

The EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Integrated Border Management Assistance Mission in Libya (EUBAM Libya) 2-2022 Call for Contributions Requirements and Job Descriptions				
Organisation:	EUBAM Libya			
Job Location:	Tripoli, Libya			
Employment Regime:	As indicated below			
Job Titles/ Vacancy Notices:	Ref.:	Name of the Post:	Location:	Availability:
	Seconded (12)			
	LIBHM21	Project Coordinator	Tripoli, Libya	01.11.2022
	LIBOP09	Maritime Border Adviser	Tripoli, Libya	ASAP
	LIBOP13	MOI Reform Strategic Adviser*	Tripoli, Libya	08.09.2022
	LIBOP16	Legislative Drafting Adviser *	Tripoli, Libya	ASAP
	LIBOP17	Rule of Law Adviser*	Tripoli, Libya	ASAP
	LIBOP18	Senior Border and Migration Adviser	Tripoli, Libya	ASAP
	LIBOP19	Border Adviser Land	Tripoli, Libya	ASAP
	LIBOP23	Judicial System Adviser *	Tripoli, Libya	ASAP
	LIBOP26	Border Technology Adviser	Tripoli, Libya	ASAP
	LIBOP28	Border Training Adviser Maritime	Tripoli, Libya	ASAP
	LIBOP31	MOI Training Adviser – Trafficking *	Tripoli, Libya	ASAP
	LIBOP33	Rule of Law Training Adviser *	Tripoli, Libya	ASAP

Seconded/Contracted (2)				
	LIBHM16	Planning, Evaluation and Monitoring Officer	Tripoli, Libya	04.10.2022
	LIBSE04	Mission Security Officer	Tripoli, Libya	30.12.2022
Deadline for Applications:	Thursday 29 September , at 17:00 hours (CEST)			
How to Apply:	<p>1) You have the nationality an EU Member State: you must use Goalkeeper to apply:</p> <p>a) You are already registered on Goalkeeper AND you have an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web</p> <p>b) You do not have a Goalkeeper account or an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do</p> <p>2) You do not have the nationality of an EU Member State: only seconded nationals of a non-EU Contributing Third State can be proposed by their National Seconding Authority (no personal applications will be considered): please contact your seconding authority to send them your application form.</p> <p><i>Please note: Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your national Seconding Authority for more information on applying for vacant Seconded positions. We cannot provide contact details of national Seconding Authorities.</i></p>			
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p style="text-align: center;">Dominique Brozak eeas-cpcc-libya@eeas.europa.eu +32 460 842407</p>			

*The availability date for the post is pending the Host country's decision

EUBAM Libya in its Headquarters in Tripoli has a high-risk non-family Mission status. For security purposes, 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 will be considered. EU Member States will bear all personnel related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to 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 adoption of the Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the 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 EUBAM Libya, according to the requirements and profiles described below:

1. GENERAL CONDITIONS

EU Member States are requested to ensure that the following essential requirements are strictly met and accepted in respect of civilian international experts to the Mission.

Citizenship – The candidates must be citizens of an EU Member State.

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

Flexibility and Adaptability – The candidates must be able to work in arduous conditions with a limited network of support and 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 administrative tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of Mission.

Physical and Mental Health – The candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission and in its Area of Operation. Selected candidates 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 (Third) States/country of residence.

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

II. REQUIREMENTS

II. A Essential Requirements

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

Education and Training

The candidates should have a recognised academic qualification under the European Qualifications Framework (EQF)¹, or equivalent, at a level specified in the individual job descriptions.

Missionwise (replacing BASE) and SAFE are mandatory e-learning courses to be completed prior to deployment. HEAT training is another requirement before visiting Libya. The candidate should have completed a Pre-Deployment Training in accordance with the CSDP agreed Training Policy.

Knowledge

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

Skills and abilities Language Skills² – Spoken and written proficiency in the working language of the Mission (English). Certain positions may require higher language skills further specified in the individual job descriptions.

Negotiation Skills – The candidates must have excellent negotiating skills and the ability to work professionally in a stressful and diverse environment

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

Computer Skills – Skills in word processing, spreadsheet and e-mail are essential. Knowledge of other IT tools will be an asset.

Driving Licence – The candidates must be in possession of a valid - including Mission area - civilian driving licence for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle.

Serious deficiencies in any of these essential requirements may result in repatriation/termination of the secondment/contract.

