

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

EU Security and Defence Initiative Gulf of Guinea EUSDI Gulf of Guinea 3-2026 Call for Contributions for Visiting Experts Requirements and Job Descriptions				
Organisation:	EU Security and Defence Initiative Gulf of Guinea			
Job location:	As indicated below			
Employment regime:	As indicated below			
Job titles/ vacancy notice:	Ref.:	Name of the post:	Location:	Availability:
	<u>Seconded (5)</u>			
	VE GoG 50	Expert/Trainer in Digital Forestry (GIS, Remote Sensing and Aerial Surveillance)	Benin, Cotonou	01 Oct 2026 for 2 months with the possibility of extension, and non-permanent deployment
	VE GoG 54	Criminal Justice Advisor/Trainer	Benin, Cotonou	01 Oct 2026 for 2 months with the possibility of extension, and non-permanent deployment
	VE GoG 55	Adviser on Human Resources Management	Côte d'Ivoire, Abidjan	01 Sep 2026 for 3 months with the possibility of extension, and non-permanent deployment
	VE GoG 56	Adviser/Trainer on Cyber Security	Côte d'Ivoire, Abidjan	01 Sep 2026 for 3 months with the possibility of extension, and non-permanent deployment



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	VE GoG 57	Senior Strategic Adviser/Trainer on Counter Terrorism	Côte d'Ivoire, Abidjan	01 Sep 2026 for 3 months with the possibility of extension, and non-permanent deployment
Deadline for applications:	Wednesday, 15 July 2026 at 17:00 (Brussels time)			
Applications must be submitted to:	1) You have the nationality of an EU Member State: you must use Goalkeeper to apply: a) You are already registered on Goalkeeper AND you have an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web b) You do not have a Goalkeeper account or an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do <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> <i>We are unable to provide contact details of National Seconding Authorities.</i>			
Information:	For more information relating to selection and recruitment, please contact the Civilian Operations Headquarters (CivOpsHQ) : Mrs Cristina PILATO CIVOPSHQ-HR-EUSDI-GoG@eeas.europa.eu +32(2) 584 62 12			

The current rating for Benin in the south of the town of Dassa is rated as 'MEDIUM'. However, the north of the town of Dassa is rated as 'HIGH'. Please note that the CTA of the country might change at any point during the call for contribution cycle. It may have an impact on mission members' working conditions, including financial and leave entitlements.

Medium Threat Non-Family Mission

EUSDI GoG in Benin (south of the town of Dassa) bears a 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.

Significant Threat Non-Family Mission

EUSDI GoG in Côte d'Ivoire bears a 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.

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

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

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

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

Tour of duty – The duration of the deployment is indicated in the respective job description, respectively for an initial 3 months with a possible extension for another 3 months, according to the planned schedule.

The 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 Mission 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>.

HEAT Training – HEAT Training is either recommended or mandatory, depending on the area of deployment (four to five days residential training). The specific HEAT requirements can be found in each Job description. The HEAT qualification expires after 5 years; hence the candidates must ensure that the whole EUSDI deployment period will be covered by a valid HEAT certificate.

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 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 (5)

Position Name: Expert/Trainer in Digital Forestry (GIS, Remote Sensing and Aerial Surveillance)	Employment Regime: Seconded	
Ref. Number: VE GoG 50	Location: Benin, Cotonou	Availability: 01 Oct 2026 for 2 months with the possibility of extension, and non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea, Benin	Security Clearance Level: NOT REQUIRED	Open to Invited Third States: NO

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To design and deliver specialised training programmes for personnel of the Eaux, Forêts et Chasse (EFC) on the use of digital forestry tools, including Geographic Information Systems (GIS), remote sensing, satellite imagery, and unmanned aerial systems (drones), in support of forest protection, wildlife conservation, and environmental law enforcement;
- To strengthen the capacity of EFC personnel to collect, analyse, visualise, and exploit geo-spatial data for operational planning, ecological surveillance, and decision-making in national parks and protected areas;
- To develop and deliver training modules covering, inter alia:
 - basic and intermediate GIS concepts and applications for forestry and protected areas management;
 - use of satellite imagery for monitoring deforestation, land-use change, illegal logging, and encroachment;
 - integration of geo-spatial data with field patrols, ecological surveillance, and anti-poaching operations;
 - operation of drones for aerial surveillance, mapping, and reconnaissance, in compliance with national legislation and safety standards;
 - data collection using GPS devices, mobile applications, and field sensors;
 - data management, storage, and sharing within institutional systems;
- To ensure that digital tools are used to enhance officer safety, situational awareness, and coordination during patrols and operations in remote or high-risk environments;
- To adapt training content to the technical infrastructure, software availability, and institutional capacities of the EFC, promoting solutions that are sustainable and cost-effective;
- To apply a Train-the-Trainer approach, identifying and supporting selected EFC personnel to become future trainers and focal points for digital forestry tools;
- To support the development of standard operating procedures (SOPs), guidelines, and practical manuals for the operational use of GIS, remote sensing, and drones within the EFC;
- To promote respect for data protection, privacy, aviation safety regulations, and environmental and human rights standards in the use of digital technologies;
- To liaise with national counterparts, relevant ministries, and technical partners, as well as with international actors supporting digital, environmental, or security-related initiatives;

- To provide regular reporting on activities, progress, challenges, and recommendations for future capacity-building.

