



Annex 1 - Requirements and Job Descriptions

<p align="center">European Union CSDP Mission in Niger (EUCAP Sahel Niger) 2-2023 Call for Contributions</p>				
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 (13)</u>			
	NI 04	Personal Assistant to the Head of Mission	Niamey	17 Dec 2023
	NI 13	Gender Adviser	Niamey	ASAP
	NI 35	Adviser to the Head of National Guard	Niamey	01 Oct 2023
	NI 39	Anti-Terrorism Adviser	Niamey	14 Jul 2023
	NI 54	Training Policy Adviser	Niamey	ASAP
	NI 58 NI 59	Criminal Intelligence Training Adviser	Niamey	19 Aug 2023 ASAP
	NI 64	Border Management Adviser/CRC Member	Niamey	01 Oct 2023
	AG 04	FO Human Rights Adviser	Agadez	ASAP
	AG 06	FO Police Tactical Training Adviser	Agadez	13 Oct 2023
	AG 08	FO Anti-Human Trafficking Adviser	Agadez	05 Oct 2023
	AG 09	FO Adviser to the Head of Regional Forces	Agadez	21 Jul 2023
	AG 10	FO Analyst	Agadez	24 Jul 2023
	<u>Seconded/Contracted (12)</u>			
	NI 11*	Legal Adviser	Niamey	09 Oct 2023
	NI 12	Press and Public Information Officer	Niamey	01 Oct 2023
	NI 71	Data Migration Analyst	Niamey	ASAP
	NI 88	Procurement Officer	Niamey	ASAP
	NI 90*	CIS Officer – Systems and Networks	Niamey	01 Aug 2023
	NI 114 NI 119	Armed Protection Operator	Niamey	01 Oct 2023 ASAP
	NI 117	Armed Protection Instructor/Armourer	Niamey	01 Oct 2023
	NI 121	Nurse	Niamey	ASAP
AG 15	FO Financial Officer	Agadez	ASAP	
AG 22	FO Armed Protection Operator	Agadez	ASAP	
AG 26	FO Nurse	Agadez	ASAP	
Deadline for Applications:	Friday, 07 July at 17:00 hours (Brussels time)			

<p>Applications must be submitted via:</p>	<p>1) You have the nationality of an EU Member State: you must use Goalkeeper to apply.</p> <p>a) You are already registered on Goalkeeper AND you have an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web</p> <p>b) You do not have a Goalkeeper account or an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do</p> <p>2) You do not have the nationality of an EU Member State: only seconded nationals of a non-EU Contributing Third State can be proposed by their National Seconding Authority (no personal applications will be considered): please contact your seconding authority to send them your application form.</p> <p><i>Please note: Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your national Seconding Authority for more information on applying for vacant Seconded positions. We cannot provide contact details of national Seconding Authorities.</i></p>
<p>Information:</p>	<p>For more information, relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p style="text-align: center;">Mr Aurel HARITON aurel.hariton@ext.eeas.europa.eu +32 (0)2 584 6904</p>

*) The availability of the post is pending the incumbent's end of mission date.

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

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

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.

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.

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

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-learning>

SECONDED POSTS (13)

Position Name: Personal Assistant to the Head of Mission	Employment Regime: Seconded	
Ref. Number: NI 04	Location: Niamey	Availability: ASAP
Component/Department/Unit: Head of Mission Office	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Personal Assistant to the Head of Mission reports to the Head of Mission.

2. Main Tasks and Responsibilities:

- To manage the calendar of the Head of Mission;
- To maintain regular, official contacts with local authorities, governmental organisations, non-governmental organisations and other external counterparts to collect and disseminate information;
- To coordinate protocol activities;
- To maintain regular contact with all Components/Department and Offices, to ensure flow of information within the Head of Mission Office and other Mission offices;
- To draft memos, letters, faxes and other documents and maintain filing systems;
- To receive and distribute all correspondence;
- To ensure handling and storage of confidential documentation and related information;
- To ensure sufficient supplies of stationery materials;
- To coordinate and support the implementation plans and objectives of the Head of Mission Office including liaising with administrative functions.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of secondary education attested by a diploma **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**
- A minimum of 3 years of relevant experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Communication skills and diplomacy;
- Experience as a management assistant;
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience:

- An understanding or experience of Rule of Law and/or Civilian Crisis Management interventions;
- International experience, particularly in crisis areas with multi-national and international organisations.
- Experience with EU Institutions.

7. Desirable Knowledge, Skills and Abilities:

- Ability to work well on his/her own initiative and as part of a team;
- Work methodically, accurately and with attention to detail as well as ability to work under tight deadlines.

