

Annex 1 – Requirements and Job Descriptions

02-2021 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 – BURKINA FASO - Ouagadougou			
Availability:	As indicated below			
Staff Regime:	As indicated below			
Job Titles/ Vacancy notice	Ref.	Name of the post	Location	Availability:
	<u>Seconded</u> (33 positions)			
	MA 047	Head of Partnership & Coordination Unit	Bamako	ASAP
	MA 052	Deputy Head SSR Component Senior Inter-ministerial Adviser	Bamako	01/11/2021
	MA 054	Senior Ministerial Adviser MDAC	Bamako	ASAP
	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 062	Senior Internal Security Forces Adviser-Gendarmerie	Bamako	ASAP
	MA 063	Border Management Adviser	Bamako	19/10/2021
	MA 064	Senior Inter-ministerial Adviser	Bamako	ASAP
	MA 069	Provost 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	ASAP
	MA 078	Trainer on Human Resources Management	Bamako	ASAP
	MA 079	Trainer on Operational Management	Bamako	21/09/2021
	MA 080	Trainer on Logistics*	Bamako	13/09/2021
	MA 082	Trainer on Community Policing/Basic Intelligence	Bamako	ASAP
	MA 083	Trainer on Public Order	Bamako	ASAP
	MA 089	Trainer on Human Rights and Gender	Bamako	ASAP
	MA 090	Trainer on Crime Scene management	Bamako	ASAP
	MA 093	Trainer on Operational Rescue/First Aid	Bamako	ASAP
MA 103	Mobile Unit Deputy Coordinator/Coaching Team Leader (Mobile Unit)**	Mopti/Sévaré	ASAP	

MA 104	Adviser on Operational Management (Mobile Unit)**	Mopti/Sévaré	16/09/2021
MA 107	Trainer on Logistics (Mobile Unit)**	Mopti/Sévaré	16/09/2021
MA 108	Trainer on Counterterrorism, Organised Crime and Judiciary Investigation (Mobile Unit)**	Mopti/Sévaré	21/09/2021
MA 116	Executive and Document Management Assistant	Bamako	ASAP
MA 118	Mission Analysis Capability (MAC) Analyst	Bamako	ASAP
MA 122	Evaluation Officer	Bamako	ASAP
MA 123	Reporting Officer	Bamako	ASAP
MA 130	BSE Human Resources	Brussels	ASAP
MA 155	Human Resources Officer	Bamako	ASAP
MA 156	Good Governance and Internal Security Adviser	Bamako	ASAP
RACC 10	Senior Internal Security Adviser	Nouakchott	01/11/2021
<u>Seconded/Contracted</u> (20 positions)			
MA 031	Team Leader - Mission Security Officer (Mobile Unit)**	Mopti/Sévaré	16/09/2021
MA 032	Mission Security Officer (Mobile Unit)**	Mopti/Sévaré	29/10/2021
MA 033	Head of Armed Protection Team (Mobile Unit)**	Mopti/Sévaré	16/09/2021
MA 034	Armed Protection Operator (Mobile Unit)**	Mopti/Sévaré	29/10/2021
MA 035	Armed Protection Operator (Mobile Unit)**	Mopti/Sévaré	21/09/2021
MA 036	Armed Protection Operator (Mobile Unit)**	Mopti/Sévaré	29/10/2021
MA 037	Armed Protection Operator (Mobile Unit)**	Mopti/Sévaré	13/10/2021
MA 038	Armed Protection Operator (Mobile Unit)**	Mopti/Sévaré	21/09/2021
MA 039	Armed Protection Operator**	Mopti/Sévaré	29/10/2021
MA 040	Armed Protection Operator**	Mopti/Sévaré	21/09/2021
MA 041	Armed Protection Operator**	Mopti/Sévaré	13/10/2021
MA 042	Armed Protection Operator**	Mopti/Sévaré	13/10/2021
MA 056	Senior Ministerial Adviser on logistics - MDAC	Bamako	ASAP
MA 070	Senior Internal Affairs Expert	Bamako	ASAP
MA 134	Head of Procurement	Bamako	ASAP
MA 153	CIS Officer	Bamako	ASAP
RACC 07	Senior Defence Expert	Bamako	ASAP
RACC 09	Senior Internal Security Adviser	Ouagadougou	14/10/2021

	RACC 27	CIS Officer	Nouakchott	ASAP
	RACC 28	Regional Defence Officer	Nouakchott	ASAP
Deadline for applications:	5 July 2021 at 17:00 Brussels time			
How to Apply:	<p>1) You have the nationality of an EU Member State: you must use Goalkeeper to apply: a) You are already registered on Goalkeeper AND you have an EU Login: https://goalkeeper.eeas.europa.eu/registrar/ b) You do not have a Goalkeeper account or an EU Login: https://goalkeeper.eeas.europa.eu/registrar/DPA/357/details.do</p> <p>2) You do not have the nationality of an EU Member State: only seconded nationals of a non-EU Contributing Third State can be proposed by their National Seconding Authority (no personal applications will be considered): please contact your seconding authority to send them your application form.</p> <p><i>Please note: Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your national Seconding Authority for more information on applying for vacant Seconded positions. We cannot provide contact details of national Seconding Authorities</i></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 this position is pending outcome of extension request**

****Deployment for 6 months with possible extension**

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 positions, except for staff to the Mobile Unit, for which it should 6 months (seconded and contracted). For contracted positions 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 positions for EUCAP Sahel Mali, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

Citizenship – Citizenship of an EU Member State or of a Contributing Third State.

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

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

Availability – The candidates must be able to undertake any other tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as 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. Selected candidates shall undergo an extensive medical examination prior to recruitment/deployment to prove that they comply with the recruitment.

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 Skills*² – Spoken and written proficiency in the working languages 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 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.

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.

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

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

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 on 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 take 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.

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 video conference 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 individuals with regard to the processing of personal data by the EU institutions, bodies, offices and agencies and on the free movement of such data. The Privacy statement is available on the EEAS website.

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.

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

Position Name: Head of Partnership & Coordination Unit	Employment Regime: Seconded	
Ref. Number: MA 047	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations/Partnership Coordination Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line

The Head of Partnership & Coordination Unit reports to the Head of Operations.

2. Main Tasks and Responsibilities

- To facilitate the interaction between the Mission members on one hand and bilateral and multilateral actors on the other, in their respective areas of expertise and activity;
- To support the Mission's contribution to the EU regional approach notably by providing information on the state of play of activities implemented by the international actors in support of the Malian ISF, inter alia through the Sahel Regional Action Coordination Adviser;
- To develop guidelines to ensure coherence and coordination of Mission's contacts with international actors.
- To conduct missions in-country and in the region, as required.
- To lead, direct and manage the work and staff of the Partnership & Coordination Unit, in accordance with the OPLAN and relevant planning documents;
- To oversee the mapping, assessment and review of bilateral and multilateral assistance in the areas covered by the Mission's mandate;
- To supervise the Mission's coordination activities with, EU and international counterparts;
- In close liaison with the Chief of Staff office, to ensure that Mission's operational activities are coordinated with other, EU and international actors to avoid duplication in the areas covered by the Mission's mandate and advise on the consistency, complementarity and sustainability of Mission's activities with other international initiatives;
- To supervise the design and establishment of local coordination mechanisms, and represent the Mission in these mechanisms, together with Operational representatives if applicable;
- To supervise the Partnership & Coordination Unit's input to the development and regular updating of the Mission Implementation Plan;
- To supervise the Partnership & Coordination Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's operational activities over time, and to provide recommendations for the improvement of Mission's performance;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To contribute to the induction of Mission's personnel as required.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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; **AND**
- After having fulfilled the education requirements, a minimum of 7 years of relevant professional experience, out of which a minimum 3 years at management level.

5. Essential Knowledge, Skills and Abilities

- Knowledge of EU and UN structures, in particular its funding instruments;
- Knowledge of international donors in the Security Sector Reform domain;
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team;
- French language skills: minimum B1/B2 level (Independent User);
- English language skills: minimum B1/B2 level (Independent User).

