

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Integrated Border Management Assistance Mission in Libya (EUBAM Libya) 2-2020 Ordinary Call for Contributions Requirements and Job Descriptions				
Organisation:	EUBAM Libya			
Job Location:	Tunisia/Libya*			
Employment Regime:	As indicated below			
Job Titles/ Vacancy Notices:	Ref.:	Name of the Post:	Location:	Availability:
	Seconded (10)			
	LIBHM02	Chief of Staff	Tunisia/Libya	1 January 2021
	LIBHM04	Political Adviser	Tunisia/Libya	ASAP
	LIBHM08	Reporting Officer	Tunisia/Libya	ASAP
	LIBHM11	Reporting Officer	Tunisia/Libya	ASAP
	LIBHM12	Deputy Head of Mission	Tunisia/Libya	ASAP
	LIBOP04	Counter-Terrorism Adviser	Tunisia/Libya	ASAP
	LIBOP11	Head of Law Enforcement Unit	Tripoli, Libya	1 October 2020
	LIBOP12	Ministry of Interior Reform Adviser (Tripoli Police)	Tripoli, Libya	ASAP
	LIBOP16	Legislative Drafting Adviser	Tripoli, Libya	ASAP
	LIBOP25	Prosecution Adviser	Tripoli, Libya	ASAP
	Seconded/Contracted (3)			

	LIBAD06	Procurement Officer	Tunis, Libya	ASAP
	LIBSE01	Senior Mission Security Officer	Tripoli, Libya	ASAP
	LIBSE02	Deputy Senior Mission Security Officer	Tripoli, Libya	ASAP
Deadline for Applications:	Friday 17 July 2020 at 17:00 hours (CEST)			
Submission of Application:	https://goalkeeper.eeas.europa.eu/registrar/			
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p>Mr John LUX <u>eeas-cpcc-libya@eeas.europa.eu</u> +32 (0)460 84 24 07</p>			

* The Mission is temporarily relocated in Tunisia conditional to the security situation in Libya.

EUBAM Libya in its Headquarters in Tripoli has a high-risk non-family Mission status. For security purposes, Mission Members are obliged to live in restricted areas, where security responsibilities are borne by the Mission.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel-related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to 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 adoption of the Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the duration of the deployment should be of 12 months.

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

A. Essential Requirements

EU Member States are requested to ensure that the following essential requirements are strictly met and accepted in respect of civilian international experts to the Mission.

Citizenship – The candidates must be citizens of an EU Member State.

Integrity – The candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. 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. The candidates shall carry out their duties and act in the interest of the Mission.

Negotiation Skills – The candidates must have excellent negotiating skills and the ability to work professionally in a stressful and diverse environment.

Flexibility and Adaptability – The candidates must be able to work in arduous conditions with a limited network of support and 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 administrative tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of Mission.

Physical and Mental Health – The candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission. To ensure duty of care in a non-benign environment, selected candidates should, in principle, be under the normal age of retirement in contributing States.

Language Skills¹ – Mission Members must be fully fluent in written and spoken English. Report writing skills are especially needed. Knowledge of Arabic and French will be an asset.

Computer Skills – Skills in word processing, spreadsheet and e-mail are essential. Knowledge of other IT tools will be an asset.

Training – *Missionwise* (replacing BASE) and *SAFE* are mandatory e-learning courses to be completed prior to deployment. HEAT training is another requirement before visiting Libya. The candidate should have completed a Pre-Deployment Training in accordance with the CSDP agreed Training Policy.

Education – A recognised academic qualification under the European Qualifications Framework (EQF)² or equivalent, at a level specified in the individual job descriptions.

Driving Licence – 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.

B. Recommendable Requirements

Knowledge of the EU Institutions – The candidates should have a good knowledge of the EU Institutions and international standards, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

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

Knowledge of Maghreb – 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 (distinct advantage).

Training and Experience – The candidates should have attended a Civilian Crisis Management Course or have participated in a CSDP Mission (desirable).

C. Essential Documents for Selected Candidates

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

Visas – EU Member States and selected candidates will get a visa at the airport upon arrival valid for 3 months. After arrival, the Mission will apply for visa and diplomatic card for the staff through the EU Delegation.

Required 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

¹ Common European Framework of References for Languages.

