

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Capacity Building Mission in Mali EUCAP SAHEL MALI 02-2025-Call for Contribution Requirements and Job Descriptions				
Organisation	European Union Capacity Building Mission in Mali			
Job location	As indicated below			
Employment regime	As indicated below			
Job titles/ vacancy notice	Ref.	Name of the post	Location	Availability
	<u>Seconded (23)</u>			
	MA 003	Chief of Staff	Bamako	ASAP
	MA 010	Human Resources Officer	Bamako	ASAP
	MA 042	Deputy Head of Security Sector Reform / Senior Inter-Ministerial Adviser	Bamako	ASAP
	MA 044	Senior Ministerial Adviser on Human Resources	Bamako	ASAP
	MA 046	Senior Internal Security Forces Adviser- Police	Bamako	ASAP
	MA 048	Border Management Adviser	Bamako	ASAP
	MA 055	Forensics Direction Adviser	Bamako	ASAP
	MA 061	Trainer on Interoperability	Bamako	ASAP
	MA 062	Trainer on Deontology	Bamako	ASAP
	MA 063	Trainer on Community Policing/ Basic Intelligence	Bamako	ASAP
	MA 064	Trainer on Professional Intervention	Bamako	ASAP
	MA 065	Trainer on Criminal Investigation	Bamako	ASAP
	MA 067	Trainer on Human Rights and Gender	Bamako	ASAP



	MA 068*	Trainer on Crime Scene management	Bamako	ASAP
	MA 069	Trainer on Border Management	Bamako	ASAP
	MA 070	Trainer on Risk and Crisis Management	Bamako	ASAP
	MA 071 MA 072**	Training Adviser	Bamako	ASAP
	MA 073	Advanced Training Adviser	Bamako	ASAP
	MA 074	Senior National Training Centre Adviser – National Police	Bamako	ASAP
	MA 091	Planning and Evaluation Officer	Bamako	ASAP
	MA 095	Coordination and Liaison Officer EUDEL	Bamako	ASAP
	MA 098	Project Works and Services Officer	Bamako	ASAP
	<u>Seconded/Contracted (5)</u>			
	MA 013 MA 015**	Mission Security Officer	Bamako	ASAP
	MA 021	Armed Protection Operator	Bamako	ASAP
	MA 032	Armed Protection Operator	Bamako	ASAP
	MA 036	Armed Protection Operator	Bamako	ASAP
	<p><i>* Depending on the availability of the position</i></p> <p><i>**Pending the outcome of the previous recruitment</i></p>			
Deadline for applications	Friday 24 October 2025 at 17:00 (Brussels time)			
Applications must be submitted to:	<p>You have the nationality of an EU Member State: you must use Goalkeeper to apply:</p> <p>a) You are already registered on Goalkeeper AND you have an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web</p> <p>b) You do not have a Goalkeeper account or an EU Login: https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do</p> <p>Only seconded nationals of a non-EU Contributing Third State can be proposed by their National Seconding Authority (no personal applications will be considered): Please contact your seconding authority to send them your application form.</p> <p>Please note: Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your National Seconding Authority for more information on applying for vacant seconded positions. We cannot provide contact details of National Seconding Authorities.</p>			

Information	For more information relating to selection and recruitment, please contact the Civilian Operations Headquarters (CivOpsHQ): Mr. Giuseppe MARONGIU CIVOPSHQ-HR-EUCAP-SAHEL-MALI@eeas.europa.eu (+32 2 5843416)
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According to the EEAS Country Threat Assessment (CTA), the current rating of the host country of the Mission is 'high/critical'. 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.

High/Critical Threat Non-Family Mission

European Union Capacity Building Mission in Mali bears a High/Critical Threat Non-Family Mission status due to the present threat rating of the mission area as high/critical. As such, international seconded and contracted mission members shall at no time receive visits or be habitually accompanied by any family member in the mission area for the duration of their present tour of duty or contract.

Seconded personnel – For seconded positions, only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Contracted personnel – Council Decisions establishing civilian CSDP missions stipulate that the missions will consist primarily of staff seconded by EU Member States or EU institutions and the EEAS. International and local staff may exceptionally be recruited on a contractual basis if the functions required cannot be provided by personnel seconded by EU Member States.

