



**Annex 1 - Requirements and Job Descriptions**

<p style="text-align: center;"><b>European Union CSDP Mission in Niger (EUCAP Sahel Niger)</b></p> <p style="text-align: center;"><b>1-2022 Call for Contributions</b></p>				
<b>Organisation:</b>	EUCAP Sahel Niger			
<b>Job Location:</b>	Niamey, Agadez			
<b>Employment Regime:</b>	As indicated below			
<b>Job Titles/ Vacancy Notice:</b>	<b>Ref.:</b>	<b>Name of the Post:</b>	<b>Location:</b>	<b>Availability:</b>
	<b><u>Seconded (16 posts)</u></b>			
	NI 02	Deputy Head of Mission	Niamey	21 Aug 2022
	NI 13	Gender Adviser	Niamey	ASAP
	NI 14	MAC Analyst	Niamey	ASAP
	NI 16	Senior Coordination Adviser	Niamey	20 Jun 2022
	NI 17	Cooperation Adviser	Niamey	ASAP
	NI 25	Coordinator for Decentralised Actions	Niamey	ASAP
	NI 27	Senior Adviser for Nigerien Security Strategy	Niamey	ASAP
	NI 30	Adviser to the Ministry of Defence	Niamey	01 Jun 2022
	NI 31	Adviser to the Ministry of Interior	Niamey	01 Sep 2022
NI 45	Operations Room Adviser	Niamey	ASAP	

	NI 59	Criminal Intelligence Analyst Adviser	Niamey	26 Aug 2022
	NI 61	Criminal Intelligence Training Adviser	Niamey	ASAP
	NI 66	Head of Border Management Unit	Niamey	18 Sep 2022
	NI 68	Senior Strategic Border Management Adviser	Niamey	26 Aug 2022
	NI 72	Border Management Adviser	Niamey	19 Jun 2022
	AG 09	FO Anti Human Trafficking Adviser	Agadez	ASAP
	<b><u>Seconded/Contracted (5 posts)</u></b>			
	NI 07	Internal Auditor	Niamey	ASAP
	NI 112	Armed Protection Team Leader*	Niamey	ASAP
	AG 12	FO CIS Assistant - Systems and Networks	Agadez	ASAP
	AG 15	FO Financial Officer	Agadez	ASAP
	AG 19	FO Armed Protection Team Leader*	Agadez	ASAP
<b>Deadline for application:</b>	<b>Friday, 25 March 2022 at 17:00 hours (Brussels time)</b>			
<b>Applications must be submitted via:</b>	<p>1) <b>You have the nationality of, an EU Member State: you must use Goalkeeper to apply:</b></p> <p>a) <b>You are already registered on Goalkeeper AND you have an EU Login:</b>  <a href="https://goalkeeper.eeas.europa.eu/registrar/web">https://goalkeeper.eeas.europa.eu/registrar/web</a></p> <p>b) <b>You do not have a Goalkeeper account or an EU Login:</b>  <a href="https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do">https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do</a></p> <p>2) <b>You do not have the nationality of an EU Member State:</b> only seconded nationals of a non-EU Contributing Third State can be proposed by their National Seconding Authority (no personal applications will be considered): please contact your seconding authority to send them your application form.</p> <p><i>Please note: Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your national Seconding Authority for more information on applying for vacant Seconded positions. We cannot provide contact details of national Seconding Authorities.</i></p>			
<b>Information:</b>	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p style="text-align: center;"><b>Mr Aurel HARITON</b>  <a href="mailto:eeas-cpcc-eucap-niger@eeas.europa.eu">eeas-cpcc-eucap-niger@eeas.europa.eu</a></p>			

\*) The availability date for the post is pending the deployment date to another Mission for the incumbent

EUCAP Sahel Niger bears a High-Risk Non-Family Mission status due to the present risk rating of the Mission area as high. As such, international seconded and contracted Mission members shall at no time receive visits or be habitually accompanied by any family member in the Mission area for the duration of their tour of duty or contract. For 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/Invited Third States<sup>1</sup> (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 Invited 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.

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 Council approval of the extension of the current Mission mandate beyond 30 September 2022 and 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 Sahel Niger, according to the requirements and profiles described below:

## **I. GENERAL CONDITIONS**

**Citizenship** – The candidates must have Citizenship of an EU Member State or of an Invited Third State<sup>1</sup> (Australia, Canada, Rep. of South Africa, Switzerland and USA).

**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 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.

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

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<sup>1</sup> Invited Third States with a signed Framework Participation Agreement.

**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 requested by the Head of Mission.

## **II. REQUIREMENTS**

### **II.A Essential Requirements**

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

#### **1. 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 should undergo an extensive medical examination as requested by the seconding authority or the Mission in accordance with “Fit to work clearance” procedure prior to recruitment/deployment to prove that they comply with the requirement.

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 State/country of residence.

#### **2. Education and Training**

The candidates should have a recognised academic qualification under the European Qualifications Framework (EQF)<sup>2</sup> or equivalent, at a level specified in the individual job descriptions.

#### **3. 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).

#### 4. Skills and Abilities

**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.

**Communication and Interpersonal Skills** – The candidates must have excellent interpersonal and communication skills, both written and oral.

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

**Language Skills**<sup>3</sup> – Spoken and written proficiency in the working language of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions. The Mission provides intensive language training and where appropriate, specialist language training, for newly recruited Mission staff members.

In order to provide for national representation in the Mission, certain (ordinarily internal) positions in Mission may accept proficiency in a language other than the majority language of the Mission.

**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.*

#### II.B Desirable Requirements

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

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

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

**Driving Licence** - Category C driving licence.

#### III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

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

**Visas** – Contributing 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) or/and professional certificate(s)** – The selected international contracted candidates must have and present to the Mission the university diploma or the professional certificate/diploma, depending on the job description, before signing the contract or taking up duties.

<sup>3</sup> [Common European Framework of References for Languages](#)

**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.

For Invited Third States selected candidates, an equivalence to access to the required level of EUCI will be delivered on the basis of Security of Information Agreement or Administrative Arrangements with EU or, in their absence, on the basis of the Framework Participation Agreements.

**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 Area of Operation of the Mission. Yellow fever vaccination is compulsory to be admitted into the country.

**Medical Certificate** – The selected candidates should undergo an extensive medical examination and be certified medically fit for Mission duty. As temporary measure and while the COVID-19 pandemic persists, Mission will take 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. For selected contracted candidates, in compliance with “Fit to work clearance procedure”, a copy of the result of the medical examinations as well as the fitness to work certificate, for seconded selected candidates the fitness to work certificate must be sent to the Medical Adviser of the Mission before joining the Mission. Medical data will be handled with confidentiality and in line with EU Charter of Fundamental Rights and the Standard Operating Procedure on the protection of personal data (CivOpsCdr Instruction 12-2018 as amended).

The Head of Mission reserves the right to reject the recruitment of any selected candidate that proves to be medically unfit to work in the civilian CSDP Mission.