² <https://ec.europa.eu/ploteus/content/descriptors-page>.

proof of the initiation of the process must accompany them upon deployment. For contracted experts, the process will be initiated by the Mission upon deployment. For both seconded and contracted experts, access to EUCI will be limited to RESTRICTED until the issuance of their national security clearance.

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

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

D. Additional Information on the Selection Process

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. CPCC encourages contributing States and European Institutions to take this into account when offering contributions.

Application Form – Applications will be considered only when using the online Application Form (AF) accessible on the Goalkeeper-Registrar software module (or on the web for Contributing or Invited Third States), indicating which position(s) the candidate is applying for.

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

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

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

Data Protection – The EEAS and its Directorate CPCC process personal data pursuant to Regulation (EC) 2018/1725 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data. The Privacy statement is available on the EEAS website.

E. Job Descriptions

The current reporting lines of the following job descriptions might be subject to modification based on operational requirements and in line with the principles set out in the relevant planning documents.

SECONDED

Position: Chief of Staff	Employment Regime: Seconded	
Ref. Number: LIBHM02	Location: Tunisia/Libya	Availability: 1 January 2021
Component/Department/Unit: Chief of Staff Office	Level of Security Clearance: EU SECRET	Open to Contributing 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 Head of Mission 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 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 within 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 task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To ensure effective communication between organisational units;

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank AND
- A minimum of 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;
- 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;
- Strong managerial track record;
- Ability to mentor and motivate staff;

6. Desirable Qualifications and Experience:

- Master's degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic is an advantage.

Position: Political Adviser	Employment Regime: Seconded	
Ref. Number: LIBHM04	Location: Tunisia/Libya	Availability: ASAP
Component/Department/Unit: Chief of Staff Office	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Political Adviser reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

- To follow the political developments in theatre and the region and to provide analysis and advice on same, particularly in view of their possible impact on the Mission mandate implementation;
- To contribute to the regular updates to HoM and senior Mission management on relevant political developments;
- To contribute to the analysis and advice on the policy matters pertaining to the Mission mandate implementation;
- To liaise and develop relationships with relevant political actors, parliamentarians, local authorities, civil society, EU actors, Contributing Third States and international organisations;
- To contribute to the preparation of briefings and notes as requested;
- To prepare records of meetings attended;
- To draft regular Mission reporting and other reports as appropriate, as well as briefings as requested;
- To conduct briefings for Mission staff and other individuals or groups as appropriate;
- To contribute to lessons identified/learned identification;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To contribute to the advice to HoM and senior Mission management on overall Security Sector Reform issues, with a particular focus on the political impact of ongoing reforms;
- Act as alternate Mission spokesperson as requested.

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 domains of Political Science, International Relations, Geopolitics, International Security, Law AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Drafting and presentation skills;
- Political sensitivity, with the ability to exercise discretion, judgement and confidentiality when dealing with politicians and officers at every level;
- Oral and influencing skills, with the ability to give clear advice on issues.

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic is an advantage.

Position: Reporting Officer	Employment Regime: Seconded	
Ref. number: LIBHM08	Location: Tunisia/Libya	Availability: ASAP
Component/Department/Unit: Chief of Staff Office	Security Clearance Level: EU Secret	Open to Contributing Third States: No

1. Reporting Line:

The Reporting Officer reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To design and implement a Mission-wide reporting system and procedures.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree; AND
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Analytical capability and knowledge of information collection and analytical methods;
- Report compilation, drafting and editing skills.

6. Desirable Qualifications and Experience: N/A

7. Desirable Knowledge, Skills and Abilities:

- Ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Knowledge of Arabic is an advantage.

Position: Reporting Officer	Employment Regime: Seconded	
Ref. number: LIBHM11	Location: Tunisia/Libya	Availability: ASAP
Component/Department/Unit: Chief of Staff Office	Security Clearance Level: EU Secret	Open to Contributing Third States: No

1. Reporting Line:

The Reporting Officer reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To design and implement a Mission-wide reporting system and procedures.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree; AND
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Analytical capability and knowledge of information collection and analytical methods;
- Report compilation, drafting and editing skills;

6. Desirable Qualifications and Experience: N/A

7. Desirable Knowledge, Skills and Abilities:

- Ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Knowledge of Arabic is an advantage.