The OPLAN and the employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high/critical threat insurance policy.

In line with the policy on increasing the presence of secondment experts in civilian CSDP to strengthen the ownership of EU Member States over missions, the overall duration of subsequent contracts with one mission cannot exceed a maximum cumulative period of six years.

Moreover, the duration of any contract cannot exceed the duration of the mandate of the mission and that there is no legitimate expectation or a right for a new contract. This rule will apply to all types of missions (low, moderate, significant, high and critical threat missions).

Once the maximum cumulative period of subsequent contracts of six years in a mission has been exhausted, the international contracted staff will not be eligible for a post in that mission and cannot be offered a new contract in that mission. However, she or he may apply to other missions.

Specificities for high or critical threat missions

International contracted staff having exhausted their maximum cumulative period of six years of subsequent contracts in one or more high or critical threat missions can apply for posts in other high or critical threat missions only after a period of one year has passed since the end of the last contract with a high or critical threat mission ("cooling off period") at the date of their application. For the

purpose of this paragraph, consecutive contracts are defined as contracts between which the time elapsed is less than one year.

Should the threat assessment of a mission change during the contract of an international contracted staff from lower, moderate or significant to high or critical or vice versa, only the high or critical threat periods will be accounted for the maximum cumulative period of six years. The period will be counted from the date when the *CivOpsCdr* informs the respective mission about the change in the threat level.

Contracted candidates for which the selection procedure and/or deployment would result in exceeding the maximum cumulative period as described above, preventing a full twelve-month deployment, will not be eligible.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English language, if issued in another language, in accordance with the European Commission Guidelines for Lifelong Learning, which ensures transparency in higher education and fair and informed judgements about qualifications.

Tour of duty/contract period – Subject to the adoption of the Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the duration of the deployment should be of 12 months.

The Civilian Operation Commander requests that EU Member States and Contributing Third States (Contributing States) propose candidates for the following international expert positions for EUCAP Sahel Mali 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.

Entry visa – *The candidates must verify that they will be able to secure an entry visa to the country of assignment, without which their recruitment will not be possible. The Mission reserves the right to reject any applications where the applicant would clearly not comply with the published and known visa requirement/policy of the host country.*

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 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 but 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 (CivOpCdr Instruction 12-2018 as amended).

The Heads of Mission reserve the right to reject the recruitment of any selected candidate that proves to be medically unfit to work in a civilian CSDP Mission.

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

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

IV. ADDITIONAL INFORMATION

Equal opportunities – The EEAS and Civilian CSDP Missions are committed to an equal opportunities policy for all its staff and applicants for posts. The EEAS and Civilian CSDP missions are committed to promoting gender equality and to preventing discrimination on any grounds. They actively welcome 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 and European Institutions to take this into account when putting forward candidates at all levels.

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

Selection process – Candidates considered to be most suitable will be shortlisted and, if needed, interviewed in Brussels, at the Headquarters of the Mission or via video conference before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the Contributing States will bear any related costs. Candidates should be selected on the basis of relevant competence and experience, while strict priority shall be given to seconded candidates. Contracted candidates will be selected only on exceptional basis.

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

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

HEAT Training - Candidates must have undergone a certified Hostile Environment Awareness Training (four to five days residential training) no more than five years ago.

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

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 Department 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).

SECONDED POSITIONS (21)

Position Name: Chief of Staff	Employment Regime: Seconded	
Ref. Number: MA003	Location: Bamako (Mali)	Availability: as soon as possible
Component/Department/Unit: Head of Mission Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Chief of Staff reports to the Head of Mission.

