

# EUROPEAN EXTERNAL ACTION SERVICE



## Annex 1

<b>EU Security and Defence Initiative Gulf of Guinea</b> <b>EUSDI Gulf of Guinea</b> <b>2-2025 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>	<b>As indicated below</b>			
<b>Employment regime:</b>	<b>As indicated below</b>			
Job titles/ vacancy notice:	<b>Ref.:</b>	<b>Name of the post:</b>	<b>Location:</b>	<b>Availability:</b>
	<b><u>Seconded (8)</u></b>			
	VE GoG 34	Expert Trainer (Train-the-Trainer Programme)	Cotonou, Benin	20 <sup>th</sup> October 2025 for up to 2 months with the possibility of extension, and non- permanent deployment
	VE GoG 35	Senior Expert Trainer (Train-the-Trainer Programme)	Cotonou, Benin	20 <sup>th</sup> October 2025 for up to 2 months with the possibility of extension, and non- permanent deployment
	VE GoG 36	Senior Adviser/Trainer on Managing Large- Scale Security Incidents	Cotonou, Benin	1 <sup>st</sup> September 2025 for 2 months with the possibility of extension, and non-permanent deployment
	VE GoG 37	Adviser/Trainer on Managing Large-Scale Security Incidents	Cotonou, Benin	1 <sup>st</sup> September 2025 for 2 months with the possibility of extension, and non-permanent deployment
	VE GoG 38	Trainer of Trainers	Accra, Ghana	15 <sup>th</sup> September 2025 for 3 months with the possibility of extension,



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European External Action Service (EEAS)  
Rue d'Arlon 88, B-1046 Brussels  
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			and non-permanent deployment
	VE GoG 39	Adviser on Human Resources Management	Accra, Ghana 15 <sup>th</sup> September 2025 for 3 months with the possibility of extension, and non-permanent deployment
	VE GoG 40	Crime Scene Management and Forensic Adviser	Accra, Ghana 15 <sup>th</sup> September 2025 for 3 months with the possibility of extension, and non-permanent deployment
	VE GoG 41	Adviser/Trainer on Cyber Security	Accra, Ghana 15 <sup>th</sup> September 2025 for 3 months with the possibility of extension, and non-permanent deployment
<b>Deadline for applications:</b>	<b>Thursday 3<sup>rd</sup> July 2025 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><b>Please note:</b> 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 Operations Headquarters (CivOpsHQ):</p> <p><b>Ms Inge VAN DE VOORDE</b>  <a href="mailto:CIVOPSHQ-HR-EUSDI-GoG@eeas.europa.eu">CIVOPSHQ-HR-EUSDI-GoG@eeas.europa.eu</a>  <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 initial 2 or 3 months with a possible extension (total duration 6 months maximum), according to the planned schedule.

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) or Certificate of Good Conduct** – Selected candidates will have to be in possession of the necessary level of a Personnel Security Clearance (PSC) as specified in the respective job descriptions. In case of lack of such requirement in the job description, selected candidates are required to present a valid official document from their respective country's competent national authority confirming the lack of convictions for crimes or offences under common law, not older than 3 months (the so-called **Certificate of Good Conduct**).

In case of the PSC requirement: seconded experts must provide the original certificate of the national security clearance or a proof of the initiation of the process upon deployment. For contracted experts, the process will be initiated by the Mission upon deployment. Please note that the role of the Mission is limited to initiation of the process and the Mission declines all responsibility regarding its final outcome.

In any case, the final PSC certificate must be presented within 12 months from the deployment. Failing to meet this requirement will result in the termination of the secondment/contract and no extension can be granted. Please note that Heads of Mission, Deputy Heads of Mission and Senior Mission Security Officers must always provide a valid PSC upon their deployment – a proof of initiation of the PSC is not accepted.

In case of the **Certificate of Good Conduct**, seconded experts must deliver such a certificate to their respective Seconding Authority. Contracted experts must deliver such a certificate to the Mission's Human Resources before their deployment. In case of possession of multiple nationalities, or if a candidate has or had his/her residence in a country, which is not his/her country of origin, a certificate must be issued by every country where the selected candidate has had his/her residence for a period longer than 1 year during the last 5 years preceding the deployment (except if he/she resided there prior to reaching the age of 18 years).

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 Initiative is committed to an equal opportunities policy for all its staff and candidates, 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. It aims 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 CivOpsHQ encourages the EU Member States, European Institutions and the European External Action Service 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-learning>.