Position: Deputy Head of Mission	Employment Regime: Seconded	
Ref. Number: LIBHM12	Location: Tunisia/Libya	Availability: TBD
Component/Department/Unit: Head of Mission Office	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To support the HoM in leading, managing and directing Mission activities and in ensuring that the Mission's mandate and tasks as set out in the planning documents, including oversight of the development and implementation of the Mission Implementation Plan (MIP) in consultation with the Chief of Staff;
- To deputise for the HoM in his/her absence;
- To support the HoM in liaising with the host-country authorities, international organisations and diplomatic representatives;
- To act as the primary interlocutor at senior management level for the National Contingent Leaders (NCL)/National Points of Contact (NPC) on matters falling within the scope of action of the NCL/NPC;
- To act as the primary interlocutor at senior management level for the Local Staff Committee;
- To supervise the implementation of mechanisms in the Mission for monitoring, implementing and evaluating EU and additional relevant international instruments for gender equality, mainstreaming and WPS;
- To ensure the discipline of Mission staff, including internal investigations in line with the relevant rules and procedures in coherence with the code of conduct and discipline;
- To identify, manage and report the risks arising from the specific processes/systems/project implemented under his/her responsibility;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To ensure effective communication between organisational units;

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank AND
- A minimum of 12 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;
- Experience in leading and coordinating multi-thematic and multi-layered efforts to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level.

5. Essential Knowledge, Skills and Abilities:

- Capacity to lead and oversee a Mission with staff members of different professional backgrounds;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Knowledge of diplomatic protocol;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff;

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic is an advantage.

Position Name: Counter-Terrorism Adviser	Employment Regime: Seconded	
Ref. Number: LIBOP04	Location: Tunisia/Libya	Availability: ASAP
Department: Operations Department/Law Enforcement Unit	Security Clearance Level: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Counter-Terrorism Adviser reports to the Head of Law Enforcement 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 identify best practice and lessons learned within the field of responsibility;
- To undertake any other related task as requested by the Line Manager(s).

3.1. Mission Specific Tasks and Responsibilities:

- To support efforts addressing immediate requirements to counter terrorism in Tripoli;
- To contribute to inform and develop EU civilian options on SSR effort in Libya;
- To assess the overall status of the Libyan capacity to counter terrorism and that of the relevant governing authorities, including through the analysis of the relevant legislation;
- To understand and be aware of the role of the Islamic State (IS/Daesh) and Foreign Terrorist Fighters and especially to contribute to the implementation of UNSCR 2178 on Foreign Fighters;
- To assist in developing a law enforcement approach on counter-terrorism (rule of law based approach) and implementing relevant counter-terrorism policies, strategy, institutional architecture and legislation, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders (with particular reference to the implementation of UNSCR 1371, 1267, 2178, UN Instruments in combating terrorism signed by Libya and UN Global Counter-terrorism Strategy);
- To assist Libyan Authorities in planning and implementing a phased reorganisation of the counter-terrorism capacity and relevant governing authorities, including the necessary outreach;
- To establish professional relationships between law enforcement and criminal justice chain related actors on counter-terrorism;
- To assist in the development of an approach and measures related to counter-radicalisation and recruitment of terrorists/countering violent extremism;

- To assist in the development of legislation and policies addressing terrorist financing in accordance with international standards – FATF;
- To establish institutional accountability and oversight mechanisms at multiple levels alongside the development of counter-terrorism measures;
- To contribute to mapping the relevant Libyan and International Community actors in regard to counter-terrorism;
- To liaise on international efforts in counter-terrorism, including money-laundering and corruption, in particular cooperating with INTERPOL as well as with EU Member States and other bilateral efforts;
- To liaise and cooperate closely with other EU, Libyan, UNSMIL, CTITF, UNCTED and other International Community actors (Global Counter-terrorism Forum);
- To engage in consultations with and assistance to relevant Libyan institutions and governing authorities, both at central and decentralised levels.

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:

- Knowledge about EU Counter-terrorism work (Member States, EEAS, European Commission, EUROPOL, CTPG) and international CT cooperation– UN (UNCTITF and CTED), Global Counter-Terrorism Forum, FATF;
- Ability to mentor and motivate local counterparts.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level.

7. Desirable Knowledge, Skills and Abilities:

- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Knowledge of Arabic is an advantage.