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

² Common European Framework of References for Languages

II.B Desirable Requirements

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

Knowledge of Maghreb – 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 (distinct advantage).

Training and Experience – The candidates should have attended a Civilian Crisis Management Course or have participated in a CSDP Mission (desirable).

III. Essential Documents and requirements for Selected Candidates

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

Visas – EU Member States and selected candidates will get a visa at Tunis airport upon arrival valid for 3 months in Tunisia. The staff will remain in Tunis as Tunis based staff until Libyan Visa will be released.

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

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

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

The Heads of Mission reserve the right to reject the recruitment of any selected candidate that proves to be medically unfit to work in a 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 on the Selection Process

Gender balance - The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. CPCC encourages 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 phone or video conference, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, contributing States will bear any related costs.

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

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

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

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 process 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 as well as in the Goalkeeper system.

V. Job Descriptions

The current reporting lines of the following job descriptions might be subject to modification based on operational requirements and in line with the principles set out in the relevant planning documents.

SECONDED POSITIONS

Position: Project Coordinator	Employment Regime: Seconded	
Ref. number: LIBHM21	Location: Tripoli, Libya	Availability: 01.11.2022
Component/Department/Unit: Head of Mission Office/ Project Cell	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line:

The Project Coordinator reports to the Head of Project Cell.

2. Main Tasks and Responsibilities:

- To assist in project planning and development and co-ordinate the implementation of the Mission's projects;
- To assess project proposals, and make recommendations on the feasibility and sustainability of projects;
- To advise project leaders (within Mission's operational components) in the preparation of project documents, such as project proposals, project budgets, notes of understanding, project agreements, etc.;
- To ensure that project proposals are in line with the Mission's programs and are coordinated within the Mission and with external stakeholders;
- To act as the interface between project leaders and various elements of Mission Support;
- To maintain records of the Mission project history and ongoing activities;
- To conduct, upon project completion, post-project reporting and evaluation;
- To develop best practices on project management, make training recommendations and record lessons identified/learnt;
- To receive, review, analyse, assign, process and track certified requisitions submitted for procurement action;
- To ensure that the Mission's operational activities are coordinated with other local, EU and international actors to avoid duplication and advise on the consistency, complementarity and sustainability of Mission's activities with other international initiatives;
- To facilitate liaison and coordination between Mission operational components/units and relevant Stakeholders;
- To contribute to the development and regular updating of the Mission Implementation Plan;

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualification and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree; **AND**
- A minimum of 4 years of professional experience, in the field of planning, implementation and evaluation of projects, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Teamwork skills;
- Time management skills;
- Problem solving skills;
- Project management skills.

6. Desirable Qualifications and Experience:

- University and/or Master's Degree in project management or other related field;
- Project management training, such as APM, PPM, PRINCE2, or equivalent.

7. Desirable Knowledge, Skills and Abilities:

- Familiar with EU Financial Regulations;
- Knowledge of Arabic.

Position: Maritime Border Adviser	Employment Regime: Seconded	Post Category:
Ref. number: LIBOP09	Location: Tunisia/Libya	Availability: ASAP
Component/Department/Unit: Border Management Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: NO

1. Reporting Line:

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

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 propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart on maritime border management;
- To progressively be embedded within the national/local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress/lack of progress;
- To collect and collate statistics on 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 Mission Advisers as appropriate;
- To design and deliver training, as appropriate.
- To be the key interlocutor and support the capacity building of the Ministry of Interior (General Administration for Coastal Security and General, Ministry of Defence (Libyan Coast Guard and Port Security & Port Authority) and Ministry of Transport in the field of CSSR through mentoring, monitoring and advising;
- To support and assist the development policies on maritime strategies and operational concepts in line with national and international legislation;
- To liaise with EU as well as international efforts of EUNAVFOR, FRONTEX, EASO, EUROPOL, UNSMIL, INTERPOL as well as with EU Member States and other bilateral efforts on Libya's maritime capacity building;
- To develop policies in line with Border Management.

3. Mission Specific Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Head of Mission, Line Manager(s) and CPCC operational planning.

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 engage with senior officials, to work in a multicultural, multi-ethnic environment with sensitivity and respect for diversity;
- Knowledge of international migration policies and maritime border surveillance;
- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to mentor and motivate staff.

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in Excel and PowerPoint;
- Experience in management projects;
- Experience in leading and coordinating multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies;
- Experience in management of strategic analyses and understanding of strategic and operational considerations for the design of national security sector related reforms.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic language;
- Knowledge of Mission area.

