



Annex 1 - Requirements and Job Descriptions

European Union CSDP Mission in Niger (EUCAP Sahel Niger) 1-2023 Call for Contributions				
Organisation:	EUCAP Sahel Niger			
Job Location:	Niamey and Agadez			
Employment Regime:	As indicated below			
Job Titles/ Vacancy Notice:	Ref.:	Name of the Post:	Location:	Availability:
	<u>Seconded (20)</u>			
	NI 14	Human Rights Adviser	Niamey	28 Apr 2023
	NI 16	Head of International Coordination Unit	Niamey	ASAP
	NI 24	Head of Operations	Niamey	02 Jun 2023
	NI 28	Senior Adviser for Nigerian Security Strategy	Niamey	01 Sep 2023
	NI 30	Adviser to the Minister of Defence	Niamey	ASAP
	NI 39	Anti Terrorism Adviser	Niamey	14 Jul 2023
	NI 40	Adviser to the Special Judiciary Unit/ Magistrate	Niamey	ASAP
	NI 41	Inspection Services Adviser	Niamey	ASAP
	NI 50	Operational and Coordination Centres Adviser	Niamey	27 Jul 2023
	NI 52	Head of Training Unit	Niamey	ASAP
	NI 53	Strategic Training Adviser	Niamey	ASAP
	NI 56	Police/Military Coordination Adviser	Niamey	02 Jun 2023*
	NI 58 NI 59	Criminal Intelligence Training Adviser	Niamey	19 Aug 2023 15 Jun 2023
	NI 62	Anti-Drugs Trafficking Adviser	Niamey	ASAP
	NI 65	Human Rights Adviser	Niamey	ASAP
NI 67	Senior Strategic Border Management Adviser	Niamey	ASAP	
NI 69	Border Management Adviser	Niamey	01 Sep 2023	
AG 02	Deputy Head of Field Office	Agadez	12 Jul 2023	
AG 09	FO Adviser to the Head of Regional Forces	Agadez	21 Jul 2023	

<u>Seconded/Contracted (5)</u>			
NI 71	Data Migration Analyst	Niamey	ASAP
NI 75 NI 77	Project Management Officer	Niamey	ASAP
NI 119	Armed Protection Operator	Niamey	ASAP*
AG 15	FO Financial Officer	Agadez	ASAP
Deadline for Applications:	Friday 10 March 2023 at 17:00 hours (Brussels time)		
Applications must be submitted via:	<p>1) You have the nationality of an EU Member State: you must use Goalkeeper to apply.</p> <p style="padding-left: 40px;">a) You are already registered on Goalkeeper AND you have an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web</p> <p style="padding-left: 40px;">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>Mr Aurel Hariton aurel.hariton@ext.eeas.europa.eu +32 (0)2 584 69 04</p>		

*) The availability of the post is pending the incumbent's end of mission date/extension of tour of duty

EUCAP Sahel Niger bears a High-Risk Non-Family Mission status due to the present risk rating of the Mission area as high. As such, international seconded and contracted Mission members shall at no time receive visits or be habitually accompanied by any family member in the Mission area for the duration of their tour of duty or contract. For security reasons, the Mission members are obliged to live in restricted areas, where security responsibilities are borne by the Mission.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States/Invited Third States¹ (Contributing States) will be considered. Contributing States will bear all personnel-related costs for seconded personnel, e.g. salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from Invited Third States are not entitled to receive allowances paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Contracted Personnel – The Mission may recruit international staff on a contractual basis as required, through an employment contract. The employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high-risk insurance policy. Preference will be given to seconded candidates.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English or French 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 – The initial duration of the deployment should be of 12 months.

The Civilian Operations Commander requests that Contributing States propose candidates for the following international expert positions for EUCAP Sahel Niger, according to the requirements and profiles as described below.

I. GENERAL CONDITIONS

Citizenship – Candidates must have a citizenship of an EU Member State or of a Contributing Third State.

Integrity – 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 – 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 - Candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission and in its Area of Operation. Selected candidates should undergo an extensive medical examination as requested by the seconding authority or the Mission in accordance with “Fit to work clearance” procedure prior to recruitment/deployment to prove that they comply with the requirement.

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

2. Education and Training - 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. Candidates are strongly advised to verify their compliance through the link available in the footer reference.

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

4. Skills and Abilities

Language Skills² – Candidates must have the understanding, speaking, and writing proficiency in the working language of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions. The Mission may seek to facilitate language training and where appropriate, specialist language training, for newly recruited Mission staff members. Candidates are strongly advised to verify their proficiency through the following link available in the footer reference.

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

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

Digital Skills – Candidates must have basic digital skills in the competency areas: information and data literacy, communication and collaboration, digital content creation, safety and problem solving. Candidates are strongly advised to verify their proficiency through the link available in the footer reference.

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

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

II.B Desirable Requirements

Knowledge of the Mission area – 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 – Candidates should have attended a Civilian Crisis Management Course or equivalent.