2. Main Tasks and Responsibilities:

- To supervise the Head of Mission Officer and the Chief of Staff office, including the following sections/units: Planning, Reporting and Evaluation, Coordination, Press and Public Information, Mission Analytical Capability, Brussels support elements.
- To supervise also the thematic advisers (legal, political, human rights, gender and environment).
- To manage the Mission headquarters functions ensuring all aspects are globally considered for Head of Mission decision-making and for the analysis of the internal reporting of Mission activities.
- To ensure all Mission activities are consistently planned, supported and executed in a qualitative manner.
- To organise the regular senior management team meetings, all staff meetings, periodic Mission implementation meetings.
- To ensure Mission members are periodically updated on Mission implementation progress, resource requirements and the political and security situation in the Mission area.
- To ensure liaison and coordination are maintained with the EU Delegation, EU member states and the EU Special Representative office.
- To ensure liaison and cooperation are maintained with the local authorities as well as with governmental and non-governmental organisations and other national or international stakeholders.
- To ensure Mission Standard Operating Procedures are properly developed, implemented and periodically reviewed.
- To contribute to the training of Mission members.
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation.
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff.
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of **at least 4 years** attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank. **AND**
- A minimum of **10 years of relevant professional experience**, after having fulfilled the education requirements, out of which a minimum of 5 years at senior coordination/management level.

5. Essential Knowledge, Skills and Abilities:

- Exercise collaborative, sound and effective leadership.
- Manage, mentor and motivate a professionally diversified and multicultural team.
- Establish, plan, and review priorities.
- Communicate and engage with senior officials and governmental decision makers.
- Knowledge of human rights, gender equality and Women, Peace and Security commitments.
- French language skills: minimum level B1/B2 (Independent User).
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Master's degree/MBA in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership.
- Performance and change management.
- Strategic analyses, planning and reporting.
- Professional qualification and/or certificate in management/leadership.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Human Resources Officer	Employment Regime: Seconded	
Ref. Number: MA 010	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Head of Mission Office / Human Resources Section	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Human Resources Officer reports to the Head of Human Resources (HoHR).

2. Main Tasks and Responsibilities:

- To support the Head of Human Resources in leading, managing and coordinating the Human Resources Office.
- To advise and assist Mission members on Human Resources policies and procedures.
- To cooperate closely with the Brussels Support Element–Human Resources and Liaison Officer in all matters related to human resources management.
- To plan, prepare and implement end-to-end selection and recruitment processes.
- To prepare Calls for Contributions for international staff and organise Calls for Applications for local staff.
- To coordinate the extension process for eligible seconded staff prior to the launch of the Call for Contribution.
- To update job descriptions in line with the Civilian Mission Handbook in consultation with line managers and Civilian Operations Head Quarters (CivOpsHQ).
- To coordinate the selection and recruitment process:
 - preparing selection reports.
 - managing vacancies and applications
 - advising and training selection panels
 - participating in selection panels.
 - preparing, updating and maintaining the application and recruitment information databases (Application Tables).
 - preparing regular and ad-hoc quantitative and qualitative analysis and reports.
 - communicating with candidates.
 - conducting the grading of international contracted personnel.
- To contribute to the development, implementation and follow-up of Human Resources strategies, plans and procedures in line with the approved CivOpsHQ Human Resources policy.
- To coordinate the deployment of selected candidates and their redeployment in coordination with CivOpsHQ, organise the check-in and check-out of Mission members, create and implement effective on boarding plans.
- To conduct timely issuance and management of employment contracts for international and local staff.
- To administer insurance portfolio for international and local staff.
- To administer the attendance, leave record, reimbursement of duty trips, temporary reallocations, home travel reimbursement, monthly payrolls systems and other relevant entitlements.
- To utilise the centralized IT tools such as CiMA (HR database) and Goalkeeper Registrar.
- To support, inform, assist and advise on training and staff development.
- To implement a performance management approach in accordance with CivOpsHQ policy, for monitoring, assessing and developing the performance of

Mission members.

- To develop and implement tools for business continuity.
- To contribute to planning, setting up and developing Human Resources related functions in all phases of the Mission (including downsizing), in accordance with strategic guidance from CivOpsHQ
- To Liaise with Finance Unit on Human resources budget and obligation.
- To prepare documentation for Procurement actions regarding contracts to be managed by Human Resources Office.
- To contribute to the elaboration of Standard Operation Procedures and regulatory frameworks.
- To conduct the grading of international contracted personnel for the purpose of determining their remuneration as per the catalogue of positions and applicable procedures.
- To advise and assist staff members concerning human resources policies and procedures.
- To provide advice, guidance and support to staff on personnel administration related matters.
- To draft technical specifications/terms of reference for procurement activities in his/her area of expertise, participating in the evaluation of tenders as required.
- To develop and implement tools for staff succession and continuation of business as part of staff turnover, such as handover notes, advice on specific training to newcomers, coaching, etc.

