



Annex 1 – Requirements and Job Descriptions

**1-2021 Call for Contributions for the
EUCAP Sahel Mali - Regional Advisory and Coordination Cell (RACC).**

Organisation:	EUCAP Sahel Mali			
Job Location:	MALI Bamako, Mopti/Sévaré – MAURITANIA Nouakchott			
Availability:	As indicated below			
Staff Regime:	As indicated below			
Job Titles/ Vacancy notice	Ref.	Name of the post	Location	Available on
	<u>Seconded</u> (32 positions)			
	MA 045	Head of Operations	Bamako	19 April 2021
	MA 046	Deputy Head of Operations*	Bamako	27 May 2021
	MA 049	Coordination and Cooperation Officer with MINUSMA	Bamako	ASAP
	MA 050	Coordination and Cooperation Officer	Bamako	1 st March 2021
	MA 054	Senior Ministerial Adviser MDAC*	Bamako	14 May 2021
	MA 055	Senior Ministerial Adviser on logistics - MSPC	Bamako	ASAP
	MA 057	Senior Ministerial Adviser on Human Resources-MSPC	Bamako	ASAP
	MA 058	Senior Ministerial Adviser on Human Resources-MDAC	Bamako	ASAP
	MA 059	Rule Of Law/Justice Adviser	Bamako	ASAP
	MA 062	Senior Internal Security Forces Adviser-Gendarmerie*	Bamako	14 May 2021
	MA 064	Senior Inter-ministerial Adviser	Bamako	ASAP
	MA 069	Provost Expert	Bamako	ASAP
	MA 070	Senior Internal Affairs Expert	Bamako	ASAP
	MA 071	Anti-Corruption Expert	Bamako	ASAP
	MA 072	Forensics Direction Expert	Bamako	ASAP
	MA 073	Information Technology/Radio Expert	Bamako	ASAP
	MA 075	ISF Interactions with Civil Society Expert-Mopti*	Mopti/Sévaré	1 st July 2021
	MA 076	Head of capacity Building Component	Bamako	ASAP
MA 081	Trainer on Deontology	Bamako	ASAP	
MA 083	Trainer on Public Order	Bamako	23 May 2021	
MA 089	Trainer on Human Rights and Gender	Bamako	ASAP	

MA 092	Trainer on Risk and Crisis Management	Bamako	ASAP
MA 093	Trainer on Operational Rescue/First Aid	Bamako	ASAP
MA 094	Projects Expert	Bamako	ASAP
MA 101	E-Learning Expert	Bamako	ASAP
MA 102	Mobile Unit Coordinator	Mopti/Sévaré	17 March 2021
MA 103	Mobile Unit Deputy Coordinator/Coaching Team Leader	Mopti/Sévaré	30 April 2021
MA 106	Trainer on Community Policing/Basic Intelligence	Mopti/Sévaré	22 March 2021
MA 114	Environmental Adviser	Bamako	ASAP
MA 122	Evaluation Officer	Bamako	ASAP
RACC 28	Regional Defence Officer	Mauritania-Nouakchott	ASAP
RACC 31	Press and Public Information Officer	Mauritania-Nouakchott	ASAP
<u>Seconded/Contracted</u> (9 positions)			
MA 009	Mission Security Officer	Bamako	24 July 2021
MA 019	Armed Protection Operator	Bamako	ASAP
MA 044	Medical Adviser	Bamako	ASAP
MA 056	Senior Ministerial Adviser on logistics - MDAC	Bamako	ASAP
MA 120	Evaluation Officer	Bamako	ASAP
MA 131	Head of Mission Support Department	Bamako	ASAP
MA 139	Finance Officer**	Bamako	1 st June 2021
MA 148	Logistics Warehouse Assistant	Bamako	ASAP
RACC 27	CIS Officer	Mauritania-Nouakchott	ASAP
Deadline for applications:	12 March 2021 at 17:00 Brussels time		
E-mail Address to send the Job Application Form to:	<p style="text-align: center;">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>		
Information:	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		

*** The availability of these positions is pending on decisions of tour of duty extensions.**

**** This position is pending on the availability of the position.**

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.

While being a separate entity, the Regional Advisory and Coordination Cell (RACC) and its Internal Security and Defence Experts (ISDEs) are administratively attached to EUCAP Sahel Mali.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel-related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to Council Documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Contracted Personnel – The Mission may recruit international staff on a contractual basis as required, through an employment contract. The employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high risk insurance policy. Preference will be given to seconded candidates.

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

Tour of Duty/Contract Period – Duration of the deployment should be 12 months for seconded mission members, except for the Mobile Unit members, for which it should be 6 months (seconded and contracted). For contracted members the contract will run until 14 January 2022, with possible renewal for one year.

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:

I. GENERAL CONDITIONS

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

Citizenship – Citizenship of an EU Member State.

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

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

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

Physical and Mental Health –The candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission 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.

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

II. REQUIREMENTS

II.A Essential Requirements

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

1. Education and Training

The candidate should have a recognised academic qualification under the European Qualifications Framework (EQF)¹, or equivalent, at a level specified in the individual job descriptions. Candidates are strongly advised to verify their compliance through the link available in the footer reference.

2. Knowledge

The candidates should have knowledge of the EU Institutions and of the mandate of EUCAP Sahel Mali and Regional Advisory and Coordination Cell (RACC), 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. The Mission may seek to facilitate language training and where appropriate, specialist language training, for newly recruited Mission staff members. Candidates are strongly advised to verify their proficiency through the link available in in the footer reference.

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

Organisational skills – the candidates must have excellent organisational skills, with the ability to prioritise work to meet deadlines, and a concern for order and accuracy.

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

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

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

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 general conditions may result in repatriation/termination of the secondment/contract.

II.B Desirable Requirements

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

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

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

Language – Some proficiency in local language(s), depending on the job tasks and responsibilities.

Driving Licence – Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

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

Visas – EU Member States and selected candidates must ensure that visas are obtained for entry into the Mission area prior to departure from their home country. 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 the European Union Classified Information (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 with protection equipment.

Deficiencies in any of the documents asked for a specific position may result in failure of the selection process.

IV. ADDITIONAL INFORMATION

Gender balance – The EU strives for improved gender balance in CSDP operations in compliance with EU policy and UNSCR 1325 on Women, Peace and Security (WPS). The CPCC encourages the EU Member States and European Institutions to take this into account when offering contributions at all levels.

Application Form – Applications from experts with EU Nationality will be considered only when using the online Application Form (AF) accessible on the Goalkeeper-Registrar software module, indicating which position(s) the candidate is applying for.

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 skype/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 and contracted candidates (applying for seconded/contracted positions) will be informed about the outcome of the selection process after its completion.

Training – The selected candidates should complete Missionwise, SAFE and BASE³ modules, which are designed for the delegations or equivalent, until a new platform is launched.

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

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

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

V. JOB DESCRIPTIONS

The current reporting lines of the following job descriptions may be subject to modification based on operational requirements and in line with the principles set out in the CONOPS Regionalisation Phase 2 as well as the Operational Plan (OPLANs) of EUCAP Sahel Mali.

SECONDED POSITIONS

Position Name: Head of Operations	Employment Regime: Seconded	
Ref. Number: MA 045	Location: Bamako	Availability: 19 April 2021
Component/Department/Unit: Operations Department	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- Reports to the HoM;
- Supervises, manages and coordinates the Mission operational Components/Offices, Units and Teams, ensuring they implement their tasks in accordance with the mandate;
- Contributes to the development of the Mission overarching policy and relevant Mission implementation strategy within his/her area of competence;
- Ensures that the CoS and the MHQ Staff are periodically updated on Mission operational requirements and mandate implementation progress notably as regards resource needs;
- Ensures through weekly meetings and written instructions that the Mission operational elements are kept periodically updated of the political and security situation in the Mission area, based on inputs and assessments from the Political Adviser and the Mission Security Officer respectively;
- Inputs to the drafting and progressive updating of the MIP by supporting the identification of Mission operational requirements as the situation evolves as well as the design of Mission operational activities in support of tasks and objectives;
- Supervises the conduct of Mission activities and to ensure their orientation and operational coherence towards the end state;
- Regularly reports against benchmarking, also assessing the consistency and sustainability of Mission operational activities across time, and to provide recommendations for the improvement of Mission performance;
- Ensures close cooperation with local authorities and other relevant stakeholders at the required levels;
- Cooperates with the Project Cell on any funds required for the execution of Mission activities falling within his/her area of competence;
- Proactively seeks advice from the Mission legal, gender, human rights and environmental advisors for the benefit of effective execution of the Operation Department duties in line with related overarching EU policies and standards;
- Implements proper coordination with and support to other international EU and/or non-EU actions within the scope of Mission mandate;
- Ensures that Operational Standard Operating Procedures (SOPs) are properly developed, implemented and periodically reviewed;
- Ensures that his/her supervised personnel contribute to identify and report lessons and best practices within their respective fields of responsibility;
- Contributes to the induction and in-mission training of Mission personnel;
- Contributes proactively to a positive and harassment free working environment conducive and in line with the Standards of Behaviour;
- Fulfils any other tasks delegated to him/her by the HoM.

3. General Tasks and Responsibilities:

- N/A

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. The qualification should be in any of the fields of Social Sciences (e.g. Political Sciences, International Relations, Law, Economics) or Business Administration/Management **OR** equivalent and attested police or/and military education or training or equivalent rank; **AND**
- A minimum of 10 years of relevant professional experience, after having fulfilled the education requirements, out of which at least 5 at management level.
- Experience in Security Sector/RoL Reform in a national or host state context and in implementation of reform programmes.

5. Essential Knowledge, Skills and Abilities:

- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/governmental level decision makers;
- Ability to mentor and motivate staff;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law.
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation.
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations.
- Experience as Senior Law Enforcement Officer;
- Ability to establish/review priorities, to plan and to exercise control.
- Ability to engage with senior officials/governmental level decision makers.

7. Desirable Knowledge, Skills and Abilities:

N/A

Position Name: Deputy Head of Operations*	Employment Regime: Seconded	
Ref. number: MA 046	Location: Bamako	Availability: 27 May 2021
Component/Department/Unit: Operations Department	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Deputy Head of Operations reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To liaise with the other EU institutions and projects, such as the Trust Fund projects, and with other CSDP Missions in the region, especially EUTM Mali, EUCAP Sahel Niger, as well as other regional instruments to provide a coordinated support to regional cooperation initiatives;
- To ensure the participation of the Mission in the management, liaison and follow up of the projects to be implemented outside CSDP budget, and ensure close coordination with other international and bilateral organisations involved in their conduct and execution;
- To assist the Mission in the identification of training and advisory activities aimed at G5 countries;
- To support the Head of Operations in ensuring the coherence of regional activities carried out by the Mission;
- To support the development of the G5 initiatives, such as the CSS (College Sahélien de Sécurité) as appropriate;
- To provide regular support to G5-related Regional Advising Coordination Cell in close coordination with CSDP Missions and EU Delegations in the region;
- To facilitate information flows and exchange between the Mission and the Regional Coordination Cell;
- To build and maintain contacts with regional actors in the field of counterterrorism, fight against organised crime and irregular migration.
- To liaise and exchange constantly with the Internal Security Expert and Liaison Officer of the Mission to the European Delegation for operational related matters;
- To monitor and follow up every activity of the Operations Department performed outside Bamako, with a specific focus on the Mobile Unit ones.

