goods and/or services required for improving the efficiency of the unit and to define them technically for procurement;
- To contribute to coordinating the Office's activities and operations related to the area of finance and administration, in particular the budget, procurement, verification, audit and contract management.

- To assist the Chief of Finance in liaising and cooperating on financial issues with the EU Institutions, auditors and all other relevant actors.

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 4 years of relevant professional experience in the field of finance/accounting or business administration.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of the Mission Accounting software; (NAVISION)
- Knowledge of the EU Financial Rules.

6. Desirable Qualifications and Experience:

- University studies Degree in Economics, Accounting or Finance, or specialised training/course in finance, accounting or other related fields;
- Professional accounting/audit certification;

7. Desirable Knowledge, Skills and Abilities:

- International experience, particularly in crisis areas with multinational and international organisations;
- Knowledge of administrative rules and regulations relevant to the European Commission and CSDP Missions.

Position Name: Finance and Administration Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. Number: SOM-127	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa/ Mission Support Team	Security Clearance Level: EU CONFIDENTIAL	Open to Third Contributing States: No

1. Reporting Line:

The Finance and Administration Officer reports to the Chief of Finance and the Head of Field Office

2. Main Tasks and Responsibilities:

- To assist and support the Head of Field Office and the Field Office staff members on finance matters by ensuring that staff members who need to use financial procedures are aware of them, understand them and correctly apply them;
- To liaise on finance matters with the Mission HQ;
- To manage on a daily basis, the bookkeeping of financial documents;
- To maintain the Imprest Account at Field Office level in line with established operational procedures;
- To contribute on the development of policies and procedures for the Imprest accounts, payments, payroll, petty cash, claims and other financial functions system in close cooperation with the authorising, and the accounting officer;
- To verify the legality, the regularity of transactions prior to authorising financial transactions (i.e. commitments and payments);
- To ensure treasury management of the field office and to manage on a daily basis, cash reconciliations, cash advances, the archiving system and any other related tasks;
- To ensure the reporting, verifying the integrity of the Imprest accounts, their accuracy and their on-time delivery;
- To record Imprest accounts transactions in the Mission Accounting system (NAVISION) after validation by the Accounting Officer and the Authorising Officer;
- To contribute to the budget preparation and to monitor and report on the implementation of the budget and forecasts of income and expenditures;
- To identify areas of risk and take appropriate measures for limiting the financial risk, especially concerning the physical and the electronic security of funds, of documents (running and archived) and of transactions;
- To liaise and cooperate on financial issues with the all relevant actors (banks etc.) under the supervision of the Chief of Finance
- To undertake any other related tasks as requested by the Line Manager (s).

3. Mission Specific Tasks and Responsibilities:

- To undertake administrative, human resources and procurement tasks in the Field Office Hargeisa;
- To keep relevant Chiefs of Unit/Mission Support Department informed of administrative, human resources and procurement issues at the Field Office as appropriate;
- To identify needs of goods and/or services required for improving the efficiency of the unit and to define them technically for procurement;
- To contribute to coordinating the Office's activities and operations related to the area of finance and administration, in particular the budget, procurement, verification, audit and contract management.

- To assist the Chief of Finance in liaising and cooperating on financial issues with the EU Institutions, auditors and all other relevant actors.

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 4 years of relevant professional experience in the field of finance/accounting or business administration.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of the Mission Accounting software; (NAVISION)
- Knowledge of the EU Financial Rules.

6. Desirable Qualifications and Experience:

- University studies Degree in Economics, Accounting or Finance, or specialised training/course in finance, accounting or other related fields;
- Professional accounting/audit certification;

7. Desirable Knowledge, Skills and Abilities:

- International experience, particularly in crisis areas with multinational and international organisations;
- Knowledge of administrative rules and regulations relevant to the European Commission and CSDP Missions.

Position Name: Armed Protection Team Leader	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level
Ref. Number: SOM 131**	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Security and Safety Department/ Armed Protection Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Armed Protection Team Leader reports to the assigned Mission Security Officer Team leader in Hargeisa.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- Authorized to carry and issued a personal weapon, used for purposes of self-defence in line with EUCAP's "Use of force policy"

4. Essential Qualifications and Experience:

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

- Pistol & Rifle Instructor certification/accreditation from a recognised institution;
- A valid category “C” driving license

5. Essential Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems;
- Ability to contribute creatively to the development of security strategies and procedures;
- Advanced driving training (defensive driving).

6. Desirable Qualifications and Experience:

- A minimum of 10 years of relevant professional experience in firearms training;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Trained and certified in close protection techniques (theory and practice).
- Successful completion of an Industry Standard Security Qualification.
- To hold an industry standard First Aid Qualification

7. Desirable Knowledge, Skills and Abilities:

- Ability to perform under stress and in difficult circumstances in high risk locations

Position Name: Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level
Ref. Number: SOM 132-141 (10 positions)**	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Security and Safety Department/ Armed Protection Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- Authorized to carry and issued a personal weapon, used for purposes of self-defence in line with EUCAP's "Use of force policy"

4. Essential Qualifications and Experience:

- Successful completion of the secondary education attested by a diploma OR equivalent and attested police/military education or training or equivalent rank; AND
- A minimum of 5 years of relevant professional experience, in the military, police or security field, after having fulfilled the education requirements;
- Trained in basic life support (medical training);
- Advanced driving training (defensive driving);
- A valid category "C" driving license

