

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1 – Requirements and Job Descriptions

European Union Capacity Building Mission in Somalia (EUCAP SOMALIA) 2-2021 Call for Contributions				
Organisation:	EUCAP SOMALIA			
Job Location:	As indicated below			
Employment Regime:	As indicated below			
Job Title/ Vacancy Notice	Ref.	Name of the Post	Location	
	<u>Seconded (15)</u>			
	SOM 010	Senior Police Adviser	Mogadishu	ASAP
	SOM 021	Press and Public Information Officer	Mogadishu	15 July 2021
	SOM 096	Legal Reform Adviser	Mogadishu	ASAP
	SOM 097	Legal Reform Adviser	Mogadishu	ASAP
	SOM 099	Head of Field Office Garowe	Garowe	ASAP
	SOM 104	Senior Police Adviser	Garowe	ASAP
	SOM 106	Senior Coast Guard Adviser	Garowe	ASAP
	SOM 107	Police Adviser	Mogadishu	30 September 2021
	SOM 114	Project Manager	Garowe	ASAP
	SOM 117	Senior Maritime Adviser	Hargeisa	ASAP
	SOM 118	Strategic Adviser	Hargeisa	14 July 2021
	SOM 125	Legal Reform Adviser	Hargeisa	14 July 2021
	SOM 158	Senior Coast Guard Adviser	Mogadishu	ASAP
SOM 162	Senior Coast Guard Adviser	Mogadishu	ASAP	
SOM 169	Police Adviser	Hargeisa	ASAP	

Seconded/Contracted (15)			
SOM 006	Internal Auditor	Mogadishu	ASAP
SOM 028	Mission Security Analysis Officer	Mogadishu	ASAP
SOM 050	Nurse	Hargeisa	ASAP
SOM 051	Nurse	Hargeisa	ASAP
SOM 054	Finance Officer	Mogadishu	ASAP
SOM 056	Finance and Administration Officer	Mogadishu	ASAP
SOM 057	Head of Procurement Section	Mogadishu	ASAP
SOM 073	Communications Assistant	Mogadishu	ASAP
SOM 077	Logistics Assistant	Mogadishu	ASAP
SOM 100	Strategic Adviser	Garowe	ASAP
SOM 122	Coast Guard Adviser	Hargeisa	30 June 2021
SOM 128	Logistics Assistant	Hargeisa	ASAP
SOM 131	Armed Protection Team Leader	Hargeisa	ASAP
SOM 132	Armed Protection Operator	Hargeisa	8 August 2021
SOM 136	Armed Protection Operator	Hargeisa	ASAP
Deadline for Applications:	Monday 12 July 2021 at 17:00 (Brussels time)		
Applications must be submitted via:	<p>1. You have the nationality of an EU Member State: You must use Goalkeeper to apply:</p> <p>a) You are already registered on Goalkeeper AND you have an EU Login:</p> <p style="text-align: center;">https://goalkeeper.eeas.europa.eu/registrar/</p> <p>b) You do not have a Goalkeeper account or an EU Login:</p> <p style="text-align: center;">https://goalkeeper.eeas.europa.eu/registrar/DPA/357/details.do</p> <p>2. You do not have the nationality of an EU Member State: <u>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.</u></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</i></p>		

	<i>provide contact details of national Seconding Authorities</i>
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p style="text-align: center;">Ms Katrine-Helene-Kragh AAGAARD cpcc.eucaphoa@eeas.europa.eu</p>

EUCAP Somalia has a High Risk Non-Family Mission status. For security reasons, the Mission Members are obliged to live in restricted areas, where security responsibilities are borne by the Mission.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States/contributing third States (contributing States) will be considered. Contributing States will bear all personnel-related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from contributing Third States are not entitled to receive allowances paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Contracted Personnel – The Mission may recruit international staff on a contractual basis as required, through an employment contract. The employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high risk insurance policy. Preference will be given to seconded candidates. A seconded staff member of EUCAP Somalia is eligible to apply for a contracted post only if his/her secondment will end within three (3) months from the deadline for applications and if his/her request for extension of the secondment has not been supported by the relevant State or EU Institution.

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

Tour of Duty/Contract Period – Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the initial duration of the deployment should be of 12 months.

The Civilian Operations Commander requests that contributing States propose candidates for the following international expert positions for EUCAP Somalia, 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:

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.

Knowledge - The candidates should have knowledge of the EU Institutions and Mission Mandate, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

Skills and abilities

Language Skills²– 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.

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 essential requirements may result in repatriation/termination of the secondment/contract.

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

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

II. B. Desirable Requirements

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

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

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

Language – Some proficiency in local language(s).

Driving Licence - Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

Passport – The support of Contributing States is strongly recommended in the issuance of a Diplomatic Passport for Mission Members. This is to facilitate and afford appropriate operational freedom of movement within the Mission area and also out and into the Mission area.

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

Education diploma(s)/certificate(s) and/or 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 taking up the duties.

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

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

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

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 UNSCR 1325. The CPCC encourages the EU Member States and European Institutions to take this into account when offering contributions.

Application Form – For candidates holding an EU citizenship, applications will be considered only when using the online Application Form (AF) accessible on the Goalkeeper-Registrar software module, indicating which position(s) the candidate is applying for. Candidates seconded by contributing Third States will apply using the Application Form in Annex 3.

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 call/phone, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the EU Member State 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 and SAFE³ modules before deployment.

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

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

Mission Members deployed to Mogadishu, Somaliland or Puntland will be accommodated in Mission provided accommodation and will contribute towards the overall cost of the accommodation.

V. JOB DESCRIPTIONS

The current reporting lines of the following job descriptions might be subject to modification based on operational requirements and in line with the principles set out in the Operational Plan (OPLAN).

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

Position Name: Senior Police Adviser	Employment Regime: Seconded	Post Category for Contracted:
Ref. number: SOM-010	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Operation Department/Field Office Mogadishu/Police Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Police Adviser reports to the Senior Police Adviser/Head of Police Unit.

2. Main Tasks and Responsibilities:

- To provide strategic guidance and advice to the Ministry of Internal Security and Somali Police Force (SPF) and Federal Member states on the development and implementation of broader policing strategies, policies and procedures related to police training, policing, criminal investigations, intelligence, and police administrative functions;
- To contribute to the reform of the Somali Police Force;
- To support the development and implementation of the Somali Transition Plan, the New Police Model and other relevant strategies;
- To work in cooperation with other Mission Advisers and provide policing advice to the Senior Mission Management and, as required, to other EU bodies;
- To cooperate closely with EUDEL, EUNAVFOR and EUTM in developing synergies to improve security management in Somalia;
- To establish efficient working relationships at the strategic level with all the key stakeholders involved in the development of the Somali policing capacity, including EU Delegation, UNSOM, UNDP, UNODC and AMISOM complementing their activities on broader police development on strategic level;
- To develop activities planned in accordance with the Mission Implementation Plan and to the Line Management guidance;
- To contribute to EUCAP's Human Rights and Gender activities;
- To timely report significant activities.
- 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 counterparts on strategic level and operational level, as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening them;
- To provide analysis and recommendations to the local counterparts in the area of responsibility;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant international and local counterparts;
- To direct, design and deliver training programmes and projects, 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 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. Bachelor's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND

- A minimum of 8 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Experience in working in an international crisis management environment;
- Ability to mentor and motivate local counterparts;
- Knowledge of Security Sector/Rule of Law Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement and security matters.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of security policy, law enforcement strategies, reform of police service organisations and police administrative functions;
- Knowledge and experience in change management;
- Ability to work in a multicultural environment and maintain a positive mind set;
- Ability to accompany and motivate local counterparts;
- Strategic and creative thinking;
- Ability to multi-task with a time management efficiency;
- Proven organisational and, planning skills;
- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands.

Position Name: Press and Public Information Officer	Employment Regime: Seconded	
Ref. number: SOM-021	Location: Mogadishu	Availability: 15/07/2021
Department/Division/Section: Chief of Staff Office/Press and Public Information Office	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Press and Public Information Officer reports to the Senior Press and Public Information Officer.

2. Main Tasks and Responsibilities:

- To write engaging, target oriented stories, news and updates on mission activities and Mandate implementation in all Somalia, and to adapt the content to different channels used by the Mission;
- To take photos, arrange and update the photo archives of the Mission;
- To assist in analysing the Mission's public impact and contribute to make the Mission better known to the public and to key interlocutors in all 3 Field Offices;
- To ensure that the Mission Members in the Field Offices are effectively briefed on the Mission's mandate, media handling issues, the media guidelines and the wider public image of the Mission;
- To participate as required in duty trips to Hargeisa or Garowe.
- To assist in the implementation of the Communication and Information Strategy, guidelines and plans of the Mission;
- To organise contract/tender/designs for Mission visibility items on request;
- To organise and conduct press conferences, briefings and other media events;
- To coordinate arrangements for visiting journalists;
- To populate the Mission's website and social media platforms with content;
- To draft press releases, public statements, articles and features;
- To write and design public information material and factsheets;
- To act as spokesperson in the absence of the Senior Press and Public Information Officer.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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 domains of Communication Sciences, Public Relations, Political Sciences, Humanities, Business Administration; AND
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Excellent drafting and good presentation skills;
- Ability to develop the public information contents of the Mission;
- Proficiency with social media platforms, website management and design software.

6. Desirable Qualifications and Experience:

- Experience in the field of institutional communication.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge about the local press and media environment.

Position Name: Legal Reform Adviser	Employment Regime: Seconded	
Ref. Number: SOM-096	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Mogadishu/ Police Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Legal Reform Adviser reports to Senior Police Advisor / Head of Police Unit.

