

# EUROPEAN EXTERNAL ACTION SERVICE



## Annex 1

<b>EU Security and Defence Initiative Gulf of Guinea</b>				
<b>EUSDI GoG</b>				
<b>1-2024 Call for Contributions for Visiting Experts</b>				
Requirements and Job Descriptions				
<b>Organisation:</b>	<b>EU Security and Defence Initiative Gulf of Guinea</b>			
<b>Job location:</b>	As indicated below			
<b>Employment regime:</b>	As indicated below			
Job titles/ vacancy notice:	<b>Ref.:</b>	<b>Name of the post:</b>	<b>Location:</b>	<b>Availability:</b>
	<b><u>Seconded (13)</u></b>			
	VE GoG 01	Crime Scene Management and Forensic Senior Adviser/Trainer	Accra, Ghana	01.09.2024 for up to 3 months, non-permanent deployment
	VE GoG 02	Crime Scene Management and Forensic Adviser/Trainer	Accra, Ghana	01.09.2024 for up to 3 months, non-permanent deployment
	VE GoG 03	Trust Building Senior Adviser/Trainer	Accra, Ghana	01.09.2024 for up to 3 months, non-permanent deployment
	VE GoG 04	Trust Building Adviser/Trainer	Accra, Ghana	01.09.2024 for up to 3 months, non-permanent deployment
	VE GoG 05	Integrated Border Management Senior Strategic Adviser	Accra, Ghana	01.09.2024 for up to 3 months, non-permanent deployment
	VE GoG 06	Integrated Border Management Adviser/Trainer	Accra, Ghana	01.09.2024 for up to 3 months, non-permanent deployment
	VE GoG 07	Trainer of Trainers in Combating Improvised Explosive Devices	Cotonou, Benin	01.09.2024 for up to 3 months, non-permanent deployment
	VE GoG 08	Trainer of Trainers in Tactical Combat Casualty Care	Cotonou, Benin	01.09.2024 for up to 3 months, non-permanent deployment

	VE GoG 09	Trainer of Trainers in Strengthening Logistical Capacities of Mobile Units	Cotonou, Benin	01.09.2024 for up to 3 months, non-permanent deployment
	VE GoG 10	Criminal Intelligence Training Adviser	Cotonou, Benin	01.09.2024 for up to 3 months, non-permanent deployment
	VE GoG 11	Investigative Technics Trainer/Expert	Cotonou, Benin	01.09.2024 for up to 3 months, non-permanent deployment
	VE GoG 12 VE GoG 13	Community Policing Expert/Adviser	Abidjan, Côte d'Ivoire	01.09.2024 for up to 3 months, non-permanent deployment
<b>Deadline for applications:</b>	<b>Friday, 5 July 2024 at 17:00 (Brussels time)</b>			
<b>Applications must be submitted to:</b>	<p><b>1) You have the nationality of an EU Member State: you must use Goalkeeper to apply:</b></p> <p><b>a) You are already registered on Goalkeeper AND you have an EU Login:</b>  <a href="https://goalkeeper.eeas.europa.eu/registrar/web">https://goalkeeper.eeas.europa.eu/registrar/web</a></p> <p><b>b) You do not have a Goalkeeper account or an EU Login:</b>  <a href="https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do">https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do</a></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.</i></p> <p><i>We are unable to provide contact details of national Seconding Authorities.</i></p>			
<b>Information:</b>	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p><b>Ms Inge VAN DE VOORDE</b></p> <p><a href="mailto:CPCC-EUSDIGOG@eeas.europa.eu">CPCC-EUSDIGOG@eeas.europa.eu</a></p> <p><b>+32 (0)2 584 5480</b></p>			

### **Low and/or Medium Risk Non-Family Mission**

EUSDI GoG bears a Low and Medium Risk Non-Family Mission status. As such, the Mission takes no responsibility for family members of mission members visiting or habitually residing in the country. Only international mission members are covered by the Mission status (SOMA), MEDEVAC or security/evacuation arrangements and use of Mission assets including vehicles. All costs for family members in the Mission area, including insurance, are the responsibility of each staff member. Subject to deterioration of the security situation and possible evolution of the SIAC risk rating, the Head of Mission will propose to the Civilian Operation Commander, in consultation with the EEAS Security Department, to take measures to change the application of the Low and/or Medium Risk Non-Family status into High Risk Non-Family status.