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

1. Reporting Line:

The Gender Adviser reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

- To act as the Mission focal point for gender equality, gender mainstreaming and Women, Peace and Security related dimensions;
- To advise on gender mainstreaming processes, promote and facilitate the integration of a gender perspective within the functioning of the Mission as well as in the analysis, reporting, planning and conduct of the Mission activities;
- To suggest on the mechanisms to be established and used within the Mission for monitoring, implementing and evaluating EU and additional relevant international instruments for gender equality, mainstreaming and the implementation of the UN Security Council Resolutions on Women, Peace and Security;
- To support the development of a systematic gender analysis of all aspects of the implementation of the Mission mandate, including policy development, monitoring, execution and reporting, data collection and staffing;
- In coordination with the Mission operational components, advise on the promotion of gender equality and gender sensitive policy amongst the security forces, ministry of justice and interior within the framework of activities of EUCAP Sahel while being consistent with the Mission Implementation Plan;
- To coordinate and animate the Mission Gender focal point network;
- To be up to date on the situation related to gender equality and the implementation of the Women, Peace and Security agenda in the host state;
- To advise on the development and content of strategic communications with regards to gender dimensions;
- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures aiming at integrating a gender perspective;
- To liaise with the local and international entities involved in the promotion of gender equality, mainstreaming and the Women, Peace and Security agenda;
- To contribute to Mission reporting and information flow on gender equality related aspects;
- To develop training modules on gender sensitive approaches in security work;
- To support the induction training of Mission members as required;
- To contribute to keep the Mission leadership and staff up to date on the gender equality related situation and developments both within the CSDP/EU CSFP policy framework and in Niger and the Sahel region;
- To cooperate and work with the gender focal points of other missions, in particular EUMPM;
- Support the establishment of long-term positive relations with local women's organisations in line with the Women, Peace and Security agenda;
- To report on the specific needs on WPS in Niger, in particular how the situation and development of young women affects the security dimension in Niger and vice versa, working in close partnership with EUCAPs info cell.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Analytical and advocacy skills on gender issues;
- Experience and interest in working with security forces;
- Proven advocacy skills;
- Excellent inter-personal and negotiations skills;
- Establish and maintain relationships with relevant stakeholders to understand needs and gain support for gender issues;
- Proactive in developing strategies to accomplish objectives;
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).

6. Desirable Qualifications and Experience: N/A

- Experience in working in African countries and contexts;

7. Desirable Knowledge, Skills and Abilities:

- French language skills level: C1 (Proficient User);
- Self-motivated person able to work within a team and independently.

Position Name: Adviser to the Head of National Guard	Employment Regime: Seconded	
Ref. Number: NI 35	Location: Niamey	Availability: 01 Oct 2023
Component/Department/Unit: Operations Department/ Strategic Advice Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line:

The Adviser to the Head of National Guard reports to the Head of Strategic Advice Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To 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 design and deliver training, as appropriate;
- To act as a reference and to assist the Nigerien National Guard and in particular, the Human Resources Directorate - in development and integration of effective HR processes, programs and practices into their daily operations;
- To provide operational support to the Human Resources Directorate on critical issues;
- To keep records and reviewing of documentation relating to personnel management;
- To provide advice and guidance on conceptual and doctrinal framework underlying reinforcement process in personnel management;
- To identify gaps and setting priorities with the particular focus on designing training strategy and developing programmes and policies in line with operational needs;
- To install a personnel management data system and provide training for end users;
- To liaise and to maintain contact with external bodies and service providers in relation to performed tasks and duties;
- To contribute developing training curricula on human resources, including for training the trainers;
- To contribute to the induction and orientation of Mission personnel as required.

3. General Specific Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/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 of designing and delivering training;
- Experience in project management;
- Experience with law enforcement agencies;
- Experience as a manager in organisational aspects of a police force;
- Experience in planning, implementation and Human Resources Management, particularly in connection with the security forces.

