



Annex 1 - Requirements and Job Descriptions

European Union CSDP Mission in Niger (EUCAP Sahel Niger) 1-2020 Call for Contributions				
Organisation:	EUCAP Sahel Niger			
Job Location:	Niamey, Agadez			
Employment Regime:	As indicated below			
Job Titles/ Vacancy Notice:	Ref.:	Name of the Post:	Location:	Availability:
	<u>Seconded (12)</u>			
	NI 03	Chief of Staff	Niamey	21 Aug 2020
	NI 24	Police/Military Coordination Adviser	Niamey	ASAP
	NI 30	Exercise Adviser	Niamey	23 May 2020
	NI 34	Operations Room Adviser	Niamey	ASAP
	NI 41	Human Resources Management Adviser - Gendarmerie	Niamey	01 Jun 2020
	NI 42	Human Resources Management Adviser - National Guard	Niamey	13 Jun 2020
	NI 45	Drugs Trafficking Adviser	Niamey	30 May 2020
	NI 46	Drugs Trafficking Adviser	Niamey	ASAP
	NI 49	Criminal Intelligence Analyst Adviser	Niamey	24 May 2020
	NI 50	Criminal Intelligence Training Adviser	Niamey	12 Jul 2020

NI 58	Senior Strategic Border Management Adviser	Niamey	ASAP
NI 70	Human Rights and Gender Adviser	Niamey	ASAP
<u>Seconded/Contracted (9)</u>			
NI 05	Financial Verification Officer	Niamey	01 Apr 2020
NI 07	Internal Auditor	Niamey	ASAP
NI 35	Senior CIS Advisor	Niamey	ASAP
NI 55	Database/Documentation Adviser	Niamey	ASAP
NI 57	Data Migration Analyst	Niamey	18 Jul 2020
NI 69/1 NI 69/2	Project Management Officer*	Niamey	ASAP
NI 83	Procurement Officer	Niamey	ASAP
AG 21	FO Armed Protection Operator	Agadez	01 Apr 2020
Deadline for application:	Thursday, 19 March 2020 at 17:00 hours (Brussels time)		
Applications must be submitted via:	<p>1. For seconded candidates from EU Member States: https://goalkeeper.eeas.europa.eu/registrar/</p> <p>2. For contracted candidates from EU Member States: https://goalkeeper.eeas.europa.eu/registrar/DPA/357/details.do</p> <p>3. For seconded candidates from Invited Third States (application form attached and also available on the EEAS website): eeas-cpcc-eucap-niger@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>Mr Aurel Hariton eeas-cpcc-eucap-niger@eeas.europa.eu</p>		

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

EUCAP Sahel Niger 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/Invited 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 Invited 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.

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 Council approval of the extension of the current Mission mandate beyond 30 September 2020 and 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 Sahel Niger, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

Citizenship – The candidates must have Citizenship of an EU Member State or of an Invited 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 requested 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 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 the Mission, certain (ordinarily internal) positions in Mission 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.

II.B Desirable Requirements

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

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

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

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

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

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

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

Personal Protection Equipment – It is recommended that national authorities provide seconded selected candidates with protection equipment (Annex 2 List of Recommended Security Equipment sent to the Contributing States).

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 Contributing States and European Institutions to take this into account when offering contributions.

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

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

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

Accommodation - Mission Members will be accommodated in Mission provided accommodation and will contribute towards the overall cost of the accommodation.

Data protection - The EEAS, and its Directorate CPCC processes personal data pursuant to Regulation (EC) 2018/1725 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data, as implemented in the EEAS by the Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 8 December 2011. The Privacy statement is available on the EEAS website.

SECONDED POSITIONS (12)

Position Name: Chief of Staff	Employment Regime: Seconded	
Ref. Number: NI 03	Location: Niamey	Availability: 21 Aug 2020
Component/Department/Unit: Chief of Staff Department/ HoM	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To manage and oversee day-to-day coordination of the Main Headquarters' organisational units, including Mission Support, in order to ensure that all aspects are globally considered when preparing for HoM's decision-making, and when analysing the internal and external reporting of Mission activities;
- To support the Head of Mission 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 HoM's Office;
- To ensure quality control in the planning and implementation of Mission activities according to the OPLAN and HoM's directions as appropriate;
- To supervise the development and periodic review of the Mission Implementation Plan (MIP), 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, the representatives of EU Member States and Contributing Third States, according to HoM'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, as appropriate;
- To ensure that documents, reports and letters are prepared for the HoM, as appropriate;
- To request information and briefing materials for HoM, including documents for use with external agencies, organisations and interlocutors;
- To attend internal and external meeting with and on behalf of HoM;
- To ensure assignments are properly tasked and receive proper follow up;
- To communicate to HoM the status of action items, projects, or any other activity to HoM's Office;
- 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(s).