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

Driving Licence - Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

Passport – Selected candidates must have a biometric passport from their respective national authorities valid for at least six months. If possible, a Service Passport or Diplomatic Passport should be issued.

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

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

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) – 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) – 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 European Union Classified Information (EUCI) will be limited to RESTRICTED until the issuance of their national security clearance.

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

Certificate/Booklet of Vaccination – 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 – 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 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 examinations as well as the fitness to work certificate, for seconded selected candidates the fitness to work certificate must be sent to the Medical Adviser of the Mission before joining the Mission. Medical data will be handled with confidentiality and in line with EU Charter of Fundamental Rights and the Standard Operating Procedure on the protection of personal data (CivOpsCdr Instruction 12-2018 as amended).

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

Gender balance - The EU strives for improved gender balance in CSDP Mission operations in compliance with UNSCR 1325 on Women, Peace and Security (WPS). The CPCC encourages the Contributing States and European Institutions to take this into account when offering contributions.

Application Form – Applications will be considered only when using the online Application Form (AF) accessible on the Goalkeeper-Registrar software module, indicating which position(s) the candidate is applying for. Candidates seconded by Contributing Third States will apply using the dedicated Application Form returned in word format.

Selection Process – Candidates considered to be most suitable will be shortlisted and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by video conference 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. Candidates should be selected on the basis of relevant competence and experience, while strict priority shall be given to seconded candidates. Contracted candidates will be selected only on exceptional basis.

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

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

Training – The selected candidates should complete Missionwise, and e-SAFE modules³ which are designated for the delegations or an equivalent course. The modules can be accessed in the following link available in the footer reference.

Pre-Deployment Training (PDT) – The selected candidates should have undergone Pre-Deployment Training in accordance with the CSDP agreed Training Policy or a national alternative of the course.

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

Job Descriptions – The current reporting lines of the following job description might be subject to modifications based on operational requirements and in line with the principles set out in the Operation Plan (OPLAN).

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

SECONDED POSTS (20)

Position Name: Human Rights Adviser	Employment Regime: Seconded	
Ref. Number: NI 14	Location: Niamey	Availability: 28 Apr 2023
Component/Department/Unit: Chief of Staff Department	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line:

The Human Rights Adviser reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

- To act as the Mission focal point and provide advice on standards for human rights matters and policies relevant to the Mission mandate and ensure internal coordination and consistency;
- To advise the Head of Mission and senior management on human rights mainstreaming in the implementation of the Mission mandate, applying a Human Rights Based Approach in the Mission as well as throughout the Mission's internal and external activities;
- To ensure all human rights aspects are incorporated and consistent with the Mission's planning, reporting and review cycle documents;
- To ensure development and oversight of the implementation of the Mission's Human Rights Action Plan;
- To liaise with local and international entities involved in the promotion and monitoring of human rights in the host state;
- To advise the Head of Mission on the Mission's human rights due diligence framework;
- To proactively ensure that the Mission leadership and key staff are up to date with the human rights situation in the Mission area;
- To work closely with other Mission members in particular the Mission's Gender Adviser, to ensure coordination of crosscutting issues;
- To advise on the development and management of strategic communications regarding human rights;
- To contribute to the development and periodic review of the relevant Mission Standard Operating Procedures;
- To provide training to Mission members on human rights mainstreaming and human rights due diligence;
- To coordinate with other EU actors in the host state to ensure an integrated approach.

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 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 Human Rights, politics or other relevant fields; **AND**

- A minimum of 5 years of relevant professional experience in human rights and human rights mainstreaming issues and tools, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Understanding of international human rights law and principles and human rights protection systems;
- Knowledge of human rights mainstreaming issues and tools;
- Drafting, analytical and reporting skills;
- Knowledge of investigative and conciliation techniques in human rights;
- Understanding and sensitivity to the basic principles of human rights legislation and intergroup relations;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to establish and maintain effective working relations in a multi-cultural, multi-ethnic environment with sensitive and respect to gender and diversity.
- Good understanding of the Sahel sub-region.

Position Name: Head of International Coordination Unit	Employment Regime: Seconded	
Ref. Number: NI 16	Location: Niamey	Availability: ASAP
Component/Department/Unit: Chief of Staff Office/ International Coordination Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Head of Coordination and Cooperation reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the work and staff of the Coordination and Cooperation Unit, in accordance with the Mission Operation Plan (OPLAN) and relevant planning documents;
- To supervise the Coordination and Cooperation Unit input to the development and regular updating of the Mission Implementation Plan;
- To oversee mapping, assessment and review of bilateral and multilateral assistance in the areas covered by the Mission mandate;
- To supervise the Mission coordination and cooperation activities with local, EU and international counterparts;
- To ensure that Mission operational activities are coordinated with other local, EU and international actors to avoid duplication in the areas covered by the Mission mandate and advise on the consistency, complementarity and sustainability of Mission activities with other international initiatives;
- To support the Mission contribution to the EU regional approach;
- To contribute to the establishment of local coordination mechanisms and represent the Mission and other Operational representatives as required;
- To supervise the Coordination and Cooperation Unit contribution to the Mission internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission operational activities and to provide recommendations for the improvement of Mission performance;
- To identify, manage and report the risks arising from the specific processes, systems and projects;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