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

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 Nigerien 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 Nigerien anti-terrorism units;
- To coordinate with other partners involved in supporting the Nigerien 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: Training Policy Adviser	Employment Regime: Seconded	
Ref. Number: NI 54	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 Training Policy 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 his 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 provide expertise to the Recruitment and Training Division in the conceptual and doctrinal framework underlying support and advice process in training, including the organisation of the security forces (Gendarmerie, Police and National Guard);
- 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 act as a reference in the field of training conceptual and organisational framework for the Recruitment and Training Division of the internal security forces;
- To work in close collaboration with the Recruitment and Training Division in order to assist, to record and review all documentation relating to training;
- To assist and advise in conceptualising and developing training strategies, organisation, methods and contents, course curricula, managing, running and evaluating training courses at academic level;
- To assist in the provision of advice, guidance regarding training organisation, methods and contents;
- To work in liaison with Human Resources experts to identify and implement good practices in trainings follow up and make good use of trainings and qualified personal;
- To support the development of an overall training master plan and annual plans for the Security forces;
- To support the Internal Security Forces in their training of specialised units in the fight against terrorism, irregular cross-border migration and cybercrime;
- To organise training of trainers in specialised areas related to the fight against terrorism, cross-border organised crime and irregular migration;
- 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 respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** 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;
- Presentation skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;
- Good knowledge of the office suite (Word, Excel, PowerPoint, Access, Outlook);
- Mediation skills;
- French language skills: minimum level C1 ((Proficient User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Professional Training Qualification/Certification;
- Experience in train the trainers;
- Experience in project management, particularly in connection with Security Sector Reform;
- Experience with law enforcement agencies (e.g. police, gendarmerie);
- Experience as a trainer in organisational aspects of police force;
- International experience, particularly in crisis or post-conflict areas, preferably with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Highly resilient under mental pressure and willingness to work extra hours when required;
- Organisational and coordination skills;
- 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: Criminal Intelligence Training Adviser	Employment Regime: Seconded	
Ref. Number: NI 58 NI 59	Location: Niamey	Availability: 19 Aug 2023 ASAP
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: Border Management Adviser/ CRC Member	Employment Regime: Seconded	
Ref. Number: NI 64	Location: Niamey	Availability: 01 Oct 2023
Component/Department/Unit: Operations Department/ Border Management Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

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 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;
- In coordination with the Senior Strategic Border Management Adviser, to support 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, implement, coordinate and oversee specialised training 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.

3. Mission Specific Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the 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 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;
- International experience, particularly in crisis areas with multi-national and international organisations.

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: FO Human Rights Adviser	Employment Regime: Seconded	
Ref. Number: AG 04	Location: Agadez	Availability: ASAP
Component/Department/Unit: Field Office/ Operations Cell	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line:

The FO Human Rights Adviser reports to the Head of Field Office and coordinates closely with the Human Rights Adviser and the Gender Adviser (in CoS Department) as well as with the Human Rights Adviser in Operations Department.

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 assist the Nigerien authorities in fulfilling their obligations to protect and promote Human Rights and fundamental freedoms in general, and in areas that lays at the intersection between Human Rights and security;
- To maintain necessary contacts and build relationships with the Nigerien security forces;
- To contribute, to design and deliver training for members of the Nigerien security forces in regards to Human Rights and Gender concepts;
- To provide training courses with focus on Human Rights for the staff of security special units amongst the different security forces;
- To collect and collate statistics about Human Rights and Gender respect practices of the Nigerien Security Forces;
- To liaise with relevant Government institutions in Agadez region in order to elaborate programs in Human Rights advocacy and awareness;
- To coordinate with relevant components of the Mission, governmental authorities (Agadez region) and partners working on Human Rights protection and promotion in order to develop training module in Human Rights protection and promotion;
- To monitor and analyse the state of play of Human Rights and protections developments in the host country and to provide the expertise, technical assistance as well as training and capacity building, to enhance compliance with its Human Rights commitments;
- In coordination with the Strategic Training Expert of the Mission develops the Training Module on Gender in framework of all European security building initiative;
- To liaise with the Human Rights and Gender Experts of the Mission and ensure that Human Rights and Gender aspects are mainstreamed in the operational activities of the Department;
- To identify, develop, and implement programmatic activities and projects on key Human Rights issues, including, deliver trainings, expert workshops, training activities and networking events;
- To build alliances and networks with independent experts, international and national governmental and non-governmental actors, to exchange information, share best practices, co-ordinate activities and implement common programs in the area of Human Rights protection and promotion;
- To liaise with the local and international entities involved in the promotion of Human Rights mainstreaming;
- To advice the Head of Field Office in planning activities in the field of Human Rights and Gender protection and promotion;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;

- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other 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 respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Analytical and advocacy skills on Human Rights protection and promotion issues;
- Inter-personal and negotiations skills;
- Ability to work under pressure and with multi-disciplinary and multicultural teams;
- Abilities to establish and maintain relationships with a board range of people to understand needs and gain support;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in sound knowledge of Human Rights and Protection mainstreaming issues and tools, in particular in volatile security environment or in a post-conflict environment/ SSR process;
- Experience in Human Rights advocacy or related field;
- Experience in conception of Human Rights manuals, drafting report and other materials;
- Experience as activist lawyer in international institutions desirably advocating for Human Rights protection;
- Experience in Human Rights advocacy with military or/and police training will be an asset;
- Experience in working with international organizations in Human Rights protection and promotion and related field.