**Seconded personnel** – For seconded positions, only personnel nominations received through official channels from EU Member States and Invited Third States (Contributing States) will be considered.

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

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

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

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

The Civilian Operations Commander requests that EU Member States propose candidates for the following international expert positions for EUSDI GoG, according to the requirements and profiles 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. Selected candidates are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information relating to the Mission or respective tasks and activities. They shall carry out their duties and act in the interest of the Mission.

**Flexibility and adaptability** – 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** – Candidates must be able to undertake any other tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of Mission.

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

## II. REQUIREMENTS

### II.A Essential requirements

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

**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 States/country of residence.

**Education and training** – Candidates should have a recognised qualification under the European Qualifications Framework (EQF), or equivalent, at a level specified in the individual job descriptions. Candidates are strongly advised to verify their compliance through the link: <https://ec.europa.eu/ploteus/content/descriptors-page>.

**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).

### Skills and abilities

**Language skills** – Candidates must have the understanding, speaking, and writing proficiency in the working languages 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 advised to verify their proficiency through the following link: <https://europa.eu/europass/en/common-european-framework-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 advised to verify their proficiency through the following link: <https://digital-strategy.ec.europa.eu/en/news/test-your-digital-skills-and-thrive-digital-world>.

**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 general conditions 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.

**Knowledge and experience of Security Sector Reform** – Candidates must be acquainted with Security Sector Reform concepts and practices, especially in the Mission area, as applicable.

**Training and experience** – Candidates should have attended a Civilian Crisis Management Course or equivalent.

**Language** – Knowledge of 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. It is also essential to obtain any transit visas, which may be required for passage through countries on route to the Mission.

**Education diploma(s)/certificate(s) and/or 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 their duties.

**Required Personnel Security Clearance (PSC)** – Selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job descriptions. For seconded experts, the original certificate of the national security clearance or a proof of the initiation of the process must accompany them upon deployment. For contracted experts, the process will be initiated by the Mission upon deployment. For both seconded and contracted experts, access to European Union Classified Information (EUCI) will be limited to RESTRICTED until the issuance of their national security clearance. For Contributing Third States selected candidates, an equivalence to access to the required level of EUCI will be delivered on the basis of Security of Information Agreement or Administrative Arrangements with EU or, in their absence, on the basis of the Framework Participation Agreements.

**Certificate/booklet of vaccination** – Selected candidates must be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. They also must be vaccinated according to the required immunisations for the Area of Operation of the Mission.

**Medical certificate** – Selected candidates should undergo an extensive medical examination and be certified medically fit for Mission duty. A dental examination is also required to certify 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 candidate, 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 Heads of Mission reserve the right to reject the recruitment of any selected candidate that proves to be medically unfit to work in a civilian CSDP Mission.

**Personal protection equipment** – It is recommended that national authorities provide seconded selected candidates with protection equipment.

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

#### **IV. ADDITIONAL INFORMATION**

**Equal opportunities** – The EEAS is committed to an equal opportunities policy for all its employees and applicants for employment. As an employer, the EEAS is committed to promoting gender equality and to preventing discrimination on any grounds. It actively welcomes applications from all qualified candidates from diverse backgrounds and from the broadest possible geographical basis amongst the EU Member States. We aim at a service, which is truly representative of society, where each staff member feels respected, is able to give their best and can develop their full potential.

