

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1 – Requirements and Job Description

<p>European Union CSDP Mission in Mali (EUCAP Sahel Mali) 1-2020 Call for Contributions for a Mobile Unit</p>
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Organisation:	European Union CSDP Mission in Mali (EUCAP Sahel Mali)			
Job Location:	Mopti, Sévaré			
Availability:	As indicated below			
Staff Regime:	As indicated below			
Job Titles/ Vacancy notice	Ref.	Name of the post	Location	Available on
	<u>Seconded</u> (8 posts)			
	MA 158	Head of Mobile Unit	Mopti, Sévaré	ASAP
	MA 159	Advisory, Training and Coaching Team Leader	Mopti, Sévaré	ASAP
	MA 160	Adviser on Operational Management	Mopti, Sévaré	ASAP
	MA 161	Trainer on Professional Intervention	Mopti, Sévaré	ASAP
	MA 162	Trainer on Intelligence	Mopti, Sévaré	ASAP
	MA 163	Trainer on Logistics	Mopti, Sévaré	ASAP
	MA 164 MA 165	Trainer on Counter-terrorism, Organised Crime and Judiciary Investigation (2 posts)	Mopti, Sévaré	ASAP
	<u>Seconded/Contracted</u> (12 posts)			
	MA 146	Team Leader – Mission Security Officer (for Mali centre)	Mopti, Sévaré	ASAP
	MA 147	Mission Security Officer (for Mali centre)	Mopti, Sévaré	ASAP
	MA 148	Head of Armed Protection Cell (for Mali centre)	Mopti, Sévaré	ASAP
	MA 149-157	Armed Protection Operator (for Mali centre) (9 posts)	Mopti, Sévaré	ASAP
	Deadline for applications:	Monday 16th of March 2020 at 17:00, Brussels time		
Applications must be submitted via:	<p>1. For seconded candidates from EU Member States: https://goalkeeper.ecas.europa.eu/registrar/</p> <p>2. For contracted candidates from EU Member States: https://goalkeeper.ecas.europa.eu/registrar/DPA/357/details.do</p>			

Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p>Mr Giuseppe MARONGIU</p> <p>giuseppe.marongiu@eeas.europa.eu</p>
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EUCAP Sahel Mali bears a High Risk Non-Family Mission status due to the present risk rating of the mission area as high. As such, international seconded and contracted Mission Members shall at no time receive visits or be habitually accompanied by any family member in the Mission area for the duration of their tour of duty or contract. 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 will be considered. EU Member 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 Council Documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from EU Member States are not entitled to receive allowances paid according to 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.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English or French 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 duration of the deployment should be of 12 months.

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

I. GENERAL CONDITIONS

Citizenship – The candidates must have Citizenship of an EU Member State.

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

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 EU Member States/country of residence.

Serious deficiencies in any of these general conditions may result in repatriation/termination of the secondment/contract.

II. REQUIREMENTS

II.A Essential Requirements

The following are essential requirements in respect of civilian international experts to the Missions for all Job Descriptions:

1. Education and Training

The candidates should have a recognised academic qualification under the European Qualifications Framework (EQF)¹, or equivalent, at a level specified in the individual job descriptions.

2. Knowledge

The candidates should have knowledge of the EU Institutions and Mission Mandate, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

3. Skills and abilities

Language Skills² – Spoken and written proficiency in the working language of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions. In order to provide for national representation in all Missions, certain (ordinarily internal) positions in Missions may accept proficiency in a language other than the majority language of the Mission.

Communication and Interpersonal Skills – The candidates must have excellent interpersonal and communication skills, both written and oral.

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.

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

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

II.B Desirable Requirements

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

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), depending on the job tasks and responsibilities.

Driving Licence - Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

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

Visas – 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) or/and professional certificate(s) – The selected international contracted candidates must have and present to the Mission the university diploma or the professional certificate/diploma, depending on the job description, before signing the contract or the taking up duties.

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

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

Medical Certificate – The selected candidates should undergo a medical examination and be certified medically fit for Mission duty by a competent authority from the 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 the appropriate security and protection equipment. Further information related to this specific protection equipment will be provided upon deployment of selected candidates.

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 EU policy and UNSCR 1325 on Women, Peace and Security (WPS). The CPCC encourages the EU Member States and European Institutions to take this into account when offering contributions at all levels.