2. Main Tasks and responsibilities:

- To assess at Federal and Regional Level local legislative/normative/regulatory frameworks and to support relevant local bodies in drafting legislation based on a sound legal policy, including legislative and legal policy capacity building, such as ex-ante and ex-post evaluation of legislation, and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To analyse, assess and advise on legislative frameworks governing the justice system in relation to law enforcement and criminal law and, as necessary, give expert recommendations;
- To support the development of legal drafting capabilities by mentoring, advising and training;
- To mentor and advise the Somali judiciary authorities and law enforcement agencies in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To strengthen the Criminal Justice Chain and facilitate police-prosecutor co-operation, in particular to enhance the cooperation and coordination in the conduct of (maritime) criminal investigations and prosecution between law enforcement agencies, prosecutors and courts through advising, e.g. on sustainable legal training for law enforcement, judicial institutions and other authorities, including the development, organisation and conduct of specialised and integrated courses based on a Train to Trainer approach;
- To contribute to EUCAP's Human Rights and Gender activities.
- To advise regarding identified host state needs related to Law enforcement capacity and recommend appropriate support by the Mission;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Line Manager (s), including mentoring and advising;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To advise on/provide sustainable legal training for law enforcement, judicial and other authorities;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary and the civilian (maritime) law enforcement agencies;
- To ensure timely reporting and information flow on justice issues;
- To conduct legal research as necessary;
- To support the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;

- Perform any other tasks assigned by the line manager.

4. Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. The qualification should be in Law; AND
- A minimum of 5 years of relevant professional experience in a legal profession, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- Time management skills;
- Legal drafting skills;
- Training, Advising and mentoring skills.

6. Desirable Qualifications and Experience:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience in criminal justice reform either domestically or internationally;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- CSDP experience in the areas of Monitoring, Mentoring and Advising.

7. Desirable Knowledge, Skills and Abilities:

- Political acumen;
- Knowledge of legal aspects in fighting organised crime, such as Money Laundering Trafficking of Human Beings, smuggling, and other criminal related law;
- Knowledge of constitutional law and international public law, Knowledge about Sharia Law and alternative dispute resolution systems.

Position Name: Legal Reform Adviser	Employment Regime: Seconded	
Ref. Number: SOM-097	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Mogadishu/ Police Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Legal Reform Adviser reports to Senior Police Advisor / Head of Police Unit.

2. Main Tasks and responsibilities:

- To assess at Federal and Regional Level local legislative/normative/regulatory frameworks and to support relevant local bodies in drafting legislation based on a sound legal policy, including legislative and legal policy capacity building, such as ex-ante and ex-post evaluation of legislation, and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To analyse, assess and advise on legislative frameworks governing the justice system in relation to law enforcement and criminal law and, as necessary, give expert recommendations;
- To support the development of legal drafting capabilities by mentoring, advising and training;
- To mentor and advise the Somali judiciary authorities and law enforcement agencies in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To strengthen the Criminal Justice Chain and facilitate police-prosecutor co-operation, in particular to enhance the cooperation and coordination in the conduct of (maritime) criminal investigations and prosecution between law enforcement agencies, prosecutors and courts through advising, e.g. on sustainable legal training for law enforcement, judicial institutions and other authorities, including the development, organisation and conduct of specialised and integrated courses based on a Train to Trainer approach;
- To contribute to EUCAP's Human Rights and Gender activities.
- To advise regarding identified host state needs related to Law enforcement capacity and recommend appropriate support by the Mission;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Line Manager (s), including mentoring and advising;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To advise on/provide sustainable legal training for law enforcement, judicial and other authorities;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary and the civilian (maritime) law enforcement agencies;
- To ensure timely reporting and information flow on justice issues;
- To conduct legal research as necessary;
- To support the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;

- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- Perform any other tasks assigned by the line manager.

4. Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. The qualification should be in Law; AND
- A minimum of 5 years of relevant professional experience in a legal profession, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- Time management skills;
- Legal drafting skills;
- Training, Advising and mentoring skills.

6. Desirable Qualifications and Experience:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience in criminal justice reform either domestically or internationally;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- CSDP experience in the areas of Monitoring, Mentoring and Advising.

7. Desirable Knowledge, Skills and Abilities:

- Political acumen;
- Knowledge of legal aspects in fighting organised crime, such as Money Laundering Trafficking of Human Beings, smuggling, and other criminal related law;
- Knowledge of constitutional law and international public law, Knowledge about Sharia Law and alternative dispute resolution systems.

Position Name: Head of Field Office	Employment Regime: Seconded	
Ref. number: SOM-099	Location: Garowe	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Garowe	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Head of Field Office reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To lead, direct and manage the work and staff of the Field Office in accordance with the Mission's OPLAN, and relevant planning documents;
- To identify, in consultation with the Head of Operations, confidence-building measures, particularly those for implementation in the Field Office area of responsibility;
- To supervise the Field Office's input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements in the Field Office area of responsibility;
- To supervise the Field Office's contribution to the Mission's internal and external reporting against benchmarking, and to provide recommendations for the improvement of Mission's performance;
- To ensure reporting on alleged human rights violations and ensure that cases of alleged human rights violations are brought to the attention of Mission headquarters;
- To identify, in consultation with the Head of Operations, confidence-building measures, particularly those for implementation in the Field Office area of responsibility;
- To coordinate/cooperate and/or supervise the coordination/cooperation of the Field Office's staff members as appropriate with the main police and maritime security system actors at the relevant level as well as with local EU and international actors;
- To establish and develop an efficient working relationship with the local authorities in charge of the development and training on maritime security and maritime law enforcement;
- To coordinate the Mission Support related aspects of the Field Office, under the technical guidance of Head of Mission Support Department;
- To coordinate/cooperate and/or supervise the coordination/cooperation of the Field Office's support staff members as appropriate with the Mission Security and Duty of Care Department, and Chief of Staff's office, in particular the Project Cell, General Support and Services Section, Communication and Information Systems Section and the Finance Section and also with the Field Office Facility Manager;
- To co-operate with relevant local (municipal and regional) authorities and international organisations (if applicable), including with a view to monitoring problematic areas in the Field Office area of responsibility;
- To ensure, in coordination with the Senior Mission Security Officer/Mission Security Officer/Mission Security Assistant, that field office staff perform their work in a secure and safe environment, in the Field Office area of responsibility.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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 and/or military education or training or an aware of an equivalent rank; AND
- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years of experience at management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to use own initiative, establish priorities, to plan and to exercise control over the conduct of activities as well as make sound and timely decisions;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Experience in working in an international crisis management environment;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement and security matters;
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team.

6. Desirable Qualifications and Experience

- Experience in leading and coordinating international efforts to support host state reforms in the area of law enforcement;
- A minimum of 4 years of managerial experience in international Mission environment;
- Negotiating skills with local interlocutors;
- Understanding of compound and office security;
- Sub-Saharan or East African working experience.

7. Desirable Knowledge, Skills and Abilities:

- Previous experience from a maritime CSDP mission;
- Work experience from the maritime sector;
- Strategic and creative thinking;
- Ability to multi-task with a time management efficiency;
- Proven organisational and, planning skills;
- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands.

Position Name: Senior Police Adviser	Employment Regime: Seconded	
Ref. Number: SOM-104	Location: Garowe	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Garowe/Police Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Police Adviser reports to the Head of the Field Office Garowe.

2. Main Tasks and Responsibilities:

- To provide strategic guidance and advice to the Ministry of Security and the Puntland Police Force on the development and implementation of strategies, policies and procedures related to police training, community policing, criminal investigations, intelligence, and police administrative functions, in particular for the Maritime Police Unit;
- To be embedded, if possible, in the Ministry of Security and/or Puntland Police Force to offer guidance and assistance to the development of civilian maritime law enforcement capacities in line with the Somali National Security Policy (NSP), and other relevant strategies including the National Policing Model (NPM);
- To advise the Ministry of Justice and Attorney General on the development and implementation of the relevant aspects of law enforcement as defined in the National Security Policy;
- To promote effective cooperation other Somali police bodies, both at federal and member-state (regional) level;
- To work in cooperation with other Mission advisers and Chiefs of Advisory Units and provide policing advice to the Senior Mission Management and, as required, to other EU bodies;
- To establish efficient working relationships at the strategic level with all the key stakeholders involved in the development of the Somali policing capacity, including UNSOM, UNDP, UNODC and AMISOM (where applicable in the Field Office AoR);
- To develop activities planned in accordance with the Mission Implementation Plan (MIP) and to the Line Management guidance;
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterparts on strategic level and operational level, as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening them;
- To provide analysis and recommendations to the local counterparts in the area of responsibility;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant international and local counterparts;
- To direct, design and deliver training programmes and projects, as appropriate.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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 at least 3 at a management level.

5. Essential Knowledge, Skills and Abilities:

- Organisational, planning and project development skills;
- Experience in working in an international crisis management environment;
- Ability to mentor and motivate local counterparts;
- Knowledge of Security Sector/Rule of Law Reform in a national or host state context;
- Negotiating skills with local interlocutors.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Experience of working on maritime security;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of security policy, law enforcement strategies, reform of police service organisations and police administrative functions;
- International experience, particularly in crisis or post-conflict areas with multinational and/or international organisations, ideally in an operational management capacity.

Position Name: Senior Coast Guard Adviser	Employment Regime: Seconded	
Ref. Number: SOM-106	Locations: Garowe	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Garowe/ Maritime Security and Coast Guard Unit/Coast Guard Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Coast Guard Adviser reports to the Strategic Maritime Adviser / Head of Maritime Security and Coast Guard Unit.