**Gender balance** – The EU strives for improved gender balance in CSDP operations in compliance with EU policy and UNSCR 1325 on Women, Peace and Security (WPS). The CPCC encourages the EU Member States and European Institutions to take this into account when putting forward candidates at all levels.

**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.

**Training** – The selected candidates should complete Missionwise and e-SAFE modules, which are designed for the delegations or an equivalent course. The modules can be accessed in the following link: <https://webgate.ec.europa.eu/eeas/security-e-learnings>.

**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.

## **V. JOB DESCRIPTIONS**

The current reporting lines of the following job descriptions might be subject to modification based on operational requirements and in line with the principles set out in the Operational Plan (OPLAN).

## VISITING EXPERTS POSITIONS

<b>Position Name:</b> Crime Scene Management and Forensic Senior Adviser/Trainer	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 01	<b>Location:</b> Accra, Ghana	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea / Accra	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line

The Crime Scene Management and Forensic Senior Adviser/Trainer reports directly to the Civilian Crisis Management Adviser.

### 2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents by advising and mentoring local counterparts on the strategic and operational level;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To ensure timely reporting on activities as per planning documents;
- To liaise closely with other horizontal advisers;
- To provide guidance to security sector agencies regarding capabilities for crime scene management and forensic evidence;
- To advise on best practices for collecting, preserving, and utilising evidence in criminal investigations to ensure compliance with best practices on forensic;
- To conduct needs assessments to identify gaps in forensic capabilities within the security forces responsible for criminal investigation;
- To support the development of Ghanaian counterparts in the field of forensic capabilities in relation to complex crime scene activities/management;
- To develop strategies and plans to address identified needs and enhance forensic capabilities;
- To advise on training curricula and standards on forensics tailored to the specific needs of security forces involved in crime scene management and forensic evidence;
- To develop strategies and plans to address identified needs and enhance forensic capabilities;
- To advise on curricular development and deliver train-the-trainers to ensure and scalability of training initiatives;
- To contribute to developing and implementing fingerprint processing techniques to enhance the accuracy and efficiency of forensic examinations;
- To support the development of biometrics and identification methods to enhance forensic capabilities in criminal investigations;
- To advise on evidence management protocols and procedures to ensure the integrity and admissibility of evidence in criminal proceedings.

### 3. General Tasks and Responsibilities :

- To identify and report on lessons learned and best practices within the respective area of responsibility;



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

#### **4. Essential Qualifications and Experience :**

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

#### **5. Essential Knowledge, Skills and Abilities:**

- Experience in designing and delivering trainings;
- Ability to mentor, advise and motivate partners;
- Knowledge of how to manage a crime scene, including the ability to manage resources, coordinate response efforts and ensure the preservation of evidence;
- Knowledge of evidence analysis, interpretation of forensic data and investigative techniques to reconstruct details and sequence of events;
- Knowledge of forensic principles, methodologies, and techniques, with a focus on criminal investigations and analysis of crime scenes;
- English language skills: minimum C1 (Proficient User).

#### **6. Desirable Qualifications and Experience :**

- Professional training qualifications or certifications in forensic sciences, demonstrating advanced knowledge and expertise in the field;
- International experience, particularly in crisis areas with multinational and international organizations.

#### **7. Desirable Knowledge, Skills and Abilities:**

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.

<b>Position Name:</b> Crime Scene Management and Forensic Adviser/Trainer	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 02	<b>Location:</b> Accra, Ghana	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea / Accra	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line

The Crime Scene Management and Forensic Adviser/Trainer reports to the Civilian Crisis Management Adviser.