7. Desirable Knowledge, Skills and Abilities:

- Communication and drafting skills;
- Computer skills and use of advanced research tools;
- Teamwork and interpersonal skills and ability to maintain effective working relations in multi-cultural and sensitive environment;
- Knowledge of Africa, especially the Sahel region;

- Awareness of the Nigerien religious and cultural sensitivity, preferably cultural and traditional specificity of the region of Agadez.

Position Name: FO Police Tactical Training Adviser	Employment Regime: Seconded	
Ref. Number: AG 06	Location: Agadez	Availability: 13 Oct 2023
Component/Department/Unit: Field Office/ Operations Cell	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The FO Police Tactical Training Adviser reports to the Head of Field Office.

2. Main Tasks and Responsibilities:

- To operationalise in the area of competency, 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 Field Office management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To coordinate, oversee and implement police tactical training in the area of competence;
- To map and assess the needs of the security forces in charge of the coercive aspects of criminal investigations with respect to Rule of Law and Human Rights;
- To develop and implement police tactics training including legitimate use of the minimum level of force to obtain compliance and Human Rights related training;
- To prioritise the training needs of the authorities in charge of territorial control and arrests;
- To establish and develop contacts with the Nigerien partners in charge of the coercive aspects of the criminal investigations;
- To elaborate with the Nigerien authorities a doctrine in the use of force and its de-escalation;
- To elaborate with the Nigerien authorities a training plan for the police units in charge of the coercive aspects of criminal investigation in a Human Rights framework;
- To design and implement training to directions, services and units in charge of the arrest in the criminal investigation framework including personnel in charge of police custody and remand.
- To develop curricula in order to implement cooperation programs in his/her domain of competency (loyalty/rule of law police intervention);
- To deliver advice in terms of legal framework for police intervention cooperation;
- To facilitate cooperation between the strategic, operational and tactical levels;
- To report to Head of Field Office on the consistency, complementarity and sustainability of the programs.

3. General Tasks and Responsibilities:

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

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank. The qualification should be in any of the fields of Homeland security, Law enforcement or other relevant field; **AND**
- A minimum of 5 years relevant experience in law enforcement or criminal investigation, training, including Train the Trainers programs, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Knowledge of operational first aid and IED;
- Presentation skills;
- Ability to plan, multi-task and manage time effectively;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in a special Intervention unit;
- Professional Training Qualification/Certification;
- Experience in train the trainers;
- Experience in project management;
- Experience with law enforcement agencies (e.g. police, gendarmerie);
- Experience as a trainer in organisational aspects of police force;
- Experience working in Africa;
- Experience of international organisations and/or multinational operations;
- Experience with the European Institutions;
- 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: FO Anti Human Trafficking Adviser	Employment Regime: Seconded	
Ref. Number: AG 08	Location: Agadez	Availability: 05 Oct 2023
Component/Department/Unit: Field Office/ Operations Cell	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To assess the needs of the security forces in charge of criminal investigation in the fight against Human Trafficking;
- To develop curricula in order to implement cooperation programs in his/her domain of competency;
- To design and implement specialized training on the fight against Human Trafficking;
- To coordinate and oversee trainings on the fight against Human Trafficking;
- To implement evaluation of the training on the fight against Human Trafficking;
- To deliver expertise (Monitoring, Mentoring and Advice) in terms of fight against Human Trafficking;
- To develop reports, presentations, talking points and briefings on border monitoring activities;
- To ensure that, in coordination with the Human Rights Adviser and the Gender Adviser, the Human Rights and Gender aspects are mainstreamed in the operational activities;
- To report to the Head of Field Office on the consistency, complementarity and sustainability of the programs;
- To conduct, upon request, to review the Nigerien Security Forces structure regarding the fight against Human Trafficking;
- To establish and develop working relationships with the Nigerien partners in charge of the fight against Human Trafficking aspects within the security forces in coordination with the FO Border Management Adviser;
- To elaborate in partnership with the Nigerien authorities a local/regional plan in the field of the fight against Human Trafficking in coordination with the FO Border Management Adviser;
- To identify the target audience for the training in Agadez Region;
- To elaborate, together with the local authorities, a training plan addressing the fight against Human Trafficking and against organised crime in Agadez Region;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To register and archive documents in accordance with the Mission Document Management;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers, as appropriate;
- To design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

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/ Operations Cell	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;

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:

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

Position Name: FO Analyst	Employment Regime: Seconded	
Ref. Number: AG 10	Location: Agadez	Availability: 24 Jul 2023
Component/Department/Unit: Field Office/ Operations Cell	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The FO Analyst reports to the Agadez Head of Field Office whilst functionally reporting to the MAC Analyst through the Chief of Staff.