3. Mission Specific Tasks and Responsibilities:

- To supervise the development and periodic review of the Mission Implementation Plan (MIP), and to keep track of Mission benchmarking;
- To communicate to HoM the status of action items, projects, or any other activity of strategic importance for the Mission;
- To ensure that Mission Standard Operating Procedures (SOPs) are properly developed, implemented and periodically reviewed;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility.

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 Social Sciences (e.g. Political Science, International Relations, Law, Economics) or Business Administration/Management); **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**
- A minimum of 10 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 5 years of experience at senior management level; **AND**
- A minimum of 1 year of experience in liaison with law enforcement institutions (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;
- Managerial track record;
- Ability to mentor and motivate staff;
- 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.

7. Desirable Knowledge, Skills and Abilities:

- French language skills: minimum C1 (Proficient User).

Position Name: Police/Military Coordination Adviser	Employment Regime: Seconded	
Ref. Number: NI 24	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Interoperability Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Police/Military Coordination Adviser reports to the Head of Interoperability Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To establish and maintain effective relations with military officials and personnel of the military justice institutions, and other relevant international institutions engaged in strengthening the national security sector;
- 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 Unit regarding identified host state needs and recommended support by the Mission;
- To develop a strategy for the Mission (Interoperability Unit) to support the Government efforts to implement an effective military justice and judicialisation program, complimentary to the common civil justice;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission operational requirements;
- To support host state authorities as directed by the Head of Unit by providing legal advices to the Ministry of Defence on legal and institutional frameworks related to reinforce military judicial system, law and procedure during operations on the ground;
- In coordination with the Mission Coordination Unit, to closely coordinate with other EU/international actors involved in this field, especially on the rule of law, procedure and rights of suspects during arrests;

- To support the Unit's contribution to the Mission internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission training activities across time, and to provide recommendations for the improvement of Mission performance;
- To ensure that Human Rights and Gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser;
- To identify and report on lessons and best practices within the field of responsibility;
- To support the reform of criminal investigations and prosecutions and facilitate police-prosecutor co-operation;
- To liaise with other units of EUCAP in the implementation of Mission mandate;
- To provide support to Government led-efforts to coordinate policy development and international assistance for Internal Security and Defence Forces;
- To organise and conduct training on legal aspects to military and other Internal Security Forces, on rule of law, procedure and rights of suspects during military operations;
- To facilitate stakeholder roundtable meetings to discuss developing the legal aspects in a military framework;
- To liaise with Technical and Financial Partners, Human Rights officers, military judicial authorities and Military hierarchy to elaborate policies on military legal aspects in order to end any arbitrary detention in military detention facilities;
- To liaise with military hierarchy and military justice bodies to evaluate immediate needs in order to render the military judicial system to carryout promptly its mandate;
- To register and archive documents in accordance with the Mission Document Management.

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 International Humanitarian law, International criminal law; **OR** police or military equivalent education or training or equivalent rank; **AND**
- A minimum of 6 years of relevant professional experience as a police officer from a police institution with military status, out of which at least 3 years' experience in a management/coordination/team leader position, after having fulfilled the education requirements;
- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Complex problem solving skills;
- Time management skills;
- Ability to mentor and motivate local counterparts;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Extensive experience in the legal practice ;
- Progressive experience in legal and judicial ;
- Legal work experience in international institutions;
- Experience in Peacekeeping missions or EU missions on international level preferably in Africa.

7. Desirable Knowledge, Skills and Abilities:

- Demonstrate in-depth understanding of military institutions, and military justice system;

- Ability to organise and conduct training and seminars for armed forces and other Internal Security Forces on legal and judicialisation aspects;
- Highly resilient under mental pressure and willingness to work extra hours, when required.