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

**Code of Conduct** – As part of the PDT, the selected candidates must complete the session about the Code of Conduct and Disciplinary Procedure for civilian EU CSDP Missions, also complete the e-learning module on the Code of Conduct prior to their deployment and provide the mission with the course certificate which is kept in their personal file.

**Data protection** – The EEAS, and its Managing Directorate CivOpsHQ, 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> Expert Trainer (Train-the-Trainer Programme)	<b>Employment regime:</b> Seconded	
<b>Ref. number:</b> VE GoG 34	<b>Location:</b> Cotonou, Benin	<b>Availability:</b> 20.10.2025 for up to 2 months with the possibility of extension
<b>Component/Department/Unit:</b> EUSDI GoG/ Benin	<b>Security Clearance Level:</b> Not required	<b>Open to Contributing Third States:</b> No

### **1. Reporting Line:**

The Expert Trainer reports to the EUSDI GoG Civilian Crisis Management Adviser in Benin.

### **2. Main Tasks and Responsibilities:**

- To design and deliver a Train-the-Trainer Programme focused on strengthening the pedagogical and didactic skills of approximately 20 participants (split into two cohorts), including customs officers, foresters, police officers, and agents of the Agence Béninoise de Gestion Intégrée des Espaces Frontaliers (ABeGIEF), within the framework of the Border Academy (Académie des Frontières);
- To provide participants with foundational knowledge in learning principles, training cycle management, session planning, learning objectives, and facilitation techniques adapted to the realities of their respective services;
- To support participants in developing practical skills in training delivery, including presentation techniques, learner engagement, use of visual and interactive tools, assessment of learning outcomes, and feedback methods;
- To facilitate two consecutive 3-week training cycles, combining theoretical modules with practical sessions and supervised internships, allowing participants to practice and reflect on their role as future trainers;
- To guide trainees in creating their own training modules, lesson plans, and evaluation tools that they can apply in their institutional settings or within the framework of the Border Academy (Académie des Frontières);
- To coach and mentor trainees individually and in groups, fostering confidence, communication, and adaptability in their trainer roles;
- To contribute to the development of a training handbook or reference guide summarizing good practices in instructional design and training delivery;
- To support the institutionalisation of training practices within the partner administrations by helping define trainer profiles and basic quality assurance approaches;
- To liaise with national counterparts and partner institutions involved in border security to ensure the programme's relevance and long-term impact;
- To report regularly on progress, challenges, and recommendations for the sustainability of the training approach.

### **3. General Tasks and Responsibilities:**

- To identify and report on lessons identified 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 into account 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 customs, or/and military education or training or an award of an equivalent rank;

**AND**

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

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

- Experience in developing and delivering Train-the-Trainer programmes;
- Strong understanding of education principles, learning styles, and facilitation methods;
- Experience working with executive-level personnel and operational stakeholders in a security or governance context;
- Ability to design training tools, structure training sessions, and evaluate learning progress;
- Excellent facilitation, mentorship, and communication skills;
- Proven capacity to work collaboratively with national and international counterparts;
- French language proficiency: minimum B2 (Independent User).

**6. Desirable Qualifications and Experience:**

- Prior international experience in Africa or in contexts of interministerial cooperation;
- Experience in the development of training academies, professional schools, or structured national training programmes;
- Familiarity with EU external action, international development cooperation, or civilian crisis management structures;
- Knowledge of institutional reform and public administration training systems.

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

- Very good written and verbal communication skills in French;
- Strong interpersonal skills and ability to work in a multicultural, multilingual environment;
- Experience in drafting training guides, manuals, or teaching aids;
- Ability to support reflective learning processes and foster peer-to-peer learning among professionals.

<b>Position name:</b> Senior Expert Trainer (Train-the-Trainer Programme)	<b>Employment regime:</b> Seconded	
<b>Ref. number:</b> VE GoG 35	<b>Location:</b> Cotonou, Benin	<b>Availability:</b> 20.10.2025 for up to 2 months with the possibility of extension
<b>Component/Department/Unit:</b> EUSDI GoG/ Benin	<b>Security Clearance Level:</b> Not required	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Senior Expert Trainer reports to the EUSDI GoG Civilian Crisis Management Adviser in Benin.