2. Main Tasks and Responsibilities:

- To provide advice, guidance, mentoring and training on topics related to the coast guard and port security functions;
- To establish efficient working relationships at strategic level with all the key stakeholders involved in the Puntland coast guard and port security capacity development, including UNSOM and UNODC and complementing their activities on Coast Guard and Port security development at strategic level;
- To deliver maritime training, expert advice and mentoring as required in maritime skills (navigation, seamanship, engineering, communications, etc.);
- To develop training curricula in cooperation with the other Mission experts;
- To provide operational guidance and advice to develop civilian (maritime) law enforcement operational capabilities in line with the Somali strategies;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), in particular in relation to the maritime boat operations in the 9 – 30m range;
- To assess the operational capacity skills and needs of the Somali civilian law enforcement/security agencies and advise on improvements;
- To establish and maintain cooperation with the authorities of the maritime law enforcement services on the development of training programmes on maritime security matters including Coast Guard functions;
- To develop working groups with the maritime law enforcement services training officers to plan implement and improve the training and train the trainer activities;
- To conduct, upon request, reviews of the structures on authorities involved in carrying out the Coast Guard functions;
- To support the selection of future trainees, among the maritime law enforcement services, for advanced training courses.
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of education and training;
- To support host state authorities in developing education and training strategies/policies/plans/curricula/training institutions;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula;
- To ensure data collection related to Mission's training;
- 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;
- On request, be prepared to be embedded with a local institution/Ministry, security permitting.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;

- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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. Bachelor's Degree OR equivalent and attested police or/and military and/or coast guard 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:

- Previous experience in the delivery of education and training
- Ability to mentor and motivate local counterparts;
- Knowledge of maritime law;
- Good understanding of policies and organisational aspects of Coast Guard functions, maritime administration and maritime security;
- Good knowledge of Human Rights and Gender practices;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/maritime security matters.

6. Desirable Qualifications and Experience:

- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Sound knowledge of EU Maritime Strategy and related policies
- Previous experience in the delivery of training connected to the coast guard functions;
- Experience in project management;
- Experience of small boat driving and maintenance;
- Experience of working in the field of maritime safety and/or security;
- International experience, particularly in crisis areas with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Good understanding of policies and organisational aspects of a maritime administration, implementing maritime security and Coast Guard functions;
- Ability to multi-task with a time management efficiency;
- Proven organisational and, planning skills;
- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands;
- Professional certification in Mentoring, Monitoring & Advising;
- Professional Training Qualification/Certification.

Position Name: Police Adviser	Employment Regime: Seconded	
Ref. Number: SOM-107	Location: Mogadishu	Availability: 30/09/2021
Department/Division/Section: Operations Department/Field Office Mogadishu/Police Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Police Adviser reports to the Senior Police Adviser/Head of Unit.

2. Main Tasks and Responsibilities:

- To provide operational guidance and advice to the Somali Police Force (SPF) and Federal Member States on the development and implementation of broader policing policies and procedures related to police training policing, criminal investigations, intelligence, and police administrative functions, in particular for the SPF HQ Operations, Communications and/or Information/Intelligence Directorates;
- To promote effective cooperation between the Somali Police bodies, both at federal and member-state (regional) level;
- To promote effective cooperation between the Somali Police Force and judiciary, with the aim of strengthening the first level of the judicial chain;
- To establish efficient working relationships at operational level with all the key stakeholders involved in the development of the Somali policing capacity, including EU Delegation, UNSOM, UNDP, UNODC and AMISOM complementing their activities on broader police development on operational level.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening them;
- To provide analysis and recommendations to the local counterpart(s) in the area of responsibility;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To gather data about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Mission advisers, as appropriate;
- To design and deliver training programmes and projects, as appropriate.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- Perform any other tasks assigned by the line manager.

4. Essential Qualifications and Experience:

- Successful completion of a university study of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. a 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;
- Organisational, planning and project development skills;

- Knowledge of designing and delivering training programmes;
- Knowledge of Security Sector/Rule of Law Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience in coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable knowledge, skills and abilities:

- Knowledge and experience in change management;
- Ability to work in a multicultural environment and maintain a positive mind set.

Position Name: Project Manager	Employment Regime: Seconded	
Ref. number: SOM-114	Location: Garowe	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Garowe/Project Management Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Project Manager reports to Head of Field Office Garowe.

2. Main Tasks and Responsibilities:

- To provide support for the planning and implementation of projects, according to applicable procedures;
- To directly support the contract management for supplies and services within projects and to coordinate the logistics related to the contracts' implementation, according to the operational planning;
- To liaise with project beneficiaries in order to support needs assessments and sustainability measures for the projects;
- To prepare and maintain reports on contract status and inform other Mission's departments about the progress acquired as well as to keep all relevant documents up to date;
- To ensure that all contract related expenditures are documented in compliant manner with internal procedures and applicable regulations;
- To supervise the delivery of projects supplies and services and to support the administrative processing (customs, tax derogation) and reporting on progress and delays;
- To manage the reception, acceptance, stock and inventory of the supplies for the Project Cell, including the preparation of all related documents and certificates;
- To monitor the projects goods warranties and works liabilities;
- To provide support for the preparation of the handover of the equipment to beneficiaries and to organise the physical delivery in the several regions of the country, as required;
- To organize, within projects, workshops, training activities or other expertise transfer activities for Somali counterparts, according to the agreed planning;
- To provide support to the line managers and to ensure proper recording for the management of benefits, after the project completion;
- To support the preparation of market research and terms of reference or, as applicable, technical specifications and to support the procurement process;
- To ensure that Project Cell's paper and electronic archive, as well as dedicated databases, are properly managed and updated.
- To assist in project planning and development and co-ordinate the implementation of the Mission's projects;
- To assess project proposals and make recommendations on the feasibility and sustainability of projects;
- To advise project leaders (within the Mission's operational components) in preparing project documents, such as project proposals, project budgets, notes of understanding, project agreements, etc.;
- To ensure that project proposals are in line with the Mission's programmes and are properly coordinated within the Mission and with external stakeholders;
- To act as the interface between project leaders and various elements of Mission Support;
- To maintain a record of the Mission's project history and ongoing activities;
- To conduct, upon project completion, post-project reporting and evaluation;
- To develop best practices on project management, make training recommendations and record lessons identified/learnt;
- To receive, review, analyse, assign, process and track certified requisitions submitted for procurement action;

- To liaise with the Mission's international partners in close coordination with the Mission's Coordination and Cooperation capability.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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 professional experience, in the field of planning, implementation, evaluation, support or contract management for projects.

5. Essential Knowledge, Skills and Abilities:

- Ability to coordinate national project staff and staff of the contractors for delivering services and supplies, in a manner compliant with the time, cost, scope and quality constraints
- Leadership and problem solving skills;
- Negotiation and risk management skills;
- Project management skills.

6. Desirable Qualifications and Experience:

- Project management qualification, such as APM, PPM, PM2, PRINCE2, or equivalent;
- Experience in Security Sector/RoL reform in a national or host state context.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of and/or experience in working with EU Financial Regulations and/or contract procedures for EU external action (PRAG);
- Experience related to implementation of police, maritime or technical/constructions projects.

Position Name: Senior Maritime Adviser	Employment Regime: Seconded	
Ref. Number: SOM-117	Location: Hargeisa	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Hargeisa/Maritime Security and Coast Guard Unit/ Maritime Security Team	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Maritime Adviser reports to the Strategic Maritime Adviser/Head of Maritime Security and Coast Guard Unit.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Field Office Advisors;
- To research and assess the performance of Somaliland's maritime security governance mechanism and institutions, and recommend on the development of maritime security good governance capacity;
- To advise on development and implementation of strategy and policy on maritime security in line with the Somaliland Maritime Resources and Security Strategy (SMRSS) the Somaliland National Security Policy and Somaliland National Development Plan II (or similar);
- To support the development and the implementation of comprehensive strategies and mechanisms for good governance of civilian maritime law enforcement institutions;
- To support the Somaliland civilian maritime law enforcement institutions to develop their strategic management capacities;
- To promote effective cooperation between Somaliland maritime resources and security institutions through advice on clear division of maritime institutional roles and responsibilities among ministries, agencies, and other relevant actors;
- To assess the functioning, organisation, strategic management capacity and needs of the Somaliland maritime security institutions, and identify and advise upon sustainable capacity development plans;
- To build strong working relationships with relevant actors in Somaliland and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to effectively advise senior decision makers, negotiation and diplomacy skills;
- Strong team player and ability to work with a range of people from diverse cultural and professional backgrounds;
- Knowledge of government coordination processes;
- Organisational, planning and project development skills;
- Knowledge of the Coast Guard Functions;
- Good knowledge of Human Rights and Gender practices;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/maritime security matters.

6. Desirable Qualifications and Experience:

- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Previous experience in policy and strategy development or related field;
- Experience in project management;
- Experience with maritime administration, coordination and governance;
- Professional certification in Mentoring, Monitoring & Advising;
- Professional Training Qualification/Certification;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of policies, strategies and organisational aspects of maritime governance, administration, security and Coast Guard functions;
- Ability to multi-task with a time management efficiency;
- Proven organisational and, planning skills;
- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands.

Position Name: Strategic Adviser	Employment Regime: Seconded	
Ref. Number: SOM-118	Location: Hargeisa	Availability: 14/07/2021
Component/Department/Unit: Operations Department/Field Office Hargeisa/ Maritime Security and Coast Guard Unit	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Strategic Adviser reports to the Strategic Maritime Adviser/Head of Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution;
- 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 liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To research and assess the performance of Somaliland's maritime security governance mechanism and institutions, and recommend on the development of maritime security good governance capacity;
- To work in close cooperation with the Strategic Maritime Adviser and with the EUCAP police advisory, coast guard/port security and rule of law teams;
- To advise on development and implementation of strategy and policy on maritime security in line with the Somaliland Maritime Resources and Security Strategy (SMRSS) the Somaliland National Security Policy and Somaliland National Development Plan II (or similar);
- To support the development and the implementation of comprehensive strategies and mechanisms for good governance of civilian maritime law enforcement institutions;
- To support the Somaliland civilian maritime law enforcement institutions to develop their strategic management capacities;
- To promote effective cooperation between Somaliland maritime resources and security institutions through advice on clear division of maritime institutional roles and responsibilities among ministries, agencies, and other relevant actors;
- To assess the functioning, organisation, strategic management capacity and needs of the Somaliland maritime security institutions, and identify and advise upon sustainable capacity development plans;
- To build strong working relationships with relevant actors in Somaliland and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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. 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 5 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Ability to effectively advise senior decision makers, negotiation and diplomacy skills;
- Strong team player and able to work alone and ability to work with a range of people from diverse cultural and professional backgrounds;
- Knowledge of government coordination processes;
- Organisational, planning and project development skills;
- Previous experience in policy and strategy development or related field.