3. General Tasks and Responsibilities:

- To deputise for the Head of Operations in his/her absence;
- To support the Head of Operations in implementing the Mission's operational activities including in Field Office(s) (if applicable) in accordance with the Mission's OPLAN and the HoM's guidance, through Line Managers responsible for the respective Lines of Operation, and to ensure their operational coherence in support of the Mission's mandate;
- To input to the development and regular updating of the Mission Implementation Plan upon a strict coordination with the concerned Ops LM, by supporting the identification of Mission's operational requirements;
- To ensure timely internal reporting from the operational perspective against benchmarking;

- To contribute to the Mission's external reporting against benchmarking;
- To ensure the consistency and sustainability of Mission's operational activities over time;
- To ensure that Mission staff members working under the Head of Operations responsibility receive proper induction training;
- To ensure that Operational Standard Operating Procedures (SOPs) are properly developed, implemented and periodically reviewed;
- To ensure that Mission staff members working under the Head of Operations responsibility identify and report lessons and best practices within their respective fields of responsibility;
- To ensure that Mission staff members working under the Head of Operation' responsibility are periodically updated on Mission's mandate implementation progress;
- 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).

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 10 years of relevant experience, including experience in Security Sector/RoL Reform in a national or host state context, and in implementation of reform programs, after having fulfilled the education requirements, out of which minimum 5 years at management level;

5. Essential Knowledge, Skills and Abilities:

- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/ governmental level decision makers; Ability to mentor and motivate staff;
- Ability to mentor and motivate staff;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer;
- Senior management experience in an international organisation or an international environment operating in a conflict or immediate post conflict situation;
- Master's Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations.
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

N/A

Position Name: Coordination & Cooperation Officer with MINUSMA	Employment Regime: Seconded	
Ref. Number: MA 049	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Partnership & Coordination Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line

The Coordination & Cooperation Officer with MINUSMA reports to the Head of Partnership & Coordination Unit.

2. Main Tasks and Responsibilities

- To liaise and substantially collaborate with the *Mission multidimensionnelle intégrée des Nations Unies pour la stabilisation au Mali* (MINUSMA), incl. its UNPOL component, on all dossiers and activities relevant to EUCAP Sahel Mali's mandate;
- To pursue the role of focal point between the Mission and MINUSMA and to provide strategic and technical advice to the Head of Unit and senior management, as requested, including for relevant high-level, thematic, and working group meetings, as requested;
- To facilitate the interaction between the Mission and relevant units/departments of MINUSMA at HQ and regional level (both MINUSMA force and UNPOL component, incl. Chief of Staff Offices, Mission Support Department, Mopti Regional Office);
- To ensure the Mission's activities in the areas of Internal Security Forces and Security Sector Reform (SSR) are closely coordinated with activities supported and/or funded by MINUSMA, with a view to ensuring mutual awareness, avoiding duplication, and contributing to the EU regional and integrated approach (inter alia through mapping and assessment of ongoing bilateral and multilateral co-operation activities);
- To substantially support the organization and follow-up of meetings and partner platforms in the area of cooperation between the Mission and MINUSMA (i.e. *Instance de Coordination au Mali/ICM, PTF Groupes Thématiques* and *Groupes de Dialogue*).
- To ensure an adequate flow and exchange of information between the Mission and MINUSMA;
- To follow up on the implementation of existing agreements between the Mission and MINUSMA;
- To contribute to ensuring the coherent planning and implementation of the cooperation and coordination activities of the Mission, in line with the Mission Implementation Plan (MIP);
- To report internally (inter alia against benchmarking on a regular basis, as well as special reports, as requested) as well as externally;
- To contribute to the development and periodic review of relevant mission Standard Operating Procedures (SOPs);
- To contribute to the induction of the Mission's personnel as required;
- To identify lessons and best practices in his/her field of competence;
- To undertake any other job-related tasks as requested by the Line Manager.

3. General Tasks and Responsibilities

- To map, assess and review current bilateral and multilateral assistance in the areas covered by the Mission's mandate;
- To closely coordinate with the Mission's operational components/units to ensure that Mission's operational activities are coordinated with other local, EU and international actors to avoid duplication

and advise on the consistency, complementarity and sustainability of Mission's activities with other international initiatives;

- To facilitate liaison and coordination between Mission operational components/units and relevant stakeholders;
- To provide advice in the design and establishment of local coordination mechanisms, and represent the Mission in these mechanisms, together with Operational Components representatives;
- To contribute to the development and regular updating of the Mission Implementation Plan;
- To contribute to Mission's internal and external reporting against benchmarking;
- 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 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 Social Sciences (e.g. Political Sciences, International Relations, Law, Economics); **AND**
- After having fulfilled the education requirements, a minimum of 4 years of **relevant** professional experience.

5. Essential Knowledge, Skills and Abilities:

- Capacity to analyse and structure information;
- Planning and coordination skills;
- Capacity to deliver in a structured way;
- Networking and mediation skills;
- French language skills: minimum B1 level (Independent User);
- English language skills: minimum B1 level (Independent User).

6. Desirable Qualifications and Experience

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience in (inter-agency) coordination functions;
- Experience with/within EU institutions and/or the UN system.

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;
- Strong planning and coordination, as well as writing skills;
- Strong communication and interpersonal skills;
- Analytical thinking, problem solving and mediation/negotiation skills.

Position Name: Coordination and Cooperation Officer	Employment Regime: Seconded	
Ref. Number: MA 050	Location: Bamako	Availability: 1 st March 2021
Component/Department/Unit: Operations Department/Partnership & Coordination Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Coordination and Cooperation Officer reports to the Head of Partnership & Coordination Unit.

2. Main Tasks and Responsibilities:

- To pursue the role of focal point between the Mission and selected international partners in order to liaise on all dossiers and activities relevant to EUCAP Sahel Mali's mandate;
- To facilitate the interaction between the Mission and relevant units/departments of international partners (for example EUTM, CSDP Missions in the Sahel, EU funded projects, Member States Embassies, Third State Embassies and UN agencies);
- To provide substantial strategic advice and technical input to the Head of Unit and senior management, as requested, to ensure mutual information and awareness amongst Mission members and international partners, inter alia in preparation for (high-level) and technical/working group meetings;
- To ensure the Mission's activities in the areas of Internal Security Forces and Security Sector Reform (SSR) are coordinated and synchronized with activities supported and/or funded by international partners to ensure duplication is avoided and a comprehensive approach can be pursued (i.e. through mapping and assessment of ongoing bilateral and multilateral co-operation activities);
- To follow up on the implementation of existing technical agreements between the Mission and international partners;
- To contribute to ensuring the coherent planning and implementation of the cooperation and coordination activities of the Mission, in line with the Mission Implementation Plan (MIP);
- To support the Mission's contribution to the EU regional and integrated approach;
- To report internally against benchmarking on a regular basis, as well as to prepare special reports as requested;
- To contribute to the Mission's external reporting;
- To contribute to the development and periodic review of relevant mission Standard Operating Procedures (SOPs);
- To contribute to the induction of the Mission's personnel as required;
- To identify lessons and best practices in his/her field of competence.

3. General Tasks and Responsibilities:

- To map, assess and review current bilateral and multilateral assistance in the areas covered by the Mission's mandate;
- To closely coordinate with the Mission's operational components/units to ensure that Mission's operational activities are coordinated with other local, EU and international actors to avoid duplication and advise on the consistency, complementarity and sustainability of Mission's activities with other international initiatives;
- To facilitate liaison and coordination between Mission operational components/units and relevant stakeholders;
- To provide advice in the design and establishment of local coordination mechanisms, and represent the Mission in these mechanisms, together with Operational Components representatives;

- To contribute to the development and regular updating of the Mission Implementation Plan;
- To contribute to Mission's internal and external reporting against benchmarking;
- 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 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 Social Sciences (e.g. Political Sciences, International Relations, Law, Economics) or Business Administration/Management; **AND**
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Capacity to analyse and structure information;
- Planning and coordination skills;
- Capacity to deliver in a structured way;
- Networking and mediation skills;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience in a (inter-agency) coordination functions;
- Experience with/within the EU institutions and/or the UN system.

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;
- Analytical thinking, problem solving and mediation/negotiation skills;
- Strong planning and coordination skills, as well as writing skills and diplomatic tact;
- Strong communication and interpersonal skills.

Position Name: Senior Ministerial Adviser MDAC	Employment Regime: Seconded	
Ref. Number: MA 054	Location: Bamako	Availability: 14 May 2021 *
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Ministerial Adviser to the Ministry of Defence reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- To focus his/her work on the Gendarmerie, National Guard and Inspection Services within the Ministry of Defence;
- To advise on restructuring of the Gendarmerie and National Guard in close cooperation with EUTM Mali and in complementarity with the work of EUTM Mali;
- To provide expertise in the development of future policy and strategy of the Malian Ministry of Defence, with special focus on the area of Human Resources in coordination and cooperation with EUTM Mali;
- To work in close cooperation with the Human Resources Department of the Ministry of Defence;
- To assist in the provision of advice and guidance regarding conceptual and doctrine framework underlying restructuring and reform process;
- To contribute to promote the elaboration of fair and impartial human resources policies for recruitment, training, specialisation, promotion and discipline within the Ministry of Defence;
- To help to identify the needs in terms of reform and implementation of modern administrative and management systems within the Ministry of Defence;
- To contribute to the elaboration of Standard Operation Procedures for the Internal Security Forces, especially related to Management of Human Resources;
- To coordinate with several people representing different institutions and organisations;
- To maintain the necessary contacts with external bodies or service providers involved in the reform, on matters relevant on his/her area of expertise;
- To contribute to the induction of Mission personnel as required.

3. General 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 Advisors as appropriate;
- To design and deliver training, as appropriate;
- To identify and report on lessons learned and best practices within the respective field of responsibility;

- To undertake any other job related tasks as requested by the Line Manager(s).

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**
- After having fulfilled the education requirements, a minimum of 6 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer;
- Experience of designing and delivering training;
- Ability to mentor and motivate local counterparts;
- Knowledge of management in law enforcement;
- Mediation skills.
- Experience in project management;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

N/A

Position Name: Senior Adviser on Logistics MSPC	Employment Regime: Seconded	
Ref. Number: MA 055	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Security Sector Reform Component	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Adviser on Logistics reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

Priority will be given to National police and on Ministerial level

- To be the key interlocutor for Logistics matters Within the MSPC supporting the Malian Internal Security Forces (ISF) - National Gendarmerie, National Guard and National Police at ministerial and force levels;
- To work in close cooperation with the Senior Adviser on Logistics MDAC and with the ISF to develop Logistics action plans for an improved concept;
- To advise the ISF in all Logistics related matters;
- To encourage and assist the ISF to develop and implement operating procedures for Logistics, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To accompany the work of ISF services/units involved in Logistics ensuring that planning and execution of services are adequate;
- To support the establishment and functioning of Logistics capabilities within the ISF regarding training activities, operations and Human Resources;
- To support the development of Logistics policies and procedures for the ISF, ensuring they are carried on and updated or amended when necessary;
- To support all Logistics units and services in regard to their operational effectiveness and their handling (or use) of equipment;
- To assist the ISF in implementing coordination links for Logistics matters with all relevant national services;
- To support the ISF in developing professional contacts and cooperation on Logistics with all relevant international counterparts/institutions/organisations.
- To manage meetings and/ working groups with several people representing different institutions and organisations;
- To collect and collate statistics about the workload/performance of local counterparts;

3. General 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, promoting local ownership;
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To provide analysis and recommendations to the local counterparts/institutions 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).

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 6 years of relevant professional experience, after having fulfilled the education requirements;

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of border management protocols/customs/prosecution service/prisons service/maritime law etc.
- 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;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Ability to accompany and motivate local counterparts;
- Knowledge of Logistics related matters;
- Mediation skills;
- Innovative thinking;
- Attention to details;
- Organisational, planning and quality management skills.