### 2. Main Tasks and Responsibilities:

- To design and deliver a Train-the-Trainer Programme focused on strengthening the pedagogical and didactic skills of approximately 20 participants (split into two cohorts), including customs officers, foresters, police officers, and agents of the Agence Béninoise de Gestion Intégrée des Espaces Frontaliers (ABeGIEF), within the framework of the Border Academy (Académie des Frontières);
- To provide participants with foundational knowledge in learning principles, training cycle management, session planning, learning objectives, and facilitation techniques adapted to the realities of their respective services;
- To support participants in developing practical skills in training delivery, including presentation techniques, learner engagement, use of visual and interactive tools, assessment of learning outcomes, and feedback methods;
- To facilitate two consecutive 3-week training cycles, combining theoretical modules with practical sessions and supervised internships, allowing participants to practice and reflect on their role as future trainers;
- To guide trainees in creating their own training modules, lesson plans, and evaluation tools that they can apply in their institutional settings or within the framework of the Border Academy (Académie des Frontières);
- To coach and mentor trainees individually and in groups, fostering confidence, communication, and adaptability in their trainer roles;
- To contribute to the development of a training handbook or reference guide summarizing good practices in instructional design and training delivery;
- To support the institutionalisation of training practices within the partner administrations by helping define trainer profiles and basic quality assurance approaches;
- To liaise with national counterparts and partner institutions involved in border security to ensure the programme's relevance and long-term impact;
- To report regularly on progress, challenges, and recommendations for the sustainability of the training approach.

### 3. General Tasks and Responsibilities:

- To identify and report on lessons identified 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 into account 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 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 customs, 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 developing and delivering Train-the-Trainer Programmes;
- Strong understanding of education principles, learning styles, and facilitation methods;
- Experience working with executive-level personnel and operational stakeholders in a security or governance context;
- Ability to design training tools, structure training sessions, and evaluate learner progress;
- Excellent facilitation, mentorship, and communication skills;
- Proven capacity to work collaboratively with national and international counterparts;
- French language proficiency: minimum B2 (Independent User).

**6. Desirable Qualifications and Experience:**

- Prior international experience in Africa or in contexts of interministerial cooperation;
- Experience in the development of training academies, professional schools, or structured national training programmes;
- Familiarity with EU external action, international development cooperation, or civilian crisis management structures;
- Knowledge of institutional reform and public administration training systems.

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

- Very good written and verbal communication skills in French;
- Strong interpersonal skills and ability to work in a multicultural, multilingual environment;
- Experience in drafting training guides, manuals, or teaching aids;
- Ability to support reflective learning processes and foster peer-to-peer learning among professionals.

<b>Position Name:</b> Senior Adviser/Trainer on Managing Large-Scale Security Incidents	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 36	<b>Location:</b> Cotonou, Benin	<b>Availability:</b> 1 <sup>st</sup> September 2025 for 2 months with the possibility of extension
<b>Component/Department/Unit:</b> EUSDI GoG / Benin	<b>Security Clearance Level:</b> Not required	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Senior Adviser/Trainer on Managing Large-Scale Security Incidents reports to the EUSDI GoG Civilian Crisis Management Adviser in Benin.

### 2. Main Tasks and Responsibilities:

- To design and deliver training modules for the Beninese Republican Police leadership on:
  - crisis leadership and decision-making under pressure;
  - command and control structures for large-scale security incidents;
  - management of inter-agency coordination during critical events.
- To assess training needs and adapt content to the local operational, institutional and legal context, particularly in relation to:
  - electoral violence;
  - terrorist incidents, notably in the northern regions.
- To plan, conduct and evaluate the following types of exercises with Republican Police management:
  - Table Top Exercises (TTX);
  - Command Post Exercises (CPX);
  - Field Training Exercises (FTX).
- To mentor and advise Beninese police commanders during planning, execution, and debriefing phases of simulated operations;
- To contribute to developing doctrine, procedures, and operational protocols related to crisis management;
- To identify training gaps and recommend sustainable capacity-building measures;
- To liaise with national and international actors involved in crisis response and public order management;
- To promote the integration of human rights, gender sensitivity, and community policing principles in crisis response operations.

### 3. General Tasks and Responsibilities:

- To identify and report lessons identified, risks, and best practices within the respective area of responsibility;
- To contribute and ensure timely structured reporting on activities and outcomes within the respective area of responsibility;
- To take into account 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 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 customs, or/and military education or training or an award of an equivalent rank;

**AND**

- A minimum of 6 years of professional experience, after having fulfilled the education requirements.

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

- Proven experience in leading, managing, or training for major public order or crisis situations (e.g., riots, terror attacks, election-related violence);
- Demonstrated ability to develop and conduct structured training programs and operational exercises;
- Knowledge of command and control systems and operational planning in policing or joint security contexts;
- Ability to operate in multicultural environments with sensitivity to local contexts;
- French language proficiency: minimum B2 level (Independent User).