6. Desirable Qualifications and Experience:

- Sound knowledge of EU Maritime Strategy and related policies;
- Good understanding of policies and organisational aspects of Coast Guard functions, maritime administration and maritime security;
- Experience in project management;
- Experience with maritime administration, coordination and governance;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of policies, strategies and organisational aspects of maritime governance, administration, security and Coast Guard functions;
- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Good knowledge of Human Rights and Gender practices;
- Strategic and creative thinking;
- Ability to multi-task with a time management efficiency;
- Proven organisational and, planning skills;
- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands.

Position Name: Legal Reform Adviser	Employment Regime: Seconded	
Ref. number: SOM-125	Location: Hargeisa	Availability: 14/07/2021
Department/Division/Section: Operations Department/Field Office Hargeisa/ Police Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Legal Reform Adviser reports to the Head of Field office Hargeisa.

2. Main Tasks and Responsibilities:

- To assess at Federal and Regional level the local legislative/normative/regulatory frameworks and to support relevant local bodies in drafting legislation based on a sound legal policy, including legislative and legal policy capacity building, such as ex-ante und ex-post evaluation of legislation, and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To apply effective risk management techniques and offer proactive advice to various units within Operations Department on possible legal issues related to operations;
- To strengthen the Criminal Justice Chain and facilitate police-prosecutor co-operation, in particular to enhance the cooperation and coordination in the conduct of (maritime) criminal investigations and prosecution between law enforcement agencies, prosecutors and courts though advising, e.g. on sustainable legal training for law enforcement, judicial institutions and other authorities, including the development, organisation and conduct of specialised and integrated courses based on a Train to Trainer approach;
- To advise regarding identified host state needs and recommended support by the Mission;
- To prepare comparative analysis related to the international standards implementation in the host country's context upon request;
- Take part in and initiate joined working groups together with other international organisations and local actors to reform local core legislation related to the Missions mandate;
- To conduct research and evaluate different risk factors regarding the potential difficulties related to the Mission Implementation Plan;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Line Manager(s);
- In coordination with the Mission's Coordination and Cooperation capability, to closely coordinate with other EU/international actors involved in this field;
- To support the Component's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- Perform any other tasks assigned by the line manager.

4. Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. The qualification should be in Law; AND

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

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Good knowledge of Human Rights and Gender practices;
- Legal drafting skills;
- Training, mentoring and advisory skills.

6. Desirable Qualifications and Experience:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience as a practising lawyer;
- Experience in criminal justice reform either domestically or internationally;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Political acumen;
- Knowledge of maritime law, of fishery law, of the ISPS code, of shipping law, of legal aspects in fighting organised crime, such as Money Laundering Trafficking of Human Beings, smuggling, and of environmental law of the sea;
- Knowledge of constitutional law and international public law, in particular international maritime law (UNCLOS, IMO conventions);
- Knowledge about Sharia Law and alternative dispute resolution systems.

Position Name: Senior Coast Guard Adviser	Employment Regime: Seconded	
Ref. Number: SOM-158	Locations: Mogadishu	Availability: ASAP
Department/Division/Section: Operations Department/Operations Coordination Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Coast Guard Adviser reports to the Head of Operations (HoOps).

2. Main Tasks and Responsibilities:

- To support the HoOps in the coordination of operational activities in the area of responsibility;
- To be a source of advice and support the HoOps in the coordination of operational and oversight activities in the area of responsibility;
- To give advice, guidance, mentoring and training on topics related to the coast guard functions.
- To establish efficient working relationships at strategic level with all the key stakeholders involved in coast guard and port security capacity development, including EU Delegation to Somalia, UNSOM, UNDP, UNODC and AMISOM complementing their activities on Coast Guard and Port security development at strategic level;
- To develop training curricula in cooperation with the other Mission experts;
- To provide operational guidance and advice to develop civilian (maritime) law enforcement operational capabilities in line with the Somali strategies;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), in particular in relation to the maritime boat operations in the 9 – 30m range;
- To assess the operational capacity skills and needs of the Somali civilian law enforcement/security agencies and advise on improvements;
- To establish and maintain cooperation with the authorities of the maritime law enforcement services on the development of training programmes on maritime security matters including the Coast Guard functions;
- To conduct, upon request, reviews of the structures on authorities involved in carrying out the Coast Guard functions and assist in developing SOP's;
- To support the HoOps oversight activities in the area of responsibility;
- To identify and coordinate activities that are common to several Field Offices;
- To identify and coordinate, in conjunction with other Operations Coordination Team members and with Field Offices Advisors, activities that overlap Units;
- To provide advice to Heads of Field Offices on maritime security/coast guard functions technical issues in order to promote functional coherence among all Field Offices;
- To act as a source of technical advice to advisers in all Field Offices in order to promote functional coherence among all Field Offices and technical control;
- To oversee and support at Federal and Regional level maritime security/coast guard functions, through the provision of advice to the maritime advisors;
- To act as the primary source of monitoring capacity to the HoOps in regards of the Mission Implementation Plan;
- To develop situational analysis, develop activities planning and timely report developed actions.
- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions;
- 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 ensure data collection related to Mission's trainings;
- 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 be embedded with a local institution/Ministry, security permitting.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- To contribute to the mission's Human Rights and Gender activities and take account of those aspects in the execution of tasks;
- 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. Bachelors' Degree;
- The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Law, Economics) or Business Administration/Management OR equivalent and attested police or/and military and/or coast guard education or training or an award of an equivalent rank; AND
- A minimum of 8 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Sound knowledge of EU Maritime Strategy and related policies;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/maritime security matters;
- Good understanding of policies and organisational aspects of Coast Guard functions, maritime administration and maritime security;
- Good knowledge of Human Rights and Gender practices.

6. Desirable Qualifications and Experience:

- Previous coast guard/maritime security experience;
- Experience in project management;
- CSDP/International experience, particularly in crisis areas with multinational and/or international organisations;
- Strategic thinking;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/rule of law and security matters;
- Experience in knowledge management;
- Professional Training Qualification/Certification.

7. Desirable Knowledge, Skills and Abilities:

- Good understanding of policies and organisational aspects of maritime administration, maritime security and Coast Guard function;
- Ability to multi-task with a time management efficiency;
- Proven organisational and, planning skills;
- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands.

Position Name: Senior Coast Guard Adviser	Employment Regime: Seconded	
Ref. Number: SOM-162	Locations: Mogadishu	Availability: ASAP
Department/Division/Section: Operations department/Field Office Mogadishu / Maritime Security and Coast Guard Unit/ Coast Guard Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Coast Guard Adviser reports to the Strategic Maritime Adviser/Head of Maritime and Coast Guard Unit.

2. Main Tasks and Responsibilities:

- To give advice, guidance, mentoring and training on topics related to the coast guard and port security functions;
- To establish efficient working relationships at strategic level with all the key stakeholders involved in the FGS coast guard and port security capacity development, including EU Delegation to Somalia, UNSOM, UNDP, UNODC and AMISOM complementing their activities on Coast Guard and Port security development at strategic level;
- To deliver maritime training, expert advice and mentoring as required in maritime skills (navigation, seamanship, engineering, communications, etc.);
- To develop training curricula in cooperation with the other Mission experts;
- To provide operational guidance and advice to develop civilian (maritime) law enforcement operational capabilities in line with the Somali strategies;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), in particular in relation to the maritime boat operations in the 9 – 30m range;
- To assess the operational capacity skills and needs of the Somali civilian law enforcement/security agencies and advise on improvements;
- To establish and maintain cooperation with the authorities of the maritime law enforcement services on the development of training programmes on maritime security matters including the Coast Guard functions;
- To develop working groups with the maritime law enforcement services training officers to plan implement and improve the training and Train the Trainers activities;
- To conduct, upon request, reviews of the structures on authorities involved in carrying out the Coast Guard functions and assist in developing SOP's;
- To support the selection of future trainees, among the maritime law enforcement services, for advanced training courses;
- To develop activities` plan and timely report operational activities.
- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions;
- 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 ensure data collection related to Mission's trainings;
- 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 be embedded with a local institution/Ministry, security permitting.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- To contribute to the mission's Human Rights and Gender activities and take account of those aspects in the execution of tasks;
- 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. Bachelor's Degree;
- OR equivalent and attested police or/and military and/or coast guard 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 advise and motivate local counterparts;
- Knowledge of maritime law;
- Good understanding of policies and organisational aspects of maritime administration, maritime security and Coast Guard functions;
- Good knowledge of Human Rights and Gender practices;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/maritime security matters.

6. Desirable Qualifications and Experience:

- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Sound knowledge of EU Maritime Strategy and related policies;
- Previous experience in the delivery of training connected to the coast guard functions;
- Experience in project management;
- Experience of working on maritime security;
- International experience, particularly in crisis areas with multinational and/or international organisations;
- Professional certification in Mentoring, Monitoring & Advising;
- Professional Training Qualification/Certification.

7. Desirable Knowledge, Skills and Abilities:

- Strategic thinking;
- Ability to multi-task with a time management efficiency;
- Proven organisational and, planning skills;
- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands;
- Experience of small boat driving and maintenance.