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 equivalent to EQF level 6, **OR** a first-cycle degree under the European Higher Education Area, or equivalent professional education and training in forestry, geography, environmental sciences, geospatial engineering, ICT, law enforcement, **OR** military services, attested by certification or rank; **AND**
- A minimum of 5 years of relevant professional experience in digital forestry, GIS, remote sensing, geospatial analysis, environmental monitoring, or related fields, including experience in training delivery or capacity-building.

5. Essential Knowledge, Skills, and Abilities:

- Proven experience in the use of GIS software (e.g. QGIS, ArcGIS or equivalent) applied to forestry or environmental management;
- Practical knowledge of remote sensing techniques and interpretation of satellite imagery for land-use and environmental monitoring;
- Experience in the operational use of drones for mapping, surveillance, or environmental monitoring;
- Ability to design and deliver hands-on, practice-oriented training for uniformed or field-based services;
- Capacity to translate technical concepts into accessible training materials adapted to varying skill levels;
- Strong facilitation, mentoring, and communication skills;
- Ability to work effectively with national institutions and international partners;
- French language proficiency: minimum B2 (Independent User);

6. Desirable Qualifications and Experience:

- Prior experience in Africa or similar operational contexts;
- Experience working with forestry administrations, park authorities, or environmental enforcement agencies;
- Familiarity with EU civilian missions, development cooperation, or security sector support programmes;
- Experience in integrating digital tools into operational planning and decision-making processes.

7. Desirable Knowledge, Skills, and Abilities:

- Knowledge of open-source geospatial tools and platforms and low-bandwidth solutions;
- Experience in developing digital SOPs, user manuals, or training guides;
- Understanding of inter-agency information sharing and geo-spatial data interoperability;
- Ability to work in a multicultural and multidisciplinary environment;
- Strong analytical and drafting skills.

Position Name: Criminal Justice Advisor/Trainer	Employment Regime: Seconded	
Ref. No. VE GoG 54	Location: Benin, Cotonou	Availability: 01 Oct 2026 for 2 months with the possibility of extension, and non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea, Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Criminal Justice Advisor/Trainer reports to the EUSDI GoG Civilian Crisis Management Adviser.

2. Main Tasks and Responsibilities:

- To implement the Mission's mandate by advising and training Beninese judges, prosecutors, and magistrates in criminal justice matters;
- To support the Mission in addressing structural weaknesses in judicial performance, accountability, and institutional capacity, and propose relevant solutions;
- To provide expert analysis and recommendations to the Beninese Ministry of Justice on criminal justice reforms and best practices;
- To establish and maintain strong working relationships with key local counterparts, including judicial institutions, law enforcement agencies, and legal professionals;
- To coordinate closely with other international advisers from embassies, international organizations, and relevant stakeholders;
- To design and deliver specialised training on conducting and supervising complex criminal and terrorist investigations, including crime scene management and evidence handling;
- To support institutional development and legal reform efforts in the criminal justice sector;
- To act as, in close coordination with the Senior Criminal Justice Advisor, as liaison element with the Ministry of Justice, and other relevant entities;
- To assist in the development of judicial policies in collaboration with local institutions to enhance procedural efficiency and justice delivery;
- To provide guidance on ensuring fair trial rights, particularly in pre-trial proceedings, and promote the implementation of restorative justice and alternative sentencing frameworks;
- To support legislative development in criminal justice, ensuring alignment with EU acquis and international legal standards.

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 consider 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. Master's degree; **AND**

- A minimum of 5 years of relevant professional experience as a judge, prosecutor, magistrate or judicial official, after having fulfilled the education requirements.

5. Essential Knowledge, Skills, and Abilities:

- Knowledge and experience in the field of investigations on counter terrorism, particularly in civilian security and conflict contexts;
- Experience in analysis of evidence in legal cases, particularly in West Africa (Sahel region and Gulf of Guinea);
- Ability to provide advice and motivate local partners in an international context;
- Capability to engage with at the strategic and operational leadership level;
- Expertise in advising, designing, and delivering workshops and training programs, to judges, prosecutors, magistrates or judicial officials;
- French language skills: minimum B2 (Independent User);

6. Desirable Qualifications and Experience:

- Professional training or certifications in or certifications in techniques for conducting criminal investigations;
- Experience working with law enforcement or intelligence agencies, with an understanding of procedures, protocols, and collaborations;
- International experience in crisis areas with multinational and international organisations;
- High level of understanding of the religious factors of radicalization in the societies studied and detailed knowledge of issues linked to the development of Islamism in West Africa.