**Personal Protection Equipment** – It is recommended that national authorities provide seconded selected candidates with protection equipment (Annex 2 - List of Recommended Security Equipment sent to the Contributing States).

*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 Mission operations in compliance with UNSCR 1325. The CPCC encourages the Contributing States and European Institutions to take this into account when offering contributions.

**Application Form** – 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 Invited 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/phone before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the Contributing States will bear any related costs.

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

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

**Accommodation** - Mission Members will be accommodated in Mission provided accommodation and will contribute towards the overall cost of the accommodation.

**Training** – The selected candidates should complete the following modules: Missionwise, SAFE and Code of Conduct<sup>4</sup>.

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

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

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<sup>4</sup> <https://webgate.ec.europa.eu/eeas/security-e-learnings>



## SECONDED POSTS (16)

<b>Position Name:</b> Deputy Head of Mission	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 02	<b>Location:</b> Niamey	<b>Availability:</b> 21 Aug 2022
<b>Component/Department/Unit:</b> Head of Mission Office	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

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

### 2. Main Tasks and Responsibilities:

- To deputise and represent the Head of Mission as required;
- To participate in the development of the overarching Mission policy and implementation strategy;
- To participate in the development and overall planning of the Mission activities and the development of Mission reports in cooperation with the Chief of Staff;
- To participate in the implementation of the Mission mandate following up on operational activities, with due respect to the core function of the Head of Operations;
- To support the Head of Mission in the duty of care of Mission members and contribute as required;
- To support the advancement of Human Rights and Gender related aspects with relevant Mission internal and external stakeholders, including civil society actors, in close coordination with the Mission's Human Rights and Gender advisers;
- To support the Mission efforts to coordinate and collaborate with EU representatives (notably EU Delegations, military Common Security Defence Policy (CSDP) Missions and Operations and EU Justice and Home Affairs agencies), Member States and other international actors in line with the integrated approach;
- To support the Head of Mission in delivering strategic communications including targeted work on disinformation;
- To fulfil the role of responsible authority in the framework of the Code of Conduct and take disciplinary decisions in the first instance;
- To ensure Mission Standard Operating Procedures are developed, implemented and periodically reviewed;
- To contribute to the training of Mission members;
- To provide instructions and review reports delegated by the Head of Mission;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

### 3. General Tasks and Responsibilities:

- To contribute to Mission reporting in the area of responsibility;
- To contribute to the identification of lessons learned and best practices in the area of competence;

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

#### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**
- A minimum of 12 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 5 years of experience at senior management level;
- Experience in leading and coordinating multi-thematic and multi-layered efforts to inform the development of civilian security sector visions and strategies, development of related plans and monitoring their implementation, related outreach and change management, at national and/or international level.

#### **5. Essential Knowledge, Skills and Abilities:**

- Capacity to lead and oversee a Mission with staff members of different professional backgrounds;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Knowledge of diplomatic protocol;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Managerial skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Ability to mentor and motivate staff;
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User)).

#### **6. Desirable Qualifications and Experience:**

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

#### **7. Desirable Knowledge, Skills and Abilities:**

- French language skills level: C1 (Proficient User);
- Experience in Africa and or Sahel region.

<b>Position Name:</b> Gender Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 13	<b>Location:</b> Niamey	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Chief of Staff Department	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> Yes

### 1. Reporting Line:

The Gender Adviser reports to the Chief of Staff.

### 2. Main Tasks and Responsibilities:

- To act as the Mission focal point for gender equality, gender mainstreaming and Women, Peace and Security related dimensions;
- To advise on gender mainstreaming processes, promote and facilitate the integration of a gender perspective within the functioning of the Mission as well as in the analysis, planning and conduct of the Mission activities;
- To suggest on the mechanisms to be established and used within the Mission for monitoring, implementing and evaluating EU and additional relevant international instruments for gender equality, mainstreaming and the implementation of the UN Security Council Resolutions on Women, Peace and Security;
- To support the development of a systematic gender analysis of all aspects of the implementation of the Mission mandate, including policy development, monitoring, execution and reporting, data collection and staffing;
- In coordination with the Mission operational components, advise on the promotion of gender equality and gender responsive policy among host state authorities in order to ensure that these aspects are integrated while being consistent with the Mission Implementation Plan;
- To coordinate the Mission Gender focal point network;
- To be up to date on the situation related to gender equality and the implementation of the Women, Peace and Security agenda in the host state;
- To advise on the development and content of strategic communications with regards to gender dimensions;
- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures aiming at integrating a gender perspective;
- To liaise with the local and international entities involved in the promotion of gender equality, mainstreaming and the Women, Peace and Security agenda;
- To contribute to Mission reporting and information flow on gender equality related aspects;
- To support the induction training of Mission members as required;
- To contribute to keep the Mission leadership and staff up to date on the gender equality related situation and developments in the Mission area;
- Support the establishment of long-term positive relations with local women's organisations in line with the Women, Peace and Security agenda.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Economics, Law, etc.) or Business Administration; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;

### **5. Essential Knowledge, Skills and Abilities:**

- Analytical and advocacy skills on gender issues;
- Excellent inter-personal and negotiations skills;
- Establish and maintain relationships with a broad range of people to understand needs and gain support;
- Proactive in developing strategies to accomplish objectives;
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).

### **6. Desirable Qualifications and Experience:** n/a

### **7. Desirable Knowledge, Skills and Abilities:**

- French language skills level: C1 (Proficient User);
- Time management and ability to prioritise multiple tasks;
- Self-motivated person able to work without close supervision.

<b>Position Name:</b> MAC Analyst	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 14	<b>Location:</b> Niamey	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Chief of Staff Department	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The MAC (Mission Analysis Capability) Analyst reports to the Chief of Staff.

### 2. Main Tasks and Responsibilities:

- To support the structuring of Mission information flows with regard to the Mission's analytical needs;
- To operationalise HoM information and analysis requirements (identification, prioritization, planning, tasking);
- To use the Mission information and knowledge management system to process information from all Mission components and from accessible sources external to the Mission, especially coming from the liaison officers;
- To provide comprehensive and timely assessments of situations, events and developments, including contributions to early warning of potential threats and upcoming opportunities for mandate implementation;
- To provide analytical support to public surveys authorized by the HoM;
- To contribute to identifying and to map relevant entities requiring interconnectivity in support of the civilian CSDP Mission and key characteristics of the associated information flows, including timelines, accuracy, level of security, format (voice/text/imagery/video). This provides a generic view of the CSDP operational context and the communication needs of actors associated with it, both in the field and towards Brussels;
- To ensure liaison arrangements with similar capabilities of other organizations and entities operating in theatre, as deemed appropriate by HoM;
- To contribute to the Mission reports, ensuring the inclusion of relevant assessments;
- To disseminate MAC products internally and/or externally as directed by the HoM or his/her delegated person, and to ensure the security of the information handled by the MAC;
- To contribute to security and risk assessments conducted by the Mission, in liaison with the Mission Security Office;
- To contribute to develop and maintain MAC working methodology and relevant Standard Operating Procedures (SOPs);
- To register and archive documents in accordance with the Mission Document Management.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police and/or military education or training or equivalent rank. The qualifications should be in Political Sciences, International Relations, Social Sciences or related field or equivalent police education;  
**AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- Experience in the use of analytical IT packages and processes, including specific analytical software.