Position Name: Exercise Adviser	Employment Regime: Seconded	
Ref. Number: NI 30	Location: Niamey	Availability: 23 May 2020
Component/Department/Unit: Operations Department/ Interoperability Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Exercise Expert reports to the Head of Interoperability Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To review of the structures of the interior Security Forces (FDS) and comparing them to the Regional Emergency Response Plans;
- To promote and to conduct simulation exercises in each of the Niger regions;
- Assist in the provision of advice and guidance regarding conceptual frameworks for the organisation of simulation exercises;
- To provide expertise and acts as a reference point in the area of development of future policy planning and coordination with the Nigerien FDS;
- To work in close collaboration with the regional authority responsible for the related strategic planning;
- To ensure the interoperability of different security forces (FDS) in their respective regions;
- To record and review all documentation relating to the strategic security plans;
- To assist the regional authorities with advice and guidance regarding the preparation of exercises in their region, with a special focus on emergency planning and response;
- To assist in preparation of practical training and exercises, both Table Top Exercises (TTX) and Field Training Exercises to check and validate the operating procedures used by the Counter Terrorism Operational Room and the Command Posts and regional and national level, including the cooperation amongst the different internal security forces;
- To ensure that Human Rights and Gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the second 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. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- A minimum of 2 years of working experience in design, development and implementation of practical exercises for law enforcement agencies.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Experience in criminal investigation on terrorism and organised crime matters;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management, particularly in connection with the Security Sector;
- Advisory or managerial experience in a ministerial department.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Operation Room Adviser	Employment Regime: Seconded	
Ref. Number: NI 34	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Interoperability Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Operation Room Adviser reports to Head of Interoperability Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To provide advice on the possible improvements of the skills and performance of the local officers.
- To facilitate cooperation between the strategic, operational and tactical levels;
- To prepare table top exercises to check and validate the operating procedures used by the National Security Council including the cooperation amongst the different internal security forces;
- To assist to identify possible projects in his/her field of expertise and to assist in the further elaboration of these projects, under the overall guidance of the Mission's Project Cell;
- To mentor the interlocutors during their performance on the job;
- To create and equip, from scratch, 8 operations room (1 in Niamey + 1 in each of the 7 regions HQ) under the responsibility of the local authorities, in accordance with the "Projet d'Appui à la Justice et à l'Etat de Droit" "(PAJED II)", financed by the European Union;
- To contribute to the development of the standard operating procedures of the National Security Council
- To take part in the curricula development in cooperation with other experts, for courses related to the OPS Centres;
- To train the concerned Nigerian officers with a view to increase the performance of the National Security Council;
- To support the development and upgrading of the interoperability and coordinating mechanism within the "Service Central de Lutte Contre le Terrorisme" (SCLCT) amongst the different security forces in order to fight terrorism.

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 equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration; **AND**
- A minimum of 5 years of relevant professional experience;
- Previous experience in the management of a Police Operation Room.