6. Desirable Qualifications and Experience

- Knowledge and experience of leading multi-thematic and multi-layered programmes related to Security Sector/RoL reform process;
- Experience in coordination, international cooperation, operational analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Master's Degree in international relations, management, business administration or other related subjects, or international/national certificate/diploma in management/leadership.

7. Desirable Knowledge, Skills and Abilities

- Ability to engage with senior officials/governmental level decision makers.
- Ability to tailor communications to the audience; diplomatic tact and protocol.

Position: Deputy Head SSR Component /Senior Inter Ministerial Adviser	Employment Regime: Seconded	
Ref. Number: MA 052	Location: Bamako	Availability: 01/11/2021
Component/Department/Unit: Operations/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Deputy Head of the SSR Component / Senior Inter-ministerial Adviser reports to the Head of the SSR 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 Security Sector Reform 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 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 Partnership & Coordination Unit;
- 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 support the Head of Security Sector Reform Component in ensuring the coherence of advisory activities carried out by the Component;
- To deputise for the Head of Security Sector Reform Component in their absence.
- 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 collect and collate statistics about the workload/performance of local counterparts/institutions;
- To maintain necessary contacts and build relationships with relevant local counterparts/institutions;
- To ensure compliance with instruction/direction from Mission management;
- To work closely with other Advisers and Head of Mission Office as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or equivalent rank; **AND**
- After having fulfilled the education requirements, a minimum of 6 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Knowledge and experience in the field of Security Sector Reform and/or other reform processes at political and strategic levels;
- Experience in drafting policy strategies;
- 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;
- Experience as Senior Law Enforcement Officer;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Knowledge of Security Sector Reform process, Human Resources and Internal Inspection management in law enforcement;
- 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.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Senior Ministerial Adviser MDAC	Employment Regime: Seconded	
Ref. Number: MA 054	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 to the “Ministère de la Défense et des Anciens Combattants” (MDAC) reports to the Head of SSR 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 assist in the provision of advice and guidance regarding conceptual and doctrine framework underlying restructuring and reform processes;
- To identify and support the implementation of projects in support of the Ministry of Defence;
- To support identification of the needs in terms of reform and implementation of modern administrative and management systems within the Ministry of Defence;
- To build and maintain contacts with international, regional and national institutions and organisations supporting Defence reform;
- To contribute to the induction of Mission personnel as required.
- 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 the 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 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.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;

- To perform any other tasks assigned by the line manager.

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;
- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer;
- Experience in designing and delivering training;
- 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 Ministerial 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 Ministerial Adviser on Logistics MSPC reports to the Head of SSR Component.

2. Main Tasks and Responsibilities:

- To be the key interlocutor for Logistics matters Within the MSPC supporting the Malian Internal Security Forces (ISF) - 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;
- To advise the ISF in all Logistics related matters;
- To encourage and assist the ISF to develop and implement standard operating procedures for Logistics, improving tools and methods, and assist in re-organisation of services, while ensuring adequate follow up;
- To monitor 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, particularly related to training activities, operations and Human Resources capacity;
- To support the development of Logistics policies and procedures for the ISF, ensuring they are implemented and updated or amended as necessary;
- To support Logistics units and services in increasing their operational effectiveness and their handling of equipment;
- To assist the ISF in coordinating Logistics matters with relevant national services;
- To support the ISF in developing professional contacts and cooperation on Logistics with relevant international counterparts/institutions/organisations;
- To chair and/or participate in Logistics-related meetings and/ working groups involving various institutions and organisations.
- 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 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.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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;
- Mediation skills;
- Innovative thinking;
- French language skills: minimum B1/B2 (Independent User);
- English language skills: minimum B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in 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;
- Efficient time management;
- Attention to detail;
- 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.
- 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 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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:

- 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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 Direction des Ressources Humaines des Armées (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;
- 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 Défense 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 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;

- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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: Senior Internal Security Forces Adviser- Gendarmerie	Employment Regime: Seconded	
Ref. Number: MA 062	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 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;
- Support the drafting of a human resources (HR) action plan and ensure that a reference for professions / qualifications is drawn up for the National Gendarmerie, and ensure their consolidation in legislative and regulatory texts with an eye to mainstreaming gender equality and human rights considerations;
- Support the development of an efficient human resources management policy in the National Gendarmerie.
- Support the registration of all National Gendarmerie personnel in the relevant HR and Logistics management systems;
- Support the National Gendarmerie in use of their integrated HR and Logistics databases, both at the central level and in the regions;
- Identify gaps in existing legislative and regulatory texts relating to the logistics management of the National Gendarmerie;
- In collaboration with the EUCAP Advisor on Logistics – MDAC, organise workshops and seminars on logistics related issues with Malian and international partners to jointly analyse and identify gaps and needs, as well as appropriate responses;
- Jointly with relevant advisors and trainers, identify training and advising needs of the National Gendarmerie, as well as needs related to materials and infrastructures. Translate these needs into joint action plans;
- Support the National Gendarmerie in its deployment throughout the Malian territory.
- To advise, support and accompany the internal inspection service of the National Gendarmerie through the development of a functional and transparent inspection policy, respecting the triptych “control, audit and investigation”;
- To establish and maintain necessary contacts with counterparts and institutions involved in SSR reform of the National Gendarmerie.
- 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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 Name: Border Management Adviser	Employment Regime: Seconded	
Ref. Number: MA 063	Location: Bamako	Availability: 19/10/2021
Component/Department/Unit: Operations Department / Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Adviser on Border Management reports to the Head of the Security Sector Reform Component.

2. Main Tasks and Responsibilities

- To be the key interlocutor in the field of development of policy and strategy of the Internal Security Forces (ISF) - National Gendarmerie, National Guard and National Police - involved in border management and migration issues;
- To establish and maintain a network with national, regional and international counterparts/institutions involved in border management and migration issues;
- To assess the inter-ministerial and interagency coordination requirements in the field of border management and to advise and support the relevant Malian authorities accordingly;
- To identify and assess the needs of security actors in relation to their tasks in the area of border management, at national and regional level;
- To support Malian counterparts in the development and adoption of a Border Management strategy;
- To develop a conceptual and doctrinal framework for the restructuring and reform process in border management;
- To advise on the introduction of simplified procedures and effective risk analysis, selectivity profiling and targeting systems, as well as on the effective exchange of information and cross border cooperation/operations;
- To assist the Head of Security Sector Reform in monitoring projects in his/her field of action.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring 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 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 collect and collate statistics about the workload/performance of local counterparts/institutions;
- To maintain necessary contacts and build relationships with relevant local counterparts/institutions;
- To ensure compliance with instruction/direction from Mission management;
- To work closely with other Advisers and Trainers as appropriate.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;

- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities

- Ability to accompany and motivate local counterparts;
- Knowledge of border management in law enforcement;
- Mediation skills;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Experience as Senior Law Enforcement Officer, preferably in an operational unit or structure specialised in border management;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- Ability to multi-task;
- Efficient time-management;
- Attention to detail;

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.
- To support the SSR Component in the development, implementation, and monitoring of Projects to the benefit of Internal Security Forces (ISF).
- 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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;

7. 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.
- 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;

- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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 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.
- 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 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/B2 (Independent User);
- English language skills: minimum B1/B2 (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 CECOGECC;
- Support the organization of tabletop and simulation exercises, including the deployment of ISF and operationalization of CECOGECC (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);
- 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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	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 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 Security Sector Reform in Mali, with a specific focus on Internal Security Forces (ISF) reform, in close coordination with (international) non-governmental organisations;
- Support the establishment and operations of the ‘Comités Consultatives de Sécurité’ (CCS) in the Central region of Mali;
- Support the mainstreaming of Community Policing in the action plans and training plans of the ISF based in the Central region of Mali;
- Support the development, validation and implementation of a national Community Policing strategy;
- To support Malian civil society in strengthening its capacity to engage with Government on Security Sector Reform issues;
- To assist in developing and implementing the conceptual and doctrinal framework underlying the Mission's support to ISF, with a view to strengthen confidence between the civil society and the ISF;
- To assist the ISF in identifying, prioritising and finding solutions to challenges raised by civil society in the framework of Community Policing;
- 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.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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**
- 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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:

- Mentoring and Advising skills;
- Ability to work independently;
- Ability to live and work in a diverse environment.