Application Form – Applications will be considered only when using the online Application Form (**AF**) indicating which position(s) the candidate is applying for.

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

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

Information on the Outcome – 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 – The selected candidates should complete E-BASE + E-SAFE³ modules, which are designed for the delegations or equivalent, until a new platform E-MASE is launched.

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

Personal Data protection - The EEAS and its Directorate CPCC processes personal data pursuant to Regulation (EC) 45/2001 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data, as implemented in the EEAS by the Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 8 December 2011. The [privacy statement on Meetings and Events](#) is available on the EEAS website. [Privacy Statements](#).

³ <https://webgate.ec.europa.eu/eeas/security-e-learnings>

Seconded

Position Name: Head of Mobile Unit (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 158	Location: Mopti, Sévaré	Availability: As soon as possible
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Head of Mobile Unit reports to the Head of Operations Department.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP);
- To lead, direct and manage the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by Head of Mission;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP and benchmarking in the relevant Line of Operation;
- To ensure, at operational level, co-ordination with other relevant operational Units within the Mission;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act, as appropriate, as the representative of the Mobile Unit in contacts with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instructions to the members of the Mobile Unit;
- To identify best practice and lessons identified/learned within the field of responsibility;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To manage and oversee the Mobile Unit, under supervision of EUCAP Sahel Mali's Head of Operations, under his reporting line, without prejudice to the Security and Duty of Care Chain of Command;
- To work in close cooperation with the Internal Security Forces (ISF), at local level, to ensure and provide advice and training to the *Postes Sécurisés de Développement et Gouvernance* (PSDG) personnel, and to be the key interlocutor on public security matters;
- To advise the ISF PSDG Security Detachments personnel to develop and implement operating procedures for public security, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To assure the accompany of the ISF services/units work, involved in public security matters related to PSDG Security Detachments, ensuring that planning and execution of services are adequate;
- To support the development of public security policies and procedures for the ISF PSDG Security Detachments, ensuring they are carried on and updated or amended when necessary;
- To assist the ISF PSDG Security Detachments personnel in developing professional contacts and implementing coordination links for public security matters with all relevant services or counterparts;

- To work coordinate with others international actors and Technical Financial Partners (PTF).

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 education or training or an award of an equivalent rank; **AND**
- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years of management or coordination experience.

5. Essential Knowledge, Skills and Abilities:

- Presentation and mediation skills;
- Ability to accompany and motivate local counterparts;
- Knowledge of Intelligence related matters;
- Innovative thinking;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience of designing and delivering training;
- Experience in project management;
- Driving licence C;
- To carry an issued individual weapon, used for purposes of self-defence.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency and attention to details;
- Ability to interact with military counterparts.

Position Name: Advisory, Training and Coaching Team Leader (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 159	Location: Mopti, Sévaré	Availability: As soon as possible
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Advisory, Training and Coaching Team Leader reports to the Head of Mobile Unit.

2. Main Tasks and Responsibilities:

- To operationalize the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP);
- In the absence of the Head of Mobile Unit, to lead, direct and manage the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by Head of Mission;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP and benchmarking in the relevant Line of Operation;
- To ensure, at operational level, co-ordination with other relevant operational Units within the Mission;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act, as appropriate, as the representative of the Mobile Unit in contacts with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instructions to the members of the Mobile Unit;
- To identify best practice and lessons learned 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 liaise with and advise the military Malian chain of command in the area (Operation MALIKO) on police issues;
- To work in close cooperation with the Internal Security Forces (ISF), at local level, to ensure the proper use of police assets, to provide advice and training to the *Postes Sécurisés de Développement et Gouvernance* (PSDG) personnel and to be one of the interlocutors on public security matters;
- To advise ISF PSDG Security Detachments to develop and implement operating procedures for public security, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To accompany the work of ISF services/units involved in public security matters related to PSDG Security Detachments personnel, ensuring that planning and execution of services are adequate;
- To advise the development of public security policies and procedures for the ISF PSDG Security Detachments, ensuring they are carried on and updated or amended when necessary;
- To advise the ISF PSDG Security Detachments personnel in developing professional contacts and implementing coordination links for public security matters with all relevant services or counterparts;
- To manage administrative matters regarding the Mobile Unit;
- To undertake any other job related task as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree, **OR** equivalent and attested police 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, out of which a minimum of 2 years of management or coordination experience.