**6. Desirable Qualifications and Experience:**

- Recognised certification in training delivery or security sector reform;
- Previous experience working with or in support of police institutions in Africa, particularly in fragile or post-crisis environments;
- Experience with EU CSDP missions, international security organisations, bilateral or multilateral training cooperation.

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

- Excellent communication, interpersonal, and facilitation skills;
- Strong organisational, planning, and reporting abilities;
- Ability to use training support tools and simulations effectively;
- Cultural awareness and diplomatic tact.

<b>Position Name:</b> Adviser/Trainer on Managing Large-Scale Security Incidents	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 37	<b>Location:</b> Cotonou, Benin	<b>Availability:</b> 1 <sup>st</sup> September 2025 for 2 months with the possibility of extension
<b>Component/Department/Unit:</b> EUSDI GoG / Benin	<b>Security Clearance Level:</b> Not required	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Adviser/Trainer on Managing Large-Scale Security Incidents reports to the EUSDI GoG Civilian Crisis Management Adviser in Benin.

### 2. Main Tasks and Responsibilities:

- To design and deliver training modules for the Beninese Republican Police leadership on:
  - crisis leadership and decision-making under pressure;
  - command and control structures for large-scale security incidents;
  - management of inter-agency coordination during critical events.
- To assess training needs and adapt content to the local operational, institutional and legal context, particularly in relation to:
  - electoral violence;
  - terrorist incidents, notably in the northern regions.
- To plan, conduct and evaluate the following types of exercises with Republican Police management:
  - Table Top Exercises (TTX);
  - Command Post Exercises (CPX);
  - Field Training Exercises (FTX).
- To mentor and advise Beninese police commanders during planning, execution, and debriefing phases of simulated operations;
- To contribute to developing doctrine, procedures, and operational protocols related to crisis management;
- To identify training gaps and recommend sustainable capacity-building measures;
- To liaise with national and international actors involved in crisis response and public order management;
- To promote the integration of human rights, gender sensitivity, and community policing principles in crisis response operations.

### 3. General Tasks and Responsibilities:

- To identify and report lessons identified, risks, and best practices within the respective area of responsibility;
- To contribute and ensure timely and structured reporting on activities and outcomes within the respective area of responsibility;
- To take into account 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 customs, or/and military education or training or an award of an equivalent rank;

**AND**

- A minimum of 5 years of professional experience in policing or security forces, after having fulfilled the education requirements.

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

- Proven experience in leading, managing, or training for major public order or crisis situations (e.g., riots, terror attacks, election-related violence);
- Demonstrated ability to develop and conduct structured training programs and operational exercises;
- Knowledge of command and control systems and operational planning in policing or joint security contexts;
- Ability to operate in multicultural environments with sensitivity to local contexts;
- French language proficiency: minimum B2 level (Independent User).

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

- Recognised certification in training delivery or security sector reform;
- Previous experience working with or in support of police institutions in Africa, particularly in fragile or post-crisis environments;
- Experience with EU CSDP missions, international security organisations, bilateral or multilateral training cooperation.

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

- Excellent communication, interpersonal, and facilitation skills;
- Strong organisational, planning, and reporting abilities;
- Ability to use training support tools and simulations effectively;
- Cultural awareness and diplomatic tact.

<b>Position Name:</b> Trainer of Trainers	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 38	<b>Location:</b> Accra, Ghana	<b>Availability:</b> 15 <sup>th</sup> September 2025 for with the possibility of extension
<b>Component/Department/Unit:</b> EUSDI GoG / Accra	<b>Security Clearance Level:</b> Not required	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The Trainer of Trainers reports directly to the EUSDI GoG Civilian Crisis Management Adviser in Ghana.

### 2. Main Tasks and Responsibilities:

- To provide support and advice to the Ghanaian Civilian security authorities, namely the National Intelligence Bureau, the Ghana Police Service, and the Ghana Immigration Service training departments in the area of national training strategy/policies/capacities;
- To support the development of trainings of the counterparts/institutions through mentoring, monitoring and advising;
- To provide strategic advice and assistance on Training to the Ghanaian Civilian security authorities, namely the National Intelligence Bureau, the Ghana Police Service, and the Ghana Immigration Service training departments in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To assist and develop needed training curricula for the Ghanaian Civilian security authorities, namely the National Intelligence Bureau, the Ghana Police Service and the Ghana Immigration Service training departments, in particular in the field of in-service training for Law Enforcement Agencies;
- To ensure the quality of the Training of Trainers' developed material;
- To facilitate effective and timely coordination and cooperation with counterparts in relation to Training of Trainers' curricula development;
- To coordinate all activities closely with the EUSDI GoG Training Coordinator and the NIB Training Director;
- To support host state authorities in developing training strategies, policies, plans, curricula and training institutions.