Position Name: Trainer on Human Resources Management	Employment Regime: Seconded	
Ref. Number: MA 78	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Trainer on Human Resources Management 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 (Gendarmerie, National Guard and National Police - ISF) on principles of Human Resources management, using lessons learned and actual cases;
- To help identifying the Malian ISF needs in terms of Human Resources management;
- To train the (future) Malian ISF middle and high level staff as well as the future trainers in Human Resources (train the trainers);
- To train and provide tactical and operational advice in the field of Human Resources management;
- To contribute to the review or elaboration of normative texts by the Malian ISF, especially related to Human Resources management;
- To coordinate with other actions already undertaken by international stakeholders.
- 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 (MIP) in the field of training;
- To conduct Mission direct training activities according to the 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 prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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**
- 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Successful completion of training courses in the field of human resources management;
- A minimum of 2 years of experience as police trainer in human resources management;
- Experience as Senior Law Enforcement Officer;
- 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 Name: Trainer on Operational Management	Employment Regime: Seconded	
Ref. number: MA 079	Location: Bamako	Availability: 21/09/2021
Component/Department/Unit: Operations/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Trainer on Operational Management reports to the Deputy Head of Capacity Building Component – Trainer’s Team Leader.

2. Main Tasks and Responsibilities

- To train the members of the Malian Internal Security Forces (ISF) (Gendarmerie, National Guard and National Police) on Operational management, using lessons learned and actual cases;
- To help identifying the Malian ISF's needs in terms of Operational management;
- To train the (future) Malian ISF trainers in Operational management (train the trainers);
- To train and provide tactical and operational advice in the field of Operational management;
- To contribute to the review or elaboration of normative texts by the Malian ISF, especially related to Operational management;
- To coordinate with other actions already undertaken by international stakeholders.
- 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 (MIP) in the field of training;
- To conduct Mission direct training activities according to the 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 prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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**
- 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Professional training qualification/certification;
- Successful completion of training courses in the field of Operational management;
- A minimum of 2 years of experience as Law enforcement trainer in Operational management;
- Experience as Senior Law Enforcement Officer;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- *N/A.*

Position Name: Trainer on Logistics**	Employment Regime: Seconded	
Ref. number: MA 080	Location: Bamako	Availability: 13/09/2021
Component/Department/Unit: Operations/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Logistics reports to the Deputy Head of Capacity Building Component – Trainer’s Team Leader.

2. Main Tasks and Responsibilities

- To identify, with the relevant advisers and the Malian counterparts the gaps, needs and priorities on logistic matters;
- To support the development of a performant logistic chain within the Malian Internal Security Forces through training and accompanying actions;
- To design and deliver specific training modules on logistics;
- To assist the relevant advisers to develop a training curricula in the field of logistic management.
- To contribute to the training of (future) Mali ISF trainers in Logistics (train the trainers).
- 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 training and accompanying actions;
- 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 prepare, chair and/or take part in briefings related to trainings with other Mission's units/ components and other international partners.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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**

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

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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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 Logistics management for law enforcement institutions or units, at national or international level;
- Knowledge of logistics management software(s).

7. Desirable Knowledge, Skills and Abilities

- Knowledge of strategic planning and managing logistics, warehouse, transportation and customer services within an IT environment.

Position: Trainer on Community Policing/Basic Intelligence	Employment Regime: Seconded	
Ref. number: MA 082	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department / Capacity Building Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Trainer on Community Policing/Basic Intelligence 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 community policing and basic intelligence matters;
- To assist the relevant advisers to support the development of performant community policing and basic intelligence services and units within the Malian Internal Security Forces through training and accompanying actions;
- To develop, with the relevant advisers, a training curricula in the field of Community Policing and Basic Intelligence;
- To design and deliver specific training modules on community policing and basic intelligence matters.
- To contribute to the training of (future) Mali ISF trainers in community policing and basic intelligence (train the trainers);
- To interact, under the Team leader authority, with the relevant international stakeholders for community policing and basic intelligence matters.
- 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 prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;

- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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**
- 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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: 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 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.
- 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 prepare, chair and/or take part in briefings related to trainings with other Mission's Components/Units.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;

- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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.
- 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 prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;

- To perform any other tasks assigned 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**
- 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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 Crime Scene Management	Employment Regime: Seconded	
Ref. number: MA 090	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Crime Scene management 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 Forensics matters;
- To assist the relevant advisers to support the development of performant Forensics services and units within the Malian Internal Security Forces through training and accompanying actions;
- To develop, with the relevant advisers, a training curricula in the field of Forensics;
- To design and deliver specific training modules on Forensics matters;
- To contribute to the training of (future) Mali ISF trainers in Forensics (train the trainers).
- 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 prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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**

- 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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 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);
- 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 prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;

- To perform any other tasks assigned 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**
- 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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: Mobile Unit Deputy Coordinator/Coaching Team Leader (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 103	Location: Mopti-Sévaré	Availability: As soon as possible
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

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).
- 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.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 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 B1/B2 (Independent User);
- English language skills: minimum B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Adviser on Operational Management (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 104	Location: Mopti, Sévaré	Availability: 16/09/2021
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 education or training or an award of an equivalent rank; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Experience as an operational unit manager of an internal security force;
- Presentation and mediation skills;
- Ability to accompany and motivate local counterparts;
- Knowledge of Operational management related matters;
- Innovative thinking;
- French language skills: minimum B1/B2 (Independent User);
- English language skills: minimum B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Trainer on Logistics (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 107	Location: Mopti, Sévaré	Availability: 16/09/2021
Component/Department/Unit: Operations Department/Mobile Unit	Level of Security Clearance: EU Confidential	Open to Contributing Third States: No

1. Reporting Line:

The Adviser on Logistics reports to the 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 Logistics chain for Postes Sécurisés de Développement et Gouvernance (PSDG);
- To be the key interlocutor on Logistics matters for the Malian PSDGs Security Detachments personnel;
- To train ISF PSDG Security Detachments personnel to develop and implement operating procedures for Logistics, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To accompany the work of ISF services/units involved in Logistics matters related to PSDG Security Detachments, ensuring that planning and execution of services are adequate;
- To train the development of specific Logistics policies and procedures for the ISF PSDG Security Detachments personnel, ensuring they are carried on and updated or amended when necessary;
- To train the ISF PSDG Security Detachments personnel in developing professional contacts and implementing coordination links for Logistics matters with all relevant services or counterparts.
- 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 prepare, chair and/or take part in briefings related to trainings with other Mission's units/ components.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 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.

OR

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

5. Essential Knowledge, Skills and Abilities:

- Experience as Logistics officer, non-commissioned officer or supervisor in military structures;
- Presentation and mediation skills;
- Ability to accompany and motivate local counterparts;
- Knowledge of Logistics related matters;
- Innovative thinking;
- French language skills: minimum B1/B2 (Independent User);
- English language skills: minimum B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Trainer on Counter-Terrorism, Organised Crime and Judiciary Investigation (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 108	Location: Mopti, Sévaré	Availability: 21/09/2021
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 Counter-Terrorism, Organised Crime and Judiciary Investigation reports to the Advisory Training and Coaching Team Leader.