5. Essential Knowledge, Skills and Abilities:

- Interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management; Experience in Operations/Missions and/or cooperation in Africa;
- Management experience in operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Human Resources Management Adviser – Gendarmerie	Employment Regime: Seconded	
Ref. Number: NI 41	Location: Niamey	Availability: 01 Jun 2020
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Human Resources Management Adviser – Gendarmerie reports to the Head of Technical Competencies 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 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 Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To act as a reference and to assist the Nigerien Gendarmerie and in particular, the Human Resources Directorate – Direction des Ressources Humaines (DRH) - in development and integration of effective HR processes, programs and practices into their daily operations;
- To provide operational support to the Human Resources Directorate (DRH) on critical issues;
- To keep records and reviewing of documentation relating to personnel management;
 - To provide advice and guidance on conceptual and doctrinal framework underlying reinforcement process in personnel management;
 - To identify gaps and setting priorities with the particular focus on designing training strategy and developing programmes and policies in line with operational needs;
 - To install a personnel management data system and provide training for end users;
- To liaise and to maintain contact with external bodies and service providers in relation to the performed tasks and duties;
- To contribute identifying lessons learned and best practices in the respective field of competence;
- To contribute developing training curricula on human resources, including for train the trainers;
- In coordination with the Human Rights and Gender Adviser, to ensure that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To contribute to the induction and orientation of Mission personnel, as required.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- Experience in a Human Resources advisory role.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Experience with Gendarmerie services;
- Experience as a manager in organisational aspects of a police force;
- Experience in planning and implementation of HR policies, particularly in connection with the security forces;
- International experience, particularly in crisis or post-conflict areas, preferably with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Human Resources Management Adviser – National Guard	Employment Regime: Seconded	
Ref. Number: NI 42	Location: Niamey	Availability: 13 Jun 2020
Component/Department/Unit: Department of Operations/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Human Resources Management Adviser – National Guard reports to the Head of Technical Competencies Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To act as a reference and to assist the Nigerien National Guard and in particular, the Human Resources Directorate – Direction des Ressources Humaines (DRH) - in development and integration of effective HR processes, programs and practices into their daily operations;
- To provide operational support to the Human Resources Directorate (DRH) on critical issues:
 - To keep records and reviewing of documentation relating to personnel management.
 - To provide advice and guidance on conceptual and doctrinal framework underlying reinforcement process in personnel management.
 - To identify gaps and setting priorities with the particular focus on designing training strategy and developing programmes and policies in line with operational needs.
 - To install a personnel management data system and provide training for end users.
- To liaise and to maintain contact with external bodies and service providers in relation to performed tasks and duties.
- To contribute identifying lessons learned and best practices in the respective field of competence.
- To contribute developing training curricula on human resources, including for training the trainers.
- In coordination with the Human Rights and Gender Adviser, to ensure that human rights and gender aspects are mainstreamed in the operational activities.
- To contribute to the induction and orientation of Mission personnel as required.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training.
- Experience in project management.
- Experience with law enforcement agencies.
- Experience as a manager in organisational aspects of a police force.
- Experience in planning, implementation and Human Resources Management, particularly in connection with the security forces.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Drugs Trafficking Adviser (2 positions)	Employment Regime: Seconded	
Ref. Number: NI 45 NI 46	Location: Niamey	Availability: - 30 May 2020 - As soon as possible
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Drugs Trafficking Adviser reports to the Head of Technical Competencies 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 efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Advisers, as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To establish and develop working relationships with Nigerien security forces in charge of the fight against drug trafficking;
- To conduct, upon request, examination and evaluation of the structure of local security forces engaged in the fight against drug trafficking;
- To perform need assessment of the local security forces engaged in the fight against drug trafficking;
- To identify the target audience for the training in cooperation with the local authorities;
- To contribute to elaboration of training plans regarding anti-drug trafficking training activities;
- To develop curricula in order to implement joint cooperation programs in his/her domain of competency (drug traffic analysis);
- To design and implement specific training on the following subject matters: identification and extraction of essential information from drug products and drug investigations, analysis of data, consolidation of inputs and preparation of relevant reports, development of specific expertise necessary to perform accurate assessment of present and future threats, application of acquired inductive reasoning skills in identification of potential drug trafficking threats;
- To coordinate and oversee trainings on drug trafficking analysis;
- To perform training evaluation of the training interventions on drug trafficking analysis;
- To deliver expertise in terms of drug trafficking analysis;

- To draft reports, to prepare presentations, talking points and briefings on border monitoring activities;
- To ensure that Human Rights and gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser;
- To report on the consistency, complementary and sustainability of the programs.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences, Business Administration, security or law enforcement **OR** police or military equivalent education or training or equivalent rank; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- Experience in anti-narcotics investigation.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge in security operations and related law enforcement;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Experience in training of the trainers;
- Experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa;
- Comprehensive management and leadership experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Criminal Intelligence Analyst Adviser	Employment Regime: Seconded	
Ref. Number: NI 49	Location: Niamey	Availability: 24 May 2020
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Criminal Intelligence Analyst Adviser reports to the Head of Technical Competencies 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 efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other related task, as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To establish and develop working relationships with Nigerien partners in charge of the criminal intelligence analysis aspects within the security forces;
- To conduct, upon request, a review of the Internal Security Forces structure regarding criminal intelligence;
- To assess the needs of the security forces in charge of criminal intelligence;
- To identify the target audience for the training in cooperation with the local authorities;
- To elaborate a training plan regarding criminal intelligence analysis in the fight against terrorism and organised crime;
- To develop curricula in order to implement cooperation programs in his/her domain of competency (criminal intelligence analysis);
- To design and implement specific training on the following areas: identification and extraction of essential information from intelligence products and investigations, analysis of data, synthesise of information and presentation info reports or any support that can be disseminated, development of specific expertise and supplying of an accurate understanding of present and future threats, application of developed inductive reasoning skills to provide a proactive approach to threats;
- To coordinate and oversee trainings on criminal intelligence analysis;
- To implement evaluation of the training on criminal intelligence analysis;
- To deliver expertise in terms of criminal intelligence analysis;
- To develop reports, presentations, talking points and briefings on criminal activities;

- To ensure that human rights and gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration, Homeland Security, Law enforcement or other relevant field; **AND**
- A minimum of 5 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).