Position Name: Police Adviser	Employment Regime: Seconded	
Ref. Number: SOM-169	Locations: Hargeisa	Availability: ASAP
Department/Division/Section: Operations/Field Office Hargeisa / Police Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Police Adviser reports to the Head of Field Office

2. Main Tasks and Responsibilities:

- To provide operational guidance and advice to the Somaliland Police on the development and implementation of broader policing policies and procedures related to police training, community policing, criminal investigations, intelligence, and police administrative functions, in particular for the Police Unit;
- To be ready to conduct training and workshops in the area of Policing;
- To provide operational support to the development of law enforcement capacities in line with the Somaliland National Security Policy (NSP) and other relevant strategies;
- To promote effective cooperation between the Somaliland Police bodies, and other stakeholders on regional level;
- To promote effective cooperation between the Somaliland Police and other law enforcement/judiciary actors;
- To establish efficient working relationships at operational level with all the key stakeholders involved in the development of the Somaliland policing capacity, including EU Delegation, UNSOM, UNDP, UNODC complementing their activities on broader police development on operational level;
- To provide analysis and recommendations to the local counterpart(s) in the area of 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 and training for the local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening them;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To develop situational analysis, develop activities planning and timely report developed actions;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Mission advisers, as appropriate;
- To design and deliver training programmes and projects, as appropriate;
- To develop activities planned in accordance with the Mission Implementation Plan and to the Line Management guidance.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- To contribute to the mission's Human Rights and Gender activities and take account of those aspects in the execution of tasks;
- Perform any other tasks assigned by the line manager.

4. Essential Qualifications and Experience:

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

qualifications of the European Higher Education Area, e.g. a 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:

- Sound Experience of working in Police Force, at HQ level and broad understanding of police work in different areas;
- Ability to mentor and motivate local counterparts;
- Organisational, planning and project development skills;
- Knowledge of designing and delivering training programmes and to conduct training
- Strategic thinking;
- Knowledge on police technical expertise and their interoperability in law enforcement and security matters;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Experience in working in an international crisis management environment.

6. Desirable Qualifications and Experience:

- Good knowledge of Human Rights and Gender practices;
- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Management experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement and security matters;
- Professional certification in Mentoring, Advising;
- Professional Training Qualification/Certification.

7. Desirable knowledge, skills and abilities:

- Ability to multi-task with a time management efficiency;
- Proven organisational and, planning skills;
- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands.

Position Name: Internal Auditor	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-006	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Head of Mission Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To establish a risk-based ex post financial control function to be performed in compliance with the relevant international standards, as well as rules and regulations and applicable to this field;
- To be in charge of planning and conducting financial, systems and performance audit controls;
- To develop a risk-based audit programme for validation by the Mission's management;
- To plan appropriate audit procedures and methods to meet the objective of the audit engagements, considering the efficient use of resources;
- To operate in accordance with relevant provisions and with internationally established professional internal auditing standards;
- To prepare high quality and operational audit reports presenting the findings, recommendations made and the action taken;
- To recommend corrective actions to the Mission's management as appropriate, and to follow up and review actions taken by management;
- To provide advice and guidance to the HoM, Head of Mission Support Department and the Heads of other Departments in order to improve compliance with internal control standards;
- To assess whether financial operations have been legally and regularly executed and accounts are reliable by conducting ex-post financial checks based on audit methodologies;
- To ascertain the nature of a process, identify key control points and evaluates their efficiency and effectiveness;
- To identify and map risks;
- To design and establish risk mitigation systems along the Mission's financial circuits with a view to improving compliance with financial control rules and standards;
- To evaluate adequacy of management and control systems and the implementation of policies, systems and procedures, especially with regards to administrative functions;
- To examine whether resources are used efficiently and economically and achieving effective results;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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
- A minimum of 3 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to produce high-quality reports including recommendations;
- Analytical, research and problem-solving skills;
- Priority-setting and ability to react quickly to new demands;
- Good knowledge of audit and accounting principles;
- Experience working with financial/accounting/audit management software.

6. Desirable Qualifications and Experience:

- University and/or Master's degree in Economics, Audit, Finance, or other related or relevant fields;
- Experience in setting up an internal audit capability in a complex organisation;
- Member of a corps or body within EU member states public institutions having functions of this nature and/or certification as a Certified Public Accountant (CPA), Chartered Accountant (CA), Certified Internal Auditor (CIA), Certified Information Systems Auditor (CISA), or equivalent;
- Experience in a field Mission, with an International Organisation, an International NGO, a Development or Humanitarian Agency.

Position Name: Mission Security Analysis Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-028	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Security and Duty of Care Department/Security Division/Security Analysis Team	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Analysis Officer (MSAO) reports to the Senior Mission Security Officer (SMSO) through the Deputy Senior Mission Security Officer (Deputy SMSO).

2. Main Tasks and Responsibilities:

- To prepare, deliver and disseminate daily security presentations to the Security and Duty of Care Department (SDCD) members and the Mission personnel;
- To draft and disseminate biweekly security reports;
- To prepare and deliver pre-departure security briefings to the staff members going on specific missions;
- To draft analytical notes on a regular basis for the SMSO/DSMSO, to be delivered at the Senior Management Team (SMT) meetings and any other forums involving the contribution of the SDCD;
- To draft the contribution on the security situation to the Mission's Weekly Operational Summary (WOS), the Six-monthly Report, and the Operation Plan;
- To maintain and exploit a security incidents database;
- To prepare and disseminate security advisories as per request of Senior Mission Security Officer (SMSO)/DSMSO;
- To draft special reports and incident reports as per request of SMSO/DSMSO;
- To assist the SMSO/ DSMSO Unit in the development, implementation and updating of the Mission Security Plan (MSP) with particular emphasis on risk and threat assessments in the Mission's area/s of operations;
- To collect, evaluate, collate and analyse all-source relevant information with potential impact on the security and safety of the Mission personnel, operations and assets;
- To produce regular security reports and analysis, as well as situational awareness deliverables, in an accurate and timely manner, and to incorporate the gender perspective within the analytical approach whenever possible;
- To draft and ensure the quick dissemination of flash reports in case of significant security-related events;
- To liaise and cooperate closely with all relevant stakeholders in the field of security, either in-mission or external partners such as national law enforcement agencies, international organizations, NGOs, and other European Union (EU) bodies and diplomatic representatives;
- To coordinate with the Mission Security Officer – Field Security Instructor (MSO-FSI) in the provision of briefings to new staff members on the Mission's security situation;
- To support the Information Security Officer in the management of EU Classified Information and security clearances;
- To conduct security surveys of Mission member's personal protective security requirements, transport security, residential and office security;
- To assist and provide appropriate response to Mission members and ensure that all necessary actions are taken, particularly in emergency cases.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;

- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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, preferably with focus on security management 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 civilian, military or police sectors in the protection of personnel, facilities and assets, out of which a minimum of 2 years relevant experience in security analysis and methodologies, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Thorough analytical and critical thinking skills;
- Excellent drafting and reporting skills to address diverse audiences;
- Very good presentations skills;
- Excellent organizational skills and strong attention to detail;
- Ability to contribute to the development of security policies and procedures;
- Proficiency in Excel (pivot tables, graphs, etc.) and/or Access, and Outlook.

6. Desirable Qualifications and Experience:

- Previous work experience in the region;
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- Firearms trained;
- 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;
- Resilience under mental pressure and willingness to work extra hours when required;
- Validated license for armoured vehicle or civilian driving license class C.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area and potential security threats;
- Good command of GIS tools (ArcGIS, Google Earth maps, etc.);
- Previous experience in managing the security information/intelligence cycle.

Position Name: Nurse	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. number: SOM-050	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department/Medical Section	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Nurse reports to the Senior Medical Adviser (SMA).

2. Main Tasks and Responsibilities:

- To co-ordinate and monitor all elements of the medical evacuation chain in case of disease or injury of the Staff Member in close cooperation with all involved health care providers and the Mission's insurance company;
- To organise the use of available MEDEVAC capabilities (air and/or ground) inside or outside the areas of operation;
- To coordinate and perform medical briefings and training for all new and existing staff members;
- To monitor the epidemiological and overall medical situation in theatre and to promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- To keep and maintain a database on all accidents, incidents and recorded illnesses – and ensure compliance with data protection for sensitive data – in conformity with medical staff- patient confidentiality;
- To assist, support and provide guidance to the SMA on all medical, admin and welfare matters as required;
- To deputise as MA in their absence;
- To provide medical guidance to all staff members and undertake reporting and liaison requirements with Finance and Human Resources on certified and uncertified sick leaves – both in and out of theatre;
- To respond to medical incidents and emergencies on a 24/7 basis and provide regular emergency cover on a roster;
- To liaise with other relevant health care providers to coordinate the provision of care;
- In close cooperation with the SMA, to coordinate and support medical evacuations, other emergency medical support and care matters, and to assist in providing medical support during evacuations/repatriation, including escorting patients out of theatre; to advise evacuees on the requirements for evacuation;
- In support of the SMA, to assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if staff member's needs (advanced) medical treatment due to illness or an emergency in close cooperation with the external medical provider in attendance and the mission's insurance company;
- To take on responsibility for any task or function within the Medical Section, including everyday medical activities such as diagnosing and identify through appropriate medical procedures, medical issues and agreeing treatment methods (preventive and/or curative) for staff members, maintenance of the pharmacy, ordering and procurement of medication, services and other supplies, stock taking or management of the on-call roster;
- To keep meticulous medical and statistical records on all patient assessments, treatment and care, prescription of medicine;
- To maintain essential equipment in an operational state, e.g. ensuring that the content of all Mission First Responder and Trauma Kits are correct and up-to date, defibrillators are tested and functional and all equipment is up-to-date and working;
- To prepare and perform medical briefings and training for all new and existing staff members as required by the SMA;

- Mobility - To work from any of the Mission's operating bases in Mission area as directed by the SMA.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other task as requested by the Line Manager.

4. Essential Qualifications and Experience:

- Successful completion of university studies in medicine of at least 3 years attested by a diploma equivalent to level 6 in the qualification in the National Qualifications Framework or European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area e.g. minimum Bachelor's degree in Nursing;
- A minimum of 4 years of relevant professional experience, including hands-on experience in an A&E department, primary care, pre-hospital or intensive / anaesthesia care or equivalent after having fulfilled the educational requirements;
- The candidate must be able to provide a "Certificate of good standing" issued by a competent National Authority.