Position: Ministry of Interior Reform Strategic Adviser*	Employment Regime: Seconded	
Ref. number: LIBOP13	Location: Tripoli, Libya	Availability: ASAP
Component/Department/Unit: Operations Department/Law Enforcement Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line:

The Ministry of Interior (MoI) Reform Strategic Adviser reports to the Head of Law Enforcement 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;
- To support the Libyan Ministry of Interior in the institutional reforms process, including related capacity building aspects;
- To be key interlocutor and first point of contact within the Law Enforcement Unit for the MoI;
- To coordinate, liaise and closely cooperate with other EU, Libyan and international actors (e.g. INTERPOL, UNODC);
- To provide advice and training for relevant Libyan actors based on MoI identified needs;
- 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;
- To provide analysis and recommendations to the local counterparts;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress/lack of progress;
- To collect and collate statistics on workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts and other international actors;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Mission Advisers as appropriate;
- To develop policies in line with Law Enforcement.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of law enforcement with a solid Police background.
- Experience of designing and delivering training;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Ability to demonstrate political and diplomatic acumen;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;

6. Desirable Qualifications Experience

- Experience in overseeing multi-thematic and multi-layered efforts, including anti-corruption, to inform the development of civilian security sector visions and strategies;
- 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.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic;
- Knowledge of and/or experience in Libya.

Position: Legislative Drafting Adviser*	Employment Regime: Seconded	
Ref. number: LIBOP16	Location: Tripoli, Libya	Availability: ASAP
Component/Department/Unit: Operations Department/Criminal Justice Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line

The Legislative Drafting Adviser reports to the Head of the Criminal Justice 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 counterparts on the strategic and operational level;
- To advise on the promotion of RoL/Justice and Human Rights aspects in the current and future legislative/normative/regulatory framework;
- To support the Mission's efforts in addressing areas of structural weaknesses in the current rules and legislation of respective counterparts/institutions and propose solutions for reform;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, if the security situation permits it;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress/lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To liaise, maintain contact and build relationships with the Ministry of Justice, the Ministry of Interior, the Law Department of the Supreme Judicial Council, other relevant legislative structures and international counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Mission Units and Mission Chief of Staff Office and provide advice and recommendations on cross-cutting areas as appropriate;
- To design and deliver training in the area of responsibility, as appropriate;
- To support the implementation of the Justice Sector Strategy and its legal framework;
- To support the development of a coherent legislative/normative/regulatory process and monitor relevant regulatory developments in the field of justice, criminal law, constitutional law and human rights;
- To review and evaluate justice, criminal, constitutional and human rights related laws, regulations, legislative policies and programming and support the relevant Libyan authorities in this regard;
- To advise on the implementation of international conventional obligations in the legislative framework;
- To assist in researching and drafting legislation, legal review of proposed legislation for adherence to international standards and best practices and provide advice in comparative law.
- To assisting the host country in developing, as appropriate, a Regulatory Impact Assessment and an Ex Post Evaluation policy for legislation;

To coordinate when necessary the Mission's activities with donors.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree; **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;
- Ability of designing and delivering training;
- Educational qualification in Law;
- Knowledge of legislative reform processes in fragile environments, including the development of legislative policies;
- Knowledge of the roles of the different justice institutions involved in the legislative process, and of criminal justice systems;
- Legal drafting skills;
- Comprehensive analytical skills;

6. Desirable Qualifications and Experience:

- Experience in legislative drafting;
- Experience as a practicing lawyer, preferably in the field of criminal justice
- International experience in the field of criminal justice, legal or institutional reform;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience in crisis management mission(s);

7. Desirable Knowledge, Skills and Abilities:

- Ability to translate strategy into action and to work effectively in a deadline driven environment;
- Understanding of Human Rights and Gender, including experience working on projects that integrate Human Rights and Gender mainstreaming and their added value for counterparts;
- Ability in establishing and maintaining contacts and coordinating with international and national stakeholders; Practical understanding of legal reform process including the development of legal policy and legislation;
- Knowledge of Arabic

Position: Rule of Law Adviser*	Employment Regime: Seconded	Post Category:
Ref. number: LIBOP17	Location: Tunisia/Libya	Availability: ASAP
Component/Department/Unit: Operations Department/Criminal Justice Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line:

The Rule of Law Adviser reports to the Head of Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan through mentoring and advising local counterparts on both strategic and operational level in the area of legal reform;
- To deliver strategic advice to Ministry of Justice (MoJ) officials to review, draft, implement and reinforce institutional and legal reform in the Rule of Law and criminal justice arena;
- To support institutional and legal reform in the Rule of Law and criminal law fields and to work with MoJ and other relevant actors in regard to this;
- To liaise with other relevant international actors including EU and UN agencies, EU member states and other interested states and NGOs;
- To support the mission's efforts in addressing areas of structural weaknesses in the performance and accountability of MoJ counterparts/institutions and to propose solutions for the strengthening of same;
- To provide analysis and recommendations to local counterparts in the area of legal and institutional reform;
- To be embedded within the local institution, or an EU funded project acting in Libya security permitting, if necessary and instructed to do so by HoM;
- To ensure timely reporting on activities within the field of legal reform as per planning documents, in particular progress/lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To ensure compliance with instructions/directions from mission management;
- To design and deliver training, as appropriate;
- To support the development of the MoJ, the Supreme Judicial Council (SJC), the High Judicial Institute (HJI) as well as other justice actors in the field of Civilian Security Sector Reform (CSSR) with a particular focus on justice reform;
- To liaise, maintain contact and build relationships with the MoJ's senior management level, the SJC, HJI and other justice and Rule of Law institutions in Libya.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;

- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

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

- Knowledge of EU Justice and Home Affairs (JHA) and international legal and police cooperation (EUROPOL, EUROJUST, CEPOL, FRONTEX, INTERPOL);
- Knowledge of international law and experience in the legal reform field, in particular in a post-conflict environment/ CSSR process;
- Demonstrable practical understanding of legal reform processes including the development of legal policy and legislation;
- Knowledge of domestic or international legal and institutional reform.

6. Desirable Qualifications and Experience:

- Experience in leading and coordinating multi-thematic and multi-layered efforts, to inform the development of civilian security sector visions and strategies;
- Experience in national or international assignments in a staff function notably in a criminal justice agency, in particular planning and organisation of crisis management Missions;

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic;
- Ability to produce strategic analyses and an understanding of strategic and operational considerations for the design of national CSSR.

Position: Senior Border and Migration Adviser	Employment Regime: Seconded	
Ref. number: LIBOP18	Location: Tripoli, Libya	Availability: ASAP
Component/Department/Unit: Operations Department/Border Management Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line:

The Senior Border and Migration Adviser reports to the Head of Border Management 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 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 collect and collate statistics on the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts and other international actors;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Mission Advisers as appropriate;
- To design and deliver training, as appropriate;
- To assist the Strategic IBM Adviser on the implementation of Libyan institutional reforms on Border Security and Management process led by the Libyan authorities, including related capacity building aspects;
- To support the development of the Libyan Border & Migration authorities in the field of SSR through mentoring, monitoring and advising;
- To advise the Libyan Border & Migration authorities on the management and development of border control regimes, introducing working methods aimed at maximising the efficiency of customs and border security checks, whilst ensuring movement of persons and effective trade facilitation;
- To advise the Libyan Border authorities on the development of a common strategy with Tunisia to enhance the effectiveness of their IBM approach;
- To assist in supporting the Libyan authorities to implement activities with international actors, including CSDP Sahel missions and RACC in the Sahel, aimed at securing Libyan southern borders.

- To analyse and identify opportunities for further EU engagement in support of the Libyan needs in the Border management area;
- To contribute to the implementation of memorandums of understanding, agreements/protocols related to the exchange of information between border agencies, both national and international;

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Experience of designing and delivering training;
- Knowledge of border management and migration protocols and procedures, including relevant acquis communitarian provisions, EU legislation, and best practices, in management of external borders;
- Understanding of IBM at strategic and operational level in SSR context;
- Knowledge of IBM concept strategies and operational tasks;
- Mediation skills.

6. Desirable Qualifications and Experience:

- Practical experience with border controls, inter-agency/international cooperation and exchange of information at national and international level;
- Experience in leading and coordinating international efforts to support host state reform in the area of SSR;
- Experience in strategic analyses, planning and reporting;
- Experience in designing and delivering capacity building activities.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic language;
- Knowledge of Mission area.