3. General Tasks and Responsibilities:

- To 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 **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**

- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years at coordination/management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to exercise collaborative, sound and effective leadership;
- Ability to manage, mentor and motivate a professionally diversified and multicultural team;
- Ability to establish, plan, and review priorities;
- Ability to communicate and engage with senior officials and governmental decision makers;
- Knowledge international donors and funding instruments;
- Knowledge in operational analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- French language skills: minimum B1(Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of leading multi-thematic and multi-layered programs related to Security Sector/RoL reform process;
- Master's Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Head of Operations	Employment Regime: Seconded	
Ref. Number: NI 24	Location: Niamey	Availability: 02 Jun 2023
Component/Department/Unit: Head of Mission Office/Operations Department	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Head of Operations reports to the Head of Mission.

2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the work and staff of the Operations Department [incl. Field Offices as applicable] ensuring tasks are carried out in accordance with the Mission mandate and Operation Plan (OPLAN);
- To supervise the conduct of Mission operational activities and ensure orientation and operational coherence;
- To contribute to the development of the Mission overarching policy and Mission implementation strategy;
- To ensure Mission management are regularly updated on Mission operational requirements and mandate implementation progress particularly in relation to resource requirements;
- To ensure the Mission operational elements are updated regularly on the political and security situation in the Mission area, based on inputs and assessments from the Political Adviser and the Mission Security;
- To proactively seek advice from the Mission legal, gender, human rights and environmental advisers to effectively execute the Operations obligations in line with overarching EU policies and standards;
- To provide input for drafting and updating the Mission Implementation Plan and identify Mission operational requirements as situations evolve;
- To design Mission operational activities, tasks and objectives;
- To ensure close cooperation with local counterparts and other relevant stakeholders;
- To cooperate with other EU and international actors within the scope of the Mission mandate;
- To coordinate with project leaders on funding required for the execution of Mission activities within the area of responsibility;
- To ensure Standard Operating Procedures are developed, implemented and periodically reviewed;
- To contribute to the induction and training of Mission members;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- Proactively raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

3. General Tasks and Responsibilities:

- To 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 **OR** equivalent and attested police and/or and military education or training or an award of an equivalent rank; **AND**
- A minimum of 10 years of relevant professional experience, out of which a minimum of 5 years at coordination/management level, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to exercise collaborative, sound and effective leadership;
- Ability to manage, mentor and motivate a professionally diversified and multicultural team;
- Ability to establish, plan, and review priorities;
- Ability to communicate and engage with senior officials and governmental decision makers;
- Knowledge of human rights, gender equality and Women, Peace and Security commitments;
- Understanding of peace stabilisation mechanisms and conflict prevention;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in performance and change management;
- Experience in strategic analyses, planning and reporting;
- Professional qualification and/or certificate in management/leadership;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Senior Adviser for Nigerien Security Strategy	Employment Regime: Seconded	
Ref. Number: NI 28	Location: Niamey	Availability: 01 Sep 2023
Component/Department/Unit: Operations Department/ Strategic Advice Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Senior Adviser for Nigerien Security Strategy reports to the Head of Strategic Advice Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within Ministry of Interior, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To assist the authorities of Niger in the elaboration of a National Security Strategy;
- To assist the relevant local authorities in setting up and implementing legal arrangements to improve coordination between security institutions;
- To analyse current and potential gaps in the security arrangements, including their legal and institutional aspects;
- To assess the coordination and organisational needs and recommends possible solutions at strategic and operational levels;
- To contribute to improve cooperation between the strategic, operational and tactical levels of Nigerien security actors;
- To provide advice on the possible improvements of the skills and performance of Nigerien security personnel;
- To participate in the curricula development in cooperation with other experts, for training courses related to the elaboration and subsequent broader implementation of the National Security Strategy, especially in the area of law enforcement;
- To liaise with other international counterparts active in the same field (e.g. Embassies);
- To help prepare table top exercises to check and validate the operating procedures used by the Counter Terrorism Operational Room and the Command Posts and regional and national level, including the cooperation amongst the different internal security forces;
- In coordination with the Human Rights and Gender Adviser, to ensure that Human Rights and Gender aspects are mainstreamed in the National Security Strategy.
- To liaise closely with other Senior Advisers and Advisers, as appropriate;
- To design and deliver training, as appropriate.