Position Name: Senior Ministerial Adviser on Human Resources - MSPC	Employment Regime: Seconded	
Ref. number: MA 057	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Ministerial Adviser on Human Resources - MSPC reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- To support the development of an efficient human resources management policy, leading to the validation and implementation of legislative and regulatory texts pending with the MSPC;
- To support the development of a human resources (HR) action plan and a reference for professions / qualifications and ensure their consolidation in legislative and regulatory texts;
- To support the design, deployment and implementation of human resources management systems, leading to the registration of all Internal Security Forces (ISF) personnel administered by the MSPC.
- To manage meetings and/working groups with several people representing different institutions and organisations;
- To ensure timely internal reporting on undertaken activities from the operational perspective against benchmarking;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility.

3. General 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 the Malian Ministère de la Sécurité et de la Protection Civile (MSPC) 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).

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 rank¹⁴ **AND**;

- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements;

5. Essential Knowledge, Skills and Abilities:

- Knowledge of human resources policy development and implementation for law enforcement institutions;
- 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:

- Leadership skills to lead teams and develop solutions, and to adapt new and emerging technologies to solve business and operational needs;
- Experience of designing and delivering training;
- Experience in project management;
- Experience in engaging with senior officials/ governmental level decision makers.

7. Desirable Knowledge, Skills and Abilities:

- Teamwork capabilities;
- Time management skills;
- Problem solving skills;
- Ability to multi-task with a time management efficiency;
- Attention to details;
- Organisational, planning and quality management skills.

Position Name: Senior Ministerial Adviser on Human Resources - MDAC	Employment Regime: Seconded	
Ref. number: MA 058	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Ministerial Adviser on Human Resources - MDAC reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- To support the development of an efficient human resources management policy, leading to the validation and implementation of legislative and regulatory texts pending with the MDAC (DRHA);
- To support the development of a human resources (HR) action plan and a reference for professions / qualifications and ensure their consolidation in legislative and regulatory texts;
- To support the design, deployment and implementation of human resources management systems, leading to the registration of all Internal Security Forces (ISF) personnel administered by the MDAC.
- To manage meetings and/ working groups with several people representing different institutions and organisations;
- To ensure timely internal reporting on undertaken activities from the operational perspective against benchmarking;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;

3. General 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 the Malian Ministère de la Defense et des Anciens Combattants (MDAC) 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).

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 rank¹⁴ **AND**;
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements;

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of human resources policy development and implementation for law enforcement institutions;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Leadership skills to lead teams and develop solutions, and to adapt new and emerging technologies to solve business and operational needs;
- Experience in engaging with senior officials/ governmental level decision makers;
- Experience of designing and delivering training;
- Experience in project management;

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Attention to details;
- Organisational, planning and quality management skills;
- Teamwork capabilities;
- Time management skills;
- Problem solving skills.

Position Name: Rule of Law/Justice Adviser	Employment Regime: Seconded	
Ref. number: MA 059	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Rule of Law/Justice Adviser reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- To act as the Mission focal point for Rule of Law/Justice matters;
- In close coordination with the Mission's operational components, to advise on the promotion of RoL/Justice aspects among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- To monitor and analyse the RoL/Justice situation in the host state;
- To liaise with and advise the host state justice authorities and relevant security sector reform actors;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary, the police/internal security forces;
- To act as a trainer on RoL/Justice related matters for the police/internal security forces of the host state if applicable;
- To liaise with other international actors;
- To ensure timely reporting and information flow on RoL/justice issues;
- To contribute to identify and report on lessons and best practices within the field of RoL/Justice;
- To undertake any other related task as requested by the Line Manager(s).

3. General Tasks and Responsibilities:

- To liaise with the Malian justice authorities and Malian Security Sector Reform coordinator;
- To contribute and assist with proposals for the Malian Security Sector Reform, policies and procedures in the areas of the judiciary system and policing;
- To participate in the development and implementation of the Mission's strategies on rule of law related aspects;
- 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 develop and organise integrated courses to improve the coordination and cooperation between the judiciary, the Internal Security Forces (National Police, National Gendarmerie);
- To ensure the link between the Mission's main activities in the security sector and the wider rule of law;
- To act as a trainer on rule of law/justice related matters for the judicial authorities and the ISF;
- To liaise with other international initiatives, especially other EU programs and MINUSMA.

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 Law; **AND**
- A minimum of 5 years of relevant professional experience, including experience in/sound knowledge of RoL/Justice aspects, in particular in a post-conflict environment/ SSR process, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Practical understanding of legal reform process including the development of legal policy and legislation;
- Mediation and interpersonal skills.
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- A minimum of 1 year of experience in/sound knowledge of RoL/Justice aspects, in particular in a post-conflict environment/SSR process;
- Experience as a lawyer or magistrate
- Experience in criminal justice reform either domestically or internationally;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multitask;
- Time management skills;
- Attention for details;
- Innovative thinking.
- Strong communication, organisation, planning and quality management skills.

Position Name: Senior Internal Security Forces Adviser- Gendarmerie*	Employment Regime: Seconded	
Ref. Number: MA 062	Location: Bamako	Availability: 14 May 2021
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Internal Security Forces Adviser - Gendarmerie reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- To be the key interlocutor for the Malian National Gendarmerie at the level of the General Staff and the different directions, with a key focus on the direction of personnel, finances & logistics and the internal inspection service;
- To assist drafting process of normative texts by the Human Resources (HR) services at ministerial and National Gendarmerie level;
- To advice, to support and to accompany the Malian partner through the whole process of the development of an efficient and coherent HR policy respecting gender equality and human rights;
- To advice and support the development, feeding and updating of HR data system at National Gendarmerie level in accordance to the directives of the responsible ministry;
- To advice and support the development of the internal HR structures and proceedings within the National Gendarmerie with focus on job descriptions, competences & functions translated in internal action plans and texts;
- To advice, support and accompany the internal inspection service of the National Gendarmerie through the development of a performant and transparent inspection policy respecting the triptych “control, audit and investigation”;
- To establish and maintain the necessary contacts with all other counterparts/institutions involved in the reform, on matters relevant on his/her area of expertise.

3. General 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 accompanying local counterpart(s) in a structured manner, promoting local ownership;
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To provide analysis and recommendations to the local counterparts/institutions 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/institutions;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practise and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;

- To undertake any other job related tasks as requested by the Line Manager(s).

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**
- After having fulfilled the education requirements, a minimum of 6 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of Human Resources management in a law enforcement environment;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer, preferably leading an operational unit or a Human Resources service;
- Experience in project management;
- International experience, particularly in crisis areas with multi-national and international organisations;

7. Desirable Knowledge, Skills and Abilities:

- Ability to accompany and motivate local counterparts;
- Knowledge of Internal Inspection management in a law enforcement environment;
- Mediation skills;
- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Time management skills;
- Innovative thinking;
- Ability to multi-task with a time management efficiency;
- Organisational, planning and quality management skills.

Position: Senior Inter-ministerial Adviser	Employment Regime: Seconded	
Ref. Number: MA 064	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Security Sector Reform Component.	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Inter-ministerial Adviser reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- In close coordination with the relevant Advisers of the Mission and the EU Delegation, to support the implementation of the Mission's operational mandate through outreach at relevant governmental level;
- To relay the recommendations made by the SSR Component in relation to the Mission's core mandate at relevant governmental level;
- To be the Mission's key interlocutor in the field of development of future national Security policy and strategy, in close coordination with the EU Delegation and other relevant actors, at relevant governmental level;
- To help identify the needs in terms of reform and implementation of modern administrative and management systems at relevant governmental level;
- To provide advice and guidance on concepts and doctrine in a framework of a restructuration and reform process;
- To establish a sustainable contact network with the counterparts/institutions involved in security strategies issues, especially the EU Delegation, the EU Training Mission (EUTM) and MINUSMA, as well as other national, regional et international actors involved in the reforms, in coherence and close cooperation with the Coordination and Liaison Unit;
- To collect and collate statistics about the workload/performance of local counterparts/institutions;
- To contribute to assessing the inter-ministerial and interagency coordination requirements in the field of national security strategies and advise the Malian authorities accordingly;
- To coordinate with several people representing different institutions and organisations;
- To manage meetings and/working groups with several people representing different institutions and organisations.

3. General 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 accompanying local counterparts in a structured manner, promoting local ownership;
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To provide analysis and recommendations to the local counterparts/institutions in the area of responsibility;
- To be embedded within the local institutions, 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/institutions;
- To ensure compliance with instruction/direction from Mission management;

- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practise and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other job related tasks as requested by the Line Manager(s).

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**
- After having fulfilled the education requirements, a minimum of 6 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge and experience in the field of Security Sector Reform and/or other reform processes at political and strategic levels such as Human Resources and Internal Inspection management in law enforcement;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Policies and Strategies;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in drafting policy strategies;
- Experience as Senior Law Enforcement Officer;

8. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Time management skills;
- Strong communication, organisation, planning and quality management skills;
- Ability to accompany and motivate local counterparts;
- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/governmental level decision makers.

Position Name: Provost Expert	Employment Regime: Seconded	
Ref. number: MA 069	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Provost Expert reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- Support the development of provost capacities and judicial support for national and regional military operations (G5-Sahel);
- Support the development of a decree establishing and organizing a Provost Gendarmerie Corps;
- Support the development and implementation of a doctrine for the use of provost elements;
- Support Malian counterparts in ensuring that each military operation on national territory, including those of the Joint Force G5 Sahel, is accompanied by a provost element;
- Support the issuance of prosecution orders by the Malian Ministère de la Défense et des Anciens Combattants (MDAC) against soldiers suspected of being perpetrators of abuses or deviance.
- Manage a project providing for the construction or fitting out of premises for the Provost Gendarmerie Corps;
- To ensure timely internal reporting on undertaken activities from the operational perspective against benchmarking;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility.

3. General 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 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.

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;
- Knowledge of and experience in development and implementation of Provost capacities and capabilities;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in engaging with senior officials/ governmental level decision makers;
- Experience in liaison with law enforcement institutions (police, prosecution, judiciary, customs etc.);
- Experience of designing and delivering training;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities:

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

Position: Senior Internal Affairs Expert	Employment Regime: Seconded	
Ref. Number: MA 070	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Internal Affairs Expert reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- To be the key interlocutor for the Malian Security Forces (National Police, National Gendarmerie, National Guard) at the level of the General Staff and their respective line ministries (Ministry of Security and Ministry of Defence) with a key focus on their Internal Inspection services;
- To assist drafting process of normative texts by the Internal Inspection services at ministerial and security force level;
- To advice, to support and to accompany the Malian partner through the whole process of the development of an efficient and coherent Internal Inspection policy respecting gender equality and human rights;
- To advice and support the development of Internal Inspection structures and procedures with emphasis on job descriptions, skills and functions, and their integration into normative texts as well as action plans;
- To advice, support and accompany the Internal Inspection service of the Malian Security Forces and their respective line ministries through the operational implementation of a performant and transparent inspection policy respecting the triptych “control, audit and investigation”;
- To advice the training of the Internal Inspection staff ;
- To establish and maintain the necessary contacts with all other counterparts or institutions involved in this area of expertise;
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To manage meetings and/ working groups with several people representing different institutions and organisations;

3. General 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 accompanying local counterparts in a structured manner, promoting local ownership;
- 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 counterparts/institutions in the area of responsibility;
- To be embedded within the local institutions, 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/institutions;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers;
- To identify best practise and lessons learned within the field of responsibility;

- To design and deliver training, as appropriate;
- To undertake any other job related tasks as requested by the Line Manager(s).