### 2. Main Tasks and Responsibilities:

- To provide guidance to security sector agencies regarding capabilities for crime scene management and forensic evidence;
- To advise on best practices for collecting, preserving, and utilising evidence in criminal investigations to ensure compliance with best practices on forensic;
- To conduct needs assessments to identify gaps in forensic capabilities within the security forces responsible for criminal investigation;
- To develop strategies and plans to address identified needs and enhance forensic capabilities;
- To advise on training curricula and standards on forensics tailored to the specific needs of security forces involved in crime scene management and forensic evidence;
- To assist in the implementation of training activities on the best practices in forensic standards on major incident or crime sites;
- To advise on curricular development and deliver train-the-trainers to ensure and scalability of training initiatives;
- To design and deliver trainings;
- To contribute to developing and implementing fingerprint processing techniques to enhance the accuracy and efficiency of forensic examinations;
- To support the development of biometrics and identification methods to enhance forensic capabilities in criminal investigations;
- To advise on evidence management protocols and procedures to ensure the integrity and admissibility of evidence in criminal proceedings.

### 3. General Tasks and Responsibilities:

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

### 4. Essential Qualifications and Experience:

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

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

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

**5. Essential Knowledge, Skills and Abilities:**

- Experience in designing and delivering trainings;
- Ability to mentor, advise and motivate partners;
- Knowledge of how to manage a crime scene, including the ability to manage resources, coordinate response efforts and ensure the preservation of evidence: Knowledge of evidence analysis, interpretation of forensic data and investigative techniques to reconstruct details and sequence of events;
- Knowledge of forensic principles, methodologies, and techniques, with a focus on criminal investigations and analysis of crime scenes;
- English language skills: minimum B2 (Independent User).

**6. Desirable Qualifications and Experience:**

- Professional training qualifications or certifications in forensic sciences, demonstrating advanced knowledge and expertise in the field:
- International experience in crisis areas with multinational and international organizations.

**7. Desirable Knowledge, Skills and Abilities:**

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.

<b>Position Name:</b> Trust Building Senior Adviser/Trainer	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 03	<b>Location:</b> Accra, Ghana	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea / Accra	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line

The Trust Building Senior Adviser/Trainer reports to the Civilian Crisis Management Adviser.

### 2. Main Tasks and Responsibilities:

- To advise the civilian security sector on establishing and managing trust-building platforms at national and regional levels in accordance with good governance principles;
- To advise on developing a policy framework that promotes proposals for trust between civilian security forces and citizens;
- To identify and respond to capacity gaps in trust building, and to map out capacities and initiatives;
- To support the establishment of professional standards and ethical guidelines for personnel behaviour in the outreach to citizens;
- To advise the civilian security sector in developing strategies, policies and plans on trust-building and dialogue in cooperation with civil society;
- To design and conduct training and workshops on dialogue and trust-building in accordance with the agreed priorities;
- To build the capacities of the trainers and advise on the development of standard curriculum in the security sector;
- To liaise closely with other horizontal advisers;
- To facilitate international actors to collaborate on trust-building initiatives involving civilian security forces, civil society organisations, and communities;
- To support civil society organisations in engaging with security forces and the state on security sector issues.

### 3. General Tasks and Responsibilities:

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

### 4. Essential Qualifications and Experience:

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

**5. Essential Knowledge, Skills and Abilities:**

- Experience in designing and delivering training;
- Ability to mentor, advise and motivate local counterparts;
- Ability to engage with senior officials and governmental decision-makers;
- Knowledge of human rights and gender mainstreaming issues and tools, preferably in a post-conflict environment and during Security Sector processes;
- English language skills: minimum C1 (Proficient User).

**6. Desirable Qualifications and Experience:**

- Experience of change management, facilitation, mediation, negotiation, and/or civil society participation;
- Experience in developing and delivering training and knowledge of pedagogical methods for adult learning;
- International experience in crisis areas with multinational and international organisations.

**7. Desirable Knowledge, Skills and Abilities:**

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.

<b>Position Name:</b> Trust Building Adviser/Trainer	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 04	<b>Location:</b> Accra, Ghana	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea / Accra	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line

The Trust Building Adviser/Trainer reports to the Civilian Crisis Management Adviser.