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3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential knowledge, skills and abilities:

- People management skills and capacity to deal with different levels of stakeholders.
- Organising skills and capacity to develop plans, policies and forecasts.
- Problem solving skills and capacity to deal with disputes, grievances and staffing problems.
- Influencing, persuading, coaching, negotiating and collaboration skills.
- Ability to prepare HR communications appropriate to the audience.
- French language skills: minimum level B1/B2 (Independent User).
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas, with multinational and international organisations.
- Training and experience in MS Excel, Access and Visio and building databases with similar



software.



Position Name: Deputy Head of Security Sector Reform / Senior Inter-Ministerial Adviser	Employment Regime: Seconded	
Ref. Number: MA 042	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Security Sector Reform Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: No

1. Reporting Line:

The Deputy Head of Security Sector Reform / Senior Inter-Ministerial Adviser reports to the Head of the Security Sector Reform (SSR) Component.

2. Main Tasks and Responsibilities:

- To support the Head of Component in leading, managing and coordinating the work and staff in the implementation of the Mission mandate as set out in the OPLAN and relevant planning documents.
- To deputise in the absence of the Head of Component.
- To contribute to the Component's input to the development and regular updating of the Mission Implementation Plan by supporting the identification of relevant Mission operational requirements.
- To ensure consistency and sustainability of the Mission operational activities over time.
- To coordinate with other Mission Components and horizontal advisers.
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility.
- To act as the representative of the SSR Component with external interlocutors as required.
- To support the development of the local authorities in the field of Civilian Security Sector Reform.
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented.
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation.
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff.
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.
- To relay the recommendations made by the Security Sector Reform Component in relation to the Mission's core mandate at relevant governmental level.
- To help identify the needs in terms of reform and implementation of modern administrative and management systems at relevant level.
- Establish and maintain, in close coordination with the Coordination Office, a sustainable network of contacts with counterparts and institutions involved in security strategy issues, particularly with the EU Delegation, as well as other national, regional et international actors involved in the reforms.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and accompanying local counterparts in a structured manner, promoting local ownership.

- To support counterparts/institutions in identifying areas of structural weaknesses and finding relevant solutions to address them.
- To ensure compliance with instruction/direction from Mission management.
- To work closely with other Advisers and Head of Mission Office as appropriate.
- To support the Head of the SSR Component in periodically evaluating the adviser at the first level.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank. AND
- After having fulfilled the education requirements, a minimum of 7 years of relevant professional experience, out of which a minimum of 3 years at management level.

5. Essential Knowledge, Skills and Abilities:

- Knowledge and experience in the field of Security Sector Reform and/or other reform processes at and strategic level.
- Ability to exercise collaborative, sound and effective leadership.
- Ability to manage, mentor and motivate a professionally diversified and multicultural team.
- Ability to establish plan, and review priorities.
- Ability to communicate and engage with senior officials and relevant governmental decision makers.
- Experience as Senior Law Enforcement Officer.
- French language skills: minimum level B1/B2 (Independent User).
- English language skills: minimum level B1/B2 (Independent User).
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6. Desirable Qualifications and Experience:

- Knowledge of Security Sector Reform process, Human Resources and Internal Inspection management in law enforcement.
- Master's degree in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership.
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations.
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Senior Ministerial Adviser on Human Resources	Employment Regime: Seconded	
Ref. Number: MA 044	Location: Mali - Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Ministerial Adviser on Human Resources reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- To support the development of an efficient human resources management policy, leading to the validation and implementation of legislative and regulatory texts pending with the competent Ministries.
- To support the development of a human resources (HR) action plan and a reference for professions/qualifications and ensure their consolidation in legislative and regulatory texts.
- To support the design, deployment and implementation of human resources management systems, leading to the registration of all Internal Security Forces (ISF) personnel administered by the competent Ministries.
- To manage meetings and/working groups of representatives from different institutions and organisations.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterpart on the strategic and operational level.
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To liaise closely with other horizontal advisers.
- To design and deliver training.
- To ensure compliance with instructions/directions from Mission management.
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility.