Position: Head of Law Enforcement Unit	Employment Regime: Seconded	
Ref. number: LIBOP11	Location: Tripoli, Libya	Availability: 1 October 2020
Component/Department/Unit: Operations Department/Law Enforcement Unit	Security Clearance Level: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Head of Law Enforcement Unit reports to the Head of Operations.

2. Main Tasks and Responsibilities:

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

3. Mission Specific Tasks and Responsibilities:

- To support planning efforts addressing immediate internal security requirements in Tripoli;
- Establishing the necessary internal coordination among law enforcement related institutions and bodies;
- To liaise and cooperate closely with other EU, Libyan and international actors (in particular INTERPOL, EUROPOL and FRONTEX);
- To assist Libyan law enforcement agencies and relevant governing authorities (MoI in particular, but also MOD, MoJ and MoF) as well as other law enforcement related bodies;
- To ensure human rights and gender perspectives are integrated into all border management Mission tasks and activities, policy and plans in accordance with international human rights standards and obligations;
- To act as a project leader in coordination with the Coordination/Project Cell.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the

European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree, OR equivalent and attested police or/and military education or training or an award of an equivalent rank AND

- A minimum of 7 years of relevant professional experience, experience in change management, management and implementation of reform programmes, out of which a minimum of 3 years at a management level, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of EU Justice and Home Affairs (JHA) agencies and international police cooperation (EUROPOL, CEPOL, FRONTEX, INTERPOL);
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team;

6. Desirable Qualifications and Experience:

- Experience in leading projects.
- Experience in International Crime Combat, including organised crime and terrorism;
- Practical field experience in integrated border management;
- Experience in crisis management mission(s).

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic is an advantage.

Position Name: Ministry of Interior Reform Adviser - Tripoli Police	Employment Regime: Seconded	
Ref. Number: LIBOP12	Location: Tripoli, Lybia	Availability: ASAP
Department: Operations Department/Law Enforcement Unit	Security Clearance Level: EU Confidential	Open to Contributing Third States: No

3. Reporting Line:

The MoI Reform Adviser report to the Head of Law Enforcement Unit.

4. 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).

7.1.Mission Specific Tasks and Responsibilities:

- To advise the MoI on reform structures, delineation of roles and responsibilities as well as on oversight and accountability mechanisms;
- To facilitate the MoI capacity building and assist, where feasible, UNSMIL in its police support through relevant training and other activities;
- To engage in consultations with and assistance to Libyan Security Directorates and Central Police Forces at central and decentralised level;
- To contribute to Mission external reporting;
- To contribute to lesson identification;
- To support the Libyan authorities in developing the project of the Pilot Model Police Station (PMPS) in close cooperation with UNSMIL;
- To ensure human rights and gender perspectives are integrated into all border management Mission tasks and activities, policy and plans in accordance with international human rights standards and obligations;
- To act as a project leader in coordination with the Coordination/Project Cell.

8. 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.

9. Essential Knowledge, Skills and Abilities:

- Knowledge about EU Justice and Home Affairs (JHA) and international police cooperation (EUROPOL, CEPOL, FRONTEX, INTERPOL);
- Ability to mentor and motivate local counterparts;
- Mediation skills;

10. Desirable Qualifications and Experience:

- Experience in institutional reform in a SSR context;
- Experience in working at the Ministerial level;
- Practical field experience in international policing;
- Experience in crisis management mission(s);
- Experience in designing and delivering training;
- Experience in leading projects.

11. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic is an advantage.

Position: Legislative Drafting Adviser	Employment Regime: Seconded	
Ref. number: LIBOP16	Location: Tripoli, Libya	Availability: ASAP
Component/Department/Unit: Operations Department/Criminal Justice Unit	Security Clearance Level: EU Confidential	Open to Contributing Third States: No

5. Reporting Line

The Legislative Drafting Adviser reports to the Head of the Criminal Justice Unit.