### 2. Main Tasks and Responsibilities:

- To advise the civilian security sector on establishing and managing trust-building platforms at national and regional levels in accordance with good governance principles;
- To advise on developing a policy framework that promotes proposals for trust between civilian security forces and citizens;
- To identify and respond to capacity gaps in trust building, and to map out capacities and initiatives;
- To support the establishment of professional standards and ethical guidelines for personnel behaviour in the outreach to citizens;
- To advise the civilian security sector in developing strategies, policies and plans on trust-building and dialogue in cooperation with civil society;
- To design and deliver training;
- To design and conduct training and workshops on dialogue and trust-building in accordance with the agreed priorities;
- To build the capacities of the trainers and advise on the development of standard curriculum in the security sector;
- To facilitate international actors to collaborate on trust-building initiatives involving civilian security forces, civil society organisations, and communities;
- To support civil society organisations in engaging with security forces and the state on security sector issues.

### 3. General Tasks and Responsibilities:

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

### 4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree 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 designing and delivering training;
- Ability to mentor, advise and motivate local counterparts;
- Ability to engage with senior officials and governmental decision-makers;
- Knowledge of human rights and gender mainstreaming issues and tools, particularly in a post-conflict environment and during Security Sector processes;
- English language skills: minimum B2 (Independent User).

**6. Desirable Qualifications and Experience:**

- Experience of change management, facilitation, mediation, negotiation, and/or civil society participation;
- Experience in developing and delivering training and knowledge of pedagogical methods for adult learning;
- Experience in international efforts to support host state efforts in the area of Security Sector and Rule of Law;
- International experience in crisis areas with multinational and international organisations.

**7. Desirable Knowledge, Skills and Abilities:**

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.

<b>Position Name:</b> Integrated Border Management Senior Strategic Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 05	<b>Location:</b> Accra, Ghana	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea / Accra	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Integrated Border Management Senior Strategic Adviser reports to the Civilian Crisis Management Adviser.

### 2. Main Tasks and Responsibilities:

- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities as per planning documents;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To support the development of the relevant IBM stakeholders, especially State Border Guard Service (including Coast Guard), Customs Service, State Migration Service, National Police of Ghanaian, State Security Service, and Port Authorities, if applicable, in developing sustainable business processes, quality management and evaluation processes, as well as on coordination and cooperation with other authorities, related to IBM;
- To increase awareness and understanding amongst responsible Ghanaian officials of various models of border policing, customs tasks, and immigration control in the EU;
- To promote, encourage and advise commanders and decision makers responsible for the State Customs Service and Border Guard Service to identify shortages and implement recommendations and improvements;
- Drafting of advice, action plans, roadmaps, operational plans, contingency plans, human resources management and administration related products, such as Standard Operational Procedures, reports, annual plans, projects, development plans and related documentation and training material in line with EU best practices;
- To plan and implement projects to promote IBM at national and regional level, including interagency cooperation, prevention of smuggling and illegal immigration, countering cross- border crime and anti-corruption;
- To coordinate all activities closely with all other EU and international actors working in support of the Ghanaian border agencies;
- To advise the leadership of the Border Guard and/or State Customs Service on harmonisation of reforms with broader Civilian Security Sector Reform's (CSSR).

### 3. General Tasks and Responsibilities:

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



#### **4. Essential Qualifications and Experience:**

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

#### **5. Essential Knowledge, Skills and Abilities:**

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Knowledge of European best practices, including Schengen Border Code, Schengen Handbook and Schengen Catalogue and Integrated Border Management development and implementation on national level;
- Knowledge of customs management and Integrated Border Management.
- English language skills: minimum C1 (Proficient User).

#### **6. Desirable Qualifications and Experience:**

- Experience of change management, related outreach and consultation;
- Experience in managing training projects and preparing of trainings or exercises in civilian security sector institutions;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- International experience in crisis areas with multinational and international organisations.

#### **7. Desirable Knowledge, Skills and Abilities:**

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.