2. Main Tasks and Responsibilities:

- To train the Malian criminal investigators, magistrates and provost marshals in the area; identify potential advice to be provided by the Mission.
- To work in close cooperation with the ISF, at local level, to ensure proper and efficient Counter-Terrorism, Organized Crime and Judiciary Investigation chain in link with *Postes Sécurisés de Développement et Gouvernance* (PSDG) activities;
- To be the key interlocutor on Counter-Terrorism, Organized Crime and Judiciary Investigation matters for the Malian PSDGs Security Detachments staff;
- To train the ISF PSDG Security Detachments to develop and implement operating procedures for Counter-Terrorism, Organized Crime and Judiciary Investigation gathering and reporting, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To accompany the work of ISF services/units involved in Counter-Terrorism, Organized Crime and Judiciary Investigation matters related to PSDG Security Detachments activities, ensuring that planning and execution of services are adequate;
- To train the development of Counter-Terrorism, Organized Crime and Judiciary Investigation policies and procedures for the ISF PSDG Security Detachments, ensuring they are carried on and updated or amended when necessary;
- To train the ISF PSDG Security Detachments in developing professional contacts and implementing coordination links for Counter-Terrorism, Organized Crime and Judiciary Investigation matters with all relevant services or counterparts.
- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Training;
- To identify required and appropriate support to be provided by the Mission, through direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed internal and external training curricula;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;

- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 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.
OR
- Attested policing education or training and a rank equivalent to at least NATO Military Rank OR-7; **AND**
- A minimum of 8 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Presentation and mediation skills;
- Ability to accompany and motivate local counterparts;
- Knowledge of Counter-Terrorism, Organized Crime and Judiciary Investigation related matters;
- Innovative thinking;
- French language skills: minimum B1/B2 (Independent User);
- English language skills: minimum B1/B2 (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: Executive and Document Management Assistant	Employment Regime: Seconded	
Ref. Number: MA 116	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Chief of Staff	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line

The Executive and Document Management Assistant reports to the Chief of Staff, while working in direct support of the Head of Mission (HoM) and of the Deputy Head of Mission (DHoM).

2. Main Tasks and Responsibilities

- To manage the calendar of the HoM and DHoM;
- To maintain records of official contacts and contact points with local authorities, governmental organisations, non-governmental organisations or other external counterparts with whom the HoM regularly interacts;
- To maintain regular contact with assistants/secretaries in all Components/Department and Offices, with a particular view to ensuring a good flow of information handling of correspondence between the Head of Mission Office and other Mission offices;
- To perform administrative and secretarial duties, draft letters, faxes and other requested documents and maintain filing systems;
- To receive and distribute, under the guidance of the Chief of Staff, all correspondence addressed to the Head of Mission to the appropriate departments and staff members;
- To coordinate and support, under the guidance of the Chief of Staff, the implementation plans and objectives of the Head of Mission Office;
- To follow up on all travel schedules for the HoM (and DHoM as required), including liaising with Administration for authorisation, entitlements and flight reservations, etc.;

To ensure sufficient stocks of stationery materials are kept in the office for usage by all staff;

- To manage the Head of Mission's front office and guide the work of the Head of Mission's local assistant/secretary;
- To maintain an updated overview of attendance, sick leave and annual leave of all staff in the Mission;
- To assist the HoM/DHoM in reviewing personal leave requests, expense claims etc. from all staff in the Mission before final approval;
- In close cooperation with the relevant document management officer with the security department, to manage the Mission's records and archives appropriate and effectively;
- In close cooperation with the relevant document management officer with the security department, to assist the Mission with preparation and management of various metrics/reports - perform document collection, archiving and filing of various records;
- In close cooperation with the relevant document management officer with the security department, to maintain office services by organising office operations and procedures, controlling correspondence, designing filing systems, reviewing and approving supply requisitions;
- To register and distribute all official incoming and outgoing communications in the correspondence registration database;

- To assist in the identification, development and implementation of appropriate policies, procedures and guidelines and keep these up to date;
- To ensure secure destruction for "restricted" records authorised for destruction;
- To facilitate in the development of single centralised filing system and maintaining it to meet organisational requirements;
- To identify, develop and maintain effective relationships and networks with information, knowledge, records and archives management;
- To store arrange and index classified records;
- To research new technologies, automation and new soft- and hardware for archives and records unit;
- To ensure the security, integrity and optimal performance of the document management system.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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**
- After having fulfilled the education requirements, a minimum of 3 years of experience working as Personal Assistant, Private secretary or Executive assistant to a high level executive and in administration and archiving.

5. Essential Knowledge, Skills and Abilities

- Knowledge of protocol matters;
- Personal mastery skills (discretion, confidentiality, problem solving, flexibility, time management);
- Administrative skills (office management, event planning, project management);
- Understanding of application of records management practices including an understanding of computerised records management systems;
- Knowledge of contemporary archival and records management principles and practices;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience

- Professional training in project management;
- Executive assistant training/course or other related training/course.

7. Desirable Knowledge, Skills and Abilities

- N/A

Position Name: Mission Analytical Capability Analyst	Employment Regime: Seconded	
Ref. Number: MA 118	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Chief of Staff/COS Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Mission Analytical Capability (MAC) Analyst reports to the Chief of Staff, whilst working in direct support of the Head of Mission.

2. Main Tasks and Responsibilities:

- To support the Missions' situational awareness in accordance with the agreed MAC concept;
- To establish where required and as directed by the HoM liaison arrangements with relevant counterparts;
- To contribute to the regular Mission reports;
- To disseminate MAC products internally and/or externally as directed by the HoM and ensure the security of the information handled by the MAC;
- To contribute to security and risk assessments conducted by the Mission, in liaison with the Senior Mission Security Officer;
- To contribute to developing and maintaining MAC working methodology and relevant Standard Operating Procedures (SOPs);
- To act upon the HoM's information and analysis requirements;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To monitor the production of academic publications bearing relevance to mandate implementation and analyse and communicate its key findings through desk research carried out on a monthly basis;
- To ensure liaison arrangements with similar capabilities of other organisations and entities operating in theatre, as deemed appropriate by Head of Mission;
- To help if so directed with analysis related to hybrid threats including disinformation;
- To identify the specific dynamics and actors contributing to Malian security.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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;
- Experience in the use of analytical IT packages and processes;

5. Essential Knowledge, Skills and Abilities:

- Handling, processing, analysis and presentation of information from various sources;
- Writing and reporting skills;
- Ability to work on his/her own initiative in a methodical manner;
- Critical thinking and evaluation skills;
- Problem-solving skills;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Analytical experience gained through work for a governmental agency or similar.
- Successful completion of OSINT courses
- International experience in crisis areas and/or in Fragile and Conflict Affected States, bilaterally or with multi-national and international organisations;
- Previous relevant professional experience in Sahel.

7. Desirable Knowledge, Skills and Abilities:

- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands;
- Knowledge of the regional context;
- Knowledge of Arabic and/or Malian language(s).

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: No

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 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 prepare and give presentations.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;

- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Knowledge of evaluation tools and of different assessment methodologies;
- Analytical, synthesis and drafting skills;
- Experience in an 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: Reporting Officer	Employment Regime: Seconded	
Ref. number: MA 123	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: No

1. Reporting Line

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

2. Main Tasks and Responsibilities

- To keep updated of the operational context in Mali, including the political and security aspects, for the reporting purposes;
- To liaise with other departments in order to gather information on the Mission activities and to share relevant information within the Mission;
- To monitor local and international media and other relevant sources to support the reporting activities;
- To prepare and deliver presentations of specific reports in and outside the Mission, as required;
- To deliver presentations about EUCAP Sahel Mali (e.g. mandate, objectives, activities, etc.), as required.
- To monitor and collect information on political events and trends, with a particular focus on the host country, EU and international relevant stakeholders, that may impact on the situation in the Missions' area of responsibility;
- To communicate with key Mission staff members on information management, analysis and reporting procedures in order to ensure submission of high-quality information;
- To collate and support the quantitative and qualitative analysis of inputs originating from the Mission's operational elements on their operational activities against benchmarking;
- To produce timely and accurate periodic and ad-hoc reports for submission to the chain of command, the Mission's operational headquarters, and EU Member States regarding Mission's mandate implementation;
- To contribute to the development and regular updating of the Mission Implementation Plan (MIP);
- To prepare and give presentations, prepare talking points, speeches and presentations on behalf of others, and take meeting minutes.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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; **AND**
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities

- Analytical capability and knowledge of information collection and analytical methods;
- Proven report compilation, drafting and editing skills;
- Excellent communication and presentation skills;
- Prioritisation skills;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Experience in reporting and/or analytical work in the field of international affairs, international security, development or humanitarian affairs.
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- N/A.