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience using specific software for criminal intelligence analysis tasks
- Experience in project management;
- Experience in training of the trainers;
- Experience in security operations and related law enforcement;
- Experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Criminal Intelligence Training Adviser	Employment Regime: Seconded	
Ref. Number: NI 50	Location: Niamey	Availability: 12 Jul 2020
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Criminal Intelligence Training Adviser reports to the Head of Technical Competencies Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To conduct, upon request, review of the Interior Security Forces structure regarding intelligence;
- To establish and develop working relationships with the Nigerien partners in charge of the intelligence aspects within the security forces;
- To assess the needs of the security forces in charge of criminal intelligence;
- To elaborate in partnership with the Nigerien authorities a national intelligence plan;
- To elaborate a training plan addressing operational criminal intelligence and the fight against terrorism and organised crime;
- To design and implement specialized training in analysis and sharing intelligence process;
- To develop curricula in order to implement cooperation programs in his/her domain of competency (Criminal intelligence);
- To identify the target audience for the training courses;
- To coordinate and oversee criminal intelligence training;
- To implement evaluation of the training;
- To deliver expertise in terms of criminal intelligence cooperation;
- To report to the Head of Technical Competencies Unit on the consistency, complementarity and sustainability of the programs;
- In coordination with the Human Rights and Gender Adviser, to ensure that human rights and gender aspects are mainstreamed in the operational activities.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in train the trainers.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Senior Strategic Border Management Adviser	Employment Regime: Seconded	
Ref. Number: NI 58	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Migration Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Senior Strategic Border Management Adviser reports to the Head of Migration Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To assess the situation, the capacities and the needs of the Nigerien authorities with regards to border management and territorial control issues, including the regions and particularly in the North;
- To analyse the border security and homeland control issues in the Sahel and to elaborate strategic assessments;
- To identify and to conduct related projects;
- To support and to advise Nigerien authorities in defining and implementing a strategic approach to border security;
- To facilitate cooperation between the strategic, operational and tactical levels of security actors;
- To support and to advise Nigerien authorities as appropriate to enhance their cross-border cooperation with neighbouring countries and their participation in relevant regional and international fora, in coordination with relevant Mission experts;
- To contribute to the Mission's coordination with EUBAM Libya and EUCAP Sahel Mali, with a view to identifying and putting in place possible joint activities in the field of border security;
- To register and archive documents in accordance with the Mission Document Management.

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 any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration; **AND**

- A minimum of 6 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).

6. Desirable Qualifications and Experience:

- Experience in migration and/or against international human smuggling and trafficking in human beings;
- Experience in strategic analysis of international immigrant border crossing (illegal migration);
- Experience of operations/missions and/or cooperation in Africa.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours, when required.

Position Name: Human Rights and Gender Adviser	Employment Regime: Seconded	
Ref. Number: NI 70	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department	Security Clearance Level: EU RESTRICTED or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Human Rights and Gender Adviser reports to the Head of Operations and coordinates closely with the Human Rights and Gender Adviser placed in the Chief of Staff's Department.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other 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 maintain necessary contacts and build relationships with the Nigerien security forces;
- To contribute, to design and deliver training for members of the Nigerien security forces in regards to International Humanitarian Law, Human Rights and Gender concepts;
- To provide training courses with focus on International Humanitarian Law for the staff of the "Service Central de Lutte contre le Terrorisme" (SCLCT) and other security special units amongst the different security forces;
- In coordination with the Human Rights and Gender Expert and the Strategic Training Expert of the Mission develops the Training Module on Gender in framework of the GAR-SI initiative;
- To liaise with the Human Rights and Gender Expert of the Mission and ensure that Human Rights and Gender aspects are mainstreamed in the operational activities of the Unit;
- To collect and collate statistics about Human Rights and Gender respect practices of the Nigerien Security Forces;
- To contribute and identify and reports on lessons and best practices within the field of responsibility;
- To provide assistance to support the planning and implementation of the activities of the Technical Competencies Unit in regards to the Human Rights and Gender equality principles.