3. General Tasks and Responsibilities:

- To identify and report on lessons learnt and best practices within the respective area of responsibility.
- To contribute and ensure timely reporting on activities within the respective area of responsibility.

- To take account of gender equality and human rights aspects in the execution of tasks.
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank¹⁴. AND
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of human resources policy development and implementation for law enforcement institutions.
- Ability to mentor and motivate local counterparts.
- Experience in engaging with senior officials/ governmental level decision makers.
- Teamwork capabilities.
- Time management skills.
- Problem solving skills.
- French language skills: minimum level B1/B2 (Independent User).
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Leadership skills to lead teams and develop solutions, and to adapt new and emerging technologies to solve business and operational needs.
- Experience of designing and delivering training.
- Experience in project management.

Position Name: Senior Internal Security Forces Adviser - Police	Employment Regime: Seconded	
Ref. Number: MA 046	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Security Sector Reform Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Internal Security Forces Adviser - Police reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- To be the key interlocutor for the Malian National Police at the level of the General Staff and the different directions, with a key focus on the direction of personnel, finances and logistics and the internal inspection service.
- In collaboration with the Mission's Senior Ministerial Adviser on Human Resources, support the drafting of a human resources (HR) action plan.
- Ensure that a reference for professions/qualifications is drawn up for the National Police, and ensure their consolidation in legislative and regulatory texts with an eye to mainstreaming gender equality and human rights considerations.
- In collaboration with the EUCAP Mission's Senior Ministerial Adviser on Human Resources, support the development of an efficient human resources management policy in the National Police.
- Support the registration of all National Police personnel in the relevant HR and Logistics management systems.
- Support the National Police in use of their integrated HR and Logistics databases, both at the central level and in the regions.
- Identify gaps in existing legislative and regulatory texts relating to the logistics management of the National Police.
- In collaboration with the Senior Ministerial Adviser on Logistics, organise workshops and seminars on logistics related issues with Malian and international partners to jointly analyse and identify gaps and needs, as well as appropriate responses.
- Jointly with other relevant advisers and trainers, identify training and advising needs of the National Police, as well as needs related to materials and infrastructures. Translate these needs into joint action plans.
- Support the National Police in its deployment.
- To advise, support and accompany the internal inspection service of the National Police through the development of a functional and transparent inspection policy, respecting the triptych "control, audit and investigation".
- To establish and maintain necessary contacts with counterparts and institutions involved in SSR reform of the National Police.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and accompanying local counterpart(s) in a structured manner, promoting local ownership.
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them.
- To provide analysis and recommendations to the local counterparts/institutions in the area of responsibility.
- To be embedded within the local institution, security situation permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To ensure compliance with instruction/direction from Mission management.

- To liaise closely with other Mission Senior Advisers and Advisers as appropriate.
- To design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts.
- Experience of designing and delivering training.
- Knowledge of Human Resources management in a law enforcement environment.
- French language skills: minimum level B1/B2 (Independent User).
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer, preferably leading an operational unit or a Human Resources service.
- Experience in project management.
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to accompany and motivate local counterparts.

Position Name: Border Management Adviser	Employment Regime: Seconded	
Ref. Number: MA 048	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Security Sector Reform Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Adviser on Border Management reports to the Head of the Security Sector Reform Component.

2. Main Tasks and Responsibilities

- To be the key interlocutor in the field of development of policy and strategy of the Internal Security Forces (ISF) involved in border management and migration issues.
- To establish and maintain a network with national, regional and international counterparts/institutions involved in border management and migration issues.
- To assess the inter-ministerial and interagency coordination requirements in the field of border management and to advise and support the relevant Malian authorities accordingly.
- To identify and assess the needs of security actors in relation to their tasks in the area of border management, at national and regional level.
- To support Malian counterparts in the development and adoption of a Border Management strategy.
- To develop a conceptual and doctrinal framework for the restructuration and reform process in border management.
- To advise on the introduction of simplified procedures and effective risk analysis, selectivity profiling and targeting systems, as well as on the effective exchange of information and cross border cooperation/operations.
- To assist the Head of Security Sector Reform in monitoring projects in his/her field of action.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring accompanying local counterpart(s) in a structured manner, promoting local ownership.
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding solutions to address them.
- To provide analysis and recommendations to the local counterparts/institutions in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts/institutions.
- To maintain necessary contacts and build relationships with relevant local counterparts/institutions.
- To ensure compliance with instruction/direction from Mission management.
- To work closely with other Advisers and Trainers as appropriate.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European