Position Name: Brussels Support Element - Human Resources	Employment Regime: Seconded	
Ref. number: MA 130	Location: Brussels	Availability: As soon as possible
Department/Component/Unit: Chief of Staff	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Brussels Support Element (BSE) Human Resources reports to the Chief of Staff, but is embedded in the CPCC in Brussels and functionally cooperates closely with the Mission Support Division.

2. Main Tasks and Responsibilities

- To carry out assignments in management and coordination of all Human Resources related issues;
- To participate in the process of improving recruitment channels for international staff;
- To participate in the assessment of the costs of covering the needs of the Mission in regards to positions, liaising with the Commission and Contributing States.
- To liaise with the Mission, the CPCC and with Member States and Seconding Agencies regarding matters within Human Resources, deployments and other;
- To contribute to the analysis of existing procedures and lessons learned;
- To contribute to reporting assignments;
- To draft key points in relation to staff matters;
 - To prepare Calls for Contributions and to participate in their distribution;
 - To process applications and maintain rosters and databases;
 - To participate in the recruitment, selection and deployment of international contracted staff; process applications and maintain rosters and databases as appropriate, in co-ordination with CPCC;
 - To establish and maintain contacts with Contributing Third States facilitating the participation of their nationals to the Mission;
 - To establish and maintain contacts with Contributing Third States facilitating the participation of their representatives in order to carry out assignments in management and co-ordination of all human resources related issues;
 - To apply Human Resources/Personnel Policies and Procedures;
 - To advise in preparation of Job Descriptions and Standard Operating Procedures;
 - To implement the selection staff policies and processes job applications as per CPCC rules;
 - To maintain records related to staff selection;
 - To advise in preparing and managing deployment of personnel, contracts, letters of appointment, contracts, reassignments, redeployments, termination;
 - To provide briefings, advice and assistance on human resources and other administrative issues to Member States;
 - To participate in the preparation of administration related plans and reports.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;

- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 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; **AND**
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience in human resources management related issues.

5. Essential Knowledge, Skills and Abilities

- People management skills and capacity to deal with different levels of stakeholders;
- Problem solving skills;
- Administrative skills and attention to details;
- Analytical and reporting skills;
- Networking skills;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Experience in planning and implementing projects in the field of human resources management;

7. Desirable Knowledge, Skills and Abilities

- Mediation skills;
- Diplomatic tact.

Position: Human Resources Officer	Employment Regime: Seconded	Post Category for Contracted:
Ref. Number: MA 155	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Mission Support/Human Resources	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Human Resources Officer reports to the Head of Human Resources.

2. Main Tasks and Responsibilities

- To liaise with the Finance Unit on Human Resources' budget and obligations;
- To prepare documentation for Procurement actions regarding contracts to be managed by Human Resources Office;
- To contribute to the elaboration of Standard Operation Procedures and regulatory frameworks.
- To provide service and technical reporting to the HoHR;
- To assist in the preparations of Calls for Contributions for international staff and organise Calls for Applications for local staff;
- To contribute to mission reporting in the area of competence;
- To coordinate extension request exercises for eligible seconded staff prior the launch of each regular Call for Contribution;
- To conduct reviews of job descriptions in direct consultation with line managers and other actors involved;
- To coordinate the selection process, including managing applications, vacancies, advising selection panels, collecting and analysing results and producing consolidated selection reports for endorsement. To participate as a member of selection panels as required; to communicate and coordinate with candidates, including on queries before or after applying, notifications of selection, interviews, etc;
- To conduct the grading of international contracted personnel for the purpose of determining their remuneration as per the catalogue of positions and applicable procedures;
- To coordinate the deployment of selected candidates, redeployment and check-out of staff members with all involved stakeholders, including line managers and the Brussels Support Element;
- To advise and assist staff members concerning human resources policies and procedures;
- To contribute to the development, implementation and follow-up on the human resources strategies, policies and procedures;
- To conduct timely issuance and proper management of employment contracts for international and local staff;
- To administer insurance portfolio for international and local staff;
- To administer the attendance, leave record, reimbursement of duty trips, temporary relocations, home travel reimbursement, monthly payrolls systems and other relevant entitlements;
- To maintain updated the personnel databases as appropriate;
- To provide advice, guidance and support to staff on personnel administration related matters;
- To draft technical specifications/terms of reference for procurement activities in his/her area of expertise, participating in the evaluation of tenders as required;
- To support, inform, assist and advise on all training, staff development and training related evaluation issues in line with Mission policies;

- To maintain, develop if necessary, and implement a performance management approach for monitoring, assessing and developing the performance of staff members, teams and units with the ultimate aim of improving organisational performance;
- To develop and implement tools for staff succession and continuation of business as part of staff turnover, such as handover notes, advice on specific training to newcomers, coaching, etc.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 4 years of relevant professional experience, in the field of human resources management field, after having fulfilled the education requirements.

5. Essential knowledge, skills and abilities

- People management skills and capacity to deal with different levels of stakeholders;
- Organising skills and capacity to develop plans, policies and forecasts;
- Problem solving skills and capacity to deal with disputes, grievances and staffing problems;
- Influencing, persuading, coaching, negotiating and collaboration skills;
- Ability to prepare HR communications appropriate to the audience;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- University/Master degree/MBA in human resources management or/and an international certification in human resources management;
- Training and experience in MS Excel, Access and Visio and building databases with similar software;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable knowledge, skills and abilities

N/A

Position Name: Good Governance and Internal Security Adviser	Employment Regime: Seconded	Post Category:
Ref. Number: MA 156	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Security Sector Reform Component	Level of Security Clearance: EU CONFIDENTIAL	Open to Invited Third States: Yes

Purpose of the Position: The modernisation and redeployment of the civil administration throughout the Malian territory is a paramount element of the full restoration of the Rule of Law in the country. In order to support its Malian partners in this regard, in line with Malian priorities and on the basis of its specific expertise, EUCAP Sahel Mali Mission wishes to recruit an adviser who will be responsible for mainstreaming the advising and training efforts in the field of civilian administration. Focus will be in the actors who have a role to play in the Malian internal security on national and regional levels, such as relevant Ministries, Governors and other national actors.

1. Reporting Line:

The Good Governance and Internal Security Advisor will report to the Head of SSR Component.

2. Main Tasks and Responsibilities:

- Establish and maintain professional working relations with the Malian Ministry of Territorial Administration and Decentralization, the Commissariat for the Security Sector Reform, and other civilian administration partners with competence and responsibility in the domain of governance, security and policing;
- Support the redeployment of Malian civilian administration, at national and local level starting with the Center of Mali, to enable it to fully play its role as an enabler of security;
- Contribute to the strengthening of the capacities of civilian authorities in their specific responsibilities related to internal security, particularly in the area of administrative police, with regard to the protection of persons and property, the prevention of disturbances to public order and the prevention of criminal acts;
- In collaboration with the Mission's Human Rights Advisor, sensitize Malian counterparts on their responsibilities in the field of human rights and specific obligations in relation to the law in the exercise of their duties;
- In close coordination with the Mission's Civil Society Advisors as well as relevant international actors, notably the EU Delegation, MINUSMA and UNDP, support the implementation of local and regional Security Advisory Committees, particularly in the Center regions of Mali;
- Support Malian civilian administrators in gaining an improved understanding of the prerogatives of the Internal Security Forces and their constraints, such as but not limited to the use of force;
- Identify and support the implementation of existing national, bilateral and multinational initiatives in the field of the security aspects of civilian administration, in particular those aimed at improving the co-production of public security;

- Ensure alignment of activities with priorities expressed by Malian authorities in international agreements, including the overall framework of the Coalition for the Sahel and, more specifically, the Partnership for Security and Stability in the Sahel (P3S).