7. Desirable Knowledge, Skills, and Abilities:

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

Position Name: Adviser on Human Resources Management	Employment Regime: Seconded	
Ref. Number: VE GoG 55	Location: Côte d'Ivoire, Abidjan	Availability: 01 Sep 2026 for 3 months with the possibility of extension, and non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea, Côte d'Ivoire	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Adviser on Human Resources Management reports to the EUSDI GoG Civilian Crisis Management Adviser in Côte d'Ivoire.

2. Main Tasks and Responsibilities:

- To provide and support and advice Ivorian Civilian security authorities, namely the National Police, the Gendarmerie Nationale, and the Water and Forestry Ministry 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;
- French 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 in crisis areas with multinational and international organizations, preferably in West Africa.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Adviser/Trainer on Cyber Security	Employment Regime: Seconded	
Ref. Number: VE GoG 56	Location: Côte d'Ivoire, Abidjan	Availability: 01 Sep 2026 for 3 months with the possibility of extension, and non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea, Côte d'Ivoire	Security Clearance Level: NOT REQUIRED	Open to Invited Third States: NO

1. Reporting Line:

The Adviser/Trainer on Cyber Security reports directly to the Civilian Crisis Management Adviser in Côte d'Ivoire.

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 Ivorian 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 Ivorian 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 Ivorian partners on taking the appropriate and proportionate strategic organisational measures to continuously prevent, discourage, deter and respond to malicious cyber activities;
- Support the relevant Ivorian partners in developing and strengthening capacities in investigating and prosecuting cyber crimes;
- To identify and advise the relevant Ivorian 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 Ivorian 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 Ivorian 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;
- French language proficiency: minimum B2 level (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, preferably in West Africa

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;
- Time management skills;
- Knowledge in solving complex problems.

Position Name: Senior Strategic Adviser/Trainer on Counter Terrorism	Employment Regime: Seconded	
Ref. Number: VE GoG 57	Location: Côte d'Ivoire, Abidjan	Availability: 01 Sep 2026 for 3 months with the possibility of extension, and non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea, Côte d'Ivoire	Security Clearance Level: NOT REQUIRED	Open to Invited Third States: NO

1. Reporting Line:

The Senior Strategic Adviser/Trainer on Counter Terrorism reports directly to the Civilian Crisis Management Adviser.

2. Main Tasks and Responsibilities:

- To coordinate and cooperate with relevant international partners to enhance Counter-Terrorism (CT) efforts in collaboration with civilian security forces;
- To support the civilian security forces in the implementation of the CT Strategy by providing strategic and operational advice;
- To provide guidance on the development and execution of CT strategies, related policies, and plans, ensuring alignment with national and international frameworks;
- To advise on intelligence-led CT responses and assist in developing operational capabilities, particularly for joint operations and fusion in border areas;
- To advise on managing CT responses in border management operations, ensuring adherence to Command and Control standards;
- To develop and deliver workshops and training programs for senior officials, middle management, and operational officers, focused on terrorism prevention and response;
- To support a cadre of trainers through Train-the-Trainer programs, enhancing CT training and operational capabilities;
- To produce a bi-monthly note on the current state of the Jihadist risk and the outlook of its development in West Africa;
- To undertake any other activity likely to help the AILCT (Académie Internationale de Lutte Contre le Terrorisme) to better understand the challenge of terrorism and its ideological implication within the population, in particular the monitoring of the sermon, online publications, denominational teaching, charitable associations and media with a proselytizing vocation;
- To participate in training sessions organized by the various pillars of AILCT.

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 consider 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. 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 6 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills, and Abilities:

- Knowledge and experience in the field of counter terrorism, particularly in civilian security and conflict contexts;
- Experience in security analysis and counter terrorism expertise particularly in West Africa (Sahel region and Gulf of Guinea);
- Ability to provide advice and motivate local partners in an international context;
- Capability to engage with at the strategic and operational leadership level;
- Expertise in advising, designing, and delivering workshops and training programs, from senior leadership to operational officers;
- French language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience:

- Professional training or certifications in counter terrorism, intelligence, border management, or international security;
- Experience working with law enforcement or intelligence agencies, with an understanding of procedures, protocols, and collaborations;
- International experience in crisis areas with multinational and international organisations;
- High level of understanding of the religious factors of radicalization in the societies studied and detailed knowledge of issues linked to the development of Islamism in West Africa.

7. Desirable Knowledge, Skills, and Abilities:

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