5. Essential Knowledge, Skills and Abilities:

- Presentation and mediation skills;
- Ability to accompany and motivate local counterparts;
- Innovative thinking;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisation;
- Experience of designing and delivering training;
- Experience in project management;
- Driving licence C;
- To carry an issued individual weapon, used for purposes of self-defence.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency and attention to details;
- Ability to interact with military counterparts.

Position Name: Adviser on Operational Management (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 160	Location: Mopti, Sévaré	Availability: As soon as possible
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Expert in Operational management reports to the Advisory Training and Coaching Team Leader.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To work in close cooperation with the Internal Security Forces (ISF), at local level, to ensure proper and efficient Operational management for *Postes Sécurisés de Développement et Gouvernance* (PSDG), and support Malian units to set up management mechanisms;
- To be the key interlocutor on Operational management matters for the Malian PSDGs Security Detachments supervisors;
- To advise the ISF PSDG Security Detachments supervisors to develop and implement operating procedures for Operational management, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To accompany the work of ISF services/units involved in Operational management matters related to PSDG Security Detachments, ensuring that planning and execution of services are adequate;
- To advise the supervisors of PSDG security detachments in the development of specific operational management policies and procedures then guarantee their implementation and their updating or modification if necessary;
- To advise the PSDG Security Detachments supervisors in developing professional contacts and implementing coordination links for Operational management matters with all relevant services or counterparts.

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 education or training or an award of an equivalent rank; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Experience as an operational unit manager of an internal security force;
- Presentation and mediation skills;
- Ability to accompany and motivate local counterparts;
- Knowledge of Operational management related matters;
- Innovative thinking;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience of designing and delivering training;
- Experience in project management;
- Driving licence C;
- To carry an issued individual weapon, used for purposes of self-defence.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Attention to details.

Position Name: Trainer on Professional Intervention (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 161	Location: Mopti, Sévaré	Availability: As soon as possible
Component/Department/Unit: Operations Department /Mobile Unit	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Expert in Professional Intervention reports to the Advisory Training and Coaching Team Leader.

2. Main Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Training;
- 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 internal and external training curricula;
- 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 identified/learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To work in close cooperation with the Internal Security Forces (ISF), at local level, to ensure proper and efficient Professional Intervention skills for *Postes Sécurisés de Développement et Gouvernance* (PSDG) personnel;
- To be the key interlocutor on Professional Intervention matters for the Malian PSDGs Security Detachments personnel;
- To train the ISF PSDG Security Detachments personnel to develop and implement Professional Intervention skills while ensuring proper follow up;
- To train the development of Professional Intervention policies and procedures for the ISF PSDG Security Detachments personnel, ensuring they are carried on and updated or amended when necessary;
- To train the ISF PSDG Security Detachments personnel in developing professional contacts and implementing coordination links for Professional Intervention matters with all relevant services or counterparts.

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 education or training or an award of an equivalent rank; **AND**

- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

OR

- Attested professional intervention education or training and a rank equivalent to at least NATO Military Rank OR-7, **AND**
- A minimum of 8 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Presentation and mediation skills;
- Ability to accompany and motivate local counterparts;
- Knowledge of Professional Intervention related matters;
- Innovative thinking;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience of designing and delivering training;
- Experience in project management;
- Driving licence C;
- To carry an issued individual weapon, used for purposes of self-defence.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Attention to details.

Position Name: Trainer on Intelligence (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 162	Location: Mopti, Sévaré	Availability: As soon as possible
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Expert in Intelligence reports to the Advisory Training and Coaching Team Leader.

2. Main Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Training;
- 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 internal and external training curricula;
- 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 identified/learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To work in close cooperation with the Internal Security Forces (ISF), at local level, to ensure proper and efficient Intelligence chain for *Postes Sécurisés de Développement et Gouvernance* (PSDG);
- To be the key interlocutor on Intelligence matters for the Malian PSDGs Security Detachments personnel;
- To train the ISF PSDG Security Detachments supervisors to develop and implement operating procedures for Intelligence gathering and reporting, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To accompany the work of ISF services/units involved in Intelligence matters related to PSDG Security Detachments, ensuring that planning and execution of services are adequate;
- To train the development of Intelligence policies and procedures for the ISF PSDG Security Detachments personnel, ensuring they are carried on and updated or amended when necessary;
- To train the ISF PSDG Security Detachments personnel in developing professional contacts and implementing coordination links for Intelligence matters with all relevant services or counterparts and the local population.