5. Desirable Qualifications and Experience:

- Experience with specialisation in Emergency Medicine, Primary Care, Intensive Care or Anaesthesia;
- Knowledge of tropical medicine;
- Flight Medical and/or MEDEVAC experience;
- Diploma in (ATLS) Advanced Trauma Life Support, AMLS (Advanced Medical Life Support), PHTLS (Prehospital Trauma Life Support). ACLS (Advance Cardiac Life Support) trained;
- Successful completion of MIMMS (Major Incident Medical Management and Support) training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- Instructor Diploma in Cardio Pulmonary Resuscitation (CPR) support;
- Experience in delivering medical/nursing training in emergency medicine, trauma and health care.

6. Essential Knowledge, Skills and Abilities:

- Ability to perform under stress, in hostile environments and difficult circumstances;
- Experience in delivering training in emergency medicine, trauma and health care;
- Excellent English Language skills (written and verbal).

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic;
- Knowledge of the Mission area of operation.

Position Name: Nurse	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. number: SOM-051	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department/Medical Section	Security Clearance Level: EU RESTRICTED	Open to Contributing Third States: No

1. Reporting Line:

The Nurse reports to the Senior Medical Adviser (SMA).

2. Main Tasks and Responsibilities:

- To co-ordinate and monitor all elements of the medical evacuation chain in case of disease or injury of the Staff Member in close cooperation with all involved health care providers and the Mission's insurance company;
- To organise the use of available MEDEVAC capabilities (air and/or ground) inside or outside the areas of operation;
- To coordinate and perform medical briefings and training for all new and existing staff members;
- To monitor the epidemiological and overall medical situation in theatre and to promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- To keep and maintain a database on all accidents, incidents and recorded illnesses – and ensure compliance with data protection for sensitive data – in conformity with medical staff- patient confidentiality;
- To assist, support and provide guidance to the SMA on all medical, admin and welfare matters as required;
- To deputise as MA in their absence;
- To provide medical guidance to all staff members and undertake reporting and liaison requirements with Finance and Human Resources on certified and uncertified sick leaves – both in and out of theatre;
- To respond to medical incidents and emergencies on a 24/7 basis and provide regular emergency cover on a roster;
- To liaise with other relevant health care providers to coordinate the provision of care;
- In close cooperation with the SMA, to coordinate and support medical evacuations, other emergency medical support and care matters, and to assist in providing medical support during evacuations/repatriation, including escorting patients out of theatre; to advise evacuees on the requirements for evacuation;
- In support of the SMA, to assess the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if staff member's needs (advanced) medical treatment due to illness or an emergency in close cooperation with the external medical provider in attendance and the mission's insurance company;
- To take on responsibility for any task or function within the Medical Section, including everyday medical activities such as diagnosing and identify through appropriate medical procedures, medical issues and agreeing treatment methods (preventive and/or curative) for staff members, maintenance of the pharmacy, ordering and procurement of medication, services and other supplies, stock taking or management of the on-call roster;
- To keep meticulous medical and statistical records on all patient assessments, treatment and care, prescription of medicine;
- To maintain essential equipment in an operational state, e.g. ensuring that the content of all Mission First Responder and Trauma Kits are correct and up-to date, defibrillators are tested and functional and all equipment is up-to-date and working;
- To prepare and perform medical briefings and training for all new and existing staff members as required by the SMA;

- Mobility - To work from any of the Mission's operating bases in Mission area as directed by the SMA.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other task as requested by the Line Manager.

4. Essential Qualifications and Experience:

- Successful completion of university studies in medicine of at least 3 years attested by a diploma equivalent to level 6 in the qualification in the National Qualifications Framework or European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area e.g. minimum Bachelor's degree in Nursing;
- A minimum of 4 years of relevant professional experience, including hands-on experience in an A&E department, primary care, pre-hospital or intensive / anaesthesia care or equivalent after having fulfilled the educational requirements;
- The candidate must be able to provide a "Certificate of good standing" issued by a competent National Authority.

5. Desirable Qualifications and Experience:

- Experience with specialisation in Emergency Medicine, Primary Care, Intensive Care or Anaesthesia;
- Knowledge of tropical medicine;
- Flight Medical and/or MEDEVAC experience;
- Diploma in (ATLS) Advanced Trauma Life Support, AMLS (Advanced Medical Life Support), PHTLS (Prehospital Trauma Life Support). ACLS (Advance Cardiac Life Support) trained;
- Successful completion of MIMMS (Major Incident Medical Management and Support) training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- Instructor Diploma in Cardio Pulmonary Resuscitation (CPR) support;
- Experience in delivering medical/nursing training in emergency medicine, trauma and health care.

6. Essential Knowledge, Skills and Abilities:

- Ability to perform under stress, in hostile environments and difficult circumstances;
- Experience in delivering training in emergency medicine, trauma and health care;
- Excellent English Language skills (written and verbal).

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic;
- Knowledge of the Mission area of operation.

Position Name: Finance Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level
Ref. number: SOM-054	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Mission Support Department/Administrative Division/Finance Section	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Finance Officer reports to the Head of Finance Section.

2. Main Tasks and Responsibilities:

- To assist the Head of Finance Section in maintaining the financial operations of the Mission;
- To develop policies for accounting and control of Mission finances in close cooperation with the Head of Finance Section;
- To manage the accounts, payments, payroll, petty cash, claims and other financial functions;
- To verify the legality and the regularity of transactions prior to authorising financial transactions;
- To assist in the reporting, verifying the integrity of accounts, their accuracy and their on-time delivery;
- To implement audit recommendations and ensures the effectiveness of internal controls;
- To assist the Head of Finance Section in drafting the Mission budget;
- To liaise and cooperate on financial issues with the relevant EU Authorities and all other relevant actors (banks etc.) under the supervision of the Head of Finance Section;
- To assist in identification of needs of goods and/or services required for improving the efficiency of the unit and help define them for procurement.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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 3 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of accounting and general financial principles;
- Proficiency in at least one accounting software.

6. Desirable Qualifications and Experience:

- University and/or Master's Degree in Economics or Finance or specialised training/course in finance or other related fields.
- Member of a corps or body within EU member states public institutions having functions of this nature and/or certification as a Certified Public Accountant (CPA) or Chartered Accountant (CA);
- Experience in a field Mission, with an International Organisation, an International NGO, a Development or Humanitarian Agency.

- Knowledge of current technologies used for Finance/Accounting like an Enterprise Resource Planning (ERP) System.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of relevant EU rules and regulations.

Position Name: Finance and Administration Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. Number: SOM-056	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Mission Support Department/Administrative Division/Finance Section	Security Clearance Level: EU CONFIDENTIAL	Open to Third Contributing States: No

1. Reporting Line:

The Finance and Administration Officer reports to Head of Finance Section.

2. Main Tasks and Responsibilities:

- To identify needs of goods and/or services required for improving the efficiency of the unit and to define them technically for procurement;
- To contribute to coordinating the Section's activities and operations related to the area of finance and administration, in particular the budget, procurement, verification, audit and contract management;
- To ensure the sound and effective financial management, including the preparation of the budget and follow-up of its implementation;
- To develop policies for the imprest accounts, in close cooperation with the authorising, and the accounting officer;
- To define procedures for the imprest accounts, payments, payroll, petty cash, claims and other financial functions in a multicurrency system;
- To verify the legality and regularity of transactions prior to authorising transactions (i.e. commitments and payments);
- To ensure the reporting, verifying the integrity of the imprest accounts, their accuracy and their on-time delivery;
- To implement audit recommendations and ensure the effectiveness of internal controls;
- To identify areas of risk and take appropriate measures for limiting the financial risk, especially concerning the physical and the electronic security of funds, of documents (running and archived) and of transactions;
- To liaise and cooperate on financial issues with the relevant EU bodies and all relevant actors (banks etc.) under the supervision of the Head of Section.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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 finance, economics, accounting or business administration.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of relevant accounting rules;

- Knowledge of accounting software.

6. Desirable Qualifications and Experience:

- Specialised training/course (including University) in finance, accounting, economics or business administration.

7. Desirable Knowledge, Skills and Abilities:

- Professional accounting/audit certification;
- International experience, particularly in crisis areas with multinational and international organisations;
- Knowledge of relevant EU rules and regulations.

Position Name: Head of Procurement Section	Employment Regime: Seconded/Contracted	Post Category for Contracted: Expert Level
Ref. number: SOM-057	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Mission Support Department/ Procurement Section	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Head of Procurement Section reports to the Head of Administrative Division.

2. Main Tasks and Responsibilities

- To lead, direct and manage the work and staff of the Procurement Section;
- To provide efficient, timely and pro-active procurement services for the Mission;
- To plan, develop and implement policies to meet expected organisational performance regarding procurement services within a given timeframe;
- To assist and advise the chain of command on all contracting and procurement issues;
- To develop professional relationships with procurement colleagues in other CSDP Missions to share best practices in procurement;
- To lead, develop, manage and co-ordinate the Mission contracting and procurement processes following established professional and transparent procurement policies, rules and procedures;
- 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;
- To work and maintain ERP and other electronic systems used by the Procurement Section and the Mission.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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, 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 adopt new and emerging technologies to solve business and operational needs;
- Ability to establish/review priorities, to plan and exercise control;
- Ability to mentor, evaluate and motivate staff;
- Experience in using established professional and transparent public procurement policies and procedures following legislation and regulations governing the procurement of an international organisation.

6. Desirable Qualifications and Experience:

- International mission experience, particularly in crisis areas with multi-national and international organisations, in a similar position;
- Specialised training/course in the field of procurement;
- A Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- 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);
- Persistence when faced with complex problems or challenges;
- Remains calm in stressful situations.

Position Name: Communications Assistant	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level
Ref. number: SOM-073	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Mission Support Department/General Services Division/CIS Section	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Communications Assistant reports to the Head of CIS Section.