### **5. Essential Knowledge, Skills and Abilities:**

- Interpersonal skills and ability to work dynamically on his/her own initiative in a methodical manner.
- Proven skills in handling, processing and analysis of information from various sources;
- Ability to understand the cultural, social, economic, religious, political and other components of a crisis environment;
- Knowledge of Africa, especially the Sahel sub-region;
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).

### **6. Desirable Qualifications and Experience:**

- Previous experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa;
- Experience in matters relating to Africa, particularly with Niger and the other Sahel countries.

### **7. Desirable Knowledge, Skills and Abilities:**

- French language skills level: C1 (Proficient User);
- Interpersonal skills, ability to engage with senior officials, ability to work in a multicultural, multi-ethnic environment with sensitivity and respect for diversity;
- Knowledge of the languages, history, and culture, social and administrative structures of the Sahel countries;
- Highly resilient under mental pressure and willingness to work extra hours when required.

<b>Position Name:</b> Senior Coordination Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 16	<b>Location:</b> Niamey	<b>Availability:</b> 20 Jun 2022
<b>Component/Department/Unit:</b> Chief of Staff Department/ International Coordination Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The Senior Coordination Adviser reports to the Head of International Coordination Unit.

### 2. Main Tasks and Responsibilities:

- To contribute to facilitating coordination and cooperation of current activities of bilateral and multilateral co-operation in the fight against terrorism, organised crime and irregular migration;
- To contribute to the coordination and complementarity of technical and financial support of the international community in Niger;
- To facilitate Mission's steering committee and technical level coordination meetings, namely through the dedicated coordination mechanism which has a dedicated Secretariat located within the Prime Minister's office;
- To facilitate the provision of Mission technical expertise to other European actors in the identification and development of new programmes within the area of expertise of the Mission;
- To facilitate international assistance in response of training and capacity building requirements within the area of expertise of the Mission;
- To help to define and elaborate projects to support capacity building of Nigerien authorities within the area of expertise of the Mission;
- To register and archive documents in accordance with the Mission Document Management;
- To liaise and contribute to effective coordination with other CSDP Missions in the Sahel.

### 3. General Tasks and Responsibilities:

- To contribute to Mission reporting in the area of responsibility;
- To contribute to the identification of lessons learned and best practices in the area of competence;

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

#### **4. Essential Qualifications and Experience:**

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

#### **5. Essential Knowledge, Skills and Abilities:**

- Ability to interact with international and local counterparts, including at senior level;
- French language skills level: minimum B1 (Independent User);;
- English language skills level: minimum B1 (Independent User).

#### **6. Desirable Qualifications and Experience:**

- Experience with European Institutions and/or an international operation/Mission in the field of international coordination;
- Experience in management of multi-donor coordination and/or programmes;
- Experience in project management, including budgeting and financial implementation;
- Experience of networking and liaising at ministerial level;
- Experience of capacity building of national authorities in the area of cooperation;
- Management experience in operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

#### **7. Desirable Knowledge, Skills and Abilities:**

- French language skills level: C1 (Proficient User);
- Communication skills and diplomacy;
- Interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure and willingness to work extra hours when required.



<b>Position Name:</b> Cooperation Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 17	<b>Location:</b> Niamey	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Chief of Staff Department/ International Coordination Unit	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The Cooperation Adviser reports to the Head of International Coordination Unit.

### 2. Main Tasks and Responsibilities:

- To contribute to facilitating coordination and cooperation of current activities of bilateral and multilateral co-operation in the fight against terrorism, organised crime and irregular migration;
- To contribute to the coordination and complementarity of technical and financial support of the international community in Niger;
- To facilitate Mission's steering committee and technical level coordination meetings, namely through the dedicated coordination mechanism which has a dedicated Secretariat located within the Prime Minister's office;
- To facilitate the provision of Mission technical expertise to other European actors in the identification and development of new programmes within the area of expertise of the Mission;
- To facilitate international assistance in response of training and capacity building requirements within the area of expertise of the Mission;
- To help to define and elaborate projects to support capacity building of Nigerien authorities within the area of expertise of the Mission;
- To register and archive documents in accordance with the Mission Document Management;
- To liaise and contribute to effective coordination with other CSDP Missions in the Sahel.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of Law **OR** police or military equivalent education or training or 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;
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).

### **6. Desirable Qualifications and Experience:**

- Experience of with European Institutions and/or an international operation/Mission in the field of international coordination;
- Experience in management of multi-donor coordination and/or programmes;
- Experience in project management, including budgeting and financial implementation;
- Experience of networking and liaising at ministerial level;
- Experience of capacity building of national authorities in the area of cooperation;
- Experience in operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

### **7. Desirable Knowledge, Skills and Abilities:**

- French language skills level: C1 (Proficient User);
- Interpersonal skills, ability to engage with senior officials,
- Ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure and willingness to work extra hours when required.

<b>Position Name:</b> Coordinator for Decentralised Actions	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 25	<b>Location:</b> Niamey	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Operations Department/ Coordination for Decentralised Action Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The Coordinator for Decentralised Actions reports to the Head of Operations.

### 2. Main Tasks and Responsibilities:

- To contribute to ensuring the coherent planning and implementation of Mission activities outside Niamey and Agadez, in line with the Mission Implementation Plan (MIP);
- To contribute to the Mission's decentralised activities close coordinated with all EU and international actors through mutual awareness, avoidance of duplications, with view to achieving a comprehensive approach and coordination in the field of Security Sector Reform;
- To facilitate the interaction between the Mission and a variety of actors bi-lateral or multilateral, locally settled service providers, and Nigerien official and civil society);
- To contribute to the mapping and assessment of ongoing bilateral and multilateral co-operation activities in the field of Security Sector Reform;

- To support the Mission's contribution to the EU regional approach;
- To report internally against benchmarking on a regular basis and contributes to the progressive updating of the MIP, as well as prepares special reports as requested;
- To contribute to Mission's external reporting;
- To develop guidelines to ensure coherence and coordination of Mission's contacts with international actors;
- To contribute to the development and periodic review of relevant mission Standard Operating Procedures (SOPs);
- To contribute to the induction of Mission's personnel as required;
- To identify lessons and best practices in his/her respective field of competence;
- To support, develop and coordinate the Mission's operational activities in Niger's regions;
- To coordinate the Mission's operational experts/units and liaise with relevant HQ Staff/departments with regard to the Mission's operational activities in the Nigerien regions;
- To establish and maintain cooperative and effective working relationships with relevant local and international partners for the related activities, in coordination with other Mission experts;
- To assess needs for and possible improvements of Mission activities in Niger's regions;
- To ensure consistency and complementarity of the different operational activities of the Mission in the Nigerien regions;
- In line with the overall Mission sustainability strategy, to plan and coordinate the training and advising activities of the Mission in the Nigerien regions;
- To register and archive documents in accordance with the Mission Document Management;
- In coordination with the Human Rights Adviser and the Gender Adviser, to ensure Human Rights and Gender aspects mainstreaming in the operational activities

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

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

### **5. Essential Knowledge, Skills and Abilities:**

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

### **6. Desirable Qualifications and Experience:**

- Experience of designing and delivering training, including for train the trainers;
- Experience in project management, particularly in connection with the Security Sector Reform;

- Experience of operations/missions and/or cooperation in Africa;
- International experience, particularly in crisis or post-conflict areas, preferably with multinational and/or international organisations.