<b>Position Name:</b> Integrated Border Management Adviser/Trainer	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 06	<b>Location:</b> Accra, Ghana	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea/ Accra	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

**1. Reporting Line:**

The Integrated Border Management Adviser/Trainer reports to the Civilian Crisis Management Adviser.

**2. Main Tasks and Responsibilities:**

- To advise senior officials on integrated border management addressing legal, policy, organisational, and technical requirements;
- To provide guidance on cooperation between agencies, preventing crime across borders, combating trafficking, and insurgency;
- To advise on developing and implementing border management policies, procedures, and initiatives at the national and regional levels;
- To advise senior officials on identifying strategic and operational solutions to integrated border management, especially in the northern regions;
- To facilitate the sharing of knowledge on integrated border management, including capacity enhancement and training at the strategic and operational levels;
- To advise senior officials on problem-solving, integrated planning, and harmonising solutions in the civilian security sector, especially in northern regions;
- To advise on the development and implementation of strategic and operational capacities in border management and immigration services;
- To advise on strategic and action plans related to integrated border management, particularly building operational capacities in northern regions;
- To advise in Command and Control structures and building operational capabilities in the field of Integrated Border Management at the national and regional levels;
- To coordinate closely with all EU and international actors that support border and immigration services.

**3. General Tasks and Responsibilities:**

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

**4. Essential Qualifications and Experience:**

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

**5. Essential Knowledge, Skills and Abilities:**

- Ability to communicate and interact with senior officials and high-ranking government officials;
- Knowledge of border management and immigration enforcement;
- Knowledge of the development and implementation of Integrated Border Management;
- English language skills: minimum B2 (Independent User).

**6. Desirable Qualifications and Experience:**

- Degree in management, strategy, leadership, or professional training qualifications in related subjects, or international/national certificate/diploma in management / leadership / training;
- International experience in the area of justice, border and/or migration policies;
- Experience in working with international organisations in the area of security sector or Rule of Law;
- International experience in crisis areas with multinational and international organisations.

**7. Desirable Knowledge, Skills and Abilities:**

- Knowledge of inter-agency cooperation;
- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.

<b>Position Name:</b> Trainer of Trainers in Combating Improvised Explosive Devices	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 07	<b>Location:</b> Cotonou, Benin	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea/ Cotonou	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line.

The Trainer of Trainers in Combating Improvised Explosive Devices reports directly to the Civilian Crisis Management Adviser posted in Benin.

### 2. Main Tasks and Responsibilities:

- To develop and conduct training, and manage the quality of training curricula on Explosive Hazards and IED Threat Mitigation as required;
- To mentor and advise operations personnel in planning, execution and delivery of allocated trainings, projects, ensuring incorporation of best operational processes;
- To promote teamwork, collaboration and diversity by providing the Operations team with clear direction, objectives and guidance to enable them to perform their duties responsibly, effectively and efficiently;
- To lead national concerned personnel to ensuring a professional, ethical and well-managed operations team;
- To foster a positive and enabling work environment, respectful of both men and women, and ensure that the highest standards of conduct are observed;
- To ensure that regular performance reviews are conducted, and any issues are immediately addressed.

### 3. General Tasks and Responsibilities :

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

### 4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework, which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police and/or military education or training or an award of an equivalent rank; AND
- A minimum of 4 years of relevant professional experience is required after fulfilling the educational requirements.

### 5. Essential Knowledge, Skills and Abilities:

- Ability to design and deliver trainings;
- Knowledge of medical terminology, anatomy and physiology, and patient education;
- French language skills: minimum C1 (Proficient User).

**6. Desirable Qualifications and Experience:**

- International experience, particularly in crisis areas with multinational and international organisations;
- Certification in Improvised Explosive Device Disposal.

**7. Desirable Knowledge, Skills and Abilities:**

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.

<b>Position Name:</b> Trainer of Trainers in Tactical Combat Casualty Care	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 08	<b>Location:</b> Cotonou, Benin	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea/ Cotonou	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line.