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**

- After having fulfilled the education requirements, a minimum of 6 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts
- Knowledge of Human Resources and operational management and Internal Inspection management in a law enforcement environment;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer, preferably leading/working an operational unit or an Internal Inspection service;
- Experience in project management;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to accompany and motivate local counterparts;
- Ability to multi-task with a time management efficiency;
- Attention to details;
- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Time management skills;
- Strong communication, organisation, planning and quality management skills;
- Mediation skills;
- Innovative thinking.

Position Name: Anti-Corruption Expert	Employment Regime: Seconded	
Ref. Number: MA 071	Location: Bamako	Availability: As soon as possible
Department/Component/Unit: Operations Department/Security Sector Reform Component	Level of Security Clearance: EU RESTRICTED	Open to contributing Third States: Yes

1. Reporting Line:

The Anti-Corruption Expert reports to reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- To develop a comprehensive plan for the Mission on Anti-Corruption matters jointly with the relevant Malian counterparts for integrity building purposes;
- To coordinate and cooperate with other international actors in the field of anti-corruption;
- To represent the Mission in external meetings related to anti-corruption matters and to foster the development of integrity building mechanisms within the security sector;
- To provide anti-corruption related advice to the relevant Malian authorities, including in drafting related legislation to strengthen the repression of corruption cases with appropriate communication strategy on building integrity in the security sector;
- To identify and advise the relevant Malian partners on the capacity and training opportunities in the anti-corruption field;
- To support the relevant Malian partners in identifying the appropriate equipment and infrastructures needed to fight corruption in an effective manner.
- To liaise between the mission and the EU Anti-Corruption Initiative (EUACI), promoting the “EU Integrated Approach”, and to ensure synergies in terms of the provision of advice to the relevant Malian institutions to develop the anti-corruption mechanisms within the law enforcement agencies.

3. General Tasks and Responsibilities:

- To contribute at operational level and in his/her field of expertise to the Mission's mandate implementation in accordance with the CONOPS, OPLAN and Mission Implementation Plan (MIP);
- To provide strategic advice and assistance to the relevant Malian partners in developing a legal/regulatory framework in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To provide expertise to strengthen the Malian capabilities in Anti-Corruption;
- To manage and lead projects in the field of Anti-Corruption;
- To assist in the implementation of training activities for Anti-Corruption;
- To ensure timely reporting and information flow;
- To identify, analyse and disseminate information on all Anti-Corruption activities within her/his area of responsibility as required;
- To travel within the Mission's area of operations as required;
- To undertake any other related task as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma in Political Sciences, International Relations, Diplomacy, Law, Social Sciences or Public Administration or a closely related field of expertise. OR a qualification at the level in the National Qualifications

Framework in the above-mentioned field of experience which is equivalent/ referenced 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 in the above-mentioned field of experience, e.g. a Bachelor's Degree. OR Equivalent 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 educational requirements, related to the field of anti-corruption, conflict of interest, ethics or internal controls in the governance sector.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of the political, cultural and security situation of the Mission area of operations;
- French language skills: minimum level B1 (Proficient User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Drafting and analytical skills;
- Political sensitivity, with the ability to exercise discretion, judgement and confidentiality when dealing with politicians and officers at every level;
- Oral and influencing skills, with the ability to give clear advice on issues;
- Excellent interpersonal and communication skills;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Proven ability to address these subjects both at central and regional level.

Position Name: Forensics Direction Expert	Employment Regime: Seconded	
Ref. number: MA 072	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Forensics Direction Expert reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- Support Malian counterparts in the Internal Security Forces (ISF), notably the Direction Générale de la Police Technique et Scientifique (DGPTS); the Brigade d'Investigation Judiciaire; and the Gendarmerie Division Enquêtes Criminelles et Délictuelles, in the fight against impunity;
- Support Malian counterparts in drafting, validating and implementing an operational master plan defining the mechanisms and tools for coordination and cooperation in the field of the Forensics (Police Technique et Scientifique, PTS);
- Support the coordination between Malian specialized investigation services;
- Support the training of Judicial Police personnel in the priority areas of the PTS;
- Support Malian counterparts in the operationalisation of a national technical-scientific analysis laboratory;
- Manage a EUCAP Sahel Mali project aimed at introducing modern investigative methods to the PTS through the development of specialized judicial databases. The project will finance the securing of a site bringing together various databases which are fed with personal and biometric data via the SEEK avenger system, which, by extension, will facilitate the exchange of data with Interpol's 24/7 system;
- Develop and maintain contacts and coordinate activities and advice with other partners working in the field of forensics, notably MINUSMA.

3. General 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).

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;
- Knowledge of forensic laboratory analysis technique and applications;
- Knowledge of criminal law;
- Knowledge of the theory and application of forensic sciences, statistics, and evidence preservation processes relates to modern forensic laboratory techniques, practices, and procedures;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in engaging with senior officials/ governmental level decision makers;
- Teamwork capabilities;
- Experience as law enforcement officer;
- Experience of designing and delivering training;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities:

- Problem solving skills;
- Skill in explaining scientific procedures and results to a layperson in understandable terms;
- Skill in maintaining a good rapport with criminal justice personnel;
- Mediation skills;
- Skills to adapt new and emerging technologies to solve business and operational needs;
- Knowledge of the SEEK Avenger System;

Position Name: Information Technology/Radio Expert	Employment Regime: Seconded	
Ref. number: MA 073	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Information Technology/Radio Expert reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- Support the Malian Internal Security Forces (ISFs) in the design and administration of operational national communications networks;
- Support the Malian Internal Security Forces (ISFs) in each region (starting with those in the Center) to implement secure fixed, on-board or portable radio stations for each level of command, vehicle and patrol;
- Support the development of secure and operational voice and data communications networks for the benefit of the Malian Centre de Gestion des Crises et Catastrophes (CECOGEC) and operational units in the field;
- Support the development of communication and coordination protocols for the CECOGECE;
- Support the organization of tabletop and simulation exercises, including the deployment of ISF and operationalization of CECOGECE (preparation, execution, debriefing);
- Manage a EUCAP Sahel Mali project to improve the interoperability and operational collaboration of the various security entities while allowing the monitoring and centralized management of major incidents at local and regional level. The project will cover the development of a digital, encrypted, resilient radio communication system allowing native interoperability between ISF/ Forces Armées Maliennes (FAMa) / Civil Protection and other state departments in the Ségou region;
- Support a EUCAP Sahel Mali project to increase the level of response of the ISF to crises by providing specialized training of ISF in the areas of crisis management accompanied by educational publications; the organization of field exercises; and the provision of IT, communication and surveillance equipment (drones);

3. General 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.

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;
- Extensive knowledge of current technologies for information systems, networking systems, and communication systems; and industry best practices in IT strategy and governance, including in radio and satellite communication technology solutions;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience working in a crisis coordination centre;
- Experience of designing and delivering training;
- Experience in project management;
- Certified training in industry best practices for IT service management (e.g. ITIL), IT governance (e.g. COBIT), and project management (PRINCE2, PMP);
- Experience in engaging with senior officials/ governmental level decision makers.

7. Desirable Knowledge, Skills and Abilities:

- Skills to adapt new and emerging technologies to solve business and operational needs;
- Ability to establish/review priorities, to plan and to exercise control;
- Teamwork capabilities;
- Time management skills;
- Problem solving skills;

Position: ISF Interactions with Civil Society Expert-Mopti*	Employment Regime: Seconded	
Ref. number: MA 075	Location: Mopti-Sévaré	Availability: 1 st July 2021
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The ISF Interactions with Civil Society Expert-Mopti reports to the Head of Security Sector Reform Component and informs/coordinates with the Mobile Unit coordinator.

2. Main Tasks and Responsibilities: being embedded within the Mobile Unit in MOPTI and acting in MOPTI and SEGOU regions:

- To work with the civil society representatives involved in the process of contributing to the Security Sector Reform in Mali and the Internal Security Forces (ISF) to identify opportunities for trust building and reforms in close connection with the international non-governmental organisations engaged in this field;
- To coordinate with other actions already undertaken by international stakeholders;
- To support the Malian civil society to improve its capacity to engage with Government and local authorities on Security Sector Reform issues
- To promote the inclusion and participation of civil society in the implementation of national security plans and processes such as Consultative Security Committees.
- To support mechanisms for information, consultation and participation between OSC and the FSI, in the framework of a constructive and mutually beneficial collaboration
- To support the drafting of documents and if decided by the operational team to assist with developing community policing approach within the ISF;
- To assist in the conceptual and doctrinal framework underlying the Mission's support to ISF with a view to restore trust between the population and the ISF and upgrade the ISF governance and ethical standard
- To assist the ISF in prioritising and finding solutions to problems raised by the local authorities and civil society in the framework of community policing;
- To ensure the consistency of those projects with other related ones;
- To provide expertise and advise the Head of Mission through the Senior Liaison and Coordination Officer on community policing matters;
- To ensure the mainstreaming of the Human Rights and Gender, as well as protection of civilians aspects into all the activities carried out;

3. General Specific Tasks and Responsibilities:

- To map, assess and review current bilateral and multilateral assistance in the areas covered by the Mission's mandate;
- To closely coordinate with the Mission's operational components/units to ensure that Mission's operational activities are coordinated with other local, EU and international actors to avoid duplication and advise on the consistency, complementarity and sustainability of Mission's activities with other international initiatives;
- To facilitate liaison and coordination between Mission operational components/units and relevant stakeholders;

- To provide advice in the design and establishment of local coordination mechanisms, and represent the Mission in these mechanisms, together with Operational Components representatives;
 - To contribute to the development and regular updating of the Mission Implementation Plan;
 - To contribute to Mission's internal and external reporting against benchmarking;
 - To identify and report on lessons learned and best practices within the field of responsibility;
- To undertake any other job 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 first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.

5. Essential knowledge, skills and abilities:

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;
- Good understanding of the political, cultural and security situation in Mali.
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- A minimum of 2 years of experience in the field of civil society development and/or community policing;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- International experience, particularly in crisis areas with multi-national and international organisations.

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

Position: Head of Capacity Building Component	Employment Regime: Seconded	
Ref. number: MA 076	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Head of Capacity Building Component reports to the Head of the Operations Department.

2. Main Tasks and Responsibilities:

- To provide support and advice to the host state authorities in the area of national training strategy/policies/capacities as well as the provision of direct training by the Mission.
- To ensure that the Mission's trainers have the necessary material to perform the training sessions in their respective area of responsibility.
- To regularly control and evaluate the trainers' job during the training sessions and, if necessary, help them to gain efficiency.
- To ensure that information's are exchanged between the trainers and the advisers to continually adapt the training programs to the real needs of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard - ISF).
- To supervise the Unit's input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements in the field of training as the situation evolves as well as the design of Mission's training related activities in support of tasks and objectives;
- To supervise the work of the Mission's trainers, including training planning, curricula development, training provision, data collection, etc.
- Assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.

3. General Tasks and Responsibilities:

- To lead, direct and manage the work and staff of the Component so as to implement the Mission mandate and tasks as set out in the OPLAN and relevant planning documents, ensuring coherence and consistency in pursuit of the Mission's mandate;
- To oversee the Component's input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements specific to the areas falling under the responsibility of the Component;
- To ensure the consistency and sustainability of Mission's operational activities over time;
- To oversee the Component's contribution to the Mission's internal and external reporting against benchmarking;
- To work in close cooperation with the other Mission Components if directed;
- To ensure that Mission Staff Members of the Unit contribute to identify and report lessons and best practices within their respective area of responsibility;
- To deputise for the Head of Operations department, when so appointed by the Head of Operations;
- To ensure the mainstreaming of Human Rights and Gender aspects into the Component's activities;

- 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 Managers.