2. Main Tasks and Responsibilities:

- To analyse changes on the ground, including trends and events, in order to identify political, security and socioeconomic developments affecting opportunities and challenges to mandate implementation;
- To provide comprehensive and timely assessments of situations, events and developments, including contributions to early warning of potential threats in Agadez area and upcoming opportunities for mandate implementation;
- To monitor the production of academic publications bearing relevance to mandate implementation and analyse and communicate its key findings through desk research carried out on a monthly basis;
- To ensure liaison arrangements with similar capabilities of other organisations and entities operating in theatre, as deemed appropriate by the Head of Field Office (HoFO);
- To contribute to Mission reports, ensuring the inclusion of relevant assessments;
- To disseminate MAC products internally and/or externally as directed by the HoM or his/her delegate, and ensures the security of the information handled by the MAC;
- To contribute to security and risk assessments conducted by the Mission, in liaison with the Security and Duty of Care Cell and mainly in collaboration with the FO Mission Security Analyst;
- To contribute to developing and maintaining MAC working methodology and relevant Standard Operating Procedures (SOPs);
- To support the efficiency of information within the Mission;
- To operationalise Head of Mission (HoM) and Head of Field Office (HoFO) information and analysis requirements (identification, prioritization, planning, tasking);
- To act upon the HoM's information and analysis requirements;
- To support structuring of Mission information flows with regard to the Mission's analytical needs, in collaboration with the MAC Analyst from Niamey.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

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

5. Essential Knowledge, Skills and Abilities:

- Skills in handling, processing and analysis of information from various sources;
- Ability to report efficiently both orally and in writing, while taking into account possible new guidance as situations evolves;
- Ability to work on his/her own initiative in a methodical manner;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- A minimum of 1 year of experience in the use of analytical IT packages and processes;
- Experience of designing and delivering training;
- Experience in project management;
- Experience working in Africa, particularly in Sahel Region.

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

SECONDED / CONTRACTED POSITIONS (12)

Position Name: Legal Adviser	Employment Regime: Seconded/Contracted	Post Category: Mission Support–Management Level (MSML)
Ref. number: NI 11*	Location: Niamey	Availability: 09 Oct 2023
Component/Department/Unit: Chief of Staff Department	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line:

The Legal Adviser reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

- To provide advanced legal expertise and advice on legal issues pertaining to the Mission and its legal framework, status and mandate to the Mission management;
- To exercise oversight in all legal aspects in the Mission, including but not limited to operational issues, contracts relating to any legal or financial issues, contracts of employment, and other administrative legal issues;
- To liaise with international and local stakeholders in legal issues;
- To coordinate and cooperate with CPCC and with the European Commission – Foreign Policy Instruments on legal matters;
- To advise the HoM and the H/MSD on the legal aspects of contracts relating to the Mission premises, communications, IT, procurement including but are not limited to purchase agreements, service agreements, lease agreements, Administrative Arrangements, Memorandums of Understandings (MoUs), special service agreements;
- To advise the Chief of Staff and Head of HR on legal matter, including but not limited to selection, recruitment, employment contracts, secondment etc.;
- To provide advise on the status of the Mission, including but not limited to privileges and immunities;
- To develop project agreements with implementing agencies and oversees the project implementation from a legal viewpoint;
- To provide legal advice, guidance and training to Mission members concerning the local legal system and legislation;
- To liaise and coordinate with other relevant domestic bodies concerning legal matters;
- To fill the position of the Mission Data Protection Adviser;
- To monitor the legal internal consistency of policies and the consistency with EU law;
- To prepare legal advice and assistance on all legal issues related to Mission policies and operations;
- To advises the DHoM on disciplinary matters;
- To give legal advice on downsizing and liquidation of the Mission;
- To deliver training material on legal issues to his/her superiors, other Mission members and other organisations as well as individuals, 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 The qualification must be in Law; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- French language skills: C1 (Proficient User);
- English language skills: C1 (Proficient User).

6. Desirable Qualifications and Experience:

- Experience of public international law, European law, labour law;
- Experience in public and private sectors;
- Experience as a qualified practising lawyer.
- Experience on downsizing and liquidation of an international Mission;
- Experience in international litigation.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the EU Financial Regulations, including the public procurement;
- Knowledge of the legal framework and content in the host country.

Position Name: Press and Public Information Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support–Management Level (MSML)
Ref. Number: NI 12	Location: Niamey	Availability: 01 Oct 2023
Component/Department/Unit: Head of Mission's Office/ Chief of Staff Department	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Press and Public Information Officer (PPIO) reports to the Chief of Staff (CoS).