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 education or training or an award of an equivalent rank; **AND**

- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

OR

- Attested policing education or training and a rank equivalent to at least NATO Military Rank OR-7, **AND**
- A minimum of 8 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Presentation and mediation skills;
- Ability to accompany and motivate local counterparts;
- Knowledge of Intelligence related matters;
- Innovative thinking;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience of designing and delivering training;
- Experience in project management;
- Driving licence C;
- To carry an issued individual weapon, used for purposes of self-defence.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Attention to details.

Position Name: Trainer on Logistics (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 163	Location: Mopti, Sévaré	Availability: As soon as possible
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Adviser on Logistics reports to the Advisory Training and Coaching Team Leader.

2. Main Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Training;
- 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 internal and external training curricula;
- 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 identified/learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To work in close cooperation with the Internal Security Forces (ISF), at local level, to ensure proper and efficient Logistics chain for Postes Sécurisés de Développement et Gouvernance (PSDG);
- To be the key interlocutor on Logistics matters for the Malian PSDGs Security Detachments personnel;
- To train ISF PSDG Security Detachments personnel to develop and implement operating procedures for Logistics, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To accompany the work of ISF services/units involved in Logistics matters related to PSDG Security Detachments, ensuring that planning and execution of services are adequate;
- To train the development of specific Logistics policies and procedures for the ISF PSDG Security Detachments personnel, ensuring they are carried on and updated or amended when necessary;
- To train the ISF PSDG Security Detachments personnel in developing professional contacts and implementing coordination links for Logistics matters with all relevant services or counterparts.

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 education or training or an award of an equivalent rank, **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

OR

- Attested policing education or training and a rank equivalent to at least NATO Military Rank OR-7, **AND**
- A minimum of 8 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Experience as Logistics officer, non-commissioned officer or supervisor in military structures;
- Presentation and mediation skills;
- Ability to accompany and motivate local counterparts;
- Knowledge of Logistics related matters;
- Innovative thinking;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1(Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience of designing and delivering training;
- Experience in project management;
- Driving licence C;
- To carry an issued individual weapon, used for purposes of self-defence.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Attention to details.

Position Name: Trainer on Counter-Terrorism, Organised Crime and Judiciary Investigation (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 164 MA 165	Location: Mopti, Sévaré	Availability: As soon as possible
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Trainer on Counter-Terrorism, Organised Crime and Judiciary Investigation reports to the Advisory Training and Coaching Team Leader.

2. Main Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Training;
- To identify required and appropriate support to be provided by the Mission, through 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 internal and external training curricula;
- 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 identified/learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To train the Malian criminal investigators, magistrates and provost marshals in the area; identify potential advice to be provided by the Mission.
- To work in close cooperation with the ISF, at local level, to ensure proper and efficient Counter-Terrorism, Organized Crime and Judiciary Investigation chain in link with *Postes Sécurisés de Développement et Gouvernance* (PSDG) activities;
- To be the key interlocutor on Counter-Terrorism, Organized Crime and Judiciary Investigation matters for the Malian PSDGs Security Detachments staff;
- To train the ISF PSDG Security Detachments to develop and implement operating procedures for Counter-Terrorism, Organized Crime and Judiciary Investigation gathering and reporting, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To accompany the work of ISF services/units involved in Counter-Terrorism, Organized Crime and Judiciary Investigation matters related to PSDG Security Detachments activities, ensuring that planning and execution of services are adequate;
- To train the development of Counter-Terrorism, Organized Crime and Judiciary Investigation policies and procedures for the ISF PSDG Security Detachments, ensuring they are carried on and updated or amended when necessary;

- To train the ISF PSDG Security Detachments in developing professional contacts and implementing coordination links for Counter-Terrorism, Organized Crime and Judiciary Investigation matters with all relevant services or counterparts.