The Trainer of Trainers in Tactical Combat Casualty Care reports directly to the Civilian Crisis Management Adviser.

### 2. Main Tasks and Responsibilities:

- To prepare materials and equipment for Trauma Responder Workshops;
- To deliver course and training content via lecture, interactive activities, skills stations, and training scenarios, tailored towards non-medical adult learners;
- To supervise skills stations and training scenarios, providing guidance and correction as needed;
- To conduct the post-Workshop reviews and activities;
- To perform the logistical and administrative duties in support of Workshops or other client classes/requirements, to include providing backup support to the Workshop Registrar as needed;
- To applying advanced medic skills to support training of personnel deploying to potentially austere environments;
- To monitor and assess for training participant safety and during all training events to include during utilization of modalities defined during the workshops;
- Supporting high-risk, high-stress training, staff sustainment training, and direct medical training with a focus on medical quality assurance;
- To educating and train non-medical personnel with a specific focus on primary care techniques;
- To maintain current knowledge in the subject matter area and staying abreast of effective teaching and adult learning strategies;
- To develop solutions which may require analysis and understanding of possible solutions/scenairos;
- To provide surge supports to other areas of the program as needed.

### 3. General Tasks and Responsibilities :

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

### 4. Essential Qualifications and Experience:

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

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

- A minimum of 4 years of relevant professional experience is required after fulfilling the educational requirements.
- National certification in respective field (NREMT-P, combat medic, or equivalent).

**5. Essential Knowledge, Skills and Abilities:**

- Ability to conduct forensics environmental assessments and analyses;
- Ability to design and deliver trainings;
- Prehospital emergency medicine clinical skills (EKG, phlebotomy, triage, trauma assessments, etc.);
- Knowledge of medical terminology, anatomy and physiology and patient education;
- French language skills: minimum C1 (Proficient User).

**6. Desirable Qualifications and Experience:**

- International experience, particularly in crisis areas with multinational and international organisations;
- Ability to provide situational high-stress training which includes various medical elements.

**7. Desirable Knowledge, Skills and Abilities:**

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.





<b>Position:</b> Trainer of Trainers in Strengthening Logistical Capacities of Mobile Units	<b>Employment Regime:</b> Seconded	
<b>Ref. No:</b> VE GoG 09	<b>Location:</b> Cotonou, Benin	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea/ Cotonou	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Contributing Third States:</b>

### 1. Reporting Line:

The Trainer of Trainers in Strengthening Logistical Capacities of Mobile Units reports to the Civilian Crisis Management Adviser.

### 2. Main Tasks and Responsibilities:

- To develop training for trainers in the area of operational logistics and prepare all training materials;
- To adapt trainings according to local specificities of operational logistics;
- To propose a training planning , in the major logistics area of responsibilities (Warehouse management, periodically maintenance and planning, Monitoring of the automotive park performance);
- To train supply chain generalists, capable of planning the forecast of a unit's logistical needs in the national theater or outside and:
  - To define the logistical weight of a support unit to support;
  - To define transport capacity needs;
  - To prepare logistics orders;
  - To develop resource management and situation monitoring tools;
  - To prepare a timeline for tender procedures.
- To develop specific procurement training capability on mobile units' logistical needs;
- To develop training on budget planning capability;
- To develop training for trainers in the area of contracts management and monitoring.

### 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 obtained in operational logistics AND
- A minimum of 4 years of relevant professional experience in supply management after having fulfilled the education requirements;

**5. Essential Knowledge, Skills and Abilities:**

- Experience of designing and delivering training including ability to facilitate and moderate;
- Knowledge of the principles of operational logistics;
- French language minimum C1 (Proficient User).

**6. Desirable Qualifications and Experience:**

- International experience, particularly in crisis areas with multi-national and international organisations;
- Regional experience in training and/or logistics.