2. Main Tasks and Responsibilities:

- To assist in the implementation of the Mission Strategic Communications Plan;
- To organise contract/tender/designs for Mission visibility items;
- To organise and conduct press conferences, briefings and other media and public outreach events;
- To coordinate arrangements for visiting journalists;
- To populate the Mission's website and, if relevant, social media platforms with content;
- To draft press releases, public statements, articles and features;
- To write and design public information material and factsheets;
- To act as spokesperson for the Mission;
- To provide guidance on press and public information issues to the Mission;
- To provide strategic and operational guidance and media advice on all internal and external communication matters directly to the HoM and DHoM/CoS as well as other key staff as necessary;
- To manage the media aspects of the changing nature of the Mission, providing relevant advice and guidance as necessary;
- To create and promote positive communication and information campaigns aiming to support and explain the Mission to local, regional and international audiences;
- To be responsible for the production of the daily media monitoring and its dissemination internally through the Mission;
- To coordinate and supervise internal communications throughout the Mission;
- To ensure good cooperation with the press offices of the European Union Special Representative as well as those of the EU Delegation, Member States and other international stakeholders in the host country;
- To analyse the public impact of the Mission's activities and the effectiveness of the Mission's public outreach work.

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 Communication Sciences, Political Science, International Relations

or Business Administration **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 relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Drafting skills;
- Proficiency with social media platforms, website management and design software;
- French language skills: minimum C1 (Proficient User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in the field of institutional communication.

7. Desirable Knowledge, Skills and Abilities:

- Presentation skills;
- Knowledge of the EU institutions;
- Knowledge about the local press and media environment;
- Highly resilient under mental pressure and willingness to work extra hours when required.

Position Name: Data Migration Analyst	Employment Regime: Seconded/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 drafting and research.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User);
- Communication and presentation skills;
- Analytical skills and knowledge of data collection;
- Skills and experience in handling, processing and analysis of information from various sources.

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Social Sciences or related field;
- Experience of designing, conduct and deliver targeted training in the area of data management;
- Experience in the use of the analytical IT packages and processes, including specific analytical software such as OSINT;
- Experience in project management;
- Knowledge or experience in mapping tools (geographic information system or GIS), database management and exploitation tools;
- Knowledge of statistics management.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Procurement Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level (MSML)
Ref. Numbers: NI 88	Location: Niamey	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Procurement Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Procurement Officer reports to the Head of Procurement.

2. Main Tasks and Responsibilities:

- To conduct procurement processes for the Mission in line with legally established, professional and transparent procurement policies and procedures of EC legislation and regulations;
- To assist and advise the Head of Procurement on all legal issues related to the procurement cycle (from the strategic planning to contract);
- To provide assistance to the Mission departments related with all contracting and procurement matters and procedures;
- To develop professional relationships and work partnership with European Commission and EEAS (CPCC and the Security Department) in the field of procurement for the Mission;
- To carry out procurement and contracting processes including those concerning the FO Agadez;
- To provide assistance to the FO Agadez in relation to all contracting and procurement matters.

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; **AND**
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Experience in the field of procurement;
- Experience in using legally established professional and transparent procurement policies and procedures in accordance with EU legislation and regulations;
- Experience in financial management of tendering processes and audits.

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

Position: CIS Officer – Systems and Networks	Employment Regime: Seconded/Contracted	Post Category: Mission Support-Management Level (MSML)
Ref. number: NI 90*	Location: Niamey	Availability: 01 Aug 2023
Component/Department/Unit: Mission Support Department/ CIS Unit	Security Clearance Level: EU SECRET	Open to Invited Third States: No

1. Reporting Line

The CIS Officer – Systems and Networks reports to the Chief of CIS.

2. Main Tasks and Responsibilities:

- To provide service and technical reporting to the Chief of CIS;
- To perform problem management and incident management analysis, and develop general solutions to enhance the quality and reliability of CIS services;
- To liaise with relevant CIS units on the implementation of approved CIS change management requests through standardised release management procedures;
- To design the deployment, development, testing, and maintenance processes of CIS standard hardware, software, systems, and peripherals;
- To design and deploy training activities including user training programs in support of new technologies and procedures;
- To assist in the design and implementation, management and maintenance of CIS telecommunication systems in all office locations;
- To install and commission all standard communications equipment in the Mission including but not limited to: HF CODAN, UHF Motorola GM and GP systems, HF/UHF vehicular equipment, UHF repeaters, VSAT, BGAN, and portable/mobile satellite communications equipment; and provide 1st and 2nd level support and fault finding on communication installations and equipment;
- To provide technical support for IT-network and information systems, including microwave and Wi-Fi links, Local Area Network, and Windows-based client applications and server systems;
- To provide support for mission telephony systems including IP telephony, videoconferencing, and GSM equipment;
- To deploy, install, maintain, and support of all data centre equipment, servers, software, and services in the Mission;
- To assist the Chief of CIS in maintaining a secure radio, computer, satellite and telephone communications system in support of the mission in respect of the internal procedures;
- To advise the Chief of CIS in the preparation of the Data Risk Map and the Data Recovery Plan for the EU supported systems, in agreement to the Master Plans;
- To implement the Mission ICT security policies in liaison with the Security department; acts as crypto-custodian if required;
- To plan, implement, and maintain data recovery tools, business continuity measures, and disaster recovery measures, ensuring a high availability of mission-critical data centre services throughout the Mission.