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 10 years of relevant professional experience, including experience in Security Sector Reform in a national or host state context and in implementation of reform programmes, after having fulfilled the education requirements out of which a minimum of 5 years at management level;

5. Essential Knowledge, Skills and Abilities:

- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/governmental level decision makers;
- Ability to mentor and motivate staff;
- French language skills: minimum level B1 (Independent User).
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in design and delivery of training programmes
- Experience in national training units/programmes for law enforcement/Rule of Law agencies.
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.
- International experience, particularly in crisis areas with multi-national and international organisations;

7. Desirable knowledge, skills and abilities:

- Presentation skills;
- Organisational skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

Position: Trainer on Deontology	Employment Regime: Seconded	
Ref. number: MA 081	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Deontology reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To identify, with the relevant advisers and the Malian counterparts the gaps, needs and priorities on Deontology matters;
- To assist the relevant advisers to support the development of performant Deontology practices within the Malian Internal Security Forces through training and accompanying actions;
- To develop, with the relevant advisers, a training curricula in the field of Deontology;
- To design and deliver specific training modules on Deontology matters;
- To contribute to the training of (future) Mali ISF trainers in the field of Deontology (train the trainers).

3. General Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other job 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 first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**

- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Presentation skills;
- Innovative thinking;
- Ability to plan, multitask and manage time effectively;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer;
- Professional Training Qualification/Certification;
- Experience in designing and delivering training;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- *N/A*

Position: Trainer on Public Order	Employment Regime: Seconded	
Ref. Number: MA 083	Location: Bamako	Availability: 23 May 2021
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Public Order reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To train the members of the Malian Internal Security Forces (ISF) - National Gendarmerie, National Guard and National Police - on public order related tasks, including basic principles of crowd control, using lessons learned and actual cases;
- To help the Malian ISF to identify their needs in terms of public order;
- To train the (future) Malian ISF trainers in public order (train the trainers);
- To train and provide tactical and operational advice to public order unit leaders;
- To provide input to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To help the Malian ISF to elaborate Standard Operation Procedures, especially related to large scale and multi-disciplinary public order operations;
- To ensure data collection related to Mission's trainings;
- To coordinate with other actions undertaken by international stakeholders.

3. General Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons identified/learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Components/Units;
- To undertake any other job 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 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 equivalent rank; **AND**
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience, in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;
- French Language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer;
- Professional Training Qualification/Certification;
- Experience in designing and delivering training;
- Experience in public order, crowd control and VIP protection;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- *N/A*

Position: Trainer on Human Rights and Gender	Employment Regime: Seconded	
Ref. number: MA 089	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Human Rights and Gender reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To train the members of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) on principles of human rights and gender and their practical application in the day-to-day activities of the three forces;
- To train future Malian Human Rights and Gender trainers (train the trainers) in the fields concerned;
- To identify, in coordination with the Human Rights and Gender Advisors, the Malian ISF training needs in the fields of human rights and gender and develop trainings accordingly;
- To support the integration of human rights and gender principles in all in-service ISF trainings in cooperation with other members of the Capacity Building Component;
- To train and provide tactical and operational advice to component leaders;
- To contribute to the elaboration of Standard Operation Procedures and regulatory frameworks;
- To coordinate with actions already undertaken and to be taken by international stakeholders and Malian organisations working in the field of human rights and gender.

3. General Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Team Leader Trainers;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other job related tasks as requested by the Line Managers.

4. Essential Qualifications and Experience:

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

Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**

- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience, in national/international training units/programmes.

5. Essential Knowledge, Skills and Abilities:

- Presentation and communication skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Professional Training Qualification/Certification;
- Successful completion of training courses in the field of human rights and gender;
- A minimum of 2 years of experience as a trainer in human rights and gender for law enforcement officials;
- Experience as Senior Law Enforcement Officer or as civilian working in the field of law enforcement;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to work in a team;
- Thorough knowledge on human rights and gender;
- Very good training and pedagogic skills;
- Ability to produce written and visual training materials.

Position: Trainer on “Risk and Crisis Management”	Employment Regime: Seconded	
Ref. number: MA 092	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on “Risk and Crisis Management” reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To assess, identify and evaluate, in close coordination with the relevant advisers and the Malian counterparts, any requirements, gaps, needs and/or priorities on “Risk and Crisis Management” matters, with reference to terrorism, natural disasters, evacuations, epidemics, pandemics and quarantine, mass fatality events and any other threat;
- To assist – through training and accompanying actions – the relevant advisers in supporting the development/strengthen of specific services/units within the Malian Internal Security Forces, capable of effectively plan, mitigate and respond to a crisis and its subsequent consequences;
- To develop, in close coordination with the relevant advisers, a training’s curricula in the field of “Risk and Crisis Management”;
- To design and deliver specific training modules on “Risk and Crisis Management” matters, through a variety of training approaches including traditional classroom, programmed learning, hands-on, simulation and computer aided training;
- To contribute to the training of (future) Mali ISF trainers in “Risk and Crisis Management” (train the trainers);
- To interact, under the Team Leader authority, with the relevant international stakeholders for “Risk and Crisis Management”.

3. General Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide inputs to the development and regular updating of the Mission Implementation Plan in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other job-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 first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Presentation skills;
- Innovative thinking;
- Ability to plan, multitask and manage time effectively;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer;
- Professional Training Qualification/Certification;
- Subject matter expertise in risk and crisis management at tactical/strategical level;
- Experience in designing and delivering training;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- *N/A*

Position: Trainer on Operational Rescue and First Aid	Employment Regime: Seconded	
Ref. number: MA 093	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Operational Rescue and First Aid reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To assess, identify and evaluate, in close coordination with the relevant advisers and the Malian counterparts, any requirements, gaps, needs and priorities on Operational Rescue and First Aid matters;
- To assist the relevant advisers to support the training of the Malian Internal Security Forces members through training and accompanying actions, providing research and development input at the field level for the implementation and evaluation of new technologies, equipment, tactics and skills in the specific field;
- To develop, in close coordination with the relevant advisers, a training's curricula in the field of Operational Rescue and First Aid;
- To design and deliver specific training modules on Operational Rescue and First Aid matters;
- To contribute to the training of (future) Mali ISF trainers in Operational Rescue and First Aid (train the trainers);

3. General Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide inputs to the development and regular updating of the Mission Implementation Plan in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To undertake any other job 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 first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**

- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Presentation skills;
- Innovative thinking;
- Ability to plan, multitask and manage time effectively;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer;
- Professional Training Qualification/Certification;
- Operational knowledge of search/rescue strategies and tactics, as it pertains to various environments;
- Expertise in the field of rescue operations and about the development/use of integrated action planning, concept and processes;
- Experience in designing and delivering training;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- *N/A*

Position Name: Projects Expert	Employment Regime: Seconded	
Ref. number: MA 094	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Projects Expert reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To advise and train Malian counterparts in the Internal Security Forces (ISF) on preparing project documents, such as project proposals, project budgets, notes of understanding, project agreements, etc.;
- To strengthen capacity within the Malian ISF in conducting monitoring activities, as well as post-project reporting and evaluation;
- To support the ISF in developing best practices on project management and recording lessons identified/learned;
- Make training recommendations on Project Management to the ISF;
- To support the ISF in liaising with international partners in the identification of funding opportunities, and support Malian counterparts in accessing these opportunities;
- To assist the Operations department in project planning and development and co-ordinate the implementation of the Component's projects, in close collaboration with the Mission's Projects Cell.

3. General 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 training 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 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.

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;
- Mediation 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;
- Prior experience as project manager, project specialist or a similar position, especially in the field of internal security, law enforcement, policing and any other areas related to EUCAP Sahel Mali's mandate;
- Project management training, such as APM, PPM, PRINCE2, or equivalent;
- Experience in drafting project and programme proposals for multiple donors.

7. Desirable Knowledge, Skills and Abilities:

- Familiarity with the EU Financial Regulations;
- Teamwork capabilities;
- Time management skills;
- Problem solving skills;
- Project management skills;

Position: E-Learning Expert	Employment Regime: Seconded	
Ref. number: MA 101	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The E-Learning Expert reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To assess, identify and evaluate, in close coordination with the relevant advisers and the Malian counterparts, any requirements, gaps, needs and/or priorities on e-learning matters;
- To gather information and course elements from any relevant advisers, internal departments, subject matters experts, as well as Malian ISF focal points, in order to develop and design learning material, coordinate, and review educational content, and incorporate current technology in developing specific e-learning curricula;
- To assist the relevant advisers and the Mission/Malian trainers – through direct training and accompanying actions – in implementing appropriate e-learning solutions, products and services within the Malian Internal Security Forces;
- To develop, in close coordination with the relevant advisers, a training’s curricula in the field of E-Learning;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide inputs to the development and regular updating of the Mission Implementation Plan in the field of training;
- To provide inputs to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To design and deliver specific training modules on E-Learning;
- To contribute to the training of (future) Mali ISF trainers in using E-Learning tools (train the trainers).
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula;

3. General 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 support host state authorities in designing, developing and implementing appropriate e-learning opportunities/solutions and innovative learning products and services for the Malian Internal Security Forces (ISF) personnel, as directed by the Trainers' Team Leader;
- 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).

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer;
- Professional Training Qualification/Certification;
- Experience in designing and delivering training;
- Experience with a Learning Management System as developer or administrator;
- Experience with HTML and audio video editing software;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to plan, multitask and manage time effectively;
- Presentation skills;
- Innovative thinking.

Position Name: Mobile Unit Coordinator (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 102	Location: Mopti-Sévaré	Availability: 17 March 2021
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. General Tasks and Responsibilities:

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

- To support the development of public security policies and procedures for the ISF PSDG Security Detachments, ensuring they are carried on and updated or amended when necessary;
- To assist the ISF PSDG Security Detachments personnel in developing professional contacts and implementing coordination links for public security matters with all relevant services or counterparts;
- To work coordinate with others international actors and Technical Financial Partners (PTF).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree, **OR** equivalent and attested police education or training or an award of an equivalent rank; **AND**
- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years of management or coordination experience.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Mobile Unit Deputy Coordinator/Coaching Team Leader (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 103	Location: Mopti-Sévaré	Availability: 30 April 2021
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

Mobile Unit Deputy Coordinator/Coaching Team Leader reports to the Head of Mobile Unit.

2. Main Tasks and Responsibilities:

- To liaise with and advise the military Malian chain of command in the area (Operation MALIKO) on police issues;
- To work in close cooperation with the Internal Security Forces (ISF), at local level, to ensure the proper use of police assets, to provide advice and training to the *Postes Sécurisés de Développement et Gouvernance* (PSDG) personnel and to be one of the interlocutors on public security matters;
- To advise ISF PSDG Security Detachments to develop and implement operating procedures for public security, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To accompany the work of ISF services/units involved in public security matters related to PSDG Security Detachments personnel, ensuring that planning and execution of services are adequate;
- To advise the development of public security policies and procedures for the ISF PSDG Security Detachments, ensuring they are carried on and updated or amended when necessary;
- To advise the ISF PSDG Security Detachments personnel in developing professional contacts and implementing coordination links for public security matters with all relevant services or counterparts;
- To manage administrative matters regarding the Mobile Unit;
- To undertake any other job related task as requested by the Line Manager(s).