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 **OR** police or military equivalent education or training or equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences, Business Administration or Internal Security; **AND**
- A minimum of 6 years of relevant professional experience, out of which at least 3 at a management/coordination/team leader level, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge on security issues at strategic levels, primarily in the fight against terrorism and organized crime.
- Ability to mentor and motivate local counterparts;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

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

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- In coordination with RACC Defence Expert, to conduct specific defence sector analysis, raise awareness in the EU family and advise Nigerien counterparts on current and possible developments of defence commitments in internal security and justice matters in Niger and the Sahel region.
- To contribute to the defence aspects of the Press and Public Information activities;
- To liaise with all relevant defence actors, including the Chief of Defence, military authorities and Member States Defence Attachés;
- To facilitate cooperation between the strategic, operational and tactical levels in Security forces;
- To contribute to planning and improvement monitoring of operational coordination between Nigerien Security forces and the Armed forces;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- In coordination with the Human Rights Adviser and the Gender Adviser, to ensure that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To register and archive documents in accordance with the Mission Document Management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To 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 **OR** police or military equivalent education or training or equivalent rank. The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences, Business Administration or Internal Security; **AND**

- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements, out of which at least 3 at a management/coordination level.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Anti Terrorism Adviser	Employment Regime: Seconded	
Ref. Number: NI 39	Location: Niamey	Availability: 14 Jul 2023
Component/Department/Unit: Operations Department/ Strategic Advice Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and accompanying local counterpart(s) in a structured manner, promoting local ownership;
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To provide analysis and recommendations to the local counterparts/institutions in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts/institutions;
- To maintain necessary contacts and build relationships with relevant local counterparts/institutions;
- To ensure compliance with instruction/direction from Mission management;
- To work closely with other Advisers and Trainers as appropriate;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To design and deliver training, as appropriate;
- To be the key interlocutor for Counter-Terrorism and Intervention matters to the Nigerien Ministry of Security and Civilian Protection (MSPC) and the relevant services/units of the Nigerien Internal Security Forces (Gendarmerie, National Guard and National Police - ISF) that are involved in Counter-terrorism and special intervention;
- To work in close cooperation with Nigerien MSPC and ISF relevant services to develop a Counter-Terrorism action plan for an improved intervention concept;
- To advise the Nigerien ISF in all Counter-Terrorism and Intervention related matters;
- To help the Nigerien ISF to reform operating procedures for Counter-Terrorism, improving their intervention tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To accompany the work of Nigerien ISF services/units involved in Counter-Terrorism and Intervention ensuring that planning and execution of operations are adequate;
- To support the establishment and functioning of counter-terrorism capabilities within the Nigerien ISF regarding training activities, operations and Human Resources;
- To support the development of Counter-Terrorism and Intervention policies and procedures for the Nigerien ISF, ensuring they are carried on and updated or amended when necessary;
- To support all Nigerien Counter-Terrorism and Intervention units in regard to their operational effectiveness and their handling (or use) of equipment;
- To assist the Nigerien ISF for Special Police Operations coordination, including by establishing links with all relevant national security agencies;

- To support the Nigerian ISF in developing professional contacts and cooperation on Counter-terrorism and Intervention with all relevant international counterparts/institutions/organisations.
- To propose, implement and monitor any project aimed at supporting the Nigerian anti-terrorism units.
- To coordinate with other partners involved in supporting the Nigerian counter-terrorism units.
- To travel within the Mission's area of operations as required.

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 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 Senior Law Enforcement Officer, preferably in an operational unit or structure specialised in counter-terrorism.

5. Essential Knowledge, Skills and Abilities:

- Ability to accompany and motivate local counterparts;
- Knowledge of counter-terrorism and in intervention related matters;
- Broad knowledge of general policing
- Mediation skills
- Innovative thinking;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Broad operational and supervising experience in Special Law Enforcement Units as well as conducting Special Law Enforcement Operations;
- Experience in planning, implementation and management of projects particularly in connection with Security Sector Reform;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Attention to details;
- Organisational, planning and quality management skills.

Position Name: Adviser to the Special Judiciary Unit/ Magistrate	Employment Regime: Seconded	
Ref. Number: NI 40	Location: Niamey	Availability: ASAP
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 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 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: Inspection Services Adviser	Employment Regime: Seconded	
Ref. Number: NI 41	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Strategic Advice Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Inspection Services Adviser reports to the Head of Strategic Advice Unit.

2. Main Tasks and Responsibilities:

- To advise the inspection services of the Ministry of the Interior and Ministry of Defence;
- To understand and analyse the Nigerien system and structures in order to improve in performance;
- To propose and conduct the projects for the benefit the respect of the law and the accountability to the population;
- To propose and conduct any activity to improve the capacities of the inspection services;
- 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 respect of the law and the accountability to the population;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility.

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

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;

- Experience in project management;
- Experience in Operations/Missions and/or cooperation in Africa.