**7. Desirable Knowledge, Skills and Abilities:**

- Knowledge and understanding of budget processes;
- Highly resilient under mental pressure.

<b>Position Name:</b> Senior Adviser for Nigerien Security Strategy	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 27	<b>Location:</b> Niamey	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Operations Department/ Strategic Advice Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

**1. Reporting Line:**

The Senior Adviser for Nigerien Security Strategy reports to the Head of Strategic Advice 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 Ministry of Interior, 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 assist Nigerien authorities in implementing their National Security Strategy;
- To assist the relevant local authorities in setting up and implementing legal arrangements to improve coordination between security institutions;
- To establish working relations with the appropriate Nigerien counterparts;
- To analyse current and potential gaps in the security arrangements, including their legal and institutional aspects;
- To assess the coordination and organisational needs and recommends possible solutions at strategic and operational levels;
- To contribute to improve cooperation between the strategic, operational and tactical levels of Nigerien security actors;
- To provide advice on the possible improvements of the skills and performance of Nigerien security personnel;
- To participate in the curricula development in cooperation with other experts, for training courses related to the elaboration and subsequent broader implementation of the National Security Strategy, especially in the area of law enforcement;
- To liaise with other international counterparts active in the same field (e.g. Embassies);
- To help prepare table top exercises to check and validate the operating procedures used by the Counter Terrorism Operational Room and the Command Posts and regional and national level, including the cooperation amongst the different internal security forces;
- In coordination with the Human Rights Adviser and the Gender Adviser, to ensure Human Rights and Gender mainstreaming in the operational activities;
- To ensure compliance with instruction/direction from Mission management;
- To register and archive documents in accordance with the Mission Document Management;
- To liaise closely with other Senior Advisers and Advisers, as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree **OR** police or military equivalent education or training or equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences, Business Administration or Internal Security; **AND**
- A minimum of 6 years of relevant professional experience, out of which at least 3 at a management/coordination/team leader level, and in security issues at strategic levels (primarily in the fight against terrorism and organized crime), after having fulfilled the education requirements.

**5. Essential Knowledge, Skills and Abilities:**

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

**6. Desirable Qualifications and Experience:**

- Experience in operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff;
- Experience in project management;
- Experience of working with EU JHA/CT policies and relevant EU JHA agencies.

**7. Desirable Knowledge, Skills and Abilities:**

- French language skills level: C1 (Proficient User);
- Highly resilient under mental pressure and willingness to work extra hours when required.

<b>Position Name:</b> Adviser to the Ministry of Defence	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 30	<b>Location:</b> Niamey	<b>Availability:</b> 01 Jun 2022
<b>Component/Department/Unit:</b> Operations Department/ Strategic Advice Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

**1. Reporting Line:**

The Adviser to the Ministry of Defence reports to the Head of the Strategic Advice 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;
- In coordination with RACC Defence Expert, to conduct specific defense sector analysis, raise awareness in the EU family and advise Nigerien counterparts on current and possible developments of defence commitments in internal security and justice matters in Niger and the Sahel region.
- To contribute to the defence aspects of the Press and Public Information activities;
- To liaise with all relevant defence actors, including the Chief of Defence, military authorities and Member States Defence Attachés;
- To facilitate cooperation between the strategic, operational and tactical levels in Security forces;
- To contribute to planning and improvement monitoring of operational coordination between Nigerien Security forces and the Armed forces;
- 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
- 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;
- In coordination with the Human Rights Adviser and the Gender Adviser, to ensure that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To register and archive documents in accordance with the Mission Document Management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree **OR** police or military equivalent education or training or equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences, Business Administration or Internal Security; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements, out of which at least 3 at a management/coordination level.

### **5. Essential Knowledge, Skills and Abilities:**

- Ability to mentor and motivate local counterparts;
- Knowledge of Security forces strategy and the set-up of coordination and cooperation mechanisms;
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).



**6. Desirable Qualifications and Experience:**

- Experience of designing and delivering training;
- Experience in project management.

**7. Desirable Knowledge, Skills and Abilities:**

- French language skills level: C1 (Proficient User);
- Highly resilient under mental pressure and willingness to work extra hours when required.

<b>Position Name:</b> Adviser to the Minister of Interior	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 31	<b>Location:</b> Niamey	<b>Availability:</b> 01 Sep 2022
<b>Component/Department/Unit:</b> Operations Department/ Strategic Advice Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

**1. Reporting Line:**

The Adviser to the Ministry of Interior reports to the Head of Strategic Advice Unit.

## **2. Main Tasks and Responsibilities:**

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To map and assess the needs of the MoI;
- To establish working relationships with the different partners inside the MoI;
- To facilitate the improvement of coordination between Nigerien Security forces and MoI;
- To facilitate the improvement of coordination between the MoI and the Nigerien Armed Forces (NAF);
- To advise the MoI authorities on possible improvements;
- To assess the Mission's impact inside the MoI;
- To establish strong links with representatives of the Security forces actors inside the MoI;
- To facilitate cooperation between the strategic, operational and tactical levels;
- To coordinate with the Heads of Units in charge of each objective;
- To update the EU knowledge and understanding of the MoI and supporting activities of MoI benefits from other stakeholders;
- To provide the Minister of Interior with information on the Mission and with key messages from the HoM;
- To organise meetings between the Mission's Heads of Units in charge of each objective and the Nigerien partners at the MoI;
- To contribute to the evaluation of the Mission and the Strategic Communication plan, in particular on the coordination between Security actors and MoI;
- To contribute to enhance mutual transparency and confidence between the Mission and the Nigerien Security forces;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To register and archive documents in accordance with the Mission Document Management;
- To liaise closely with other Senior Advisers and Advisers, as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate.

## **3. General Tasks and Responsibilities:**

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

## **4. Essential Qualifications and Experience:**

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

**5. Essential Knowledge, Skills and Abilities:**

- Ability to mentor and motivate local counterparts;
- Ability to engage with senior officials;
- Ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).

**6. Desirable Qualifications and Experience:**

- Experience of operations/missions and/or cooperation in Africa;
- Experience of international organisations and/or multinational operations;
- Experience in the EU and CFSP/CSDP.

**7. Desirable Knowledge, Skills and Abilities:**

- French language skills level: C1 (Proficient User);
- Highly resilient under mental pressure and willingness to work extra hours when required.