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To contribute to the identification of lessons and best practice in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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; the qualification should be in the field of law, public administration or political science. **AND**
- A minimum of 5 years of relevant professional experience in preferably governance, Public Administration, or support to Internal Security Forces in redeploying to conflict zones, alternatively in territorial police force, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Proven knowledge of public and territorial administration and decentralization processes, including the functioning of State services and local authorities;
- Proven knowledge of the relationship between the civilian administration and the Internal Security Forces in the field of public security;
- Knowledge of internal security issues;
- Knowledge of the peace, security and development nexus;
- Self-motivated person able to work independently without close supervision;
- Mediation skills;
- French language skills: minimum B1/B2 level (Independent User);
- English language skills: minimum B1/B2 level (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in conflict or post-conflict areas with multi-national and international organizations;
- Experience in the Sahel region an asset;
- Knowledge of Community Policing an asset.

7. Desirable knowledge, skills and abilities

N/A

Position Name: Senior Internal Security Adviser	Employment Regime: Seconded	
Ref. Number: RACC 10	Location: Nouakchott - Mauritania	Availability: 01/11/2021
Component/Department/ Unit: RACC	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Senior Internal Security Adviser reports to the Senior G5 Regional Internal Security Adviser of the Regional Advisory and Coordination Cell (RACC) and works according to the guidance and instructions provided by the Head of RACC.

Without prejudice to the chain of command described above, while embedded in the EU Delegation, the Senior Internal Security Expert shall be under the political authority of the Head of the EU Delegation in Mauritania.

2. Main 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 Civilian Operations Commander Directive to the RACC, contributing to enhancing the participation of the G5S concerned countries to regional initiatives, including the operationalisation of the police component of the G5S Joint Force;
- To provide country specific internal security analysis and expertise to the RACC;
- Without prejudice to the RACC chain of command, to provide technical advice to the EU Delegation on internal security issues and on planning and implementing of EU national and regional projects on internal security matters, working in close cooperation with the local authorities and implementing actors;
- To establish and maintain, in close cooperation with the host Delegation, direct contacts with the competent national authorities and the relevant regional authorities with a view to promoting and supporting their engagement in the EU's security and defence actions, and to facilitating, when relevant, EU assistance in these areas;
- To provide strategic advice to the national structures of the G5 Sahel country of deployment related to their capacity in internal security and to propose solutions for strengthening them, taking into account existing cooperation programs in the security sector;
- To collect and report to the RACC, in close cooperation with the EU Delegation, data and information related to the security situation and to the defence capabilities of the host country, as well as information on the development of possible policies in these areas (policy of the local authorities, legal basis, general trends ...);
- To identify and elaborate, in close cooperation with local authorities, potential training activities to be performed by the CSDP Missions in the Sahel, to enhance national capacities and to communicate resulting requests for training to the RACC;
- In liaison with the relevant national authorities and in coordination with the RACC staff in Nouakchott, to facilitate and follow-up of the participation of internal security personnel from the host country in CSDP missions training activities;
- To maintain a close liaison and cooperation with the CSDP missions established in the respective country and/or to support its regional activities, as applicable;

- To be part of the local security / defence network, by cooperating and working closely with all key interlocutors in their country of deployment, including EU and non-EU counterparts, international organisations and representatives of Member States;
- To monitor and analyse (mapping) ongoing initiatives carried out by various key actors in the field of security in their host country;
- To maintain effective and regular contact with other Internal Security and Defence Experts (ISDEs) of the RACC, in particular with a view to facilitating the development of interregional activities and initiatives;
- To ensure timely reporting to the RACC on information and activities within her/his field of responsibility;
- To identify best practice and lessons learned within her/his field of responsibility, and to share them with the RACC and relevant partners.
- 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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

5. Essential Knowledge, Skills and Abilities:

- Extensive knowledge and experience of the security sector;
- Ability to provide strategic analysis and formulate coherent policy recommendations and to display political sensitivity and sound judgement;
- Ability to mentor and motivate local counterparts;
- Experience in engaging with senior officials/ governmental level decision makers;
- Teamwork capabilities;
- Time management skills;
- Problem solving skills;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Police/Gendarmerie officer ideally ranked OF4 or OF5, or equivalent;
- A minimum of 3 years at management/coordination level;
- Experience in internal security analysis and/or planning, and diplomacy;
- Experience of working in the EU environment;
- Familiarity with other international actors in the field of crisis management and/or security cooperation;
- EU or international post conflict mission/organisation field experience.

7. Desirable Knowledge, Skills and Abilities:

- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity;
- Reporting and drafting skills;
- Strategic and creative thinking as well as proven decision-making ability.

SECONDED/CONTRACTED POSITIONS

Position Name: Team Leader-Mission Security Officer (for Mali centre)	Employment Regime: Secoded/Contracted	Post Category for Contracted: Mission Support – Management Level (MSML)
Ref. Number: MA 031	Location: Mopti, Sévaré	Availability: 16/09/2021
Component/Department/Unit: Security and Duty of Care Department/Security Team	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- Authorised to carry a personal weapon, used for purposes of self-defence.
- To liaise and maintain close coordination with Security Forces authorities in Mopti/Sevare;
- To coordinate the deployment, support, training and daily tasks of the dedicated Malian armed security forces protection unit, if applicable.
- To manage the security and armed protection set up of the Mobile Unit in coordination with the Host government armed protection forces assigned to the Mission protection;
- To be responsible for planning and execution of operational armed protection operations as directed by the Head of Mobile Unit, in line with the firearms policy stated in the OPLAN, and the Firearms Policy Handbook;
- To be responsible for the protection of EU classified information (EUCI) and thereby ensuring information is handled in accordance with EU rules;
- To provide advice and assistance, and to implement measures related to security and safety matters;
- To liaise with local authorities, civilian and military organisations for an assessment of current and possible future threats, as appropriate;
- To assist in the oversight of all Mobile Unit members, providing instructions, support and assistance as required;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To provide comprehensive procedural documents with respect to Mobile Unit activities and a clear understanding of the legal framework of the firearms policy;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner;
- To participate in preparing and conducting firearms training for the Mobile Unit;
- To ensure that the external security providers (Malian Security Forces and security private companies) meets assigned performance standards;
- To monitor and assess the security situation and make security analyses, recommendations, and reports.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 education or training or an award of an equivalent rank, **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years' coordination experience in a police service in the field of security and protection/intervention.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1/B2 (Independent User);
- English language skills: minimum B1/B2 (Independent User);
- To carry an issued individual weapon (only for seconded staff).

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Mission Security Officer (for Mali centre)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level (MSML)
Ref. Number: MA 032	Location: Mopti, Sévaré	Availability: 29/10/2021
Component/Department/Unit: Security and Duty of Care Department/Security Team	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 education or training or an award of an equivalent rank; **AND**
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1/B2 (Independent User);
- English language skills: minimum B1/B2 (Independent User);
- Ability to operate a variety of communication systems;
- Trained in basic life support (medical training);
- To carry an issued individual weapon (only for seconded staff).

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Head of Armed Protection Cell (for Mali centre)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level (MSML)
Ref. Number: MA 033	Location: Mopti, Sévaré	Availability: 16/09/2021
Component/Department/Unit: Security and Duty of Care Department/Security Team	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

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

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

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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 education or training or an award of an equivalent rank; **AND**

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

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1/B2 (Independent User);
- English language skills: minimum B1/B2 (Independent User);
- Trained in basic life support (medical training);

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Armed Protection Operator (for Mali centre)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Assistant Level (MSAL)
Ref. Number: MA034 - MA 042 (9 posts)	Location: Mopti, Sévaré	Availability: 22/09/2021 3 posts 14/10/2021 3 posts 01/11/2021 3 posts
Component/Department/Unit: Security and Duty of Care Department/Security Team	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

Following the guidance of the Head of Armed Protection Cell:

- To be responsible for operational armed protection (A/P) in support of the Mobile Unit;
- To provide personal security advice and guidance to the Mobile Unit;
- To assist in identifying staff's personal security training needs and to assist in developing and delivering necessary training;
- To contribute to the armed protection security set up of the Mobile Unit;
- To carry out daily administration and operational planning for daily A/P activities;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To provide comprehensive procedural documents with respect to A/P activities;
- To aid in the development of Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1/B2 (Independent User);
- English language skills: minimum B1/B2 (Independent User);
- Ability to operate a variety of communication systems;
- Discreet, diplomatic and flexible;
- Trained in basic life support (medical training);
- Advanced driving training (defensive driving).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Trained and certified in close protection techniques (theory and practice);
- Qualified to operate collective equipment (light machine guns);
- Qualified to operate precision rifles;
- Validated license for armoured car or civilian driving license of category C or C1.

