

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Integrated Border Management Assistance Mission in Libya (EUBAM Libya) 1-2022 Call for Contributions for Visiting Experts			
Requirements and Job Descriptions			
Organisation:	EUBAM Libya		
Job Location:	As indicated below		
Employment Regime:	Seconded		
Job Titles/ Vacancy Notice:	Ref.	Name of the Post	Location
	<u>Seconded (1)</u>		
	VELIB06	Counter Terrorism Adviser - Visiting Expert	Tripoli, Libya
			ASAP for 3 months with the possibility of extension, and non-permanent deployment
Deadline for Applications:	Tuesday 06 December 2022 at 17:00 hours Brussels time		
E-mail address to send the Job Application Form to:	a) for seconded candidates by EU Member States: https://goalkeeper.eeas.europa.eu/registrar/web b) for seconded candidates by Contributing Third States: Application Form is also available on the EEAS website. Send the application to: eeas-cpcc-libya@eeas.europa.eu		
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC): Mr Dominique Brozak eeas-cpcc-libya@eeas.europa.eu		

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States/Contributing Third States will be considered.

The Mission shall cover VE's travel costs to and from the place of deployment and for any duty travel while on deployment.

EU Member States and EU Agencies will bear all personnel-related costs for seconded VE, e.g. salaries and medical coverage (with the exception of the High-Risk insurance), and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

VE seconded from the Contributing third States and other non-EU non-state entities with whom the EEAS has concluded a framework agreement or arrangement on the conditions for secondments by such entities to civilian CSDP Missions are not entitled to receive allowances paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013), including the coverage of the High-Risk insurance.

Due to the non-permanent nature of VE assignments to Missions, specific provisions may apply with regard to their status, entitlements (e.g. leave days), rights and obligations and security.

Tour of Duty – The duration of the deployment is indicated in the respective job description, respectively for an initial 3 months with a possible extension for another 3 months, according to the planned schedule. The work engagement can be carried out flexibly in line with schedule/duration of the project, including remote work.

The Civilian Operations Commander requests that contributing States propose candidates for the following Visiting Expert positions for EUBAM Libya, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

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

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

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

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

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

1. Education and Training

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

2. 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).

3. Skills and abilities

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

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

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

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

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

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

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

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

II.B Desirable Requirements

Knowledge of the Mission 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.

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

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

Language – Some proficiency in local language(s).

Driving Licence – Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

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

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. Access to EUCI will be limited to EU 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.

For selected contracted candidates, in compliance with “Fit to work clearance procedure”, 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 Head 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.

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

IV. ADDITIONAL INFORMATION

Gender balance – The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. CPCC encourages the EU Member States and European Institutions to take this into account when offering contributions.

Application Form – For seconded candidates holding an EU citizenship, applications will be considered only when using the online Application Form (AF) accessible on the GoalkeeperRegistrar software module, indicating which position(s) the candidate is applying for. Candidates seconded by Contributing Third States will apply using the Application Form in Annex 4.

Selection Process – The candidates considered to be most suitable will be shortlisted and interviewed by phone/video skype, before the final selection is made.

Information on the Outcome – Contributing states will be informed about the outcome of the selection process after its completion.

Training – The selected candidates should complete the following modules: Missionwise, SAFE and Code of Conduct ^[3] **Pre-Deployment Training (PDT)** – The Candidate should have undergone Pre-Deployment Training in accordance with the CSDP agreed Training Policy.

Data Protection - The EEAS, and its Directorate CPCC, processes personal data pursuant to Regulation (EC) 2018/1725 on the protection of natural persons with regard to the processing of personal data by the 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 Operational Plan (OPLAN).

[3] <https://webgate.ec.europa.eu/eeas/security-e-learnings>

Position Name: Counter-Terrorism Adviser	Employment Regime: VISITING EXPERT	
Ref. Number: VELIB06	Location: Libya	Availability: ASAP
Department: Operations Department/Law Enforcement Unit	Security Clearance Level: EU Confidential	Open to Contributing Third States: NO

1. Reporting Line:

The Counter-Terrorism 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 operational level;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose relevant solutions;
- To maintain necessary contacts and build relationships with relevant local actors on counter terrorism;
- To liaise closely with other Mission horizontal advisers;
- To contribute to inform and develop EU civilian options on SSR effort in Libya;
- To assess the overall status of the Libyan capacity to counter terrorism and that of the relevant governing authorities, including through the analysis of the relevant legislation;
- To assist in developing a law enforcement approach on counter-terrorism (rule of law based approach) and implementing relevant counter-terrorism policies, strategy, institutional architecture and legislation, in accordance with international standards and human rights as well as in coordination with other international actors and stakeholders (with particular reference to the implementation of UNSCR 1371, 1267, 2178, UN Instruments in combating terrorism signed by Libya and UN Global Counter-terrorism Strategy);
- To assist Libyan Authorities in building up a CT Fusion Cell in organising training and delivery of equipment in partnership with CEPOL, EUROPOL and INTERPOL);
- To assist in the development of an approach and measures related to counter-radicalisation and recruitment of terrorists/countering violent extremism;
- To contribute to mapping the relevant Libyan and International Community actors in regard to counter-terrorism;
- To liaise and cooperate closely with other EU, Libyan, UNSMIL, CTITF, UNODC and other International Community actors (Global Counter-terrorism Forum, Interpol);
- To engage in consultations with and assistance to relevant Libyan institutions and governing authorities, both at central and decentralised levels.

3. General Tasks and Responsibilities:

- To identify and report lessons learned and best practices within 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 about EU Counter-terrorism work (Member States, EEAS, European Commission, EUROPOL, CTPG) and international CT cooperation– UN (UNCTITF and CTED), Global Counter-Terrorism Forum, FATF; a law-enforcement background is essential;
- Ability to mentor and motivate local counterparts.

6. Desirable Qualifications and Experience:

- 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.

7. Desirable Knowledge, Skills and Abilities:

- Strong organisational and managerial skills, ability to work under pressure within short deadlines and to manage multiple tasks and unexpected demands;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Knowledge of Arabic.