



Annex 1

<p>European Union CSDP Mission in Mali (EUCAP Sahel Mali) Call for Contributions for a Visiting Expert 01-2021 VE CfC EUCAP Sahel Mali</p>

Organisation:	European Union CSDP Mission in Mali (EUCAP Sahel Mali)			
Job Location:	Bamako			
Availability:	As indicated below			
Staff Regime:	Seconded			
Job Titles/ Vacancy notice	Ref.:	Name of the Post	Location:	Proposed period of deployment:
	VE 01	Civil Administration Expert	Bamako	Mid-February 2021

Deadline for applications:	1 February 2021 at 17:00 Brussels time
Submission of Application Forms:	<p>a) for candidates seconded by EU Member States: https://goalkeeper.eeas.europa.eu/registrar/ b) for contracted candidates from EU Member States: https://goalkeeper.eeas.europa.eu/registrar/DPA/357/details.do</p>
E-mail address to send the Job Application Form to:	<p>Only for Contributing Third States: cpcc-mali@eeas.europa.eu</p>
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Ms. Gitte Snefstrup cpcc-mali@eeas.europa.eu</p>

EUCAP Sahel Mali bears a High Risk Non-Family Mission status due to the present risk rating of the mission area as high. As such, international 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 reasons of security, the Mission Members are obliged to live in restricted areas, where security responsibilities are born by the Mission.

Seconded Personnel – Only personnel nominations received through official channels from EU Member States will be considered. The Mission pays the daily allowances for Visiting Experts, the travel costs to and from the place of deployments reserved by the Mission and any duty travel undertaken by Visiting Experts while on deployment. Each EU Member State bears the salary and other costs related to the Visiting Experts

put at the Mission's disposal, according to Council document 8551/12 (4 April 2012) 9084/13 and 9084/13 (30 April 2013).

Tour of Duty – The duration of the deployment is indicated in the Job Descriptions.

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

A. Essential Requirements

The following are essential requirements in respect of civilian international experts to the Missions:

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. 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.

Communication Skills – The candidates must have excellent interpersonal and communication skills, both written and oral. In particular, they must be able to write reports in the working language of the Mission.

Language Skills¹ – The candidates must have 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.

Flexibility and Adaptability – The candidates must be able to work in arduous conditions with a limited network of support, with unpredictable working hours and a considerable workload. They must have the ability to work professionally as a member of a team, in task forces and working groups with mixed composition (e.g. civilian and military staff) and be able to cope with extended separation from family and usual environment.

Availability – The candidates must be able to undertake any other tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of Mission.

Physical and Mental Health – The candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission and in its Area of Operation. To ensure duty of care in the CSDP Mission, selected seconded/contracted candidates shall be able to serve the full period of secondment/contract before reaching the normal age of retirement in Contributing (Third) States/country of residence.

Computer Skills – Skills in word processing, spreadsheet and e-mail systems are essential.

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

¹ [Common European Framework of References for Languages](#)

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

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.

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

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

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

Language – Some proficiency in local language(s).

Driving Licence - Category C driving licence.

C. 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. It is also essential to obtain any transit visas, which may be required for passage through countries en route to the Mission.

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

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

Medical Certificate – The selected candidates should undergo an extensive medical examination and be certified medically fit for Mission duty. As temporary measure and while the COVID-19 pandemic persists, Missions will request an extensive medical examination taking into account the exceptional circumstances of COVID-19 crises. In a similar manner a dental examination should be certified where it is stated that no eminent dental issues are foreseen. A copy of the result of the medical examination as well as the certification must be provided by seconded/contracted personnel as well as interns and sent to the Medical Adviser of the Mission before joining the Mission. Medical data will be handled with confidentiality and in line with EU Charter of Fundamental Rights and the Standard Operating Procedure on the protection of personal data (CivOpsCdr instruction 12-2018 as amended.)

Personal Protection Equipment – It is recommended that national authorities provide seconded selected candidates, i.e. Police/Military Officers with a bullet proof vest and helmet (level IV), and a 9mm duty side arm together with 100 rounds of ammunition upon deployment.

D. Additional Information on the Selection Process

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.

Application Form – Applications will be considered only when using the standard Application Form to be returned in Word format, and indicating which position(s) the candidate is applying for.

Selection Process – The candidates considered to be most suitable will be shortlisted and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by phone, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the 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 will be informed about the outcome of the selection process after its completion.

Position Name: Civil Administration Expert	Employment Regime: Seconded	Post Category: Visiting Expert
Ref. Number: VE 01	Location: Bamako	Availability: 15 February 2021
Component/Department/Unit: Operations Department/Security Sector Reform Component	Level of Security Clearance: EU Confidential	Open to Invited Third States: No

Purpose of the assignment: Assigned for a period of two months, the Visiting Expert will enable EUCAP Sahel Mali to identify potential future activities in the field of civil administration linked to internal security. The EU Committee for Civilian Aspects of Crisis Management (CivCom) advised EUCAP Sahel Mali to explore the possibility to conduct advisory actions, including decentralised ones, in support of the redeployment of the Malian civil administration in the Center of Mali (especially governors and prefectural bodies). Support from a Visiting Expert is sought as EUCAP Sahel Mali currently does not have the necessary in-house capacity and capability in the field of Public Administration.

Reporting Line:

The Visiting Expert will report to the Head of SSR component.

Main Tasks and Responsibilities:

- Identify existing national, bilateral and multinational initiatives in the field of the security aspects of civil administration, in particular those aimed at improving the co-production of public security, in the framework of the joint Prefects/Internal Security Forces actions, and based on a preliminary scoping study conducted by the Mission;
- Identify, where available, potential niches and fields of work for the Mission with a view to avoiding duplication of efforts of other partners. The fields of work should be identified in light of the Malian government's 'Plan de Sécurisation Intégrée des Régions du Centre' and considered in a logic of stabilisation, strengthening of the support to civilian populations and within the overall framework of the Coalition for the Sahel and, more specifically, the Partnership for Security and Stability in the Sahel (P3S);
- Where necessary, identify concrete operational activities as part of the Mission mandate and draft proposals for relevant sections of the Mission Implementation Plan (MIP) in close cooperation with the Mission's Department of Operations and the CPCC, including baseline and indicators as well as an identification of possible staffing needs;
- Draft a final report including the above-mentioned initiatives, activities and staffing needs, which would serve as a basis for a proposal to be delivered by the Mission for the consideration of the CivCom;
- Facilitated by the Department of Operations, liaise with Malian civilian authorities and Internal Security Forces, the EU Delegation, Member States and MINUSMA, as well as other external stakeholders in the execution of these tasks;
- Undertake any other tasks as requested by the Line Manager.

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 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 6 years of relevant professional experience in Public Administration, after having fulfilled

the education requirements.

Essential Knowledge, Skills and Abilities:

- Proven knowledge of public and territorial administration and decentralization processes;
- Knowledge of the peace, security and development nexus;
- Self-motivated person able to work independently without close supervision.

Desirable Qualifications and Experience:

- International experience, particularly in conflict or post-conflict areas with multi-national and international organisations;
- Experience in the Sahel region an asset;
- Experience working in coordination or cooperation with Internal Security Forces.

Language Skills:

Language/Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				