7. Desirable Knowledge, Skills and Abilities:

N/A

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 (SSR).

2. Main Tasks and Responsibilities:

- To be the key interlocutor for Logistics matters within the MDAC supporting the Malian Internal Security Forces (ISF) - National Gendarmerie and National Guard -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;
- To advise the ISF in all Logistics related matters;
- To encourage and assist the ISF to develop and implement standard operating procedures for Logistics, improving tools and methods, and assist in re-organisation of services, while ensuring adequate follow up;
- To monitor 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, particularly related to training activities, operations and Human Resources capacity;
- To support the development of Logistics policies and procedures for the ISF, ensuring they are implemented and updated or amended as necessary;
- To support Logistics units and services in increasing their operational effectiveness and their handling of equipment;
- To assist the ISF in coordinating Logistics matters with relevant national services;
- To support the ISF in developing professional contacts and cooperation on Logistics with relevant international counterparts/institutions/organisations;
- To chair and/or participate in Logistics-related meetings and/ working groups involving various institutions and organisations.
- 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 contribute to mission reporting in the area of competence
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To contribute to the identification of lessons and best practice in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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;
- Mediation skills;
- Innovative thinking;
- French language skills: minimum B1/B2 (Independent User);
- English language skills: minimum B1/B2 (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;
- Efficient time management ;
- Attention to details;
- Organisational, planning and quality management skills.

Position: Senior Internal Affairs Expert	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
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 SSR 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 in the drafting process of normative texts by the Internal Inspection services at ministerial and Internal Security Forces (ISF) level;
- To advise, 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 advise 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 advise, 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 advise on required training of Internal Inspection personnel ;
- To establish and maintain a network with other organisations or institutions involved in this area of expertise;
- To manage meetings and/ working groups with several people representing different institutions and organisations.
- 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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;
- Time management skills;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (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;
- Knowledge of Human Resources and operational management in a law enforcement environment;
- Knowledge of Internal Inspection management in a law enforcement environment;
- Ability to multi-task with a time management efficiency;
- Attention to details;
- Strong communication, organisation, planning and quality management skills;
- Mediation skills;
- Innovative thinking.

Position Name: Head of Procurement	Employment Regime: Seconded/Contracted	Post Category for Contracted: Expert
Ref. number: MA 134	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Mission Support Department/ Procurement Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Head of Procurement reports to the Head of Mission Support Department.

2. Main Tasks and Responsibilities

- To lead, direct and manage the work and staff of the Procurement Unit;
- To lead, develop, manage and co-ordinate the Mission's contracting and procurement processes in accordance with established professional and transparent procurement policies, rules and procedures;
- To prepare the procurement plan and follow its timely execution;
- To assist and advise the chain of command on all contracting and procurement issues;
- To provide support to other Mission units related to contracting and procurement matters;
- To develop professional relationships with the European Commission and other actors involved in the process in Brussels Headquarters;
- 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 contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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, out of which a minimum of 3 years at management level.

5. Essential Knowledge, Skills and Abilities:

- Leadership skills to lead teams and develop solutions, and to adapt new and emerging technologies to solve business and operational needs;
- Ability to establish/review priorities, to plan and to exercise control;
- Experience in using legally established professional and transparent procurement policies, rules and procedures;
- Ability to mentor and motivate staff;

- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- University and/or Master Degree in management, business or public administration/law/procurement/supply chain or other related or relevant field;
- Experience in a field Mission, with an International Organisation, an International NGO, a Development or Humanitarian Agency.
- Experience in planning and implementing projects and programmes;
- Experience in financial management of tendering processes and audits, preferably including EU procedures;
- Knowledge of current technologies used for Procurement like an Enterprise Resource Planning (ERP) System;

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the EU Financial Regulation and the Practical Guide on contract procedures for European Union external action (PRAG);

Position Name: CIS Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level (MSML)
Ref. number: MA 153	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Chief of Staff/ Mission Support/ Communication and Information Systems	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line

The CIS (Communication and Information Systems) Officer reports to the Head of CIS (HoCIS).

2. Main Tasks and Responsibilities

- Provides support to end users regarding computer and network related issues;
- Provides training to end users and training sessions to CIS support staff;
- Under the supervision of the HoCIS and together with local CIS support staff, operates and manages the CIS-Helpdesk service and to task and schedule CIS maintenance operations;
- Produces precise reports concerning communication issues and recommendations for improvements;
- Identifies requirements in the CIS unit, prepares requests for replenishment and procurement proposals, and assists in the drafting of technical specifications for ICT related services;
- Assists the Head of CIS in establishing Standard Operating Procedures (SOPs) related to all office automation and communication issues;
- Keeps accurate, detailed and updated inventory of the hardware and software distributed Mission wide, in co-ordination with the Missions Administration;
- Management of the shared information management system (MS SharePoint);
- Management and roll out of wireless network systems in the mission buildings and various point to point links (MikroTik and Ubiquiti networks).
- To provide technical support the VHF & HF radio installations.
- To provide service and technical reporting to the Head of CIS;
- To perform problem management and incident management analysis, and develop general solutions to enhance the quality and reliability of CIS services;
- To liaise with relevant CIS units on the implementation of approved CIS change management requests through standardized release management procedures;
- 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 assist in the design and implementation, management and maintenance of CIS telecommunication systems in all office locations;
- 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 mission telephony systems including IP telephony, videoconferencing, and GSM equipment;
- To deploy, install, maintain, and support of all data centre equipment, servers, software, and services in the Mission;

- 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 Mission.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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. The qualification should be in any of the fields of Information Technology, Computer Science, Communications, Engineering or other related fields; **AND**
- After having fulfilled the education requirements, a minimum of 4 years relevant professional experience.

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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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 official 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;
- Experience in the management and administration of Microsoft SharePoint;
- 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.

Position Name: Senior Defence Expert	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level (MSML)
Ref. Number: RACC 07	Location: Mali - EU Delegation Bamako	Availability: 01/07/2021
Component/Department/Unit: RACC	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Senior Defence Expert reports to the Senior G5 Regional Defence Adviser of the Regional Advisory and Coordination Cell (RACC), and works in accordance with the guidance and instructions provided by the Head of the RACC.

Without prejudice to the chain of command described above, while embedded in the EU Delegation to Mali the Senior Defence Expert shall be under the political authority of the Head of the EU Delegation in Mali.