Position Name: Border Adviser Land	Employment Regime: Seconded	
Ref. Number: LIBOP19	Location: Tripoli, Libya	Availability: ASAP
Component/Department/Unit: Operations Department/Border Management Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. **Reporting Line:** The Border Adviser reports to the Head of Border Management 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);
- 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 ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress/lack of progress;
- To collect and collate statistics on the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts and other international actors;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Mission advisers as appropriate;
- To design and deliver training, as appropriate;
- To assist the Strategic IBM Adviser on the implementation of Libyan institutional reforms on Border Security and Management process led by the Libyan authorities, including related capacity building aspects;
- To liaise, with EU, EU Member States and international programs/projects/initiatives in the framework of the EU integrated approach on Libya's IBM capacity building if requested.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree, **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, advise and motivate local counterparts;
- Ability of designing and delivering training;
- Knowledge of border management and migration protocols and procedures, including relevant acquis communitarian provisions, EU legislation, and best practices, in management of external borders;
- Organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to maintain objectivity in complex scenarios and to display sensitivity and sound judgment;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

6. Desirable Qualifications and Experience:

- Experience in border control checks (examination of travellers and inspection of documents);
- Experience in border surveillance;
- Experience of designing and delivering capacity building activities;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic language;
- Knowledge of Mission area.

Position: Judicial System Adviser*	Employment Regime: Seconded	
Ref. number: LIBOP23	Location: Tripoli, Libya	Availability: ASAP
Component/Department/Unit: Operations Department/Criminal Justice Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line:

The Judicial System Adviser reports to the Head of Criminal Justice 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 monitoring 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 judges and their respective counterparts/institutions including the Libyan MoJ and Supreme Judicial Council and to propose solutions for strengthening same;
- To design, implement and contribute to the delivery of training, workshops and seminars in support of capacity building activities for Judges;
- To provide advice 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 and other international actors;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with all Mission Advisers as appropriate;
- To support the Ministry of Justice (MoJ) to develop policies and plans which support institutional reform and all constituent parts of the Rule of Law (RoL) system within the Mission's areas of engagement;
- To enhance coordination and facilitate interactions between various judicial actors under MoJ, Supreme Judicial Council and Prosecution Office;
- To support the reform of the criminal justice sector by advising and strengthening the role of the Supreme Judicial Council and its partners working in the criminal justice sector to deliver improved services;
- To act as project leader in coordination with the Coordination/Project Cell.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;

- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in Law; **AND**
- A minimum of 5 years of relevant professional experience (e.g. as prosecutor/judge/defence lawyer/with Ministry of Justice), after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Experience of designing and delivering training and capacity building activities;
- Knowledge of international standards and instruments related to the Rule of Law and criminal justice;
- Knowledge of EU Justice and Home Affairs (JHA) agencies and international justice and police cooperation (EUROPOL, CEPOL, FRONTEX, INTERPOL; EUROJUST);
- Mediation skills;
- Ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

6. Desirable Qualifications and Experience:

- Practical understanding of legal reform process including the development of legal policy and legislation;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic;
- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Knowledge of the Mission area.

Position Name: Border Technology Adviser	Employment Regime: Seconded	
Ref. Number: LIBOP26	Location: Tripoli	Availability: ASAP
Component/Department/Unit: Operations/Border Management Unit	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: YES

1. Reporting Line:

The Border Technology Adviser reports to the Head of Border Management 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 propose solutions for strengthening same;
- To conduct assessment of the border infrastructures and equipment present at the Libyan Border Crossing Points and the area between the BCP;
- To advise and support Libyan counterparts on development and implementation of new technologies for more effective Libyan Broder Crossing Points and to enhance the surveillance of the border between BCP's;
- To ensure timely monitoring and reporting on activities within the field of responsibility as per planning documents, in particular progress/lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To support the Mission in liaising and coordinating with EU institutions and international partners in the filed of expertise;
- To ensure compliance with instruction/direction from Mission management;
- To design, plan and deliver projects of border surveillance system and information technologies
- Defining technical specifications for the borders' surveillance infrastructures and technologies;

3. Mission Specific Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of Engineering; **AND**
- A minimum of 5 years of relevant professional experience, particularly in premises design/maintenance, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to advise, mentor and motivate local counterparts;
- Ability of designing and delivering training;
- Knowledge of modern technologies to support effective control at the borders;
- Project management skills;
- Mediation skills