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 second 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. The qualification should be in any of the fields of Human Rights, politics or other relevant fields; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- Substantial knowledge of the roles of the different security actors, as well as of justice institutions and criminal justice system;
- Practical experience in the design of training curricula and conducting training especially in International Humanitarian Law, Human Rights and Gender issues.

5. Essential Knowledge, Skills and Abilities:

- Analytical and advocacy skills on Human Rights and Gender issues;
- Inter-personal and negotiations skills;
- Ability to work under pressure and with multi-disciplinary and multicultural teams;
- Ability to develop initiatives to promote Human Rights and accountability in the justice sector;
- Ability to establish and maintain relationships with a board range of people to understand needs and gain support;
- Ability to be proactive in developing strategies to accomplish objectives;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in Human Rights and Gender Equality advocacy or related field;
- Experience in training and drafting reports and other material required;
- Experience in preparation Human Rights training material to raise awareness on Human Rights and Gender Equality activities.

7. Desirable Knowledge, Skills and Abilities:

- Technology and research awareness such as full computer skills and use of advanced research tools;
- Good communication and drafting skills;
- Ability to establish and maintain effective working relations in a multi-cultural, multi-ethnic environment with sensitive and respect to gender and diversity;
- Good understanding of the Sahel sub-region and knowledge of national and international institutions operating in the region on Human Rights and Gender Equality.

SECONDED/CONTRACTED POSITIONS (9)

Position Name: Financial Verification Officer	Employment Regime: Secoded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. Number: NI 05	Location: Niamey	Availability: 01 Apr 2020
Component/Department/Unit: Head of Mission's Office	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Financial Verification Officer reports to the Head of Mission (HoM).

2. Main Tasks and Responsibilities:

- To perform, in coordination with the relevant Units/Offices of the Mission, ex-ante checks put in place by the Authorising Officer;
- To ensure that expenses are in line with criteria of eligibility as well as with the requirements referred to in the applicable regulations, including but not limited to the Financial Regulation, Guide to Missions, rules related to the employment of international and local staff etc.;
- To ensure that the Mission's procurement is carried out in line with the Practical Guide to Contract Procedures for EC External Actions, and relevant guidance from the European Commission;
- To define and implement, with the aim of informing project managers and task officers from various areas of the Mission, a regular training schedule on the authorising and validation process;
- To undertake any other related tasks, as requested by the Line Manager(s).

3. Mission 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 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, research and problem-solving skills;
- Ability to operate spread sheets, or PC-based budget, accounting or human resource systems;
- Ability to pay close attention to detail so that work produced is reliable and accurate;
- French language skills: minimum level C1 (Proficient User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Accounting training.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge and/or experience in public administration.

Position Name: Internal Auditor	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. Number: NI 07	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Head of Mission Office	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To develop a risk-based audit programme for validation by the Mission's management;
- To plan 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 auditees 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 Head of Mission 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 design and establish 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 risk 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 establish 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;
- To assure effective management of the audit activities;
- To register and archive documents in accordance with the Mission Document Management.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of

qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of Economics, Audit, Finance, or Accounting, or other relevant subject; **AND**

- A minimum of 5 years of relevant professional experience in Audit, Finance and/or Accounting, 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:

- Proven ability to produce high-quality audit reports including recommendations;
- Good knowledge of EC Financial Regulation and audit practices
- Data mining, analytical, research and problem-solving skills;
- Priority-setting and ability to react quickly to new demands;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- 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.

7. Desirable Knowledge, Skills and Abilities:

- University and/or Master's degree in Economics, Audit, Finance, or other related fields;
- Good knowledge and/or experience in strategic management and/or public administration;
- Very good sense of organisation, priority-setting and ability to react quickly to new demands;
- Excellent analytical, research and problem-solving skills.

Position Name: Senior CIS Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. Number: NI 35	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Interoperability Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Senior CIS Expert reports to the Head of Interoperability Unit.

2. Main Tasks and Responsibilities:

- To establish and manage reliable professional working relationships with other EU actors dealing with Nigerien Security Forces (SF) task organisation and training as well as national SF and international CIS partners located in Niger;
- To obtain an official Security Forces CIS working group designation in close relation with dedicated political authorities;
- To provide technical advice to this national CIS working group, gathering all the SF CIS leaders, in order to draft a standard CIS memento releasable to all “governorates” crisis centers. This memento will aim to describe all the deployed CIS networks and compulsory procedures and messages;
- Being in control of Security Forces National (and/or international) CIS equipment allocations, to provide leadership and guidance to all SF CIS chiefs in respect with their inner chain of command in order to follow the objectives;
- To plan a strong, reliable, interoperable and redundant CIS network connecting all the Nigerien “governorates” crisis centers validated by the Nigerien CIS working group;
- To plan a transverse SF CIS network connecting all the security actors inside regional crisis centers based on Niamey governorate crisis center example;
- To direct and provide technical guidance to determine a complete and accurate interoperable CIS equipment plan which will necessarily take in account all the EU CIS equipment already delivered to Niger SF partners;
- To propose and offer suitable CIS trainings in connection with the equipment implementation and general or direct support.