7. Desirable Knowledge, Skills and Abilities:

- 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: Operational and Coordination Centres Adviser	Employment Regime: Seconded	
Ref. Number: NI 50	Location: Niamey	Availability: 27 Jul 2023
Component/Department/Unit: Operations Department/ Interoperability Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line:

The Operations and Coordination Centres Adviser reports to the Head of Interoperability Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To contribute to strengthen the Implementation of the security dimension of the Nigerien Security Development at national level complementary to other actors;
- To provide advice on the possible improvements of the skills and performance of the local officers;
- To help facilitate cooperation between the strategic, operational and tactical levels;
- To help prepare table top exercises to check and validate the operating procedures used by the Counter Terrorism Operational room, including the cooperation amongst the different internal security forces;
- To help to identify possible projects in his/her field of expertise and to assist in the further elaboration of these projects, under the overall guidance of the mission's Project Cell;
- To mentor the interlocutors during their performance on the job;
- To contribute to develop or improve -as appropriate- the standard operating procedures of the CT OPS Room;
- To participate in the curricula development in cooperation with other experts, for courses related to the OPS Centre;
- To train the concerned Nigerien officers with a view to increase the performance of the CT OPS Room;
- To support the development and upgrading of the interoperability and coordinating mechanism within the "Service Central de Lutte Contre le Terrorisme" (SCLCT) amongst the different security forces in order to fight terrorism;
- To ensure that Human Rights and Gender aspects are mainstreamed in the operational activities in coordination with the Human Rights and Gender Adviser;
- To register and archive documents in accordance with the Mission Document Management.

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 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 experience, after having fulfilled the education requirements;
- Previous experience in the management of a Police Operation room.

5. Essential Knowledge, Skills and Abilities:

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

5. Desirable Qualifications and Experience:

- Experience of operations/missions and/or cooperation in Africa.

7. Desirable Knowledge, Skills and Abilities:

- Interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Head of Training Unit	Employment Regime: Seconded	
Ref. Number: NI 52	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Training Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Head of Training Unit reports to the Head of Operations (HoO).

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP);
- To lead, direct and manage the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by Head of Mission;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP and benchmarking in the relevant Line of Operation;
- To ensure, at operational level, co-ordination with other relevant operational Units within the Mission;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act, as appropriate, as the representative of the Unit in contacts with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instructions to the members of the Unit;
- To identify best practice and lessons learned within the field of responsibility;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To identify the target audience for the Penal Procedure training courses;
- To deliver training as required;
- To implement training evaluation process for each activity;
- To facilitate cooperation between the strategic, operational and tactical levels;
- To coordinate with the others senior officers respectively in charge of each objective;
- In coordination with the Human Rights and Gender Adviser, to ensure that Human Rights and Gender aspects are mainstreamed in the operational activities;
- To report to HoO on the consistency, complementarity and sustainability of the programs.
- To register and archive documents in accordance with the Mission Document Management;
- To ensure that subordinate personnel comply with the Mission Document Management SOPs.

3. General Task 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 **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**
- A minimum of 7 years of relevant professional experience, out of which a minimum of 3 years at coordination/management level, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of continental legal system and French inspired criminal procedure;
- Ability to mentor and motivate staff;
- Ability to manage and coordinate a diversified team;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Strategic Training Adviser	Employment Regime: Seconded	
Ref. Number: NI 53	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Training Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Strategic Training Expert reports to the Head of Training Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Advisers, as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP);
- To lead, direct and manage the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by Head of Mission;
- To ensure timely reporting on activities within own Unit field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP and benchmarking in the relevant Line of Operation;
- To ensure, at operational level, co-ordination with other relevant operational Units within the Mission;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act, as appropriate, as the representative of the Unit in contacts with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instructions to the members of the Unit;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility.

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

6. Desirable Qualifications and Experience:

- Experience of designing and delivering training;
- Experience in project management;
- Experience in Operations/Missions and/or cooperation in Africa.

7. Desirable Knowledge, Skills and Abilities:

- 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: Police/Military Coordination Advisor	Employment Regime: Seconded	
Ref. Number: NI 56	Location: Niamey	Availability: 02 Jun 2023*
Component/Department/Unit: Operations Department/ Training Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Police/Military Coordination Advisor reports to the Head of Training Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterparts on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities as per planning documents;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Mission horizontal advisers;
- To design and deliver training;
- To provide support to Government led-efforts to coordinate policy development and international assistance for Internal Security and Defence Forces;
- To support Nigerien authorities by providing legal advices to Internal Security and Defence Forces on legal and institutional frameworks related to reinforce military judicial system, law and procedure during operations on the ground;
- To liaise with military hierarchy and military justice bodies to evaluate immediate needs in order to render the military judicial system to carryout promptly its mandate.
- To liaise with Technical and Financial Partners, Human Rights officers, military judicial authorities and Military hierarchy to elaborate policies on military legal aspects in order to end any arbitrary detention in military detention facilities;
- To facilitate stakeholder roundtable meetings to discuss developing the legal aspects in a military framework;
- To organise and conduct training on legal aspects to military and other Internal Security Forces, on rule of law, procedure and rights of suspects during military operations.