6. Desirable Qualifications and Experience:

7. Desirable Knowledge, Skills and abilities:

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

Position Name: Border Training Adviser Maritime	Employment Regime: Seconded	
Ref. number: LIBOP28	Location: Tripoli	Availability: ASAP
Component/Department/Unit: Operations/Border Management Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: YES

1. Reporting Line:

The Border Training Adviser Maritime reports to the Head Border Management 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 support the Libyan counterparts in identifying training needs and capacity among Libyan counterparts in the area of border management and Coast Guard Functions;
- To support Libyan counterparts in developing training strategies/policies/plans/curricula/training institutions on maritime border management, maritime law enforcement and maritime safety activities (command and control, surveillance, criminal intelligence and SAR operations) as directed by the Line Manager;
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed internal and external training curricula;
- To support the Mission in liaising and coordinating with EU institutions and international partners in the area of maritime border training ;
- To contribute to the Mission's internal and external monitoring and reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To support host state authorities in training data collection.

3. Mission Specific Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

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

5. Essential knowledge, skills and abilities:

- Knowledge of Coast Guard Functions related to safety and security at sea, such as search and rescue, border control, fisheries control, customs activities, law enforcement and environmental protection;
- Experience in designing and delivering training on maritime border management, maritime law enforcement and maritime safety activities;
- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;

6. Desirable Qualifications and Experience:

- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic language;
- Knowledge of Mission area.

Position Name: MOI Training Adviser Trafficking*	Employment Regime: Seconded	
Ref. number: LIBOP31	Location: Tripoli	Availability: ASAP
Component/Department/Unit: Operations/Law Enforcement Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line:

The MOI Training Adviser (Trafficking, illegal immigration) reports to the Head Law Enforcement 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 support Libyan counterparts in developing training strategies/policies/plans/curricula/training/institutions on preventing and countering human trafficking and irregular migration, as directed by the Line Manager;
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed internal and external training curricula;
- To support the Mission in liaising and coordinating with EU institutions and international partners in the field of expertise;
- To contribute to the Unit's contribution to the Mission's internal and external monitoring and reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To support host state authorities in training data collection.

3. Mission Specific Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** 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:

- Knowledge of designing and delivering training including developing and drafting comprehensive learning materials, on countering trafficking and illegal immigration;
- Knowledge of delivering training within post-graduate schools such as school for police, police academy or similar institutions;
- Knowledge of MoI and police tasks related to border controls, including immigration and law enforcement;
- Knowledge of EU Justice and Home Affairs (JHA) and international legal and police cooperation (EUROPOL, EUROJUST, CEPOL, FRONTEX, INTERPOL);
- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;
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6. Desirable Qualifications and Experience:

- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic language;
- Knowledge of Mission area.

Position Name: Rule of Law Training Adviser*	Employment Regime: Seconded	
Ref. number: LIBOP33	Location: Tripoli	Availability: ASAP
Component/Department/Unit: Operations/Criminal Justice Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line:

The Rule of Law Training Adviser reports to the Head of Criminal Justice 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 strengthening local counterparts' capabilities in the criminal justice and rule of law field;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To support Libyan counterparts in developing training strategies/policies/plans/curricula/training institutions on criminal justice and rule of law, as directed by the Line Manager;
- To conduct Mission direct training activities for local counterparts in the justice sector, in the areas of rule of law and criminal justice, according to the Mission Implementation Plan (MIP) and the relevant agreed internal and external training curricula;
- To support the Libyan counterparts in identifying the appropriate equipment and infrastructure needed to deliver effective training to justice and legal professionals;
- To support the Mission in liaising and coordinate with EU institutions and international partners in the field of expertise
- To contribute to the Mission's internal and external monitoring and reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To support host state authorities in training data collection.

3. Mission Specific Tasks and responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

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

5. Essential knowledge, skills and abilities:

- Knowledge of designing and delivering training on rule of law and criminal justice, including developing and drafting comprehensive learning materials and instruments for justice professional;
- Knowledge of EU Justice and Home Affairs (JHA) and international legal and police cooperation (EUROPOL, EUROJUST, CEPOL, FRONTEX, INTERPOL);
- Excellent presentation skills;
- Innovative thinking.

6. Desirable Qualifications and Experience:

- Experience in international efforts to support host state reforms in the area of Security Sector and Rule of Law;
- Professional experience in working on international standards and instruments related to criminal Justice;
- Experience in delivering training within post-graduate schools for justice and legal practitioners, such as school of magistrates, police academy or similar institutions.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic;
- Knowledge of the Mission area;
- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationship with people of different nationalities and cultural backgrounds.