3. General Tasks and Responsibilities:

- To operationalize the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP);
- In the absence of the Head of Mobile Unit, to lead, direct and manage the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by Head of Mission;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP and benchmarking in the relevant Line of Operation;
- To ensure, at operational level, co-ordination with other relevant operational Units within the Mission;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act, as appropriate, as the representative of the Mobile Unit in contacts with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instructions to the members of the Mobile Unit;
- To identify best practice and lessons learned within the field of responsibility;

- To undertake any other related task as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree, **OR** equivalent and attested police education or training or an award of an equivalent rank; **AND**
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 2 years of management or coordination experience.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Trainer on Community Policing/Basic Intelligence	Employment Regime: Seconded	
Ref. Number: MA 106	Location: Mopti-Sévaré	Availability: 22 March 2021
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Trainer on Community Policing/Basic Intelligence reports to the Mobile Unit Deputy Coordinator/Coaching Team Leader.

2. Main Tasks and Responsibilities:

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

3. General Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Training;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed internal and external training curricula;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify and report on lessons identified/learned and best practices within the respective field of responsibility;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/ components;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

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

Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police education or training or an award of an equivalent rank; **AND**

- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Environmental Advisor	Employment Regime : Seconded	
Ref. number: MA 114	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Chief of Staff Office	Security Clearance Level: Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Environmental Advisor reports to the Head of Mission through the Chief of Staff. Technical reporting line (dotted) to the Environmental Coordinator in CPCC for coordination and backstopping.

2. Main Tasks and Responsibilities:

- To conduct a baseline study on the current environmental impact of the Mission;
- To develop an internal environmental action plan for the Mission to improve its environmental performance;
- To draft in cooperation with the Mission Analytical Capability a report on the impact of environmental degradation and climate change on the security situation in Mali and its implications on the implementation of the Mission's mandate;
- To create context specific and operationally relevant information material to raise awareness and understanding of the Mission staff on sustainability and environment;
- To advise on mainstreaming of sustainability topics within the Mission and the integration of environmental perspectives (including climate) in the operational activities;
- To liaise with local, EU and international stakeholders working with sustainability and environmental issues in Mali.

3. General Tasks and Responsibilities:

- To act as the Mission focal point for environmental and climate issues;
- To advise on and assist in the operationalisation of the integration of a climate and environment perspectives and mainstreaming issues within the Mission;
- To provide ad hoc advice on technical and managerial solutions to improve the Mission's environmental performance;
- To raise awareness and provide trainings/seminars on environmental and climate issues to staff;
- To develop a systematic climate and environment analysis capacity of all aspects of the implementation of the Mission's mandate, including policy development, mission footprint, environmental health issues on staff exposure, mandate execution, staffing, data collection, monitoring and reporting;
- To report on achievements within the Mission mandate regarding environment and climate issues, including results linked to the EU Green Deal and potentially other relevant EU instruments, and to contribute to Mission's regular reporting and information flow on climate and environment related aspects;
- To assess the environmental situation in the host state;
- To advise host state authorities – coordinated through the Mission's operational components and implementation plan – on i) awareness of climate and environmental issues and ii) the operationalisation of mitigation and adaptation measures;
- To pursue analysis on the nexus of security, climate and environmental situation in the host state and potential implications on the mission mandate;
- To advise on the development and content of strategic communications with regards to climate and environmental dimensions;
- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures (SOPs) aiming at integrating climate and environmental perspective throughout the SOPs;
- To liaise with the local and international entities involved in the promotion of environmental sustainability considerations;

- To contribute to the identification and reports on lessons identified/learned and best practices within the field of sustainability and environment;
- To support the induction training of Mission's staff members as required;
- To work proactively ensuring that the mission leadership and key staff are up to date with aspects on sustainability, environmental considerations and climate smart approaches relevant to the mission;
- Support the establishment of long-term positive relations with environmental organisations in line with the Sustainable Development Goals' agenda;
- To perform any other related task as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree in relevant field of environmental health, environmental science, Natural Resources Management, sustainability approaches; **AND**
- A minimum of 5 years of relevant professional experience in environmental protection, climate footprint analysis, green engineering, Environmental Management Systems, Environmental Assessments etc.

5. Essential Knowledge, Skills and Abilities:

- Analytical skills and ability to conduct environmental assessments/analyses;
- Negotiation skills;
- Proactive in developing strategies to accomplish objectives;
- Pedagogical training and advising skills;
- Problem solving skills;
- Well acquainted with the Sustainable Development Goals and The Paris Agreement and their applications;
- Technical knowledge on environmental and climate mitigation/adaptation;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Post graduate work exposure to humanitarian and/or development and/or conflict/post-conflict environments/SSR process.

Position: Evaluation Officer	Employment Regime: Seconded	
Ref. Number: MA 122	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Chief of Staff Office/Planning, Evaluation, and Reporting Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Evaluation Officer reports to the Head of the Planning, Evaluation and Reporting Unit.

2. Main Tasks and Responsibilities:

- To develop tailor-made assessment tools to evaluate the effectiveness of Mission activities in support of the Malian Internal Security Forces (Police, Gendarmerie and National Guard - ISF);
- To monitor and evaluate the effectiveness of advising activities, of training modules and of projects, conducted by the Mission and provide support for the preparation of the future training and advising related activities and operations;
- To this purpose, to support the Mission's sustainability strategy with regards to all Mission's training operations including the training of trainers' concept and the coaching phase of the post-train the trainers' activities, in order to reinforce local ownership of the Malian ISF;
- To develop analytical indicators and tools in order to monitor, evaluate and assess current and future training and advising outcomes, outputs and return on investment according to the Kirkpatrick's model;
- To analyse and interpret the results and data, and to draft reports based on this analysis;
- To contribute as requested to the development and periodic review of the Mission's Implementation Plan (MIP) and Mission's benchmarking;
- To support as appropriate, through advice and reports, the training and advisory teams, upon their request;
- To propose recommendations to the Head of Operations based on the evaluations conducted, including in the development of new training programs and contents;
- To assess the operational activities within the mission area, including regional capitals and border police stations;
- To ensure that the cross-cutting aspects like human rights and gender are taken into consideration in the evaluation of activities;
- To contribute to the Mission's external reporting as required;
- To identify and report on lessons learned and best practices within the respective field of responsibility.

3. General Tasks and Responsibilities:

- To develop and implement baseline surveys, monitoring and evaluation exercises to evaluate and assess the impact of the Mission's activities;
- To support the quantitative and qualitative analysis of inputs originating from the Mission's operational elements on their operational activities and state of play on mandate implementation;
- To support and contribute to timely and accurate periodic and ad-hoc reports;
- To support and contribute to the collection of the Mission's Lessons Learned observations;
- To prepare and give presentations;
- To undertake any other related tasks as required by the Line Manager(s).

4. Essential Qualifications and Experience:

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

AND

- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Knowledge of evaluation tools and of different assessment methodologies;
- Analytical, synthesis and drafting skills;
- Experience in a unit or service specialised in evaluation and assessment;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- *N/A*

Position Name: Regional Defence Officer	Employment Regime: Seconded	Post Category for Contracted:
Ref. Number: RACC 28	Location: Mauritania – EU Del Nouakchott	Availability: As soon as possible
Component/Department/ Unit: RACC	Level of Security Clearance EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Regional Defence Officer reports to the Senior G5 Regional Defence Adviser of the RACC.

2. Main Tasks and Responsibilities:

Under the supervision of the Senior G5 Regional Defence Adviser of the RACC:

- To support the Senior G5 Regional Defence Adviser in providing strategic regional security analysis as required;
- To assist the Senior G5 Regional Defence Adviser in the coordination and support to the work of the Defence Experts of the network of Internal Security and Defence Experts (ISDEs) with a focus on the defence sector, as well as the concerned thematic experts;
- In close coordination with the CSDP Missions and the network of Internal Security and Defence Experts (ISDEs) and EU Delegations, to support the Senior G5 Regional Defence Adviser in maintaining necessary contacts and build relationships with relevant local and international counterparts and maintain necessary contacts;
- To follow and take into account ongoing initiatives carried out by various key actors in the field of security and defence and updating the gaps analysis and needs assessment in the security and defence sectors in the G5 Sahel countries;
- To support closely coordination with CSDP Missions and Operations in theatre, including those operating in wider Africa (such as EUBAM Libya, EUNAVFOR MED Sophia and EUAM CAR) as appropriate;
- To collect and transmit relevant information from / to the ISDEs and CSDP Missions in theatre and to contribute to the preparation of RACC reports;
- In liaison with the Defence Experts and the Administration Officer of the RACC, as well as relevant CSDP Missions and Operations, to support the assessment and coordinate the G5 Sahel and national training requests thus contributing to facilitation and support to the organisation and follow-up of the related training courses for external G5 Sahel trainees.

3. General Tasks and Responsibilities:

- To operationalise the RACC tasks as set out in the Joint Civil-Military Concept of Operations on Regionalisation of CSDP action in the Sahel and the relevant Implementation Plan, contributing to enhancing the participation of the G5 Sahel countries to regional cooperation initiatives;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To analyse and assess the development and progress of the RACC performance against its mandate, tasks and priorities set in the relevant planning documents and Implementation Plan;
- To conduct quantitative and qualitative analysis of inputs originating from the RACC operational activities and state of play on mandate implementation;
- To produce timely and accurate periodic and ad-hoc reports for submission to the RACC chain of command, its operational headquarters in Brussels and EU Member States on the status of the mandate implementation;

- To liaise regularly with other RACC operational elements;
- To contribute, in support of the Senior G5 Regional Internal Security Adviser, to identify and develop new initiatives and projects according to the objectives of the RACC mandate;
- To support and contribute to the development and regular updating of the Mission Implementation Plan (MIP);
- To identify best practices and lessons learned within her/his field of responsibility and originating from and having an effect on CSDP activities, from operational and tactical levels of planning and conduct and to share them with relevant partners/the RACC;
- To undertake any other related task as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Report compilation, analytical drafting, writing and editing skills;
- Ability to provide analysis and formulate coherent recommendations on domain of expertise;
- Organisational skills, the ability to work under pressure, and with tight deadlines and to manage multiple tasks and unexpected demands;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Military officer ideally ranked OF3 or OF4, or equivalent;
- Experience in reporting and/or planning;
- Experience in analytical work with a demonstrated ability to coordinate many different levels and participants;
- Familiarity with EU & other international actors in the field of crisis management;
- Experience of working in the EU environment;
- Experience in Africa in support of Defence Forces;
- EU or international post conflict mission/organisation field experience;
- Ability to develop and maintain effective work relationships with different national and cultural background with sensitivity and respect for diversity;
- Ability to conceptualise problems, identify and implement solutions.

Position Name: Press and Public Information Officer	Employment Regime: Seconded	
Ref. Number: RACC 31	Location: Mauritania EU Del Nouakchott and/or Mali - Bamako	Availability: As soon as possible
Component/Department/Unit: RACC	Level of Security Clearance EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Press and Public Information Officer reports to the Head of RACC.

2. Main Tasks and Responsibilities:

- To be the focal point for press and public information work in the area of regional CSDP actions related to security and defence in the Sahel and wider Africa.
- To monitor relevant media reports to the RACC;
- To provide additional PPIO assistance to RACC ISDEs as required, in close coordination with PPIO officers of each EU Delegation where ISDEs are deployed.