2. Main Tasks and Responsibilities:

- To install, maintain/repair and monitor the location overlapping VHF radio network based on Motorola MotoTrbo Capacity Plus, Trbonet Watch, SafeDispatch and other digital radio elements, hard- and software as well as included Satellite Tracking capabilities, having a full integration in one main and other distributed Security Operation Centres;
- To be responsible for the installation, maintenance/repairs of VHF and mobile radio equipment (Motorola MotoTrbo) and associated antennae systems and ancillaries;
- To program radio equipment and repeaters;
- To erect masts and antennae as required;
- To install power supplies and backup power systems;
- To install and maintain satellite systems Iridium and VSAT;
- To install and maintain Electronic Counter Measure (ECM) equipment;
- To ensure that adequate levels of spare parts are available for all equipment;
- To establish the necessary technical liaison and coordination with other international organizations in the mission area;
- To provide advice and training to all end users;
- To produce precise reports concerning communication issues and to recommend improvements for future acquisitions;
- To be responsible for support, repairs and installation of Iridium based satellite phones and terminals;
- To coordinate with consultants, external experts, and outsourced services in support of the development and maintenance of the mission information services and the overall information systems architecture in the locations where you are responsible.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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/or a professional technical/mechanical trade and/or technical engineering; AND
- A minimum of 3 years of professional experience in Information and Communication Technology support and implementation either in civilian or military environments after having fulfilled the education requirements, thereof a minimum of 1 year of professional experience with the maintenance and support of digital radio systems.

5. Essential Knowledge, Skills and Abilities:

- Professional knowledge in Motorola GP/GM/GR/MTR radio systems;
- Knowledge in Digital radio systems like Motorola Tetra or MotoTrbo;

- Knowledge in satellite technology;
- Excellent level of written and spoken English.

6. Desirable Qualifications and Experience:

- Previous experience in international environment, particular in crisis areas with multi-national and international organizations;
- Good understanding of the political, cultural and security situation of the Region;
- A previous professional experience in Africa;
- Substantial knowledge of the functioning of the EU and in particular CSDP missions;
- Ability to establish and maintain effective working relations as a team member in a multi-cultural, multi-ethnic environment. Good interpersonal and communication skills;
- Ability to perform under stress and in difficult circumstances;
- Works methodically, accurately and with attention to details as well as to tight deadlines;
- Is used to work on a multitude of activities at the same time and with limited supervision;
- Excellent analytical, research and problem-solving skills;
- Punctuality, commitment to quality, ability to perform under stress, attention to detail, solid work ethics, willingness to work flexible working hours.

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: Logistics Assistant	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Assistant Level
Ref. number: SOM-077	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Mission Support Department/General Service Division/General Support Section	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Logistics Assistant reports to the Head of General Support Section.

2. Main Tasks and Responsibilities:

- To assist the Logistics Officer in logistics, supply chain, asset management, warehouse and building management issues;
- To apply general logistics SOPs, policies, draft technical reports and implement operating instructions, guidelines and procedures regarding provision of assets and supplies;
- To assist in facilitating customs clearance and export/import procedures of Mission equipment;
- To update and maintain the asset management records and register in ERP system;
- To assist in managing and maintaining a comprehensive database of expendable and non-expandable items;
- To report to Logistics Officer on logistical issues, proposing/recommending changes and improvements, ensuring accuracy;
- To have a readiness to work in other Mission locations with a short notice;
- To assist providing logistical support to all personnel in regards to required assets to fulfil their tasks, such as computers, vehicles, furniture, telecommunications, stationary, etc.;
- To assist in managing the distribution and reallocation of all logistical resources provided for the region, ensuring systems in place for replacement and repair;
- To prepare and process finance and procurement documents for invoice handling, budget management, purchasing and procurement;
- To compile material and draft documents for procurement action;
- To assist drafting technical specifications/terms of references, and as required perform other tender related activity like market surveys and participation in tender evaluation.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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/or a professional technical/mechanical trade and/or technical engineering, such as a qualified technical trades person with a minimum education at a vocational/technical trade school/College and attested by a trades diploma; AND
- A minimum of 3 years of professional experience in warehouse and asset management, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of current technologies for Supply Chain Management and Warehousing;
- Knowledge of the administrative and financial procedures used in organizations related to logistics and supply chain management;
- Ability to perform under stress and in difficult circumstances;

- Good command of spoken and written English including logistics related vocabulary;
- Good computer skills able to keep electronic records, use electronic document management system;
- Driving licence type C1;
- Good computer skills to keep electronic records, medium level Excel skills are required;
- Good report writing skills;
- Ability to establish and maintain effective working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

6. Desirable Qualifications and Experience:

- Experience in Enterprise Resource Planning (ERP) systems and electronic document management systems;
- Administrative and bookkeeping experience;
- Training in logistics/asset management/logistics and transport management or any other related courses;
- International mission experience, particularly in crisis areas with multi-national and international organisations, in a similar position.

7. Desirable Knowledge, Skills and Abilities:

- Familiarity with logistics and supply chain related principles, rules and regulations used in international organisation or major NGOs;
- Conscientious and efficient in meeting commitments, observing deadlines and achieving results;
- Motivated by professional rather than personal concerns;
- Persistence when faced with difficult problems or challenges;
- Remains calm in stressful situations;
- Logical analytical approach to solving problems using sound judgment and decision-making methodologies;
- Conscientious and efficient in meeting commitments, observing deadlines and achieving results;
- Motivated by professional rather than personal concerns;
- Persistence when faced with difficult problems or challenges.

Position Name: Strategic Adviser	Employment Regime: Seconded/Contracted	
Ref. Number: SOM-100	Location: Garowe	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Garowe/ Maritime Security and Coast Guard Unit/ Strategic Advisory Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Strategic Adviser reports to the Strategic Maritime Adviser/Head of Maritime Security and Coast Guard Unit.

2. Main Tasks and Responsibilities:

- To study, assess and analyse the performance of Puntland's maritime governance mechanisms and Institutions;
- To mentor and advise the Puntland authorities on developing maritime civilian law enforcement governance to assist counterparts to improve the future outcomes of their organisation;
- To support the development and the implementation of comprehensive strategies and mechanisms for the governance of civilian maritime law enforcement authorities;
- To support Puntland civilian maritime law enforcement institutions and Ministries to set and maintain the strategic direction and priorities for their departments;
- To advise on implementation of Somalia Maritime Resource and Security Strategy and the Jeddah Amendment to the Djibouti Code of Conduct; including national and regional coordination mechanisms (Puntland regional maritime coordination committee (MCC), the National MCC and the Maritime Security Coordination Committee) and other relevant policy documents;
- To advise authorities of Internal Security, Justice, Attorney General or equivalent on the development and implementation of the maritime security strategy as defined in the National Security Policy;
- To contribute to the definition of clear competencies between civilian maritime law enforcement agencies, line ministries and other relevant actors at the federal and member states levels;
- To build strong working relationships with relevant actors in Puntland and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities);
- To cooperate closely with EUDEL and EUNAVFOR in developing synergies to improve civilian maritime security management in Somalia;
- 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;
- 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 liaise closely with other Senior Advisers and Advisers as appropriate;
- To design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;

- To contribute to the mission's Human Rights and Gender activities and take account of those aspects in the execution of tasks;
- 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 second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. OR police or military and/or coast guard equivalent education or training and rank; AND
- A minimum of 5 years of relevant professional experience after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Strategic and creative thinking;
- Sound knowledge of EU Maritime Strategy and related policies;
- Good understanding of policies and organisational aspects of Coast Guard functions, maritime administration and maritime security;
- Ability to effectively advise senior decision makers, negotiation and diplomacy skills;
- Strong team player and able to work alone and ability to work with a range of people from diverse cultural and professional backgrounds;
- Knowledge of government coordination processes;
- Organisational, planning and project development skills;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/maritime security matters.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation;
- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Good knowledge of Human Rights and Gender practices.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Proven organisational and, planning skills;
- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands.

Position Name: Coast Guard Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. Number: SOM 122	Location: Hargeisa	Availability: 30/06/2021
Department/Division/Section: Operations Department/Field Office Hargeisa/Maritime Security and Coast Guard Unit/Coast Guard Team	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Coast Guard Adviser reports to the Strategic Maritime Adviser / Head of Maritime Security and Coast Guard Unit.

2. Main Tasks and Responsibilities:

- To provide operational guidance, training and advice on the development and implementation of strategies, policies and procedures related to (community) policing in coastal communities and port policing, undertaken by civilian maritime law enforcement agencies;
- To promote effective cooperation between the civilian maritime law enforcement agencies and judiciary, with the aim to strengthen the first level of the judicial chain;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), in particular in relation to the maritime domain;
- To develop and provide training for civilian maritime law enforcement agencies in search, arrest, detention, evidence, and report writing in relation to maritime crime;
- To work in cooperation with other Mission advisers and provide policing advice to the Senior Mission Management and, as required, to other EU bodies, in particular in relation to maritime related issues;
- To contribute to the development and delivery of Maritime Law Enforcement training courses and curriculum, as required;
- To establish efficient working relationships at operational level with all the key international stakeholders involved in the policing capacity development;
- 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 liaise closely with other Senior Advisers and Advisers as appropriate;
- To design and deliver training, as appropriate;
- To develop activities planned in accordance with the Mission Implementation Plan and to the Line Management guidance.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- To contribute to the mission's Human Rights and Gender activities and take account of those aspects in the execution of tasks;
- 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:

- Knowledge of Maritime Law Enforcement;
- Knowledge of the Coast Guard Functions;
- Ability to advise and motivate local counterparts;
- Previous experience in the delivery of training.

6. Desirable Qualifications and Experience:

- Good knowledge of Human Rights and Gender practices;
- Experience with Port Security;
- Experience of small boat driving and maintenance;
- Experience of working on maritime security;
- Experience in project management;
- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of maritime law, shipping law and environmental law of the sea.
- Ability to multi-task with a time management efficiency;
- Proven organisational and, planning skills;
- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands.

Position Name: Logistics Assistant	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Assistant Level
Ref. number: SOM-128	Location: Hargeisa	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Hargeisa/Support Office	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Logistics Assistant reports to the Head of Field Office Hargeisa for operational issues and to the Head of Mission Support for functional issues that are linked to technical, mission support related matters.