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 education or training or an award of an equivalent rank; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

OR

- Attested policing education or training and a rank equivalent to at least NATO Military Rank OR-7; **AND**
- A minimum of 8 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Presentation and mediation skills;
- Ability to accompany and motivate local counterparts;
- Knowledge of Counter-Terrorism, Organized Crime and Judiciary Investigation related matters;
- Innovative thinking;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations.
- Experience of designing and delivering training;
- Experience in project management;
- Driving licence C;
- To carry an issued individual weapon, used for purposes of self-defence.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Attention to details.

Seconded/Contracted

Position Name: Team Leader-Mission Security Officer (for Mali centre)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level (MSML)
Ref. Number: MA 146	Location: Mopti, Sévaré	Availability: As soon as possible
Component/Department/Unit: Security and Duty of Care Department/Security Team	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

In line with the EU's Policy on the Security of EU staff deployed outside the EU in an operational capacity under Title V of the TEU (Field Security Policy), the Team Leader - Mission Security Officer reports to the Senior Mission Security Officer (SMSO), and is supporting the Head of Mobile Unit.

2. Main Tasks and Responsibilities:

- To manage the security and armed protection set up of the Mobile Unit 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 operations as directed by the Head of Mobile Unit, in line with the firearms policy stated in the OPLAN, and the Firearms Policy Handbook;
- To be responsible for the protection of EU classified information (EUCI) and thereby ensuring information is handled in accordance with EU rules;
- To provide advice and assistance, and to implement measures related to security and safety matters;
- To liaise with local authorities, civilian and military organisations for an assessment of current and possible future threats, as appropriate;
- To assist in the oversight of all Mobile Unit members, providing instructions, support and assistance as required;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To provide comprehensive procedural documents with respect to Mobile Unit activities and a clear understanding of the legal framework of the firearms policy;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner;
- To participate in preparing and conducting firearms training for the Mobile Unit;
- To ensure that the external security providers (Malian Security Forces and security private companies) meets assigned performance standards;
- To monitor and assess the security situation and make security analyses, recommendations, and reports;
- To undertake any other job related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- Authorised to carry a personal weapon, used for purposes of self-defence.
- To liaise and maintain close coordination with Security Forces authorities in Mopti/Sevare;
- To coordinate the deployment, support, training and daily tasks of the dedicated Malian armed security forces protection unit, if applicable.

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 education or training or an award of an equivalent rank, **AND**

- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years' coordination experience in a police service in the field of security and protection/intervention.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User);
- To carry an issued individual weapon (only for seconded staff).

6. Desirable Qualifications and Experience:

- Advanced driving training (defensive driving); Successful completion of EU Mission Security Officer Certification Course or equivalent;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Ability to operate a variety of communication systems;
- Trained in basic life support (medical training);
- Firearms trained;
- Validated licence for armoured vehicles or driving license C or C1.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Ability to contribute creatively to the development of security policies and procedures;
- Organisational, planning, and time-management skills;
- Knowledge of the Mission area and potential security threats.

Position Name: Mission Security Officer (for Mali centre)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level (MSML)
Ref. Number: MA 147	Location: Mopti, Sévaré	Availability: As soon as possible
Component/Department/Unit: Security and Duty of Care Department/Security Team	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Officer reports to the Team Leader - Mission Security Officer.

2. Main Tasks and Responsibilities:

- To replace the Team Leader - Mission Security Officer in his/her absence;
- 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 job related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- Authorised to carry and issued a personal weapon, used for purposes of self-defence.
- To assist the Team Leader - Mission Security Officer managing the security and armed protection set up of the Mobile Unit in coordination with the Host government armed protection forces assigned to the Mission protection;
- To provide security analysis in the region in liaison with EUCAP Sahel Mali counterparts in Bamako;
- To carry out daily administration and operational planning for the Armed Protection Team/Cell;
- To support the Team Leader - Mission Security Officer planning and execution of operational armed protection operations, in line with the firearms policy stated in the OPLAN, and the Firearms Policy Handbook
- To support the Team Leader - Mission Security Officer in liaising with local authorities;
- To assist the Team Leader - Mission Security Officer in the oversight of the Armed Protection Team/Cell, providing instructions, support and assistance as required;
- To support the Team Leader - Mission Security Officer maintaining a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To assist the Team Leader – Mission Security Officer managing the contracted security guard force to meet assigned performance standards;
- To support, assist and advise the Head of Armed Protection Cell on all training and evaluation issues pertinent to firearms regarding Armed Protection Team;
- To plan, organise and deliver firearms training;
- To evaluate and report on weapons/firearms training activities document and ensure proper record of shooting training and tests, including use of ammunition;

- To conduct technical assessment of weapons and firearms and to ensure a high operational effectiveness and equipment husbandry of all such associated equipment under his/her control;
- 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.