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 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications

of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Experience in train the trainers.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Criminal Intelligence Training Adviser	Employment Regime: Seconded	
Ref. Number: NI 58 NI 59	Location: Niamey	Availability: 19 Aug 2023 15 Jun 2023
Component/Department/Unit: Operations Department/ Training Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To conduct, upon request, review of the Interior Security Forces structure regarding intelligence;
- To establish and develop working relationships with the Nigerien partners in charge of the intelligence aspects within the security forces;
- To assess the needs of the security forces in charge of criminal intelligence;
- To elaborate in partnership with the Nigerien authorities a national intelligence plan;
- To elaborate a training plan addressing operational criminal intelligence and the fight against terrorism and organised crime;
- To design and implement specialized training in analysis and sharing intelligence process;
- To develop curricula in order to implement cooperation programs in his/her domain of competency (Criminal intelligence);
- To identify the target audience for the training courses;
- To coordinate and oversee criminal intelligence training;
- To implement evaluation of the training;
- To deliver expertise in terms of criminal intelligence cooperation.

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 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European

Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Experience in train the trainers.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Anti-Drugs Trafficking Adviser	Employment Regime: Seconded	
Ref. Number: NI 62	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Training Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Anti-Drugs Trafficking Adviser reports to the Head of Training Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Advisers, as appropriate;
- To design and deliver training, as appropriate;
- To establish and develop working relationships with Nigerien security forces in charge of the fight against drug trafficking;
- To conduct, upon request, examination and evaluation of the structure of local security forces engaged in the fight against drug trafficking;
- To perform need assessment of the local security forces engaged in the fight against drug trafficking;
- To identify the target audience for the training in cooperation with the local authorities;
- To contribute to elaboration of training plans regarding anti-drug trafficking training activities;
- To develop curricula in order to implement joint cooperation programs in his/her domain of competency (drug traffic analysis);
- To design and implement specific training on the following subject matters: identification and extraction of essential information from drug products and drug investigations, analysis of data, consolidation of inputs and preparation of relevant reports, development of specific expertise necessary to perform accurate assessment of present and future threats, application of acquired inductive reasoning skills in identification of potential drug trafficking threats;
- To coordinate and oversee trainings on drug trafficking analysis;
- To perform training evaluation of the training interventions on drug trafficking analysis;
- To deliver expertise in terms of drug trafficking analysis;
- To draft reports, to prepare presentations, talking points and briefings on border monitoring activities.

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 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 Political Science, International Relations, Law, Social Sciences, Business Administration, security or law enforcement **OR** police or military equivalent education or training or equivalent rank; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge in security operations and related law enforcement;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in anti-narcotics investigation;
- Experience of designing and delivering training;
- Experience in project management;
- Experience in training of the trainers;
- Experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa.

7. Desirable Knowledge, Skills and Abilities:

- Comprehensive management and leadership skills in operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff.

Position Name: Human Rights Adviser	Employment Regime: Seconded	
Ref. Number: NI 65	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Training Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line:

The Human Rights Adviser reports to Head of Training Unit.

2. Main Tasks and Responsibilities:

- To act as the focal point for human rights and human rights mainstreaming issues within Operations Department;
- To advise on human rights and human rights mainstreaming issues within the Mission as well as throughout the Mission's activities;
- To undertake human rights analysis of all aspects of the implementation of the Mission's mandate, including policy development, monitoring and reporting, data collection and staffing;
- In close cooperation with the Mission's operational components, to advise on the promotion of human rights amongst host state authorities and to ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- To identify training requirements and opportunities through a close monitoring and analysis of the state of play of Human Rights and protections developments in the host country with a view to enhancing compliance with its Human Rights commitments;
- To establish and maintain necessary contacts and build relationships with relevant Nigerien partners;
- To design and deliver bespoke training for members of the Nigerien security forces with regards to International Humanitarian Law and Human Rights;
- To develop the Training Module on Human rights for Nigerien partners in coordination with the Strategic Training Expert of the Mission;
- To contribute to collecting statistics about Human Rights compliance of the Nigerien Security Forces;
- To integrate the fundamental concepts of Human Rights and International Humanitarian Law in the training provided by the mission to Nigerien partners;
- To exchange information, share best practices, co-ordinate activities and implement common programs in the area of Human Rights protection and promotion with independent experts, international and national governmental and non-governmental actors.

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 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 Human Rights, politics or other relevant fields; **AND**

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

5. Essential Knowledge, Skills and Abilities:

- Experience of mainstreaming human rights in an organisation and in developing relationships with counterparts specialising in human rights protection in a host state;
- Practical experience in the design of training curricula, the conduct and evaluation of training especially in International Humanitarian Law and Human Rights;
- Experience in developing initiatives to promote Human Rights and accountability in the security/justice sector;
- Substantial knowledge of the roles of the different security actors, as well as of justice institutions and criminal justice system;
- Inter-personal and negotiations skills;
- Good communication and drafting skills;
- Analytical and advocacy skills on Human Rights issues;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as a professional in the criminal justice system.

7. Desirable Knowledge, Skills and Abilities:

- Ability to establish and maintain effective working relations in a multi-cultural, multi-ethnic environment with sensitive and respect to gender and diversity;
- Good understanding of the Sahel sub-region;
- Knowledge of national and international institutions operating in the region on Human Rights.