**7. Desirable Knowledge, Skills and Abilities:**

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.

<b>Position Name:</b> Criminal Intelligence Training Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. No.</b> VE GoG 10	<b>Location:</b> Cotonou, Benin	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea/ Cotonou	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

**1. Reporting Line:**

The Criminal Intelligence Training Adviser reports to the Civilian Crisis Management Adviser.

**2. Main Tasks and Responsibilities:**

- To assess the needs of the security forces in charge of criminal intelligence;
- To develop tactical, multidisciplinary, and strategic analysis training curriculum that supports key national security policy objectives;
- To develop and implement strategies and mitigation initiatives to address gaps and shortfalls in situational awareness of counterterrorism threats;
- 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 Criminal intelligence;
- To identify the target audience for the training courses;
- To coordinate and oversee criminal/Judicial 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 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: minimum B2 (Independent User).

**6. Desirable Qualifications and Experience:**

- Experience in training of trainers;

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

**7. Desirable Knowledge, Skills and Abilities:**

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.

<b>Position Name:</b> Investigative Technics Trainer/Expert	<b>Employment Regime:</b> Seconded	
<b>Ref. No.</b> VE GoG 11	<b>Location:</b> Cotonou, Benin	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea/Cotonou	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

**1. Reporting Line:**

The Investigative Technics Trainer/Expert reports to the Civilian Crisis Management Adviser.

**2. Main Tasks and Responsibilities:**

- To assess the needs of the security forces in the field of investigative techniques;
- To elaborate a training plan regarding investigative technics in the fight against organised crime and terrorism, in cooperation with the local authorities;
- To develop curricula and conduct training in the field of investigative techniques;
- To elaborate a training plan regarding investigative technics in the fight against organized crime and terrorist offenses;
- To design and implements specialized training in questioning, shadowing, searching and all deeds related to investigative techniques;
- To implement evaluation of the training of investigative technics.

**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: minimum B2 (Independent User);

**6. Desirable Qualifications and Experience:**

- Experience in training of trainers.
- Experience as Hostage Incident Manager (HIM);
- Judicial experience in post-attack terrorist investigations management.

**7. Desirable Knowledge, Skills and Abilities:**

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.

<b>Position Name:</b> Community Policing Expert/ Adviser (2)	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 12 VE GoG 13	<b>Location:</b> Abidjan, Côte d'Ivoire	<b>Availability:</b> 01.09.2024
<b>Component/Department/Unit:</b> EUSDI Gulf of Guinea/ Abidjan	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Invited Third States:</b> No

### 1. Reporting Line

The Community Policing Expert/ Adviser reports to the Security Adviser.

### 2. Main Tasks and Responsibilities:

- To contribute to strengthen the rule of law through the development of the national police capacities and to reach the overall objective of improving the link between the police and the population;
- To contribute to the increase of the presence of the police servicing the citizens;
- To identify and assess needs of the national police in its priority objective to develop community policing;
- To develop and promotes the implementation of a train the trainer programs to support the development of forensics capacities;
- To identify and propose the different thematic composing the overall activities of the community policing approach and to possibly constitute the roadmap of a dedicated specialized team;
- To explain the “intelligence cycle” and its implementation by the police authorities at local level in the respect of democratic principles;
- To train the national police trainers in community policing and intelligence (train the trainers);
- To train and provide tactical and operational advice in the field of community policing and intelligence;
- To advise local authorities on how to ensure compliance with established policies and procedures, including existing applicable laws in Côte d'Ivoire and internationally accepted Human Rights standards, in the policing activities.

### 3. General Tasks and Responsibilities :

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the 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 conduct forensics environmental assessments and analyses;
- Experience in designing and delivering training;
- French language skills: minimum B2 (Independent User).

**6. Desirable Qualifications and Experience:**

- International experience, particularly in crisis areas with multinational and international organisations;
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

**7. Desirable Knowledge, Skills and Abilities:**

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment.