



Annex 1 - Requirements and Job Descriptions

<p>European Union CSDP Mission in Niger (EUCAP Sahel Niger)</p> <p>1-2023 Call for Contributions for Visiting Experts</p>				
Organisation:	EUCAP Sahel Niger			
Job Location:	Niamey, Niger			
Employment Regime:	As indicated below			
Job Titles/ Vacancy Notice:	Ref.:	Name of the Post:	Location:	Availability:
	<u>Seconded (3 posts)</u>			
	VENI 41	Counter Terrorism Adviser	Niamey	15 Apr to 14 Jul 2023
	VENI 42	Adviser to the Special Judiciary Unit/ Magistrate	Niamey	15 Apr to 14 Jul 2023
	VENI 43	Climate Security Adviser	Niamey	15 Apr to 14 Jul 2023
Deadline for application:	Friday, 10 Mar 2023 at 17:00 hours (Brussels time)			
Applications must be submitted via:	<p>Seconded candidates by EU Member States:</p> <p>a) You are already registered on Goalkeeper AND you have an EU Login: <u>https://goalkeeper.eeas.europa.eu/registrar/web</u></p> <p>b) You do not have a Goalkeeper account or an EU Login: <u>https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do</u></p> <p><i>Please note: Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your national Seconding Authority for more information on applying for vacant Seconded positions. We cannot 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): Mr Aurel HARITON EEAS-CPCC-EUCAP-Niger@eeas.europa.eu</p>
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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 and Invited Third States (Contributing States) will be considered.

The Mission shall cover the Visiting Experts (VE) travel costs to and from the place of deployment and for any duty travel while on deployment.

Contributing 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).

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 EU Member States propose candidates for the following Visiting Expert positions for EUCAP Sahel Niger, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

Citizenship – The candidates must have Citizenship of a Contributing 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 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 requested by the Head of Mission.

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 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 deployment to prove that they comply with the requirement.

To ensure duty of care in the CSDP Mission, selected seconded candidates shall be able to serve the full period of secondment before reaching the normal age of retirement in the Contributing State of residence.

2. 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.

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).

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

4. Skills and Abilities

Language Skills² - 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.

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

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

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

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

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

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.

² Common European Framework of References for Languages

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.

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. The 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 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. 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.

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 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 Conduct³.

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.

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

SECONDED POSITIONS (3)

Position Name: Counter Terrorism Adviser	Employment Regime: Seconded	
Ref. Number: VE NI 41	Location: Niamey	Availability: 15 Apr to 14 Jul 2023
Component/Department/Unit: Department of Operations. Strategic Advice Unit.	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Counter Terrorism Analyst Adviser reports to the Head of Strategic Advice Unit.

2. Main Tasks and Responsibilities:

- In general, to strengthen the effectiveness of the Central Counter Terrorism and Transnational Organized Crime Unit (SCLCT) in Niger;
- In collaboration with the Strategic Advisory Unit's counterterrorism advisor, to conduct an assessment of the SCLCT to identify potential dysfunctions and propose improvements that take into account Nigerien realities;
- To assist the SCLCT in its criminal analysis capacity at both the structural and technical levels. To set up the necessary training in this area and to propose projects that could improve its performance in this area.

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;
- Experience as a law enforcement officer in a specialized investigation or criminal analysis unit, preferably specializing in counterterrorism.

5. Essential Knowledge, Skills and Abilities:

- Ability to coach and motivate local counterparts;
- Knowledge of counter-terrorism and investigation issues;
- Skill and experience in complex crime analysis

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

6. Desirable Qualifications and Experience:

- Extensive operational experience in counterterrorism investigation or analysis units.
- Experience in project planning, implementation and management, including security sector reform;
- International experience, particularly in crisis areas with multinational and international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Attention to details;
- Organisational, planning and quality management skills;
- Understanding of EU-based efforts in the Sahel Region and the ability to classify terms such as Alliance for the Sahel, P3S, or summit decisions of the G5 Sahel countries.
- Analytical, synthesis and drafting skills;
- Skills in adults' pedagogy;
- Interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural and multi-ethnic environment with sensitivity and respect for diversity.