Position Name: Senior Strategic Border Management Adviser	Employment Regime: Seconded	
Ref. Number: NI 67	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Border Management Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Senior Strategic Border Management 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 counterparts/institutions and to propose solutions for strengthening ;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To assess the situation, the capacities and the needs of the Nigerien authorities with regards to border management and territorial control issues, including the regions and particularly in the North;
- To analyse the border security and homeland control issues in the Sahel and to elaborate strategic assessments;
- To identify and to conduct related projects;
- To support and to advise Nigerien authorities in defining and implementing a strategic approach to border security;
- To facilitate cooperation between the strategic, operational and tactical levels of security actors;
- To support and to advise Nigerien authorities as appropriate to enhance their cross-border cooperation with neighbouring countries and their participation in relevant regional and international fora, in coordination with relevant Mission experts;
- To contribute to the Mission's coordination with EUBAM Libya and EUCAP Sahel Mali, with a view to identifying and putting in place possible joint activities in the field of border security;
- To register and archive documents in accordance with the Mission Document Management;
- To liaise closely with other Senior Advisers and Advisers, as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

- To 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 **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:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities: N/A

Position Name: Border Management Adviser	Employment Regime: Seconded	
Ref. Number: NI 69	Location: Niamey	Availability: 01 Sep 2023
Component/Department/Unit: Operations Department/ Border Management Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

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

- To pay a specific attention to law enforcement and border management of other institutions and other donors working in the realm of security sector reform;
- To identify and to promote strategic and technical partnerships with the relevant government entities, private sector and civil society partners, and other relevant stakeholders to promote and strengthen Nigerien's Police training on migration and border management portfolio;
- To develop reports, presentations, talking points and briefings on border monitoring activities;
- To report to the Head of Border Management Unit on the consistency, complementary and sustainability of the programs;
- To identify and to conduct projects;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To register and archive documents in accordance with the Mission Document Management;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers, as appropriate;
- To design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

- Previous experience in CSDP Missions or other international civilian deployment (EU, UN, OSCE) and/or cooperation in Africa.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Deputy Head of Field Office	Employment Regime: Seconded	
Ref. Number: AG 02	Location: Agadez	Availability: 11 Jul 2023
Component/Department/Unit: Operations Department/ Field Office	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Deputy Head of Field Office (FO) reports to the Head of FO.

2. Main Tasks and Responsibilities:

- To support the Head of Field Office in leading, managing and coordinating the work and staff of the Field Office in accordance with the Mission Implementation Plan and relevant planning documents;
- To deputise in the absence of the Head of Field Office;
- To support the Field Office input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission operational requirements in the Field Office area of responsibility;
- To ensure Field Office staff are periodically updated and contribute to the Mission mandate implementation progress;
- To assess the consistency and sustainability of Mission operational activities in accordance with the Mission Operational Plan and provide recommendations for the improvement of Mission performance;
- To contribute to the Field Office input to the Mission internal and external reporting;
- To ensure close coordination with other Mission operational, horizontal advising and support functions;
- To coordinate the Mission Support related aspects of the Field Office, under the guidance of the Head of Mission Support;
- To contribute to the Field Office work with local authorities, and local EU/international actors in cooperation with the Mission Coordination and Cooperation Unit;
- To identify, confidence building measures, particularly in the Field Office area of responsibility in consultation with the Head of Operations;
- To ensure that Field Office staff perform their work in a secure and safe environment in coordination with the Security and Duty of Care;
- To ensure that Standard Operating Procedures are implemented within the Field Office;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

3. General Tasks and Responsibilities:

- To 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 **OR** equivalent and attested police and/or military education or training or an aware of an equivalent rank; **AND**
- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements.
- Management experience in the field of law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Expertise in Security Sector Reform (SSR);
- Ability to use own initiative and make sound and timely decisions;
- Ability to mentor and motivate staff;
- Ability to motivate and mentor regional counterparts;
- Ability to manage and coordinate a diversified team;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Master's Degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure;
- Ability to live and work under very limited freedom of personal movement.

Position Name: FO Adviser to the Head of Regional Forces	Employment Regime: Seconded	
Ref. Number: AG 09	Location: Agadez	Availability: 21 Jul 2023
Component/Department/Unit: Field Office/ OPS	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The FO Adviser to the Head of Regional Forces reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To operationalize the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening them;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To design and deliver training, as appropriate;
- To support the development of the local security forces, notably Police Nationale, Gendarmerie Nationale and Garde Nationale, in the field of SSR through mentoring, monitoring and advising;
- To be the key interlocutor with the Director General of the Police;
- To develop policies in line with the security forces, notably Police Nationale, Gendarmerie Nationale and Garde Nationale;
- To develop and synchronise a training curriculum for security topics such as human resources training/policy/forensics etc.