2. Main 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 Civilian Operations Commander Directive to the RACC, contributing to enhancing the participation of the G5S concerned countries to regional initiatives, including the operationalisation of the military component of the G5S Joint Force;
- To provide country specific military and defence analysis and expertise to the RACC;
- Without prejudice to the RACC chain of command, to provide technical advice to the EU Delegation on defence issues and on planning and implementing of EU national and regional projects on defence matters, working in close cooperation with the local authorities and implementing actors;
- To establish and maintain, in close cooperation with the host Delegation, direct contacts with the competent national authorities and the relevant regional authorities with a view to promoting and supporting their engagement in the EU's security and defence actions, and to facilitating, when relevant, EU assistance in these areas;
- To provide strategic advice to the national structures of the G5 Sahel country of deployment related to their capacity in defence and to propose solutions for strengthening them, taking into account existing cooperation programs in the defence sector;
- To collect and report to the RACC, in close cooperation with the EU Delegation, data and information related to the security situation and to the defence capabilities of the host country, as well as information on the development of possible policies in these areas (policy of the local authorities, legal basis, general trends ...);
- To identify and elaborate, in close cooperation with local authorities, potential training activities to be performed by the CSDP Missions in the Sahel, to enhance national capacities and to communicate resulting requests for training to the RACC;
- In liaison with the relevant national authorities and in coordination with the RACC staff in Nouakchott, to facilitate and follow-up of the participation of military personnel from the host country in CSDP missions training activities;
- To maintain a close liaison and cooperation with the CSDP missions established in the respective country and/or to support its regional activities, as applicable;
- To be part of the local security / defence network, by cooperating and working closely with all key interlocutors in their country of deployment, including EU and non-EU counterparts, international organisations and representatives of Member States;

- To monitor and analyse (mapping) ongoing initiatives carried out by various key actors in the field of defence in their host country;
- To maintain effective and regular contact with other Internal Security and Defence Experts (ISDEs) of the RACC, in particular with a view to facilitating the development of interregional activities and initiatives;
- To ensure timely reporting to the RACC on information and activities within her/his field of responsibility;
- To identify best practice and lessons learned within her/his field of responsibility, and to share them with the RACC and relevant partners.
- 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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

5. Essential Knowledge, Skills and Abilities

- Extensive knowledge of the defence sector;
- Ability to provide strategic analysis and formulate coherent policy recommendations and to display political sensitivity and sound judgement;
- Ability to mentor and motivate local counterparts;
- Experience in engaging with senior officials/ governmental level decision makers;

- Teamwork capabilities;
- Time management skills;
- Problem solving skills;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Military officer ideally ranked OF4 or OF5, or equivalent;
- A minimum of 3 years at a management/coordination level;
- Experience in military analysis and/or planning, and diplomacy;
- Experience of working in the EU environment;
- Familiarity with other international actors in the field of crisis management and/or security/defence cooperation;
- EU or international post conflict mission/organisation field experience.

7. Desirable Knowledge, Skills and Abilities

- Ability to develop and maintain effective work relationships with different national and cultural background with sensitivity and respect for diversity;
- Reporting and drafting skills;
- Strategic and creative thinking as well as proven decision making ability.

Position Name: Senior Internal Security Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level (MSML)
Ref. Number: RACC 09	Location: Burkina Faso - Ouagadougou	Availability: 14/10/2021
Component/Department/ Unit: RACC	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Senior Internal Security Adviser reports to the Senior G5 Regional Internal Security Adviser of the Regional Advisory and Coordination Cell (RACC) and works according to the guidance and instructions provided by the Head of RACC.

Without prejudice to the chain of command described above, while embedded in the EU Delegation, the Senior Internal Security Expert shall be under the political authority of the Head of the EU Delegation in Burkina Faso.

2. Main 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 Civilian Operations Commander Directive to the RACC, contributing to enhancing the participation of the G5S concerned countries to regional initiatives, including the operationalisation of the police component of the G5S Joint Force;
- To provide country specific internal security analysis and expertise to the RACC;
- Without prejudice to the RACC chain of command, to provide technical advice to the EU Delegation on internal security issues and on planning and implementing of EU national and regional projects on internal security matters, working in close cooperation with the local authorities and implementing actors;
- To establish and maintain, in close cooperation with the host Delegation, direct contacts with the competent national authorities and the relevant regional authorities with a view to promoting and supporting their engagement in the EU's security and defence actions, and to facilitating, when relevant, EU assistance in these areas;
- To provide strategic advice to the national structures of the G5 Sahel country of deployment related to their capacity in internal security and to propose solutions for strengthening them, taking into account existing cooperation programs in the security sector;
- To collect and report to the RACC, in close cooperation with the EU Delegation, data and information related to the security situation and to the defence capabilities of the host country, as well as information on the development of possible policies in these areas (policy of the local authorities, legal basis, general trends ...);
- To identify and elaborate, in close cooperation with local authorities, potential training activities to be performed by the CSDP Missions in the Sahel, to enhance national capacities and to communicate resulting requests for training to the RACC;
- In liaison with the relevant national authorities and in coordination with the RACC staff in Nouakchott, to facilitate and follow-up of the participation of internal security personnel from the host country in CSDP missions training activities;

- To maintain a close liaison and cooperation with the CSDP missions established in the respective country and/or to support its regional activities, as applicable;
- To be part of the local security / defence network, by cooperating and working closely with all key interlocutors in their country of deployment, including EU and non-EU counterparts, international organisations and representatives of Member States;
- To monitor and analyse (mapping) ongoing initiatives carried out by various key actors in the field of security in their host country;
- To maintain effective and regular contact with other Internal Security and Defence Experts (ISDEs) of the RACC, in particular with a view to facilitating the development of interregional activities and initiatives;
- To ensure timely reporting to the RACC on information and activities within her/his field of responsibility;
- To identify best practice and lessons learned within her/his field of responsibility, and to share them with the RACC and relevant partners.
- 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the line manager.

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

5. Essential Knowledge, Skills and Abilities:

- Extensive knowledge and experience of the security sector;
- Ability to provide strategic analysis and formulate coherent policy recommendations and to display political sensitivity and sound judgement;
- Ability to mentor and motivate local counterparts;
- Experience in engaging with senior officials/ governmental level decision makers;
- Teamwork capabilities;
- Time management skills;
- Problem solving skills;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Police/Gendarmerie officer ideally ranked OF4 or OF5, or equivalent;
- A minimum of 3 years at management/coordination level;
- Experience in internal security analysis and/or planning, and diplomacy;
- Experience of working in the EU environment;
- Familiarity with other international actors in the field of crisis management and/or security cooperation;
- EU or international post conflict mission/organisation field experience.

7. Desirable Knowledge, Skills and Abilities:

- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity;
- Reporting and drafting skills;
- Strategic and creative thinking as well as proven decision-making ability.

Position Name: CIS Officer	Employment Regime: Seconded / Contracted	Post Category for Contracted: Mission Support Management Level (MSML)
Ref. Number: RACC 27	Location: Mauritania EU Del Nouakchott and/or Mali – Bamako	Availability: ASAP
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 CIS (Communication & Information Systems) 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:

- Provides support to end users regarding computer and network related issues;
- Provides training to end users and training sessions to CIS support staff;
- Under the supervision of the HoCIS and together with local CIS support staff, operates and manages the CIS-Helpdesk service and to task and schedule CIS maintenance operations;
- Produces precise reports concerning communication issues and recommendations for improvements;
- Identifies requirements in the CIS unit, prepares requests for replenishment and procurement proposals, and assists in the drafting of technical specifications for ICT related services;
- Assists the Head of CIS in establishing Standard Operating Procedures (SOPs) related to all office automation and communication issues;
- Keeps accurate, detailed and updated inventory of the hardware and software distributed Mission wide, in co-ordination with the Missions Administration;
- Management of the shared information management system (MS SharePoint);
- Management and roll out of wireless network systems in the mission buildings and various point to point links (MikroTik and Ubiquiti networks).
- To provide technical support the VHF & HF radio installations.
- Contributes to identifying lessons and best practices in his/her respective field of competence;
- 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;

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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; 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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 official 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;
- Experience in the management and administration of Microsoft SharePoint;
- 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.

Position Name: Regional Defence Officer	Employment Regime: Seconded/contracted	Post Category for Contracted: Mission Support Management Level (MSML)
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:

- 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 and the Civilian Operations Commander Directive to the RACC, contributing to enhancing the participation of the G5 Sahel countries to regional cooperation initiatives including the operationalisation of the military component of the G5S Joint Force;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- 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 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 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 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;
- 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 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 take account of gender equality and human rights aspects in the execution of tasks;

- To contribute to the identification of lessons and best practice in the area of competence 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 perform any other tasks assigned by the Line Manager(s).
- 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 design and deliver training, as appropriate.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned 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**
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Solid knowledge and experience of the defence sector;
- Ability to provide strategic analysis and formulate coherent policy recommendations and to display political sensitivity and sound judgement;
- Ability to mentor and motivate local counterparts;
- Experience in engaging with senior officials/ governmental level decision makers;
- Teamwork capabilities;
- Time management skills;
- Problem solving skills;

- 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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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.