3. General Tasks and Responsibilities:

- To assist in the implementation of the RACC Strategic Communications Plan;
- To organise contract/tender/designs for RACC's visibility items;
- To organise and conduct press conferences, briefings and other media events;
- To coordinate arrangements for visiting media personnel;
- To create and populate the RACC's website and, if relevant, social media platforms, with adequate content;
- To draft press releases, public statements, articles and features;
- To write and design public information material and factsheets;
- To act as spokesperson as required by the Head of RACC;
- 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 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 Communication Sciences, Public Relations, Business Administration; **AND**
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements;

5. Essential Knowledge, Skills and Abilities:

- Drafting and presentation skills;
- Proficiency with social media platforms, website management and design software;
- French language skills: minimum level C1 (Proficient User);
- English language skills: minimum level C1 (Proficient User).

6. Desirable Qualifications and Experience:

- Experience in the field of institutional communication.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge about the local press and media environment.

SECONDED/CONTRACTED POSITIONS

Position Name: Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. Number: MA 009	Location: Bamako	Availability: 24 July 2021
Component/Department/Unit: Security and Duty of Care Department	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Officer (MSO) reports to the Senior Mission Security Officer (SMSO).

2. Main Tasks and Responsibilities:

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

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

- To ensure security surveys of Mission member's personal protective security requirements, transport security, residential and office security as appropriate;
- To ensure that all security and communications equipment is kept in a state of operational readiness;
- To conduct regular security drills, communication tests and evacuation exercises;
- To provide briefings and presentations on matters affecting the security and safety of Mission members and to ensure all staff is properly prepared for emergencies;
- To liaise as directed and co-operate closely with national law enforcement agencies, International Organisations, NGOs, other EU bodies and diplomatic representatives, in the field of security;
- To provide assistance and appropriate response to Mission members and to ensure that all necessary actions are taken, particularly in emergency cases;
- To travel to high risk areas and to conduct security duties;
- To undertake any other related task as requested by the Line Managers.

3. General Tasks and Responsibilities:

- N/A

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Planning, and time-management skills;
- Analytical skills;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- University or/and 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 EU Mission Security Officer Certification Course or equivalent;
- Civilian driving licence class C;
- Firearms trained;
- To carry an issued individual weapon;
- Experience in planning and implementing projects.

7. Desirable Knowledge, Skills and Abilities:

- Excellent knowledge of the Mission area and potential security threat
- Ability to contribute creatively to the development of security policies and procedures;
- Organisational skills, the ability to work under pressure, and with tight deadlines and to manage multiple tasks and unexpected demands;

Position: Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Assistant Level (MSAL)
Ref. number: MA 019	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Security and Duty of Care Department/Armed Protection Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- Authorised to carry and issued a personal weapon, used for purposes of self-defence;
- To be responsible for operational Armed Protection (A/P) operations;
- To contribute to the armed protection security set up of the EUCAP Sahel Mali 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 team leader of the Armed Protection Team (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;
- 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. General Tasks and Responsibilities:

- N/A

4. Essential Qualifications and Experience:

- Successful completion of the secondary education attested by a diploma, complemented by Police or Military training; **AND**
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience, in the military, police or security field;
- Trained in basic life support (medical training);
- Advanced driving training (defensive driving).

5. Essential Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems;

- Ability to perform under stress and in difficult circumstances (hostile situation experience);
- Discreet, diplomatic and flexible;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Trained and certified in close protection techniques (theory and practice);
- Validated license for armoured car or civilian driving license of category C;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area and potential security threats.

Position Name: Medical Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. Number: MA 044	Location: Bamako - Mopti	Availability: As soon as possible
Department/Division/Section: Security and Duty of Care Department/Medical Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Medical Adviser reports to the Senior Mission Security Officer via the Senior Medical Adviser.

2. Main Tasks and Responsibilities:

- Mobility – If required to work from any of the missions operating bases;
- To gather all information related to medical support for the mission members, including social security and health and repatriation insurance, practical and administrative aspects;
- To assess on regular basis existing in- and out-patient medical treatment facilities (MTF) both local health service and others and regularly issue an updated list of available MTF in the areas of operation.

3. General Tasks and Responsibilities:

- To assist, support and provide guidance to the Senior Medical Adviser (SMA) on all medical, admin and welfare matters as required;
- To deputise for SMA in their absence;
- To provide medical guidance to all mission members (national and international) and to liaise with Finance and Human Resource staff on sick leaves, as appropriate – both in and out of theatre;
- To respond to medical incidents and emergencies on a 24/7 basis and provide regular emergency cover on a duty roster;
- To monitor the epidemiological and overall medical situation in theatre, promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- To support the SMA in coordinating medical evacuations and assist in providing medical support during evacuation/repatriation, including escorting staff members out of theatre; advise evacuees on the requirements for evacuation;
- In support of the SMA assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if staff members are in need of (advanced) medical treatment due to illness or an emergency in close cooperation with the external medical provider in attendance;
- As instructed by the SMA to take on responsibility for any task or function within the Medical Unit, such as everyday medical activities including; daily routines, hygiene measures, maintaining of the pharmacy, ordering and procurement of medication, services and other supplies, stocktaking or management of the on-call roster;
- Maintain meticulous medical and statistical records on all patient assessments, treatment and care, prescription of medicine;
- To maintain essential equipment in an operational state, such as ensuring the contents of all Mission First Responder and Trauma Kits are correct and up-to date, medical equipment is tested and functional to ensure all equipment is up to date and working;
- To prepare and perform medical briefings and training for all new and existing staff members as required by the SMA;
- Compose any report or conduct any research on medical matters as required;
- To provide support and guidance relevant to the medical matters of the Mission to the SMA as required;
- Under the leadership of the SMA support the co-ordination and development of plans, procedures and policies on all medical issues and health matters related to the provision of medical support to the Mission, including relevant contingency plans as directed and tasked by the SMA;
- To provide medical care and advice to mission members as appropriate;
- To act as a first responder in providing basic life trauma response and treatment during incidents;

- To liaise with other relevant health care providers to coordinate the provision of care and assessment of the quality of primary and specialist care in theatre to mission members;
- Under the direction of the SMA co-ordinate and monitor all elements of the medical evacuation chain in case of disease or injury of the staff member in close cooperation with all involved health care providers and the Mission's insurance company;
- To liaise with international civilian and non-governmental humanitarian and support agencies in theatre when required or instructed by SMA;
- To contribute to and produce reports including lessons identification as requested by the SMA;
- To undertake any other task as requested by the SMA as Line Manager.

4. Essential Qualifications and Experience:

- Successful completion of university studies in medicine (or related studies) of at least 3 years attested by a diploma equivalent to level 6 in the qualification in the National Qualifications Framework or European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area e.g. minimum Bachelor's degree in Nursing **AND**;
- After having fulfilled the educational requirements, a minimum of four (4) years of relevant professional experience as follows:
 - a minimum of 3 years of clinical experience, e.g. A&E (Acute and Emergency) or Pre-hospital or Anaesthesia/Intensive Care or Primary Care or equivalent;
 - a minimum of 1 year of relevant professional experience in the field of medical planning and administrative procedures;
- The candidate must be able to provide a "Certificate of good standing" issued by a competent National Authority.

5. Essential Knowledge, Skills and Abilities:

- International medical experience, particularly in crisis areas with multi-national and international organisations;
- Experience and training in MEDEVAC/CASEVAC procedures;
- Experience in delivering training in emergency medicine, trauma and health care;
- Experience in planning/major incident medical management and support;
- Previous management experience;
- Good French and English Language skills (B2, written and verbal);
- Excellent computer skills in MS Unit applications (Excel, Word, Power Point, Access).

6. Desirable Qualifications and Experience:

- Presentation skills in a wider audience;
- Ability to perform under stress, in hostile environments and difficult circumstances;
- Extensive work experience in emergency medicine;
- Ability to establish and to maintain effective working relationships as a team member;
- Flight Medical and/or MEDEVAC experience;
- Advanced Trauma Life Support (ATLS) experience;
- Successful completion of Major Incident Medical Management and Support (MIMMS) course;
- Advanced Cardiac Life Support (ACLS) certificate minimum provider level;
- Pre-Hospital Trauma Life Support (PHTLS) certificate or equivalent minimum provider level;
- Advanced Medical Life Support (AMLS) certificate or equivalent minimum provider level;
- Instructor Certificate Basic Life Support/ Cardio Pulmonary Resuscitation (CPR);
- Successful completion of MIMMS (Major Incident Medical Management and Support) training;
- Experience in assessing medical facilities, including under difficult conditions abroad;
- Knowledge of tropical medicine;
- Previous work experience in the same geographical area as the mission
- Have good organisational and time management skills;

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area of operation.

Position Name: Senior Adviser on Logistics MDAC	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. Number: MA 056	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/ Security Sector Reform Component	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Adviser on Logistics reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- **Priority will be given to the National Guard and the National Gendarmerie;**
- To be the key interlocutor for Logistics matters to the Malian Internal Security Forces (ISF) – (National Gendarmerie, National Guard and National Police) at ministerial and force levels;
- To work in close cooperation with the Senior Adviser on Logistics MSPC and with the ISF to develop Logistics action plans for an improved concept;
- To advise the ISF in all Logistics related matters;
- To encourage and assist ISF to develop and implement operating procedures for Logistics, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To accompany the work of ISF services/units involved in Logistics ensuring that planning and execution of services are adequate;
- To support the establishment and functioning of Logistics capabilities within the ISF regarding training activities, operations and Human Resources;
- To support the development of Logistics policies and procedures for the ISF, ensuring they are carried on and updated or amended when necessary;
- To support all Logistics units and services in regard to their operational effectiveness and their handling (or use) of equipment;
- To assist the ISF in implementing coordination links for Logistics matters with all relevant national services;
- To support the ISF in developing professional contacts and cooperation on Logistics with all relevant international counterparts/institutions/organisations;
- To manage meetings and/ working groups with several people representing different institutions and organisations;
- To collect and collate statistics about the workload/performance of local counterparts.

3. General 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, promoting local ownership;
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To provide analysis and recommendations to the local counterparts/institutions 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 work closely with other Advisers and Trainers as appropriate;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify and report on lessons learned and best practices 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).

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 6 years of relevant professional experience, after having fulfilled the education requirements;

5. Essential Knowledge, Skills and Abilities:

- Ability to accompany and motivate local counterparts;
- Knowledge of Logistics related matters;
- 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;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Mediation skills;
- Innovative thinking;
- Attention to details;
- Organisational, planning and quality management skills.

Position: Evaluation Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level (MSML)
Ref. Number: MA 120	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Chief of Staff Office/Planning and Evaluation and Reporting Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Evaluation Officer reports to the Head of the Planning, Evaluation and Reporting Unit.

2. Main Tasks and Responsibilities:

- To develop tailor-made assessment tools to evaluate the effectiveness of Mission activities in support of the Malian Internal Security Forces (Police, Gendarmerie and National Guard - ISF);
- To monitor and evaluate the effectiveness of advising activities, of training modules and of projects, conducted by the Mission and provide support for the preparation of the future training and advising related activities and operations;
- To this purpose, to support the Mission's sustainability strategy with regards to all Mission's training operations including the training of trainers' concept and the coaching phase of the post-train the trainers' activities, in order to reinforce local ownership of the Malian ISF;
- To develop analytical indicators and tools in order to monitor, evaluate and assess current and future training and advising outcomes, outputs and return on investment according to the Kirkpatrick's model;
- To analyse and interpret the results and data, and to draft reports based on this analysis;
- To contribute as requested to the development and periodic review of the Mission's Implementation Plan (MIP) and Mission's benchmarking;
- To support as appropriate, through advice and reports, the training and advisory teams, upon their request;
- To propose recommendations to the Head of Operations based on the evaluations conducted, including in the development of new training programs and contents;
- To assess the operational activities within the mission area, including regional capitals and border police stations;
- To ensure that the cross-cutting aspects like human rights and gender are taken into consideration in the evaluation of activities;
- To contribute to the Mission's external reporting as required;
- To identify and report on lessons learned and best practices within the respective field of responsibility.