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 Information Technology, Computer Science or Communications or other relevant subject; **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank; **AND**
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Expert technical skills and hands-on experience in troubleshooting server hardware and software issues;
- French language skills: minimum A2 (Basic User);
- English language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience:

- Practical experience of communications systems, satellite communications and positioning/navigation technologies (e.g. Thuraya, Iridium, GPS), and related antennae systems;
- Practical experience and knowledge of technologies with wired and wireless networks (e.g. LANs, MANs, WANs).

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

- Problem solving skills and analytical ability to analyse complex technical customer problems, and manage the same on a day to day basis;
- Ability to converse in business terms about organisational technology needs and solutions and in technical terms with IT and communications specialists.

Position Name: Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Assistant Level (MSAL)
Ref. Number: NI 114 NI 119	Location: Niamey	Availability: 01 Oct 2023 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: Armed Protection Instructor/ Armourer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Assistant Level (MSAL)
Ref. Number: NI 117	Location: Niamey	Availability: 01 Oct 2023
Component/Department/Unit: Security and Duty of Care Department/ Armed Protection Unit	Security Clearance Level: EU RESTRICTED	Open to Invited Third States: No

1. Reporting Line:

The Armed Protection Instructor/Armourer reports the Armed Protection Team Leader.

2. Main Tasks and Responsibilities:

- To support, assist and advise the Armed Protection Team Leader and the SMSO on all training and evaluation issues pertinent to firearms regarding Armed Protection Team;
- To assist in the conceptual development of internal standards and guidelines for firearms training.
- To evaluate and prepare summaries and analytical reports on weapons/firearms training activities document and ensure proper record of shooting training and tests, including use of ammunition;
- To facilitate the smooth and accountable operations of the Mission designated armouries, to assist in identifying Mission armoury needs and provide technical support in his/her area of responsibility to staff members;
- To conduct technical assessment of Mission owned weapons and firearms and to ensure a high operational effectiveness and equipment husbandry of all such associated equipment under his/her control;
- To maintain relevant Health & Safety principles in relation to the areas of his/her responsibility;
- To facilitate training needs analysis and reviews upon direction, in relation to the Missions use of force policy, and firearms training in compliance with the Mission OPLAN and SOPs;
- To coordinate import and export procedures of all firearms and ammunition into/from the Mission area;
- To draft technical specifications/terms of reference for procurement activities in his/her area of expertise, participating in the evaluation of tenders as required;
- To plan, organise and deliver firearms training;
- To produce training materials;
- To ensure firing sites/ranges are maintained in the required conditions, taking into consideration the security and safety standards relevant to shooting training;
- To coordinate the use of available shooting ranges;
- To conduct regular assessment of weapons handling and shooting skills of armed Mission staff, as well as perform their certification and recertification where applicable;
- Authorised to carry and issued a personal weapon, used for purposes of self-defence.

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 5 years of relevant professional experience in firearms training, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Pistol & Rifle Instructor certification/accreditation from a recognised institution;
- Technical knowledge of side arms and long barrelled weapons;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and/or international organisation;
- relevant professional experience in the military, police or security field;
- Experience delivering training to an international audience;
- Training in teaching and maintenance of the Mission owned weapons systems, such as HK G36 rifles and Glock pistols;
- Validated license for armoured vehicle or civilian driving licence class C.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of applicable international standards/best practices and human rights regulations relevant to the use of firearms and use of force;
- Understanding of the political, cultural and security situation of the Mission area;
- Knowledge and skills in the area of delivering firearms training, including a high standard of physical fitness;
- Discreet, diplomatic and flexible;
- Ability to perform under stress and in difficult circumstances.

Position Name: Nurse	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level (MSML)
Ref. Number: NI 121	Location: Niamey	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department/ Medical Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The Nurse reports to the Senior Medical Adviser.