6. Main Tasks and Responsibilities

- In close coordination with the Mission's operational components, to advise on the promotion of RoL/Justice aspects in the current and future legislation among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- To support the Mission's efforts in addressing areas of structural weaknesses in the current rules and legislation of respective counterparts/institutions and to propose solutions for reform;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, if the security situation permits it;
- To identify best practice and lessons learned and 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 and international counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Mission Units and Mission Chief of Staff Office and to provide advices and recommendations in cross-cutting areas as appropriate;
- To design and deliver training in the area of responsibility, as appropriate;
- To undertake any other related tasks as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To contribute on an operational level and in his/her field of expertise to the Mission's mandate implementation in line with the Operation Plan and Mission Implementation Plan (MIP) in particular with respect to:
 - Supporting the implementation of the Justice Sector Strategy and its legal framework;
 - Supporting the development of a coherent legislative drafting process and monitoring relevant legislative developments in the field of criminal justice;
- To review and evaluate criminal justice and police related legislation and supporting the relevant Libyan authorities in this regard;
- To advise on the implementation of international conventional obligations in the legislative framework;
- To liaise with the criminal justice institutions including the Ministry of Justice, the Ministry of Interior, the Law Department of the High Judicial Council and other relevant legislative structures;

- To coordinate when necessary the Mission's activities with donors advising on legislative drafting;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities:

- Knowledge of the roles of the different justice institutions involved in the legislative process, and of criminal justice systems;
- Ability to mentor and motivate local counterparts;

6. Desirable Qualifications and Experience:

- Educational qualification in Law;
- Work experience as legislative drafting expert or similar positions;
- International work experience in the field of criminal justice, legal or institutional reform;
- Experience in crisis management mission(s) is desirable;
- Experience in leading projects.

7. Desirable Knowledge, Skills and Abilities:

- Ability to translate strategy into action and to work effectively in a deadline driven environment;
- Sound understanding of Human Rights and Gender, including experience working in projects that integrate Human Rights and Gender mainstreaming and their added value for counterparts;
- Ability to and/or experience in establishing and maintaining contacts/coordination with other international and national stakeholders, operating in the theatre with similar goals;
- Practical understanding of legal reform process including the development of legal policy and legislation;
- Knowledge of Arabic is an advantage.

Position: Prosecution Adviser	Employment Regime: Seconded	
Ref. number: LIBOP20	Location: Tripoli, Libya	Availability: ASAP
Component/Department/Unit: Operations Department/Criminal Justice Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Prosecution Adviser reports to the Head of Criminal Justice 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 Prosecution office and aligned and related entities in a structured manner;
- To support the Mission's efforts in identifying areas of structural weaknesses in the performance and accountability of Prosecution Office and to propose solutions for strengthening the same;
- To provide analysis and recommendations to the Prosecution Office and aligned and related entities particularly in the field of organized crimes with a focus on counter-terrorism, trafficking and smuggling, financial crimes and anti-corruption;
- To identify and design area of intervention to support projects and activities aimed to address the identified structural weaknesses and recommendations and deliver training, as appropriate;
- To liaise closely with other Senior Advisers and Advisers as appropriate and in particular with the Law Enforcement Unit;
- To maintain necessary contacts, build relationships and create synergies with relevant national and international law enforcement institutions and other international actors;
- To identify best practice and lessons learned within the field of responsibility;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress
- To be embedded within the local institutions, if the security situation permits;
- To ensure compliance with instruction/direction from Mission management;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To support the development of the Prosecution Office and related entities as well as other criminal justice actors in the field of CSSR through mentoring, monitoring and advising, particularly in the area of criminal procedures;
- To support the Prosecution Office in developing policies and plans which support institutional reform and all constituent parts of the Rule of Law system within the Mission's area of engagement;
- To support the reform of criminal procedures by advising and strengthening the role of the Prosecution Office and its partners working in the criminal justice sector to deliver improved services; particularly in the field of organized crimes with a focus on counter-terrorism, trafficking and smuggling, financial crimes and anti-corruption;
- To identify and design capacity building activities and delivery of training if required, for the enhancement of skills and knowledge related to the Prosecution Office and its partners working in the criminal justice sector; To establish contacts and liaise with international legal and police cooperation entities (EUROPOL, EUROJUST, CEPOL, FRONTEX, INTERPOL);

- To ensure that Human Rights and Gender perspectives are integrated into relevant Mission tasks and activities, policy and plans in accordance with international Human Rights standards and obligations, in consultation with and supported by the Mission's Human Rights and Gender Advisers.