3. General Tasks and Responsibilities:

- To develop and implement baseline surveys, monitoring and evaluation exercises to evaluate and assess the impact of the Mission's activities;
- To support the quantitative and qualitative analysis of inputs originating from the Mission's operational elements on their operational activities and state of play on mandate implementation;
- To support and contribute to timely and accurate periodic and ad-hoc reports;
- To support and contribute to the collection of the Mission's Lessons Learned observations;
- To prepare and give presentations;
- To undertake any other related tasks as required by the Line Manager(s).

4. Essential Qualifications and Experience:

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

AND

- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience.

8. Essential Knowledge, Skills and Abilities:

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

9. Desirable Qualifications and Experience:

- Knowledge of evaluation tools and of different assessment methodologies;
- Analytical, synthesis and drafting skills;
- Experience in a unit or service specialised in evaluation and assessment;
- International experience, particularly in crisis areas with multi-national and international organisations.

10. Desirable Knowledge, Skills and Abilities:

- *N/A*

Position Name: Head of Mission Support Department	Employment Regime*: Seconded/Contracted	Post Category for Contracted: Expert
Ref. number: MA 131	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Mission Support Department	Security Clearance Level: EU secret	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To propose operational and management decisions with the objective to increase the efficiency of the Mission's service;
- To plan and execute Mission's downsizing process in accordance with strategic guidance from CPCC and the Mission's Senior Management;
- To assist and advise the HoM on all administrative and technical support issues;
- To lead, direct and manage the Mission Support Department (comprising Human Resources, Procurement, Finance, Logistics and Communication and Information Systems);
- To ensure that all Mission Support units and operational units work in a coordinated and cohesive manner to support the mission mandate and implementation plan and tasks as directed by HoM;
- To advise the HoM in his capacity as responsible for the implementation of the budget in accordance with relevant rules and regulations;
- To be responsible for the effective control of resources allocated to the Mission and all necessary functions related to efficient expenditure;
- To supervise the efficient monitoring and review of international and local employment contracts and enable timely recruitment to cover absences and job vacancies, utilising established advertising procedures;
- To monitor and direct day-to-day all administrative operations of the Mission, as well as prepare all related reports, including figures, statistics, inventories and analysis of current and future requirements;
- To coordinate on strategic and operative Mission Support matters with internal, external and relevant EU functions;
- To coordinate the set-up of the Mission Support Management Information System;
- To follow internal and external developments relating to the Mission goals and fully brief the Head of Mission on their administrative implications;
- To be responsible for the efficient monitoring and review of contracts relating to the acquisitions and maintenance/service contracts;
- 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. General Tasks and Responsibilities:

- N/A

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 10 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 5 years of experience at management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/ governmental level decision makers;
- Ability to mentor and motivate staff;
- Team management skills to lead teams and develop solutions, and to adapt new and emerging technologies to solve business and operational needs;
- Ability to plan and implement projects;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User);

6. Desirable Qualifications and Experience:

- Knowledge of and/or working experience in EU financial and procurement management;
- Degree or certification in Business Administration, Management, Project Management;
- Previous experience in EU CSDP Missions or/and previous experience in a similar position;

7. Desirable Knowledge, Skills and Abilities:

- Proven interpersonal skills and the ability to establish and maintain effective working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity

Position Name: Finance Officer**	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. Number: MA 139	Location: Bamako	Availability: 1 st June 2021
Component/Department/Unit: Mission Support Department/ Finance Unit	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line

The Finance Officer reports to the Head of the Finance Unit.

2. Main Tasks and Responsibilities

- To work in close cooperation with the requesting units on the financial related aspects of the implementation of the Mission's mandate and activities;
- To assist in the development of internal Mission financial procedures.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities:

- Knowledge of accounting software;
- Analytical skills and financial acumen;

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

6. Desirable Qualifications and Experience

- Degree or specialised certification in Economics, Finance, Business Administration or Management;
- Internationally recognised accounting certification;
- Experience in using legally established professional and transparent financial policies and procedures in accordance with EU legislation and regulations.

7. Desirable knowledge, skills and abilities

N/A

Position Name: Logistics Warehouse Assistant	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level (MSAL)
Ref. number: MA 148	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Mission Support Department/ Logistics Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Logistics Warehouse Assistant reports to the Logistics Officer.

2. Main Tasks and Responsibilities:

- To be responsible for organising and managing the warehouse daily operations;
- To inspect received materiel and confirm that the quantity and quality is as described in the contract/purchase order, and certify the acceptance or rejection of the items;
- To ensure that all received materiel are properly verified and processed within the warehouse after receiving and inspection;
- To perform storage operations and maintain appropriate location documentation, , and ensure labelling of the shelves/assets locations;
- To maintain appropriate documentation for all the warehouse operations (receiving, issuing, shipping, write-off, obsolete, unserviceable, etc.);
- To protect items and assets from damage and loss, performing location and inventory surveys;
- To be able at any time to present the available levels of equipment and material in the warehouse;
- To prepare reports such as inventory balance, price lists, and shortages and make recommendations as necessary on logistics matters related to the warehouse (supply chain);
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To undertake any other job related tasks as requested by the Line Managers.

3. General Tasks and Responsibilities:

- To deal with all aspects of logistical and supply needs such as, the acquisition, distribution and allocation of all logistical resources, including providing supply chain management solutions and transportation, and the coordination and management of all aspects related to customs clearance procedures;
- To monitor available supplies in order to ensure that staff members have access to the items they need, and closely monitor those supplies that have a limited or short shelf life;
- To collect and keep updated the inventory of assets;
- To manage on a daily basis the records of quantity, type, and value of material, equipment, merchandise, or supplies stocked;
- To prepare list of depleted items and recommend surveys of defective or unusable items;
- To forecast future stock needs;
- To assist the Logistics Officer in prioritizing and coordinating the logistical activities in his area of competence;
- To collect, file and forward, draft technical reports and implement operating instructions, guidelines and procedures regarding provision of assets and supplies;
- To be responsible of and ensures adequate logistical support regarding computers, vehicles, furniture, telecommunications etc.;
- To undertake any other related task as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of a minimum level of secondary education attested by a diploma giving access to post-secondary education and/or a professional technical/mechanical trade and/or technical engineering, such as a qualified technical trades person with a minimum education at a vocational/technical trade school/College and attested by a trades diploma; **AND**
- After having fulfilled the education requirements, a minimum of 3 years of professional experience in warehouse and asset management either in civilian or military environments;

5. Essential Knowledge, Skills and Abilities:

- To be familiar with barcoding equipment and bar coding databases;
- Ability to keep accurate and up-to-date records;
- Ability to establish and maintain effective working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Reporting skills;
- English language skills - Level B1 (independent user);
- French language skills - Level B1 (independent user).

6. Desirable Qualifications and Experience:

- Administrative and bookkeeping experience;
- Proficiency in use of standard Microsoft Office package;
- Knowledge of current technologies for Warehousing, Supply Chain Management;
- International experience, particularly in crisis areas with multi-national and international organisations.
- Having a forklift operator certification

7. Desirable Knowledge, Skills and Abilities:

- Logical analytical approach to solving problems using sound judgment and decision making methodologies;
- Demonstrated skills and ability to coordinate the work of others, work to tight deadlines and handle multiple concurrent projects and activities;
- Training in logistics/asset management/logistic and transport management or any other related courses;
- Decision making ability.

Position Name: Communication & Information Systems Officer	Employment Regime: Seconded / Contracted	Post Category for Contracted: Mission Support Management Level
Ref. Number: RACC 27	Location: Mauritania EU Del Nouakchott and/or Mali – Bamako	Availability: As soon as possible
Component/Department/Unit: RACC	Level of Security Clearance EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

- In accordance with the directives from the Head of the RACC, the Communication & Information Systems (CIS) Officer reports to the Head of Mission Support Department (HMSD) of EUCAP Sahel Mali following the technical guidance by the Head of CIS (HoCIS) of EUCAP Sahel Mali.

2. Main Tasks and Responsibilities:

- To produce precise reports concerning communication issues and recommendations for improvements;
- Under the supervision of the HoCIS, to operate and manage the CIS-Helpdesk, in order to assist all Mission users and to task and schedule CIS maintenance operations;
- To provide support for all end user computer related issues;
- To provide training to end users;
- To identify ICT-related requirements, to prepare requests for replenishment and procurement proposals, and assist in the drafting of technical specifications for ICT-related services;
- To assist the HoCIS in establishing Standard Operating Procedures (SOPs) related to all office automation and communication issues;
- To keep accurate, detailed and updated inventory of the hardware and software distributed in all office locations, in co-ordination with the Mission's Administration;
- To contribute to identifying lessons and best practices in his/her respective field of competence;
- To manage the shared information management system (MS SharePoint);
- To manage wired & wireless networks in the mission (MikroTik and Ubiquiti networks);
- To assist in the design and implementation, management and maintenance of CIS telecommunication systems in all office locations;
- To maintain and support software and IT services in the RACC;
- To provide technical support the VHF & HF radio installations.

3. General Tasks and Responsibilities:

- To provide service and technical IT support to the RACC;
- To provide service and technical reporting to the HoCIS;
- To perform problem management and incident management analysis, and develop general solutions to enhance the quality and reliability of CIS services;
- Under the supervision of the HoCIS, to design the deployment, development, testing, and maintenance processes of CIS standard hardware, software, systems, and peripherals;
- To design and deploy departmental training activities including user training programs in support of new technologies and procedures;
- To provide technical support for IT-network and information systems, including microwave and Wi-Fi links, Local Area Network, and Windows-based client applications and server systems;
- To provide support for RACC's telephony systems including IP telephony, videoconferencing, satellite and GSM equipment;

- Under the supervision of the HoCIS, to provide additional IT assistance as required to RACC ISDEs, in close coordination with IT managers of each EU Delegation where ISDEs are deployed;
- Under the supervision of the HoCIS, to plan, implement, and maintain data recovery tools, business continuity measures, and disaster recovery measures, ensuring a high availability of mission-critical data centre services throughout the RACC;
- 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 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; the qualification should be in any of the fields of Information Technology, Computer Science, Communications, Engineering or other related fields; **AND**
- A minimum of 4 years of relevant professional experience in the field of IT, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of technologies with wired and wireless networks (e.g. LANs, MANs, WANs);
- Problem solving skills and analytical ability to analyse complex technical customer problems, and manage the same on a day to day basis;
- Expert technical skills and hands-on experience in troubleshooting server hardware and software issues;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- System administrator with experience in a predominant Microsoft oriented environment with systems such as: Microsoft Windows server, Microsoft Exchange Server, Microsoft SharePoint, Microsoft SQL Server, Microsoft Teams / Skype for Business, Microsoft Windows 10, Microsoft Office 365, in possession of relevant Microsoft certified certificates;
- Experience in the daily management of Office 365 online services;
- Network administrator familiar with Mikrotik, Ubiquiti and Cisco hardware, in possession of relevant certified certificates of at least one of the mentioned vendors;
- Practical experience with server virtualisation tools such as VMware vSphere 6 or later and/or Microsoft Hyper-V;
- Experience in technically supporting radio communication hardware (digital VHF / HF);
- Experience in technically supporting VSAT systems as also satellite telephony;
- Experience in managing VoIP PABX systems and video teleconferences systems;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to converse in business terms about organisational technology needs and solutions and in technical terms with IT and communications specialists.