<p><b>Position Name:</b> Operation Room Adviser</p>	<p><b>Employment Regime:</b> Seconded</p>	
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<b>Ref. Number:</b> NI 45	<b>Location:</b> Niamey	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Operations Department/ Interoperability Unit	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The Operation Room Adviser reports to Head of Interoperability Unit.

### 2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To design and deliver training that is particularly suited to the challenges of the coordinating bodies of the partner's acting security forces in the priority zones declared by the Mission mandate;
- To take into account the integrated approach of networking the different actors of the security sector, in particular security forces of the EU-based or EU-member states funded projects such as GAR-SI, Escadrons Polyvalents of the National Guard or CMCF;
- To identify the weaknesses of the Nigerien authorities and forces in operational coordination;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers, as appropriate;
- To design and deliver training and table-top exercises to high-ranked staff from security forces and responsible political actors such as governors and general secretaries of local government;
- To prepare table top exercises to check and validate the operating procedures used by the National Security Council including the cooperation amongst the different internal security forces;
- To assist to identify possible projects in his/her field of expertise and to assist in the further elaboration of these projects, under the overall guidance of the Mission's Project Cell;
- To enhance the existing 8 operations room (1 in Niamey + 1 in each of the 7 regions HQ) under the responsibility of the local authorities;
- To contribute to the development of the standard operating procedures of the National Security Council;
- To take part in the curricula development in cooperation with other experts, for courses related to the OPS Centres;
- To train the concerned Nigerien officers with a view to increase the performance of the National Security Council;
- To support the development and upgrading of the interoperability and coordinating mechanism within the "Service Central de Lutte Contre le Terrorisme" (SCLCT) amongst the different security forces in order to fight terrorism.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

### **5. Essential Knowledge, Skills and Abilities:**

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

### **6. Desirable Qualifications and Experience:**

- Previous experience in the management of a Police Operation Room;
- Experience of designing and delivering training;
- Experience in project management;
- Work experience in an international Mission environment;
- Experience working in Africa, particularly in Sahel region;
- Management experience in operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

### **7. Desirable Knowledge, Skills and Abilities:**

- French language skills level: C1 (Proficient User);
- Knowledge of the Sahel Region;
- Basic understanding of EU-based efforts in the Sahel Region and the ability to classify terms such as Alliance for the Sahel, P3S, or summit resolutions of the G5 Sahel countries;
- Ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure and willingness to work extra hours when required.

<b>Position Name:</b> Criminal Intelligence Analyst Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 59	<b>Location:</b> Niamey	<b>Availability:</b> 26 Aug 2022
<b>Component/Department/Unit:</b> Operations Department/ Training Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The Criminal Intelligence Analyst Adviser reports to the Head of Training Unit.

### 2. Main Tasks and Responsibilities:

- To establish and develop working relationships with Nigerien partners in charge of the criminal analysis aspects within the security forces;
- 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 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 ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To assist Nigerien security forces in professionalizing their respective criminal analysis units;
- To conduct, upon request, an overview of the situation regarding criminal analysis in the services responsible for combating terrorism and transnational organised crime;
- To stimulate the exchange of relevant information and experience between the actors in the field of analysis;
- To promote close cooperation between the different actors in the field of analysis;
- To stimulate inter-service cooperation through the exchange of information and expertise;
- To identify operational shortfalls in Criminal Analysis Units, and related training needs;
- To coordinate with the Criminal Intelligence Training Adviser on envisaged Nigerien training plan anticipated outcomes and implementation;
- To identify the target audience for training activities in cooperation with the local authorities;
- To develop reports, presentations, talking points and briefings on criminal analysis activities;
- To register and archive documents in accordance with the Mission Document Management;
- In coordination with the Human Rights Adviser and the Gender Adviser, to ensure Human Rights and Gender aspects are mainstreaming in the operational activities.

### 3. General Tasks and Responsibilities:

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

#### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration, Homeland Security, Law enforcement or other relevant field; **AND**
- A minimum of 5 years of relevant professional experience in the field of criminal analysis, after having fulfilled the education requirements;

#### **5. Essential Knowledge, Skills and Abilities:**

- Practical knowledge in the field of criminal analysis;
- Practical knowledge in related software tools (mercure software, excel, etc.)
- Criminal analysis software tools proficiency (mercure software, excel, etc.);
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).

#### **6. Desirable Qualifications and Experience:**

- Experience in SSR and law enforcement;
- Experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa.

#### **7. Desirable Knowledge, Skills and Abilities:**

- Highly resilient under mental pressure and willingness to work extra hours when required.

<b>Position Name:</b> Criminal Intelligence Training Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 61	<b>Location:</b> Niamey	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Operations Department / Training Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The Criminal Intelligence Training Adviser reports to the Head of Training Unit.

### 2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To ensure compliance with instruction/direction from Mission management;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To provide analysis and recommendations to the local counterpart 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 local counterparts;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To design and deliver training, as appropriate;
- To conduct, upon request, review of the Interior Security Forces structure regarding criminal intelligence;
- To establish and develop working relationships with the Nigerien partners in charge of intelligence aspects within the security forces;
- To assess the specific training needs of the criminal analysis units in coordination with the criminal analysis adviser;
- To advise local forces in the elaboration of their training plan regarding criminal analysis in the fight against terrorism and organised crime, in coordination with the criminal analysis adviser;
- To design and implement specialised training in intelligence processing, in coordination with the criminal analysis adviser;
- To assist Nigerien trainers in developing curricula that foresee inter-service cooperation in the field of Criminal Intelligence;



- To coordinate, oversee and implement evaluation criminal intelligence training;
- To deliver expertise in terms of criminal intelligence cooperation;
- To report to the Head of Training Unit on the consistency, complementarity and sustainability of the programs;
- To register and archive documents in accordance with the Mission Document Management.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

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

### **5. Essential Knowledge, Skills and Abilities:**

- Practical knowledge in criminal intelligence field;
- Criminal analysis software tools proficiency (mercure software, excel, etc.);
- French language skills level: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

### **6. Desirable Qualifications and Experience:**

- Experience of designing and delivering training;
- Experience in training of the trainers;
- Experience in SSR and law enforcement;
- Experience in CSDP Missions or other international civilian deployment.

### **7. Desirable Knowledge, Skills and Abilities:**

- French language skills level: C1 (Proficient User);
- Ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure.

<b>Position Name:</b> Head of Border Management Unit	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 66	<b>Location:</b> Niamey	<b>Availability:</b> 18 Sep 2022
<b>Component/Department/Unit:</b> Operations Department/ Migration Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> Yes

### 1. Reporting Line:

The Head of Border Management Unit reports to the Head of Operations.