5. Essential Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems;
- Ability to perform under stress and in difficult circumstances in High Risk locations
- Discreet, diplomatic and flexible;

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Trained and certified in close protection techniques (theory and practice);

- Hold an industry standard First Aid Qualification
- High level of experience in driving Armoured vehicles

Position Name: Armed Protection Armourer	Employment Regime: Secoded/Contracted	Post Category for Contracted: Mission Support – Assistant Level
Ref. Number: SOM-142**	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Security and Safety Department/ Armed Protection Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To support, assist and advise the Armed Protection Team Leader on all training and evaluation issues pertinent to firearms regarding Armed Protection Team;
- To assist in the conceptual development of internal standards and guidelines for firearms training.
- To plan, organise and deliver firearms training;
- To produce training materials;
- To evaluate and prepare summaries and analytical reports on weapons/firearms training activities document and ensure proper record of shooting training and tests, including use of ammunition;
- To conduct regular assessment of weapons handling and shooting skills of armed Mission staff, as well as perform their certification and recertification where applicable;
- To ensure firing sites/ranges are maintained in the required conditions, taking into consideration the security & safety standards relevant to shooting training;
- To coordinate the use of available shooting ranges;
- To facilitate the smooth and accountable operations of the Mission designated armouries, to assist in identifying Mission armoury needs and provide technical support in his/her area of responsibility to staff members;
- To conduct technical assessment of Mission owned weapons and firearms and to ensure a high operational effectiveness and equipment husbandry of all such associated equipment under his/her control;
- To maintain relevant Health & Safety principles in relation to the areas of his/her responsibility;
- To facilitate training needs analysis and reviews upon direction, in relation to the Missions use of force policy, and firearms training in compliance with the Mission OPLAN and SOP's;
- To coordinate import and export procedures of all firearms and ammunition into/from the Mission area;
- To draft technical specifications/terms of reference for procurement activities in his/her area of expertise, participating in the evaluation of tenders as required;
- To perform regular Armed Protection Team duties;
- To undertake any other related tasks as requested by the Line Manger(s).

3. Mission Specific Tasks and Responsibilities:

- Authorised to carry and issued a personal weapon, used for purposes of self-defence in line with EUCAP's "Use of force policy".

4. Essential Qualifications and Experience:

- A level of secondary education attested by a diploma OR equivalent and attested police/military education or training or equivalent rank; AND
- A minimum of 5 years of relevant professional experience, in the military, police or security field, after having fulfilled the education requirements;
- Training in teaching and maintenance of the Mission owned firearms;

5. Essential Knowledge, Skills and Abilities:

- Knowledge of applicable international standards/best practices and human rights regulations relevant to the use of firearms and use of force;
- Technical knowledge of side arms and long barrelled weapons;
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Significant relevant professional experience in firearms training;
- Training in teaching and maintenance of the Mission owned weapons systems, such as HK G36 rifles and Glock pistols;
- Experience delivering training to an international audience;
- Validated license for armoured vehicle or civilian driving licence class C or C1.
- Pistol & Rifle Instructor certification/accreditation.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge and skills in the area of delivering firearms training, including a high standard of physical fitness;
- Discreet, diplomatic and flexible;
- Ability to perform under stress and in difficult circumstances.

Position Name: Mission Security Analysis Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-143**	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Security and Duty of Care Department/Security Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Analysis Officer reports to the Deputy Senior Mission Security Officer (Deputy SMSO) / Chief of Unit.

2. Main Tasks and Responsibilities:

In line with the EU's Policy of the European Union on the security of personnel deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:

- To assist the Deputy SMSO / Chief of Unit in the development, implementation and updating of the Mission Security Plan (MSP) and all supporting security and safety instructions and procedures;
- To assess the security situation and to analyse all relevant information;
- To produce incident based and travel security advisories;
- To prepare daily, weekly, monthly security working papers, and other reports as required;
- To produce long-term assessments and forecasts of the security situation;
- To assist the Deputy SMSO / Chief of Unit in maintaining continuity of security information analysis efforts;
- To gather comprehensive information about events or actions that may affect the safety and security of Mission members and assets within the Mission area and to generate reports and, if appropriate, recommendations on same;
- To conduct risk analysis and threat assessments on security developments and, when relevant, integrate a gender perspective in the area of operations as well as persons and assets;
- To provide briefings to new staff members on the Mission's wide security situation and to ensure that all members are properly prepared for emergencies;
- To ensure the quick dissemination of security related information;
- To assist and support the Information Security Officer in the management of EU Classified Information and security clearances and to act on his/her behalf in his/her absence;
- To conduct security surveys of Mission member's personal protective security requirements, transport security, residential and office security;
- To liaise 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 ensure that all necessary actions are taken, particularly in emergency cases;
- To undertake any other related tasks as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities:

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

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, preferably with focus on security management 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 4 years of relevant professional experience in the civilian, military or police sectors in the protection of personnel, facilities and assets.

5. Essential Knowledge, Skills and Abilities:

- Ability to contribute to the development of security policies and procedures;
- Writing and reporting skills;
- Presentations skills (preparing and delivery presentation).

6. Desirable Qualifications and Experience:

- Previous work experience in the region;
- Successful completion of EU Mission Security Officer Certification Course or equivalent.
- Firearms trained;
- 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;
- Resilience under mental pressure and willingness to work extra hours when required;
- Validated license for armoured vehicle or civilian driving license class C.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area and potential security threats.