3. Mission Specific Tasks and Responsibilities:

- To suggest a multiannual CIS equipment plan driven connectedly with the Nigerien official administrative crisis task organisation;
- To define accurate CIS objectives including cyber defense ones validated by all the CIS partners;
- To manage an implementation team or an implementation deputy particularly in charge of defining CIS equipment technical specifications able to fit the defined CIS objectives, of checking EU CIS equipment deliveries, of controlling their assignments in Forces Securities and carrying out equipment implementation trainings and general support;
- To evaluate and analyze regularly the Nigerien Security Forces CIS networks initiating technical recurrent exercises.

4. Essential Qualifications and Experience:

- Successful completion of universities 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 obtained in the CIS subject or in the CIS electronics or Computer engineers' teams

management; **OR** police or military equivalent education or training or an award of an equivalent rank; **AND**

- A minimum of 6 years of relevant professional experience in Communication and Information Systems (CIS) field, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Experience with (EU, UN, OSCE).Force Securities cooperation or other international civilian deployment in African
- French language skills: minimum level C1 (Proficient User)
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Extensive knowledge of current CIS technologies deployed in Sahel countries and precisely in Niger Security forces;
- Previous experience in African forces training, management or advice ideally in a CIS inserted African Security forces assignment.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the political, cultural and security situation in Niger or other areas within the same geopolitical region;
- Ability to manage diverse multinational and multidisciplinary teams;
- Good interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect with diversity;
- Resilient under mental pressure and willingness to work extra hours when required.

Position Name : Database/Documentation Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. Number: NI 55	Location : Niamey	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Technical Competencies Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Database/Documentation Adviser reports to the Head of Technical Competencies Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To overall contribute to strengthen the rule of law through the development of the Nigerien criminal investigation capacities;
- To follow-up and support the implementation of biometric and nominative Police Information System, information exploitation software and information exchange system in the domain organised crime, terrorism, and migration issues;
- To set-up projects to support the implementation of databases especially in the field of fighting terrorism, organised crime and migration issues;
- To provide advice on the possible improvements of skills and performance of the internal security actors (FSI) in regards to the implementation of databases;
- To register and archive documents in accordance with the Mission Document Management.

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** police or military equivalent education or training or equivalent rank; **AND**

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

5. Essential Knowledge, Skills and Abilities:

- Advanced user of Police database management;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Administration and/or Information Technology;
- Experience in data archiving.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours, when required.

Position Name: Data Migration Analyst	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level (MSAL)
Ref. Number: NI 57	Location: Niamey	Availability: 18 Jul 2020
Component/Department/Unit: Operations Department/ Migration Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Data Migration Analyst reports to the Head of Migration Unit.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To contribute to identify and to manage analysis on migration and terrorism issues through a structured and systematic approach, and to ensure that information and knowledge is processed in the most efficient and effective manner;
- To provide analytical assessments on migration and terrorism issues, which will assist informed decision making processes;
- To keep the Head of Migration Unit updated on the development of migration issues in theatre and within the Mission as well as how these impact the pursuit of Mission objectives;
- To envisage the regional aspect of the analysis, especially related to the other Sahel countries;
- To contribute to the anticipation of likely scenarios to occur and to the identification of possible adjustments of the Mission Implementation Plan that may be required regarding the migration field;
- To identify Mission information exchange requirements and to contribute to information and knowledge sharing aiming at the development of a common situational awareness with the Mission's chain of command and other EU actors, including the Single Intelligence Analytical Capability (SIAC);
- Additionally, to facilitate the sharing of information and knowledge with other non-EU partners in theatre as appropriate;
- To ensure the security of sensitive information handled disseminates it in accordance with Head of Migration Unit;
- To identify and to conduct projects.