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. The qualification should be in Law; AND
- A minimum of 5 years of relevant professional experience as a Prosecutor or Legal Advisor in the same field, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of EU Justice and Home Affairs (JHA) and international legal and police cooperation (EUROPOL, EUROJUST, CEPOL, FRONTEX, INTERPOL);
- Practical understanding of legal reform processes including the development of legal policy and best practice;
- Ability to mentor and motivate local counterparts;
- Mediation skills.

6. Desirable Qualifications and Experience:

- Experience in/sound knowledge of the criminal justice field, in particular in a post-conflict environment/civilian SSR process;
- Experience with justice reform, criminal procedures including criminal investigation and police–justice cooperation and having relevant training;
- Professional experience in working on international standards and instruments related to criminal justice;
- Experience in national or international assignments in a staff function notably in a criminal justice and law enforcement agency;
- Experience in criminal justice reform either domestically or internationally.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic is an advantage.

SECONDED/CONTRACTED

Position: Procurement Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level (MSML)
Ref. number: LIBAD06	Location: Tunisia/Libya	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Procurement Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Procurement Officer reports to the Head of Procurement (HoP).

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 Head of Procurement on all issues related to the procurement cycle;
- To provide assistance to the Mission departments related with all contracting and procurement matters and procedures;
- To assist in the development of internal Mission procurement procedures;
- To develop professional relationships and work partnerships with EU 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 Manager(s).

3. Mission Specific Tasks and Responsibilities:

N/A

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma at Bachelor's level – 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. 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:

- Negotiations and project management skills;
- Analytical skills and financial acumen;
- Supply market analysis skills.

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:

- Knowledge of Arabic and/or French is an advantage.

Position Name: Senior Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Expert
Ref. number: LIBSE01	Location: Tripoli, Libya	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Senior Mission Security Officer (SMSO) reports to the Head of Mission (HoM) and liaises closely with the CPCC Security / Duty of Care Office (SDoC Office).

2. Main Tasks and Responsibilities:

- To lead, direct and manage the Mission's Security and Duty of Care Department, as per the relevant Annex of the OPLAN;
- To monitor and assess the security situation and to provide security analyses, recommendations and advice to HoM, Senior Management and other parts of the Mission on all security related matters that affect the Mission, its assets, personnel and information;
- To provide advice and implement measures in order to ensure the security and safety of Mission's members;
- To be responsible, in line with EU's Field Security Policy and its supporting documents, for the drafting, continued development, implementation and updating of the Mission Security Plan (MSP), including provisions for relocation/evacuation as well as effective warden and movement of personnel systems;
- To coordinate the drafting of security policies and procedures, related to security issues;
- To be responsible for the protection of EU classified information (EUCI) within the Mission and thereby to ensure that information is handled in accordance with EU rules;
- To produce security inputs to daily SITREPs, WOS, monthly and Six Monthly Reports as appropriate and to ensure real time reporting from potential trouble spots;
- To be responsible for the supervision of journey management planning and to provide timely advice and guidance to Mission members as required;
- To ensure that comprehensive security induction and other necessary trainings are provided to Mission members;
- To ensure that regular security drills, communication tests and evacuation exercises are conducted;
- To ensure that Private Security Provider complies with ToRs and fulfils the contractual obligations according to the assigned performance standards, including the Code of Conduct and Discipline;
- To ensure an effective system of security reviews in relation to the Mission's property and buildings and to recommend changes if necessary;
- To develop professional contacts with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives in the field of security;
- To direct security reviews of Mission members' personal security requirements, and to provide recommendations as necessary;
- To alternate with the Deputy Senior Mission Security Officer (DSMSO), and to be available to deploy 24/7, to provide security direction, instigate follow up action and set priorities in order to manage effectively unforeseen/unexpected security events or incidents;

- To work in close cooperation with the Mission Support Department on matters related to budget and procurement of security related equipment, contracts and services and drafts related terms of reference;
- To ensure that all security and secure communication equipment is kept up-to-date and in a state of operational readiness;
- To ensure that the policy on security clearances for Mission staff is correctly applied;
- To travel to High Risk areas, if required, and to conduct security duties, in liaison with the CPCC SDoC Office;
- To collaborate with and report to CPCC SDoC Office on all relevant security related matters and ensure the implementation of their security recommendations;
- To regularly convene the Security Management Team of the Mission;
- To undertake any other tasks as required by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To contribute to the identification of lessons learnt;
- To monitor and assess the security situation, and to provide security analyses, recommendations and reports;
- To ensure that personal security advice is given to Mission members as required;
- To identify staff training needs in security related areas;
- To promote a positive working environment, and to treat all staff fairly in accordance with EU values.