Position Name: Adviser to the Special Judiciary Unit/ Magistrate	Employment Regime: Seconded	
Ref. Number: VE NI 42	Location: Niamey	Availability: 15 Apr to 14 Jul 2023
Component/Department/Unit: Operations Department/ Strategic Advice Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line:

The Adviser to the Special Judiciary Unit/ Magistrate to the Head of Strategic Advice Unit.

2. Main Tasks and Responsibilities:

- To advise the judicial authorities in particular the specialized judicial pole in charge of terrorism and transnational organized crime;
- To be embedded within the local institution, security permitting;
- To understand and analyse the Nigerien legal system and structures in order to improve in performance;
- To propose and conduct the projects provided for in the mandate of the Mission for the benefit of Nigerien Justice;
- To propose and conduct any activity to improve the capacities of the specialized jurisdiction;
- To liaise closely with other Advisers, as appropriate;
- To look for synergies with European or other organizations (operators, NGOs, States) contributing to the improvement of the capacities of Nigerien justice.

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

6. Desirable Qualifications and Experience:

- Magistrate or former magistrate with expertise in criminal law;
- Experience of designing and delivering training;
- Experience in project management, particularly in connection with Justice;
- Experience in criminal investigation on terrorism and organised crime matters.

7. Desirable Knowledge, Skills and Abilities:

- Understanding of EU-based efforts in the Sahel Region and the ability to classify terms such as Alliance for the Sahel, P3S, or summit decisions of the G5 Sahel countries.
- Analytical, synthesis and drafting skills;
- Organisational and coordination skills;
- Skills in adults' pedagogy;
- Interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural and multi-ethnic environment with sensitivity and respect for diversity.

Position Name: Climate Security Adviser	Employment Regime: Seconded	
Ref. Number: VE NI 43	Location: Niamey	Availability: 15 Apr to 14 Jul 2023
Component/Department/Unit: Chief of Staff Department	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line:

The Climate Security Adviser reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

- To provide up to date analysis to EUCAP Sahel Niger leadership on the interlinkages between climate change, and security in Niger and their implications on strategic objectives of the mission;
- To proactively promote coherence and integration between the Mission and partners, assisting in the development of a common vision, objectives, and programming for integrated delivery on mandated priorities and operations;
- To lead, in close cooperation with relevant Mission's Units, on the mainstreaming of climate-related security risks into EUCAP Sahel Niger policies, strategies and activities, including regional dialogue and cooperation on climate-related security risks;
- To enhance coordination and cooperation on climate security between EUCAP Sahel Niger and the Government of Niger and, at its request, support policy development and implementation by the EU system;
- To serve as EUCAP Sahel Niger's technical focal point on climate and security, and by working with the Analysts team to strengthen also capacity for early warning on climate stressors that could trigger migration flows;
- To contribute to the preparation of reports and other research activities and studies related to climate change and its association to organised crime and terrorism in Niger and the Sahel region, as needed
- To develop methodologies of how security forces can address issues of climate change aspects related to transhumance
- To map and maximize synergy of environment-related programmes and projects in Niger and to contribute to the work of the Mission and International partners on issues related to the impact of the climate change, environmental degradation and conflicts over natural resources and in synch with the objectives of the Mission;
- To identify funding capacity gaps related to climate security issues in Niger and develop proposals for resource mobilization.

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. The qualification should be in any of the fields of environmental health, environmental science, natural resources management, sustainability approaches or other related field; **AND**
- A minimum of 3 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to conduct environmental assessments and security analyses;
- Training and excellent communication skills;
- Knowledge of the Sustainable Development Goals and the Paris Agreement content and their applications;
- Organizational, planning, and time-management skills;
- Ability to work in a demanding, deadline-driven environment;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Knowledge of climate footprint analysis, so, linked with security analysis
- Understanding on security issues in the Sahel
- Technical knowledge on environmental and climate mitigation/adaptation;
- 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.