### 3. General Tasks and Responsibilities:

- To identify and report on lessons identified and best practices related to training;
- To contribute and ensure timely reporting on activities related to training;
- To take into account 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 design and delivering of trainings to diverse audiences;
- Presentation skills and experience with drafting training materials;
- Innovative thinking and approach to learning and training delivery;
- Ability to plan, multi-task and manage time effectively;
- English language skills: minimum B2 (Independent User).

**6. Desirable Qualifications and Experience:**

- Professional Training Qualification/Certification from recognised Institute/Academy;
- Experience with Management/Leadership training design, methods and delivery;
- International experience, particularly 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> Adviser on Human Resources Management	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 39	<b>Location:</b> Accra, Ghana	<b>Availability:</b> 15 <sup>th</sup> September 2025 for with the possibility of extension
<b>Component/Department/Unit:</b> EUSDI GoG / Accra	<b>Security Clearance Level:</b> Not Required	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Adviser on Human Resources Management reports to the EUSDI GoG Civilian Crisis Management Adviser in Ghana.

### 2. Main Tasks and Responsibilities:

- To provide and support and advice Ghanian Civilian security authorities, namely the National Intelligence Bureau, the Ghana Police Service, and the Ghana Immigration Service in the area of leadership and management strategy/policies/capacities including leadership and management training;
- Provide advice to national authorities how to develop their leadership academies/staff colleges;
- To support the development of leadership and management trainings of the counterparts/through mentoring and advising;
- To provide strategic advice and assistance on training to the respective training departments and leadership academies/staff colleges in coordination with other international stakeholders;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Mission advisers;
- To be the key interlocutor on Strategic Human Resources Management and Leadership Development for security sector relevant entities;
- To advise and support the security sector relevant institutions on all aspects of Human Resources Management through advisory and capacity-building activities;
- To advise the security sector relevant institutions on organizational development, change management capacities and leadership development;
- To advise on, develop and implement HRM relevant projects;
- To liaise and coordinate with international partners.

### 3. General Tasks and Responsibilities:

- To identify and report on lessons identified 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. Master's Degree OR equivalent and attested police and/or military education or training or an award of an equivalent rank;

#### AND

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

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

- Well documented knowledge and managerial experience in international Human Resources Management at the ministerial, governmental agency or corporate level;
- Experience in designing and delivering training and capacity-building programmes;
- Ability to engage with senior officials and governmental decision-makers
- Ability to mentor, advise and motivate local counterparts.
- English language proficiency: minimum B2 level (Independent User).

**6. Desirable Qualifications and Experience:**

- Experience in Management Consulting, Organisational Development or related advisory areas;
- Professional experience in advising on significant change management, organizational development and strategic planning initiatives;
- Project management experience;
- International experience, particularly in crisis areas with multinational and international organisations.

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

- Strong skills in managing cultural differences;
- Critical thinking and active listening;
- Complex problem-solving skills;
- Time management skills.

<b>Position Name:</b> Crime Scene Management and Forensic Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 40	<b>Location:</b> Accra, Ghana	<b>Availability:</b> 15 <sup>th</sup> September 2025 for with the possibility of extension
<b>Component/Department/Unit:</b> EUSDI GoG / Accra	<b>Security Clearance Level:</b> Not required	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The Crime Scene Management and Forensic Expert Adviser reports directly to the EUSDI GoG Civilian Crisis Management Adviser in Ghana.