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 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;
- Proven experience within a pluridisciplinary team in the field of law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Experience in mentor and motivate local counterparts;
- Law enforcement and Security Sector Reform (SSR) expertise;
- Presentation skills;
- Mediation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;
- Understanding of the political, cultural and security situation in Niger;
- French language skills: minimum level C1 (Proficient User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Attention to details;
- Organisational, planning and quality management skills;
- Highly resilient under mental pressure;
- Ability to live and work under very limited freedom of personal movement.

SECONDED / CONTRACTED POSITIONS (5)

Position Name: Data Migration Analyst	Employment Regime: Secoded/Contracted	Post Category for Contracted: Mission Support-Assistant Level (MSAL)
Ref. Number: NI 71	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Border Management Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Data Migration Analyst 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 to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To identify and to conduct projects.
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To contribute to identify and to manage analysis on migration and terrorism issues through a structured and systematic approach, and to ensure that information and knowledge is processed in the most efficient and effective manner;
- To provide analytical assessments on migration and terrorism issues, which will assist informed decision making processes;
- To keep the Head of Border Management Unit updated on the development of migration issues in theatre and within the Mission as well as how these impact the pursuit of Mission objectives;
- To envisage the regional aspect of the analysis, especially related to the other Sahel countries;
- To contribute to the anticipation of likely scenarios to occur and to the identification of possible adjustments of the Mission Implementation Plan that may be required regarding the migration field;
- To identify Mission information exchange requirements and to contribute to information and knowledge sharing aiming at the development of a common situational awareness with the Mission's chain of command and other EU actors, including the Single Intelligence Analytical Capability (SIAC);
- Additionally, to facilitate the sharing of information and knowledge with other non-EU partners in theatre as appropriate;
- To ensure the security of sensitive information handled disseminates it in accordance with Head of Border Management Unit.

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 the secondary education attested by a diploma **OR** equivalent and attested police/military education or training or equivalent rank; **AND**
- A minimum of 8 years of relevant professional experience in the military, police or security field, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User);
- Skills and experience in handling, processing and analysis of information on migration from various sources.

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Social Sciences or related field;
- Experience in the use of the analytical IT packages and processes, including specific analytical software.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Project Management Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level (MSML)
Ref. Number: NI 75 NI 77	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Project Cell Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line:

The Project Management Officer 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 carry out procurement and contracting processes for all mission projects;
- To advise project leaders (within the Mission's operational components) in preparing project documents, such as project proposals, project budgets, notes of understanding, project agreements, etc.;
- To ensure that project proposals are in line with the Mission's programmes and are properly coordinated within the Mission and with external stakeholders;
- To act as the interface between project leaders and various elements of Mission Support;
- To maintain a record of the Mission's project history and ongoing activities;
- To conduct, upon project completion, post-project reporting and evaluation;
- To develop best practices on project management, make training recommendations and record lessons identified/learnt;
- To receive, review, analyse, assign, process and track certified requisitions submitted for procurement action.

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 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 **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**
- A minimum of 4 years of professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Project management skills;
- Teamwork capabilities;
- French language skills: minimum level B1 (Independent User);

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

6. Desirable Qualifications and Experience:

- University and/or Master's Degree in project management or other related field;
- Experience in the field of planning, implementation and evaluation of projects;
- Project management training, such as APM, PPM, PRINCE2, or equivalent.

7. Desirable Knowledge, Skills and Abilities:

- Familiarity with the EU Financial regulations and the EU Procurements procedures;

Position Name: Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Assistant Level (MSAL)
Ref. Number: NI 119	Location: Niamey	Availability: ASAP*
Component/Department/Unit: Security and Duty of Care Department/Armed Protection Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Armed Protection Operator reports to the Armed Protection Team Leader.

2. Main Tasks and Responsibilities:

- To be responsible for operational Armed Protection (A/P) operations;
- To participate in the 24/7 manning of the OPS room in Niamey;
- To contribute to the armed protection security set up of the Mission staff;
- To provide personal security advice to Mission members;
- To assist in identifying staff's personal security training needs and to assist in developing and delivering necessary training, under the supervision of the chief of APT;
- To liaise with civilian and military organisations for an assessment of current and possible future threats;
- To aid in the development of Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary;
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner;
- To carry out daily administration and operational planning for daily A/P activities;
- To provide comprehensive procedural documents with respect to A/P activities;
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control;
- To register and archive documents in accordance with the Mission Document Management;
- To contribute to Mission reporting in the area of competence.

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 the secondary education attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 5 in the European Qualifications Framework **OR** training by Police (Sergeant rank) or Military (OR5 rank); **AND**
- A minimum of 5 years of relevant professional experience in the military, police or security field, after having fulfilled the education requirements;
- Trained in basic life support (medical training);
- Advanced driving training (defensive driving).
- Civilian driving license category C or C1.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Experience in building effective relationship with African Security forces personnel;
- Trained and certified in close protection techniques (theory and practice);
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems;
- Experience in hostile environment.

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

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. General Tasks and Responsibilities:

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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