2. Main Tasks and Responsibilities:

- To replace the Financial and Administration Officer and CIS assistant as requested;
- To have a readiness to work in other Mission locations with a short notice;
- To assist the General Support Section in facilitating customs clearance of Mission equipment;
- To keep the General Support Section informed of logistical issues of the Field Office as appropriate;
- To be responsible of the technical condition, repair and maintenance of the vehicles allocated to the Field Office;
- To deal with all aspects of logistical and supply needs such as, the acquisition, distribution and allocation of all logistical resources, including providing supply chain management solutions and transportation, and the coordination and management of all aspects related to custom's clearance procedures;
- To monitor available supplies, materials and products in order to ensure that staff members have access to the items they need;
- To record and update the asset records of the Field Office and to maintain up to date information in the ERP system;
- To manage on a daily basis, the records of quantity, type, and value of material, equipment, merchandise, or supplies stocked;
- To prepare reports, such as asset reports, inventory balance, shortages and vehicle status reports;
- To participate in the procurement procedures, market surveys and contract management as requested;
- To prepare list of depleted items and recommends survey of defective or unusable items;
- To assist the General Support Section in prioritising and coordinating the logistical activities in his/her area of competence;
- To collect, file and forward, draft technical reports and implement operating instructions, guidelines and procedures regarding provision of assets and supplies;
- To be responsible of and ensures adequate logistical support regarding computers, vehicles, furniture, telecommunications etc.;
- To record asset movements and to update and maintain required electronic asset management tools.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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/or a professional technical/mechanical trade and/or technical engineering, such as a qualified technical trades person with a minimum education at a vocational/technical trade school/College and attested by a trades diploma; AND

- A minimum of 3 years of professional experience in warehouse and asset management, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of the administrative and financial procedures related to logistics activities;
- Ability to perform under stress and in difficult circumstances;
- Good command of spoken and written English including vehicle and logistics related vocabulary;
- Good computer skills to keep electronic records, use electronic document management system;
- Medium level Excel skills are required;
- Ability to establish and maintain effective working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Driving Licence category C1;
- Good report writing skills.

6. Desirable Qualifications and Experience:

- Knowledge of current technologies and electronic tools used in Warehousing, Supply Chain Management and Fleet Management;
- Administrative and bookkeeping experience;
- Training in logistics/asset management/logistics and transport management or any other related courses;
- International mission experience, particularly in crisis areas with multi-national and international organisations, in a similar position.

7. Desirable Knowledge, Skills and Abilities:

- Logical analytical approach to solving problems using sound judgment and decision making methodologies;
- Conscientious and efficient in meeting commitments, observing deadlines and achieving results;
- Motivated by professional rather than personal concerns;
- Persistence when faced with difficult problems or challenges;
- Remains calm in stressful situations.

Position Name: Armed Protection Team Leader	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. Number: SOM 131	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department/ Hargeisa Security Section/ Armed Protection Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Armed Protection Team Leader reports to the Head of Hargeisa Security Section.

2. Main Tasks and Responsibilities:

- To manage, lead, guide and assume the operational and administrative responsibility of the Armed Protection Unit (APU), accordingly to the Mission rules and regulations;
- To manage the armed protection security set up of the EUCAP staff in coordination with the local protection forces assigned to the Mission protection;
- To overview, prepare and plan armed protection operations;
- To function as a regular operator, ready to act in all functions of the team;
- To transport and provide armed protection to mission members inside and outside of Hargeisa;
- To assist in the planning and actively participate in the defence plan of the FOH;
- To deploy and operate in locations outside of Hargeisa Somaliland, for prolonged periods of time;
- To be the focal point for information flow/exchange through the Head of the Hargeisa Security Section;
- To assist Hargeisa Security Section in the provision of security training to Mission Members;
- To assist Heat instructors in the provision of HEAT training to Mission Members;
- To participate in all applicable training, professional, physical and medical;
- Authorized to carry and issued a personal weapon in line with CSDP “Use of force policy”.
- To be responsible for planning and execution of operational Armed Protection (A/P) operations, in line with the firearms policy stated in the CSDP Firearms Policy Handbook;
- To carry out daily administration and operational planning for the APT;
- To assist in the oversight of all APT staff, providing instructions, support and assistance as required;
- To develop Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary;
- To provide comprehensive procedural documents with respect to A/P activities and a clear understanding of the legal framework of the firearms policy;
- In liaison with the Field Security Instructor, to participate and coordinate in preparing and conducting firearms training for the APT;
- To provide personal security advice to members of the organization;
- To identify Mission staff's personal security training needs and to ensure development and delivery of necessary training;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- In coordination with the SCDC to develop professional contacts with the local police, military and security managers of other international organizations;
- To liaise with civilian and military organizations for an assessment of current and possible future threats;
- 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:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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 at Bachelor's level OR equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area OR equivalent and attested police/military education or training or equivalent rank; AND
- A minimum of 5 years of relevant professional experience, in the military, police or security field, after having fulfilled the education requirements, out of which a minimum of 3 years' experience as Close Protection Team Leader/Coordinator in a military/police or security field;
- Trained in basic life support (medical training);
- Pistol & Rifle certification/accreditation from a recognised institution;
- A valid category “C” driving license.

5. Essential Knowledge, Skills and Abilities:

- Ability to lead a Team;
- Ability to operate a variety of communication systems;
- Ability to contribute creatively to the development of security strategies and procedures.

6. Desirable Qualifications and Experience:

- A minimum of 10 years of relevant professional experience in firearms training;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience in close protection operations as a member of international organisations or Diplomatic institutions/Agencies e.g. National embassy's, EU, UN, NATO;
- Trained and certified in close protection techniques (theory and practice);
- Successful completion of an Industry Standard Security Qualification;
- Advanced driving training (defensive driving).

7. Desirable Knowledge, Skills and Abilities:

- Ability to perform under stress and in difficult circumstances in high risk locations.

Position Name: Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level
Ref. Number: SOM 132	Location: Hargeisa	Availability: 08/08/2021
Component/Department/Unit: Security and Safety Department/ Armed Protection Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Armed Protection Operator reports to Armed Protection Team leader.

2. Main Tasks and Responsibilities:

- To contribute to the armed protection security set up of the EUCAP Somalia staff;
- To transport and provide armed protection to mission members inside and outside of Hargeisa;
- To actively participate in the defence plan of the Field Office;
- To deploy and operate in locations mission wide;
- To assist in the provision of security training to Mission members;
- To assist HEAT instructors in the provision of HEAT training;
- To Participate in all applicable training, professional, physical and medical;
- To cross train in all the functions & roles of the team;
- Authorized to carry and issued a personal weapon;
- To be responsible for operational Armed Protection operations;
- To provide personal security advice to members of the organization;
- To assist in identifying staff's personal security training needs and to assist in developing and delivering necessary training, under the supervision of the APU TL;
- To carry out daily administration and operational planning for daily A/P activities;
- To provide comprehensive procedural documents with respect to A/P activities;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To develop professional contacts with the local police, military and security managers of other international organizations;
- To liaise with civilian and military organisations for an assessment of current and possible future threats;
- To aid in the development of Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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
- a minimum of 5 years of relevant professional experience, in the military, police or security field, after having fulfilled the education requirements; out of which a minimum of 3 years' experience as a Close Protection operator in a military/police or security;
- Trained in basic life support (medical training);
- Advanced driving training (defensive driving);

- A valid category “C” driving license.

5. Essential Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems;
- Ability to perform under stress and in difficult circumstances in High Risk locations;
- Discreet, diplomatic and flexible.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience in close protection operations as a member of international organisations or Diplomatic institutions/Agencies e.g. National embassy’s, EU, UN, NATO;
- Trained and certified in close protection techniques (theory and practice);
- Hold an industry standard First Aid Qualification;
- High level of experience in driving Armoured vehicles.

7. Desirable Knowledge, Skills and Abilities:

- Ability to perform under stress and in difficult circumstances in high risk locations.

Position Name: Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level
Ref. Number: SOM 136	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Security and Safety Department/ Armed Protection Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Armed Protection Operator reports to Armed Protection Team leader.

2. Main Tasks and Responsibilities:

- To contribute to the armed protection security set up of the EUCAP Somalia staff;
- To transport and provide armed protection to mission members inside and outside of Hargeisa;
- To actively participate in the defence plan of the Field Office;
- To deploy and operate in locations mission wide;
- To assist in the provision of security training to Mission members;
- To assist HEAT instructors in the provision of HEAT training;
- To Participate in all applicable training, professional, physical and medical;
- To cross train in all the functions & roles of the team;
- Authorized to carry and issued a personal weapon;
- To be responsible for operational Armed Protection operations;
- To provide personal security advice to members of the organization;
- To assist in identifying staff's personal security training needs and to assist in developing and delivering necessary training, under the supervision of the APU TL;
- To carry out daily administration and operational planning for daily A/P activities;
- To provide comprehensive procedural documents with respect to A/P activities;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To develop professional contacts with the local police, military and security managers of other international organizations;
- To liaise with civilian and military organisations for an assessment of current and possible future threats;
- To aid in the development of Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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
- a minimum of 5 years of relevant professional experience, in the military, police or security field, after having fulfilled the education requirements; out of which a minimum of 3 years' experience as a Close Protection operator in a military/police or security;
- Trained in basic life support (medical training);
- Advanced driving training (defensive driving);

- A valid category “C” driving license.

5. Essential Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems;
- Ability to perform under stress and in difficult circumstances in High Risk locations;
- Discreet, diplomatic and flexible.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience in close protection operations as a member of international organisations or Diplomatic institutions/Agencies e.g. National embassy’s, EU, UN, NATO;
- Trained and certified in close protection techniques (theory and practice);
- Hold an industry standard First Aid Qualification;
- High level of experience in driving Armoured vehicles.

7. Desirable Knowledge, Skills and Abilities:

- Ability to perform under stress and in difficult circumstances in high risk locations.