Position Name: Planning, Evaluation and Monitoring Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level
Ref. number: LIBHM16	Location: Tripoli, Libya	Availability: 04.10.2022
Component/Department/Unit Head of Planning, Evaluation and Reporting Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line: The Planning, Evaluation and Monitoring Officer reports to the Head of Planning, Evaluation and Reporting.

2. Main Tasks and Responsibilities:

- To develop, maintain and regularly update the Mission Implementation Plan (MIP) in close cooperation with the relevant Mission's operational elements and other key stakeholders;
- To liaise regularly with the Mission's operational elements and other components, as well as other external stakeholders as directed for optimised information exchange, coordination, and cooperation;
- To contribute and support the Mission's Project Cell in identifying and developing new projects according to the objectives of the Mission's mandate;
- To develop and implement baseline surveys, monitoring and evaluation exercises to evaluate and assess the impact of the Mission's activities;
- To support the quantitative and qualitative analysis of inputs originating from the Mission's operational elements on their operational activities and state of play on mandate implementation;
- To support and contribute to timely and accurate periodic and ad-hoc reports;
- To prepare and deliver presentations;
- To support the development of a system, including through the use of technologic solutions, to gather, collect and analyse information from the Mission's interested sectors to update, monitor and evaluate the implementation Mission's mandate;
- To monitor and evaluate the state of implementation of the Mission's projects, as part of the MIP, as well as Mission's contribution to EU/programs/projects in the framework of the EU Integrated approach,
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- Providing inputs for regular reports to the Mission's Senior Management;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

- A minimum of 4 years of relevant professional experience in operational planning and **OR** evaluation/project management in a national or international context, after having fulfilled the education requirements;

5. Essential Knowledge, Skills and Abilities:

- Analytical and research skills;
- Time management and ability to prioritise multiple tasks;
- Self-motivated and ability to work without close supervision;

6. Desirable Qualifications and Experience:

- University and/or Master's Degree in business administration/project management or other related topics;
- Experience in planning, monitoring, evaluation in CSDP Missions;
- Experience in leading and communicating change management initiatives to diverse audiences;
- Project management training, such as APM, PPM, PRINCE2, or equivalent;

7. Desirable Knowledge, Skills and Abilities:

- Analytical and drafting capability and knowledge of information collection and analytical methods;
- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different nationalities and cultural backgrounds;
- Knowledge of Arabic

Position Name: Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level
Ref. Number: LIBSE04	Location: Tripoli, Libya Tunis, Tunisia	Availability: 30/12/2022
Component/Department/Unit: Head of Mission Office/ Security and Duty of Care	Security Clearance Level: EU SECRET	Open to Contributing Third States: NO

1. Reporting Line:

The Mission Security Officer reports to the Senior Mission Security Officer.

2. Main Tasks and Responsibilities:

- To assist the Senior Mission Security Officer in the development, implementation and updating of the Mission Security Plan and all supporting security and safety documents, instructions and procedures;
- To assess the security situation and to provide comprehensive reports to the Senior Mission Security Officer on all incidents affecting Mission members;
- To assist the Senior Mission Security Officer in reviewing the security phases;
- To work in close cooperation with the Mission Support Department in matters related to the procurement of security related equipment and services;
- To elaborate in-depth planning and execution of security operations;
- To support in the identification, development, delivery and auditing of security training requirements;
- In line with the EU Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:
 - To perform security reviews of personal protective equipment, transport and residences and Mission Offices;
 - To ensure all security and communications equipment is operational and ready to use;
 - To conduct regular security drills, communication tests and evacuation exercises;
 - To provide briefings and presentations to Mission members on matters related to safety and security to ensure staff are prepared for emergencies;
 - To liaise and cooperate with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives on security matters;
 - To provide assistance to Mission members and ensure all necessary actions are taken, particularly in emergency cases;
 - To travel to all Mission areas.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;

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

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma **OR** a qualification at the level in the National Qualifications Framework equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 2 years of experience of Field Security in ensuring protection of personnel and/or assets.

5. Essential Knowledge, Skills and Abilities:

- Planning and time-management skills;
- Analytical skills;
- Language skills.

6. Desirable Qualifications and Experience:

- Security studies, security and defence studies, peace and conflict studies, intelligence or other related fields;
- Valid license for armoured vehicles or C or C1 Driving license;
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area and potential security;