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 8 years of relevant professional experience in the military, police or security field, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Proven skills and experience in the handling, processing and analysis of information on migration from various sources;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Social Sciences or related field;
- Experience in the use of the analytical IT packages and processes, including specific analytical software.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Project Management Officer* (2 positions)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level (MSML)
Ref. Number: NI 69/1 NI 69/2	Location: Niamey	Availability: - As soon as possible - As soon as possible
Component/Department/Unit: Operations Department/ Project Cell Unit	Security Clearance Level: EU RESTRICTED or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Project Management Officer reports to the Head of Project Cell.

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(s).

3. Mission Specific Tasks and Responsibilities:

- To carry out procurement and contracting processes including those concerning the FO Agadez;
- To provide assistance to the FO Agadez in relation to all contracting and procurement matters;
- To register and archive documents in accordance with the Mission Document Management.

4. Essential Qualification 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 professional experience, in the field of planning, implementation and evaluation of projects, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Teamwork capabilities;
- Time management skills;
- Problem solving skills;

- Project management skills;
- French language skills: minimum level B1(Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- University and/or Master's Degree in project management or other related field;
- Project management training, such as APM, PPM, PRINCE2, or equivalent.

7. Desirable Knowledge, Skills and Abilities:

- Familiarity with the EU Financial Regulations;
- Familiarity with the EU procurements procedures
- Highly resilient under mental pressure and willingness to work extra hours, when required.

Position Name: Procurement Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. Number: NI 83	Location: Niamey	Availability: As soon as possible
Component/Department/Unit: Mission Support Department/ Procurement Unit	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Invited Third States: Yes

1. Reporting Line:

The Procurement Officer reports to the Chief of Procurement.

2. Main Tasks and Responsibilities:

- To conduct procurement processes for the Mission in line with legally established, professional and transparent procurement policies and procedures of EC legislation and regulations;
- To assist and advise the Chief of Procurement on all legal issues related to the procurement cycle (from the strategic planning to contract);
- To provide assistance to the Mission departments related with all contracting and procurement matters and procedures;
- To develop professional relationships and work partnership with European Commission and EEAS (CPCC and the Security Department) in the field of procurement for the Mission;
- To undertake any other related tasks as requested by the Line Managers(s).

3. Mission Specific Tasks and Responsibilities:

- To carry out procurement and contracting processes including those concerning the FO Agadez;
- To provide assistance to the FO Agadez in relation to all contracting and procurement matters.

4. Essential Qualification 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 Audit, Accounting, Business or public Administration, Economics, Finance, Law or other relevant subject; AND
- A minimum of 4 years of relevant professional experience in the field of procurement, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum level C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in using legally established professional and transparent procurement policies and procedures in accordance with EU legislation and regulations;
- Experience in financial management of tendering processes and audits.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: FO Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level (MSAL)
Ref. Number: AG 21	Location: Agadez	Availability: 01 Apr 2020
Component/Department/Unit: Field Office/ Security and Duty of Care Cell/ Armed Protection Team	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Armed Protection Operator reports to the FO Armed Protection Team Leader.

2. Main Tasks and Responsibilities:

- To be responsible for operational Armed Protection (A/P) operations;
- Participate in the manning of the OPS room in Agadez, when required;
- To contribute to the armed protection security set up of the Mission staff;
- To provide personal security advice to members of the organisation;
- To assist in identifying staff's personal security training needs and to assist in developing and delivering necessary training, under the supervision of the chief of APT;
- 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 organisations;
- 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;
- When necessary, to advise on the measures in place for the static security of the FO location;
- 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:

- Authorised to carry and issued a personal weapon, used for purposes of self-defence.
- To register and archive documents in accordance with the Mission Document Management.

4. Essential Qualifications and Experience:

- Successful completion of the secondary education attested by a diploma OR training by Police (Sergeant rank) or Military (OR5 rank); AND
- A minimum of 5 years of relevant professional experience in the military, police or security field, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User);
- Validated license for armoured car or civilian driving license of category C.

6. Desirable Qualifications and Experience:

- Trained in basic life support (medical training);
- Advanced driving training (defensive driving);
- Experience in building effective relationship with African Security forces personnel;
- Trained and certified in close protection techniques (theory and practice);
- International experience, particularly in crisis areas with multi-national and international organisations;
- Previous work experience in Africa.

7. Desirable Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems;
- Ability to perform under stress and in difficult circumstances (hostile situation experience).
- Highly resilient or adaptable to austere, isolated or confined work conditions.