### 2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP);
- To lead, direct and manage the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by Head of Mission;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP and benchmarking in the relevant Line of Operation;
- To ensure at operational level the co-ordination with other relevant operational Units within the Mission;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act, as appropriate, as the representative of the Unit in contacts with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instructions to the members of the Unit;
- To strengthen the partnership with Nigerien authorities to support the implementation of migration and border management strategies and a national plan in the field of the fight against human-trafficking;
- To support the set-up of coordination and cooperation mechanisms between the security actors;
- To analyse the existing migration and border management arrangements, including their legal and institutional aspects;

- To assess the coordination and organisational needs and recommends migration and border management strategic operational orientations;
- To provide advice, in his/her remit, on the possible improvements of the skills and performance of the local officers;
- To develop curricula in order to implement migration/border management strategies/doctrines in his/her remit (law enforcement);
- To coordinate with the other Heads of Units in charge of Mission's objectives;
- To report to the Head of Operations on the consistency, complementarity and sustainability of the programs;
- To contribute to the Mission's coordination with EUBAM Libya and EUCAP Sahel Mali, with a view to identifying and putting in place possible joint activities in the fields of border security, migration and fight against human-trafficking;
- To implement training evaluation process for each activity;
- Implement operations projects and in particular, those related to border management and migration issues;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To identify best practice and lessons learned within the field of responsibility.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

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

### **5. Essential Knowledge, Skills and Abilities:**

- Knowledge on change management, management and implementation of reform programs.
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team;
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).

### **6. Desirable Qualifications and Experience:**

- Experience in train the trainers;
- Comprehensive management and leadership experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

### **7. Desirable Knowledge, Skills and Abilities:**

- French language skills level: C1 (Proficient User);

- Knowledge of continental legal system and French inspired criminal procedure;
- Highly resilient under mental pressure and willingness to work extra hours, when required.

<b>Position Name:</b> Senior Strategic Border Management Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 68	<b>Location:</b> Niamey	<b>Availability:</b> 26 Aug 2022
<b>Component/Department/Unit:</b> Operations Department/ Migration Unit	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The Senior Strategic Border Management Adviser reports to the Head of Migration 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 ;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To assess the situation, the capacities and the needs of the Nigerien authorities with regards to border management and territorial control issues, including the regions and particularly in the North;
- To analyse the border security and homeland control issues in the Sahel and to elaborate strategic assessments;
- To identify and to conduct related projects;

- To support and to advise Nigerien authorities in defining and implementing a strategic approach to border security;
- To facilitate cooperation between the strategic, operational and tactical levels of security actors;
- To support and to advise Nigerien authorities as appropriate to enhance their cross-border cooperation with neighbouring countries and their participation in relevant regional and international fora, in coordination with relevant Mission experts;
- To contribute to the Mission's coordination with EUBAM Libya and EUCAP Sahel Mali, with a view to identifying and putting in place possible joint activities in the field of border security;
- To register and archive documents in accordance with the Mission Document Management;
- To liaise closely with other Senior Advisers and Advisers, as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences or Business Administration; **AND**
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

### **5. Essential Knowledge, Skills and Abilities:**

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

### **6. Desirable Qualifications and Experience:**

- Experience in migration and/or against international human smuggling and trafficking in human beings;
- Experience in strategic analysis of international immigrant border crossing (illegal migration);
- Experience of operations/missions and/or cooperation in Africa.

### **7. Desirable Knowledge, Skills and Abilities:**

- Highly resilient under mental pressure and willingness to work extra hours, when required.



<b>Position Name:</b> Border Management Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 72	<b>Location:</b> Niamey	<b>Availability:</b> 19 Jun 2022
<b>Component/Department/Unit:</b> Operations Department/ Migration Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The Border Management Adviser reports to the Head of Migration Unit.

### 2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To support, in coordination with the Senior Strategic Border Management Adviser, the Anti Human Trafficking Expert in establishing and developing working relationships with Nigerien partners in charge of the fight against Human Trafficking aspects;
- To conduct comprehensive consultations with the Government/Local Governorate and other supporting stakeholders on border management/control needs assessments to ascertain the current level of the state ability to identify/track those seeking to enter, transit or leave its territory;
- To support the implementation of a national Plan of Action in the country to ensure that recognised Border Crossing Points and all relevant staff are equipped with the necessary tools to identify, track and interdict those of interest, which include the Border Management Information System (BMIS), Watch List facilities, Advanced Passenger Information (API) systems, fraudulent document detection devices and other related border control devices and systems;
- To oversee and to coordinate training and capacity building on migration and border management and control activities, including counter-terrorism approaches, fraudulent document detection, interview skills including debriefing, intelligence handling and report writing, vehicle and individual searching, cultural awareness, investigative skills, case working and case preparation, detection of concealed weapons, money, stolen vehicles and other illegal items;
- To support the Government of Niger/Agadez Governorate in establishing national and international networks to support border control measures including creation of intelligence cells incorporating immigration, internal and external security services, customs, military, etc.;
- In coordination with the Strategic Border Management Expert and the Anti Human Trafficking Adviser and, in partnership with the Nigerien authorities, to contribute to the elaboration, for a local/regional plan in the field of the fight against Human Trafficking;
- Based on the identified needs, to develop curricula in order to implement cooperation programs in his/her domain of competency;
- To design and to implement specialised training on border management;
- To coordinate and to oversee trainings on border management;
- To implement evaluation of the training on border management;
- To deliver expertise (Monitoring, Mentoring and Advice) in terms of border management;

- To provide advice on Border Management Strategy, analysis and input to the Head of Migration Unit on all issues that may arise on the projects being managed;
- To pay a specific attention to law enforcement and border management of other institutions and other donors working in the realm of security sector reform;
- To identify and to promote strategic and technical partnerships with the relevant government entities, private sector and civil society partners, and other relevant stakeholders to promote and strengthen Nigerien's Police training on migration and border management portfolio;
- To develop reports, presentations, talking points and briefings on border monitoring activities;
- To report to the Head of Migration Unit on the consistency, complementary and sustainability of the programs;
- To identify and to conduct projects;
- 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 register and archive documents in accordance with the Mission Document Management;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers, as appropriate;
- To design and deliver training, as appropriate.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

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

### **5. Essential Knowledge, Skills and Abilities:**

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

### **6. Desirable Qualifications and Experience:**

- Experience of designing and delivering training;
- Experience in project management;
- Previous experience in train the trainers;
- Experience in conducting monitoring and evaluation (M&E), with understanding of M&E tools and approaches;



- Experience in project/programme management with EU and/or international organisations or non-governmental organisations in migration management focusing on IBM, Security Sector Reform and other related fields, with supervisory responsibilities and demonstrated achievements;
- Previous experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa.

**7. Desirable Knowledge, Skills and Abilities:**

- Ability to engage with senior officials, ability to work in a multicultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure and willingness to work extra hours when required.

<b>Position Name:</b> Field Office Anti Human Trafficking Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> AG 09	<b>Location:</b> Agadez	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Field Office/ FO Operations Cell	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The FO Anti Human Trafficking Adviser reports to the Head of Field Office.

### 2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To assess the needs of the security forces in charge of criminal investigation in the fight against Human Trafficking;
- To develop curricula in order to implement cooperation programs in his/her domain of competency;
- To design and implement specialized training on the fight against Human Trafficking;
- To coordinate and oversee trainings on the fight against Human Trafficking;
- To implement evaluation of the training on the fight against Human Trafficking;
- To deliver expertise (Monitoring, Mentoring and Advice) in terms of fight against Human Trafficking;
- To develop reports, presentations, talking points and briefings on border monitoring activities;
- To ensure that, in coordination with the Human Rights Adviser and the Gender Adviser, the Human Rights and Gender aspects are mainstreamed in the operational activities;
- To report to the Head of Field Office on the consistency, complementarity and sustainability of the programs;
- To conduct, upon request, to review the Nigerien Security Forces structure regarding the fight against Human Trafficking;

- To establish and develop working relationships with the Nigerien partners in charge of the fight against Human Trafficking aspects within the security forces in coordination with the FO Border Management Adviser;
- To elaborate in partnership with the Nigerien authorities a local/regional plan in the field of the fight against Human Trafficking in coordination with the FO Border Management Adviser;
- To identify the target audience for the training in Agadez Region;
- To elaborate, together with the local authorities, a training plan addressing the fight against Human Trafficking and against organised crime in Agadez Region;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To register and archive documents in accordance with the Mission Document Management;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers, as appropriate;
- To design and deliver training, as appropriate.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

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

### **5. Essential Knowledge, Skills and Abilities:**

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

### **6. Desirable Qualifications and Experience:**

- Experience of designing and delivering training;
- Experience in project management;
- Experience in project/program management with EU and/or international organization's or non-governmental organizations in migration management focusing on IBM, Security Sector Reform and other related fields, with supervisory responsibilities and demonstrated achievements;
- Previous experience in training of the trainers; Experiences in conducting monitoring and evaluation (M&E), with understanding of M&E tools and approaches.

### **7. Desirable Knowledge, Skills and Abilities:**

- Highly resilient under mental pressure and willingness to work extra hours when required.

**SECONDED / CONTRACTED POSITIONS (5)**

<b>Position Name:</b> Internal Auditor	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Management Level (MSML)
<b>Ref. Number:</b> NI 07	<b>Location:</b> Niamey	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Head of Mission Office	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

**1. Reporting Line:**

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

**2. Main Tasks and Responsibilities:**

- To advise the Head of Mission and assist the Mission in establishing a risk-based ex post financial control function to be performed in compliance with the relevant international standards, the regulations and legal rules applicable to this field in the context of the EU and EC guidelines;
- To develop a risk-based audit programme for validation by the Mission's management;
- To plan appropriate Mission's audit procedures and methods to meet the objective of the audit engagements, considering the efficient use of resources;
- 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 work on planning and conducting financial, systems and performance audit controls;
- To assist in developing a risk-based audit programme for validation by the Mission's management;
- To assist in planning 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 and recommendations;
- To obtain feedback from auditors on the conduct of the audit;
- To recommend corrective actions to the Mission's management as appropriate, and to follow up and review corrective actions taken by management;
- To provide advice and guidance to the Head of Mission and the Head of Mission Support Department 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 the map risks and to assist in designing and establishing 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 financial and accounting policies, systems and procedures;
- To examine whether resources are used efficiently and economically and achieving effective results;
- To examine the reliability and integrity of information systems;
- To register and archive documents in accordance with the Mission Document Management.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

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

### **5. Essential Knowledge, Skills and Abilities:**

- Good knowledge of audit and accounting principles;
- Knowledge of relevant EU rules and regulations;
- Experience working with financial/accounting/audit management software;
- Proven ability to produce high-quality reports including recommendations;
- Analytical, research and problem-solving skills;
- Priority-setting and ability to react quickly to new demands;
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).

### **6. Desirable Qualifications and Experience:**

- 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.

#### 7. Desirable Knowledge, Skills and Abilities:

- Master's degree in Economics, Audit, Finance, Accounting or other related fields;
- Knowledge and/or experience in strategic management and/or public administration;
- Abilities to organise, prioritise and react quickly to new demands;
- Highly resilient under mental pressure and willingness to work extra hours, when required.

<b>Position Name:</b> Armed Protection Team Leader*	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Management Level (MSML)
<b>Ref. Number:</b> NI 112	<b>Location:</b> Niamey	<b>Availability:</b> 01 Oct 2021
<b>Component/Department/Unit:</b> Security and Duty of Care Department/ Armed Protection Unit	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Invited Third States:</b> No

#### 1. Reporting Line:

The Armed Protection Team Leader reports to the Senior Mission Security Officer (SMSO).

#### 2. Main Tasks and Responsibilities:

- To manage the armed protection security set up of the EUCAP Sahel Niger staff in coordination with the Host government armed protection forces assigned to the Mission protection;
- To be responsible for planning and execution of operational Armed Protection (A/P) operations, in line with the firearms policy stated in the OPLAN;
- 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 maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;

- To develop professional contacts with the local police, military and security managers of other international organisations;  
To liaise with civilian and military organisations for an assessment of current and possible future threats;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner;  
To provide comprehensive procedural documents with respect to A/P activities and a clear understanding of the legal framework of the firearms policy;
- To participate in preparing and conducting firearms training for the APT;
- To provide personal security advice to members of the organisation;
- To identify Mission staff's personal security training needs and to ensure development and delivery of necessary training.

### **3. General Tasks and Responsibilities:**

- To contribute to Mission reporting in the area of responsibility;
- To contribute to the identification of lessons learned 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 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;

- A minimum of 10 years of relevant professional experience in firearms training;
- A minimum of 3 years of experience as a Team Leader in a military/police or security field;
- Trained in basic life support (medical training);
- Pistol & Rifle Instructor certification/accreditation from a recognised institution.
- Civilian driving license category C or C1.

**5. Essential Knowledge, Skills and Abilities:**

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

**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;
- Trained and certified in close protection techniques (theory and practice).
- Advanced driving training (defensive driving).

**7. Desirable Knowledge, Skills and Abilities:**

- Ability to operate a variety of communication systems;
- Ability to contribute creatively to the development of security strategies and procedures;
- Ability to perform under stress and in difficult circumstances.



<b>Position Name:</b> Field Office CIS Assistant – Systems and Networks	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category:</b> Mission Support – Assistant Level (MSAL)
<b>Ref. Number:</b> AG 12	<b>Location:</b> Agadez	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Field Office/ Mission Support Cell	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The FO CIS Assistant – Systems and Networks reports to the Chief of CIS and keeps the Head of Field Office informed about the FO CIS matters.