### 2. Main Tasks and Responsibilities:

- To contribute to strengthen the rule of law through the development of the Ghanaian criminal investigation capacities;
- In cooperation with the Ghanaian Police Service (GPS) and international stakeholders contribute to an assessment of the state of affairs on the capacities regarding forensics particularly in the North;
- Advise Ghanaian authorities on policies, strategies, and manuals on forensics;
- Jointly with the GPS, the Civilian Adviser on Crisis Management and the Initiative leadership develop a roadmap for the way forward on developing forensics capacities in Ghana's Northern Regions;
- Help develop support strategies;
- Jointly with the GPS, the Civilian Adviser on Crisis Management and the Initiative leadership develop plans and strategies for future Visiting Experts and Specialised Teams;
- To develop and promotes the implementation of a Train-the-Trainers programme to support the development of forensics capacities;
- To contribute to capacities on handling DNA evidence;
- To contribute to the further development and implementation of finger prints processing;
- To contribute to the development of biometrics and identification capacities;
- To contribute to the development of evidence management skills;
- To advise local authorities on how to ensure compliance with established policies and procedures, including existing applicable laws in Ghana and internationally accepted Human Rights standards, in the forensic examination;
- To advise local authorities on how to ensure evidence can be used as proves in the criminal procedure;
- To identify /recommend some specific forensic equipment to upgrade the investigative department of the national gendarmerie.

### 2. General Tasks and Responsibilities:

- To identify and report on lessons identified 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 into account gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

### 3. 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.

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

- Experience in designing and delivering trainings;
- Ability to mentor, advise and motivate partners;
- 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;
- Proven training skills;
- Ability to work in a demanding, deadline-driven environment;
- English language skills: minimum B2 (Independent User).

**5. 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.

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

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

<b>Position Name:</b> Adviser/Trainer on Cyber Security	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> VE GoG 41	<b>Location:</b> Accra, Ghana	<b>Availability:</b> 15 <sup>th</sup> September 2025 for with the possibility of extension
<b>Component/Department/Unit:</b> EUSDI GoG / Accra	<b>Security Clearance Level:</b> not required	<b>Open to Invited Third States:</b> No

### 1. Reporting Line:

The Adviser/Trainer on Cyber Security reports directly to the EUSDI GoG Civilian Crisis Management Adviser in Ghana.

### 2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterparts on the strategic and operational levels, including efficient inter-agency cooperation;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide strategic advice, operational support and assistance to the relevant Ghanaian partners to strengthen their strategic and operational cyber security abilities, as well as their resiliency and capacity to respond to malicious cyber activities and provide conceptual assistance in the transformation of the Ghanaian cyber security landscape;
- To facilitate support and liaison of Member States and like-minded state institutions to prevent, detect and counter hybrid threats and cyber-attacks in line with EU and international security standards;
- According to operational needs, liaison with international bodies and EU institutions, bodies and agencies;
- To identify and advise the relevant Ghanaian partners on taking the appropriate and proportionate strategic organisational measures to continuously prevent, discourage, deter and respond to malicious cyber activities;
- Support the relevant Ghanaian partners in developing and strengthening capacities in investigating and prosecuting cyber crimes;
- To identify and advise the relevant Ghanaian partners on the capacity and training opportunities on cyber security, particularly relating to legislation, policy and structural design;
- To evaluate the capabilities of the structures responsible for cyber security;
- To support the relevant Ghanaian partners in identifying the appropriate equipment and infrastructure needed to strengthen cyber security capabilities;
- To manage, lead and facilitate projects and interventions on cyber security;
- To advise, support and facilitate the relevant Ghanaian partners in implementing externally funded projects/initiatives in his/her field of expertise;
- To assist in the implementation of training activities on cyber security;
- To provide analysis and recommendations to the local counterpart in the area of responsibility.

### 3. General Tasks and Responsibilities:

- To identify and report on lessons identified and best practices related to training;
- To contribute and ensure timely reporting on activities related to training;
- 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:**

- Proven knowledge of cyber security at strategic level, including relevant experience on strategic and operational levels gained in a governmental agency or equivalent;
- Good knowledge of cyber security architecture requirements, EU good cyber practices, and technical solutions;
- Knowledge of technical solutions to protect systems, networks and programs from digital attacks;
- Experience on international security standards e.g. NIST Cyber Security Framework, ISO27000 series, CIS Security Controls or similar;
- Ability to mentor and motivate local national counterparts;
- Experience of designing and provision of trainings;
- English language skills: minimum B2 (Independent User).

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

- Mission experience, e.g., CSDP, UN, OSCE etc.
- Experience in developing strategies, policies and/or operational plans on cyber security;
- International recognised certification(s), e.g. ISACA: CISM, CRISC, CISA or ISC2: CISSP, CCSP or similar;
- Experience in coordination and information sharing between governmental agencies and services nationally and internationally;
- Cyber Security Authority experience (operationally as well as conceptually);
- International experience in crisis areas with multinational and international organizations.

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

- Knowledge of EU policy framework for enhancing for cybersecurity;
- Knowledge of current practices in the field of inter-service cooperation.