2. General Tasks and Responsibilities:

- To assist the Senior Medical Adviser on all medical/welfare matters;
- To contribute to the plans and policies on all medical issues and health matters related to the provision of medical support to the Mission, including a medical emergency plan;
- To provide medical care and advice to staff members as appropriate;
- To respond to medical incidents and events as directed by the Senior Medical Adviser on a 24/7 basis, if necessary by deploying to the field;
- To act as first responder in providing first aid/trauma treatment during incidents and to liaise with regional health care providers in order to coordinate the provision and assess the quality of primary and specialist care to the staff;
- To coordinate medical evacuations if required, in close coordination with the Senior Medical Adviser, especially when deployed to remote areas;
- To assist in providing medical support during evacuation and repatriation;
- To advise evacuees on the requirements for evacuation and/or escorts patients if needed;
- To contribute to the production of daily Situation Reports;
- To ensure that the contents of all Mission First Aid and Trauma Kits are present and up-to-date;
- To contribute to Mission reporting in the area of competence;
- To support and contribute to the identification of lessons and best practice in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;

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 in Nursing; AND
- A minimum of 4 years of relevant clinical experience, e.g. A&E (Acute and Emergency) or Pre-hospital or Anaesthesia/Intensive Care or Primary Care, after having fulfilled the educational requirements;
- Registered Nurse;

- Provide a "Certificate of Good Standing / Current Professional Status" or equivalent issued by a competent national authority.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User);
- Knowledge of tropical medicine.

6. Desirable Qualifications and Experience:

- Have additional training in anesthesia-resuscitation of at least 2 years;
- Have a minimum of 5 years of relevant clinical experience in anesthesia and/or resuscitation;
- Pre-Hospital Trauma Life Support trained;
- Advanced Cardiovascular Life Support (ACLS) certified;
- Successful completion of Major Incident Medical Management and Support (MIMMS);
- Experience in delivering medical training in emergency medicine, trauma and health care;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Civilian driving licence category C or C1.

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

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

Position Name: FO 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 FO Financial Officer reports to the Head 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 perform monthly closing procedures of the accounts of the mission,
- To handle monthly reconciliation of accounts payable and receivables, of bank and cash availabilities, cut-offs;
- To review the monthly trial balance and relevant accounting ledgers in order to spot and correct the potential errors in the accounting records;
- To prepare forecast situations regarding the budget consumption;
- 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 Head 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.

Position Name: FO Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support–Assistant Level (MSAL)
Ref. Number: AG 22	Location: Agadez	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Cell	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The FO Armed Protection Operator reports to the FO 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 Agadez;
- 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 secondary education attested by a diploma OR equivalent and attested police and/or military education or training or an award of an equivalent rank; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User);
- Trained in basic life support (medical training);
- Advanced driving training (defensive driving).

- Civilian driving license category C or C1;
- Ability to operate a variety of communication systems;
- Firearms knowledge.

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;
- Experience in hostile environment.

7. Desirable Knowledge, Skills and Abilities:

- Ability to operate a variety of communication systems.

Position Name: FO Nurse	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level (MSML)
Ref. Number: AG 26	Location: Agadez	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department / Medical Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: No

1. Reporting Line:

The FO Nurse reports to the FO Medical Adviser.

2. Main Tasks and Responsibilities:

- To assist the FO Medical Adviser on all medical/welfare matters;
- To contribute to the plans and policies on all medical issues and health matters related to the provision of medical support to the Mission, including a medical emergency plan;
- To provide medical care and advice to staff members as appropriate;
- To respond to medical incidents and events as directed by the Senior Medical Adviser on a 24/7 basis, if necessary by deploying to the field;
- To act as first responder in providing first aid/trauma treatment during incidents and to liaise with regional health care providers in order to coordinate the provision and assess the quality of primary and specialist care to the staff;
- To coordinate medical evacuations if required, in close coordination with the FO Medical Adviser, especially when deployed to remote areas;
- To assist in providing medical support during evacuation and repatriation;
- To advise evacuees on the requirements for evacuation and/or escorts patients if needed;
- To contribute to the production of daily Situation Reports;
- To ensure that the contents of all Mission First Aid and Trauma Kits are present and up-to-date;
- To contribute to Mission reporting in the area of competence;
- To support and contribute to the identification of lessons and best practice in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To perform any other tasks assigned by the Line Manager(s).

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 in Nursing; **AND**
- A minimum of 4 years of relevant clinical experience, e.g. A&E (Acute and Emergency) or Pre-hospital or Anaesthesia/Intensive Care or Primary Care, after having fulfilled the educational requirements;
- Registered Nurse;

- Provide a "Certificate of Good Standing / Current Professional Status" or equivalent issued by a competent national authority.

5. Essential Knowledge, Skills and Abilities:

- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User);
- Knowledge of tropical medicine.

6. Desirable Qualifications and Experience:

- Have additional training in anesthesia-resuscitation of at least 2 years;
- Have a minimum of 5 years of relevant clinical experience in anesthesia and/or resuscitation;
- Pre--Hospital Trauma Life Support trained;
- Advanced Cardiovascular Life Support (ACLS) certified;
- Successful completion of Major Incident Medical Management and Support (MIMMS);
- Experience in delivering medical training in emergency medicine, trauma and health care;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Civilian driving licence category C or C1.

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