### 2. Main Tasks and Responsibilities:

- To assist the Chief of CIS in maintaining a secure radio, computer, satellite and telephone communications system in support of the Mission in respect of the internal procedures;
- Control and follow up of local backup system. Perform disaster recovery according to missions disaster recovery plan;
- To implement the Mission ICT security policies in liaison with the Security and Duty of Care Department;
- To act as crypto-custodian, if required;
- To provide service and technical reporting in the area of competency;
- To deploy, install, maintain, and support of all data centre equipment, servers, software, and services in the area of responsibility;
- To perform problem management and incident management analysis, and develop general solutions to enhance the quality and reliability of CIS services;
- To assist in the design and implementation, management and maintenance of CIS Telecommunication systems in all office locations;
- To install and commission all standard communications equipment in the Mission including but not limited to: HF CODAN, VHF/UHF Motorola GM and GP systems, HF/UHF vehicular equipment, VHF/UHF repeaters, VSAT, BGAN, and portable/mobile satellite communications equipment; and provide 1st and 2nd level support and fault finding on communication installations and equipment;
- To provide technical support for IT-network and information systems, including microwave and Wi-Fi links, Local Area Network, and Windows-based client applications and server systems;
- To provide support for Mission telephony systems including IP telephony, videoconferencing, and GSM equipment;
- To deploy, install, maintain, and support of all data centre equipment, servers, software, and services in the Mission.

### 3. General Tasks and Responsibilities:

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

**4. Essential Qualifications and Experience:**

- Successful completion of the secondary education attested by a diploma **OR** training by Police (Sergeant rank) or Military (OR5 rank); **AND**
- A minimum 8 years of relevant professional experience in the fields of Radio communication, Information Technology, after having fulfilled the education requirements.

**5. Essential Knowledge, Skills and Abilities:**

- Knowledge in HF and VHF radios systems (Preferably civilian systems like Motorola/ Codan);
- Problem solving skills and analytical ability to analyse complex technical customer problems;
- Expert technical skills in troubleshooting server hardware and software issues;
- Knowledge of communications systems, satellite communications and positioning/navigation technologies (e.g. Thuraya, Iridium, GPS) and related antenna systems;
- Knowledge of technologies with wired and wireless networks (e.g. LANs, MANs, WANs);
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).

**6. Desirable Qualifications and Experience:**

- Experience with military HF systems.

**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.

<b>Position Name:</b> Field Office Financial Officer	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support-Management Level (MSML)
<b>Ref. Number:</b> AG 15	<b>Location:</b> Agadez	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Field Office/ Mission Support Cell	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The FO Financial Officer reports to Chief of Finance and keeps the Head of Field Office informed about financial matters.

### 2. Main Tasks and Responsibilities:

- To assist and support the Head of Field Office and the Field Office staff members on finance matters;
- To liaise on finance matters with Mission HQ;
- To assist in maintaining the accountancy of the Mission at Field Office level and to manage on a daily basis the bookkeeping of financial documents, with the help of the accounting system and / or other accounting tools and any other related task;
- To assist in ensuring treasury management of the Mission and to manage on a daily basis the applicable internal circuit, the bank accounts, the reconciliations, the advances, the archiving system and any other related tasks;
- To manage the petty cash imprest account for the Field Office and execute payments in coordination with the FO Administration Coordinator and established operational procedures;
- To contribute to the budget preparation and to monitor and report on the implementation of the budget and forecasts income and expenditures;
- To assist in ensuring the reporting and in verifying the integrity of accounts, their accuracy and their on-time delivery;
- To contribute to the sound and effective financial management of the Mission at the Field Office and the correct application of the EU Financial Regulations and their implementing rules and the Mission's internal guidelines;
- To assist in managing the audit and in ensuring the preparation and submission of financial final reports, as well as the follow up and closure of applicable mandates;
- To help developing policies for budgeting, accounting and control of Mission finances in close cooperation with the Finance Unit at Mission HQ;
- To implement the internal and external audit recommendations and to ensure the effectiveness of internal controls;
- To provide sound financial advice to the Head of Field Office, assisting in the formulation of

financial services required for improving the efficiency of Mission Support Unit at Field Office;

- To liaise and cooperate or to assist the Chief of Finance in liaising and cooperating on financial issues with the EU Institutions, auditors and all other relevant actors.

### **3. General Tasks and Responsibilities:**

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

### **4. Essential Qualifications and Experience:**

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

### **5. Essential Knowledge, Skills and Abilities:**

- Knowledge of EU Financial regulations;
- Excellent analytical, research, organisational, planning, time-management and problem-solving skills;
- Proficiency in Excel;
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).

### **6. Desirable Qualifications and Experience:**

- Experience of working with software accounting systems, and imprest system;
- International experience, particularly in crisis areas with multinational and international organisations.

### **7. Desirable Knowledge, Skills and Abilities:**

- Highly resilient under mental pressure and willingness to work extra hours when required.

<b>Position Name:</b> Field Office Armed Protection Team Leader*	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Management Level (MSML)
<b>Ref. Number:</b> AG 19	<b>Location:</b> Agadez	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Field Office/ Security and Duty of Care Cell	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The FO Armed Protection Team Leader reports to the Team Leader Mission Security Officer in Agadez Field Office. He/she is under the technical direction of the Armed Protection Team (APT) Leader in Mission HQ for all APT procedures, technics and tactics.

### 2. Main Tasks and Responsibilities:

- To manage the armed protection security set up of the Mission staff in coordination with the host government armed protection forces assigned to the Mission protection;
- To be responsible for planning and executing the Armed Protection Team (APT) field operations, in line with the firearms policy and as stated in the OPLAN;
- To carry out daily administrative 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 APT activities and a clear understanding of the legal framework of the firearms policy;
- To participate in preparing and conducting firearms training for the APT;
- To provide personal security advice to members of the organisation;
- 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 ensure the technical maintenance of all equipment assigned to the APT;
- To carry out regular internal trainings related to techniques, tactics and procedures for APT;
- To develop and maintain professional contacts with the local police, military and other security professionals, civilian and military, pertaining to international organisations operating in the same Area of Operations in order to maintain an updated view of the security situation;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner;
- To support the Field Office MSO by continuously suggesting improvements with regards to the compound safety and security.

### 3. General Tasks and Responsibilities:

- To contribute to Mission reporting in the area of responsibility;
- To contribute to the identification of lessons learned 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 at Bachelor's level **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 **OR** equivalent and attested police/military education or training or an award of an 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.

#### **5. Essential Knowledge, Skills and Abilities:**

- A minimum of 3 years of experience as a Team Leader in a military/police or security field.
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User);
- Interpersonal skills and ability to work in a multi-cultural environment and as a part of a multinational team.

#### **6. Desirable Qualifications and Experience:**

- A minimum of 10 years of relevant professional experience in firearms training;
- Trained in basic life support (medical training);
- Pistol and Rifle instructor accreditation from a recognised institution; certified in handling, providing training and knowledge of weapons capabilities and/or relevant experience;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Trained and certified in close protection techniques (theory and practice);
- Validated license for armoured vehicle or civilian driving licence class C;
- Advanced driving training (defensive driving) attested by a certificate issued by a recognised institution and/or relevant experience.

#### **7. Desirable Knowledge, Skills and Abilities:**

- Ability to perform under stress and in difficult circumstance;
- Ability to operate a variety of communication systems;
- Ability to contribute creatively to the development of security strategies and procedures;
- Highly resilient under mental pressure and willingness to work extra hours when required.