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework equivalent to level 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 8 years of relevant professional experience acquired in the civilian, military or police sectors and particularly in the protection of personnel, facilities and assets, after having fulfilled the education requirements, out of which a minimum of 3 years of experience at management level.

5. Essential knowledge, skills and abilities:

- Ability to contribute to the development of security policies and procedures;
- Planning and time-management skills.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- University/Master degree in security studies (Security Studies, Security and Defence Studies, International Security Studies, Peace and Conflict Studies, Intelligence, International Sciences, Political Sciences or other related studies);
- Successful completion of an EU Mission Security Officer Certification Course;
- Civilian driving licence class C or validated driving license for armoured vehicles.

7. Desirable knowledge, skills and abilities:

- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;

- Knowledge of the Mission area and potential security threats;
- High resilience under stress;
- Knowledge of Arabic is an asset.

Position: Deputy Senior Mission Security Officer (DSMSO)	Employment Regime: Seconded/Contracted	Post category for Contracted: Mission Support Management Level (MSML)
Ref. number: LIBSE02	Location: Tripoli/Libya	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department/Security Unit	Security Clearance Level: EU Secret	Open to Contributing Third States: No

1. Reporting Line:

The Deputy Senior Mission Security Officer (DSMSO) reports to the Senior Mission Security Officer and in his/her absence to the Head of Mission.

2. Main Tasks and Responsibilities:

- To assist the SMSO in the development, implementation and updating of the Mission Security Plan (MSP) and all supporting security and safety instructions, security documents, and procedures;
- To replace the SMSO in his/her absence;
- In the absence of the SMSO to advise the Head of Mission, Senior Mission Management and other parts of the Mission on all security related matters that affect the Mission, its assets, personnel and information;
- Under the direction of the SMSO to assess the security situation and provide advice, assistance, and implement measures in order to ensure the security and safety of Mission's members;
- To contribute to, in line with EU's Field Security Policy and its supporting documents, to the drafting, continued development, implementation and updating of the Mission Security Plan (MSP), including provisions for relocation/evacuation as well as effective warden and movement of personnel systems;
- To contribute to the protection of EU classified information (EUCI) within the Mission and thereby to ensure that information is handled in accordance with EU rules;
- To produce contributions to the security inputs to daily SITREPs, WOS, Monthly and Six Monthly Reports;
- To support the SMSO in ensuring journey management planning and to provide timely advice and guidance to Mission members as required;
- To provide comprehensive security induction training to Mission members as required;
- To support the SMSO in ensuring that regular security drills, communication tests and evacuation exercises are conducted;
- To ensure that personal security advice is given to Mission members as required;
- To support the SMSO in ensuring an effective system of security reviews in relation to the Mission's property and buildings and to recommend changes if necessary;
- To develop professional contacts with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives in the field of security as directed by the SMSO;
- To support the SMSO on matters related to budget and procurement of security related equipment, contracts and services and drafts related terms of reference;
- To undertake other tasks as directed by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To act as a representative for the SMSO if assigned to a separate duty station from the SMSO.

- To be available to deploy 24/7, to provide security direction, instigate follow up action and set priorities in order to manage effectively unforeseen/unexpected security events or incidents;
- To travel to High Risk areas, as required, in order to conduct security related duties, in liaison with the CPCC Security and Duty of Care Office;
- To contribute to the identification of lessons learnt.

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent Police/Military education or training attested by a diploma or an award of an equivalent rank;
AND
- A minimum of 8 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years at management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to contribute creatively to the development of security policies and procedures;
- Excellent organisational, planning, and time-management skills.

6. Desirable Qualifications and Experience:

- Previous work experience in the region;
- University and/or Master's degree in security studies (Security Studies, Security and Defence Studies, International Security Studies, Peace and Conflict Studies, Intelligence or other related studies);
- Successful completion of an EU Mission Security Officer Certification Course or equivalent;
- Firearms training;
- Civilian driving licence class C or validated driving license for armoured vehicles.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area and potential security threats;
- Knowledge of Arabic and/or French is an advantage.