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 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:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User);
- Ability to operate a variety of communication systems;
- Trained in basic life support (medical training);
- To carry an issued individual weapon (only for seconded staff).

6. Desirable Qualifications and Experience:

- Advanced driving training (defensive driving);
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Firearms trained;
- Validated licence for armoured vehicles or Driving licence C or C1.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Ability to contribute creatively to the development of security policies and procedures;
- Organisational, planning, and time-management skills.

Position Name: Head of Armed Protection Cell (for Mali centre)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level (MSML)
Ref. Number: MA 148	Location: Mopti, Sévaré	Availability: As soon as possible
Component/Department/Unit: Security and Duty of Care Department/Security Team	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Head of Armed Protection Cell reports to the Team Leader - Mission Security Officer. He is under the technical direction of the Armed Protection Team Leader in Mission HQ for all APT procedures, technics and tactics.

2. Main Tasks and Responsibilities:

- To assist the Team Leader - Mission Security Officer managing the armed protection security set up of the Mobile Unit in coordination with the Host government armed protection forces assigned to the Mission protection;
- To carry out daily administration and operational planning for the Armed Protection Cell;
- To support the Team Leader - Mission Security Officer planning and execution of operational armed protection operations, in line with the firearms policy stated in the OPLAN, and Firearms Policy Handbook
- To support the Team Leader - Mission Security Officer in liaising with local authorities;
- To assist the Team Leader - Mission Security Officer in the oversight of the Armed Protection Team, providing instructions, support and assistance as required;
- To support the Team Leader - Mission Security Officer maintaining a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To participate in preparing and conducting firearms training for the Armed Protection Cell;
- To undertake any other job related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- Authorised to carry and issued a personal weapon, used for purposes of self-defence.
- To be responsible for operational armed protection (A/P) in support of the Mobile Unit;

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 education or training or an award of an equivalent rank; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years' experience as a team leader in the military, police or security service in the field of security and protection/intervention.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User);
- Trained in basic life support (medical training);

6. Desirable Qualifications and Experience:

- Advanced driving training (defensive driving);

- Significant professional experience in firearms training;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Discreet, diplomatic and flexible;
- Validated licence for armoured vehicles or Driving licence C or C1;
- Pistol and Rifle instructor accreditation from a recognised institution; certified in handling, providing training and knowledge of weapons capabilities and/or relevant experience.

7. Desirable Knowledge, Skills and Abilities:

- Ability to perform under stress and in difficult circumstances;
- Ability to multi-task with a time management efficiency;
- Ability to operate a variety of communication systems.

Position Name: Armed Protection Operator (for Mali centre)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Assistant Level (MSAL)
Ref. Number: MA149-157 (9 posts)	Location: Mopti, Sévaré	Availability: As soon as possible
Component/Department/Unit: Security and Duty of Care Department/Security Team	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Armed Protection Operator reports to the Head of Armed Protection Cell.

2. Main Tasks and Responsibilities:

Following the guidance of the Head of Armed Protection Cell:

- To be responsible for operational armed protection (A/P) in support of the Mobile Unit;
- To provide personal security advice and guidance to the Mobile Unit;
- To assist in identifying staff's personal security training needs and to assist in developing and delivering necessary training;
- To contribute to the armed protection security set up of the Mobile Unit;
- To carry out daily administration and operational planning for daily A/P activities;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To provide comprehensive procedural documents with respect to A/P activities;
- 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 job related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- Authorised to carry and issued a personal weapon, used for purposes of self-defence.

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**
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience, in the field of security and protection/intervention.
- Trained in basic life support (medical training);
- Advanced driving training (defensive driving).

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User);
- Ability to operate a variety of communication systems;
- Discreet, diplomatic and flexible;
- Trained in basic life support (medical training);
- Advanced driving training (defensive driving).

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);
- Qualified to operate collective equipment (light machine guns);
- Qualified to operate precision rifles;
- Validated license for armoured car or civilian driving license of category C or C1.

7. Desirable Knowledge, Skills and Abilities:

N/A