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

- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities

- Ability to accompany and motivate local counterparts.
- Knowledge of border management in law enforcement.
- Mediation skills.
- French language skills: minimum level B1/B2 (Independent User).
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Experience as Senior Law Enforcement Officer, preferably in an operational unit or structure specialised in border management.
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- Ability to multi-task.
- Efficient time-management.
- Attention to detail.

Position Name: Forensics Direction Adviser	Employment Regime: Seconded	
Ref. Number: MA 055	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Security Sector Reform Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Forensics Direction Expert reports to the Head of Security Sector Reform (SSR) Component.

2. Main Tasks and Responsibilities

- Support Malian counterparts in the Internal Security Forces (ISF), notably the Direction Générale de la Police Technique et Scientifique (DGPTS), the *Brigade d'Investigation Judiciaire*, and the *Gendarmerie Division Enquêtes Criminelles et Délictuelles*, in the fight against impunity.
- Support Malian counterparts in drafting, validating and implementing an operational master plan defining the mechanisms and tools for coordination and cooperation in the field of the Forensics (Police Technique et Scientifique, PTS).
- Support the coordination between Malian specialized investigation services.
- Support the training of Judicial Police personnel in the priority areas of the PTS.
- Support Malian counterparts in the operationalisation of a national technical-scientific analysis laboratory.
- Develop and maintain contacts and coordinate activities and advice with other partners working in the field of forensics.
- Provide technical advice on the operationalization of DGPTS data bases.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Senior Advisers and Advisers as appropriate.
- To design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts.
- Knowledge of forensic laboratory analysis technique and applications.
- Knowledge of criminal law.
- Knowledge of the theory and application of forensic sciences, statistics, and evidence preservation processes relates to modern forensic laboratory techniques, practices, and procedures.
- Mediation skills.
- French language skills: minimum level B1/B2 (Independent User).
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in engaging with senior officials/ governmental level decision makers.
- Teamwork capabilities.
- Experience as law enforcement officer.
- Designing and delivering training.
- Project management.

7. Desirable Knowledge, Skills and Abilities:

- Problem solving skills.
- Skills in explaining scientific procedures and results to a layperson in understandable terms.
- Maintain good relationships with criminal justice personnel.
- Adapt to new and emerging technologies to solve business and operational needs.
- Knowledge of the SEEK Avenger System.

Position Name: Trainer on Interoperability	Employment Regime: Seconded	
Ref. Number: MA 061	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Capacity Building Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Interoperability reports to the Deputy Head of Capacity Building Component – Trainer's Team Leader.

2. Main Tasks and Responsibilities:

- To train the members of the Malian Internal Security Forces (ISF), through the Security Forces Staff College, on Interoperability, using lessons learned and actual cases.
- To help identify the local counterparts' needs in terms of Interoperability.
- Support Malian Internal Security Forces (ISF) in the field of Interoperability,
- To train and provide tactical and operational advice in the field of Interoperability.
- To closely coordinate with other actions already undertaken by international stakeholders.
- To support the training advisors and the Malian authorities in developing training strategies / policies / plans / curricula / exercises / training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader.
- To identify required reforms and appropriate support to be provided by the Mission, including through monitoring/mentoring/advising and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training.
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula.
- To contribute to the Unit's inputs to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.
- To work closely with the Senior Advanced Training Adviser and other relevant advisers from the Mission.

3. General Tasks and Responsibilities:

- To identify and report on lessons learnt and best practices within the respective area of responsibility.
- To contribute and ensure timely reporting on activities within the respective area of responsibility.
- To take account 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 4 years of relevant professional experience in national/international training units/programs for law enforcement, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Analytical skills and ability to conduct environmental assessments/analyses.

- Ability to plan, multi-task and manage time effectively.
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations.
- Professional training qualification/certification.
- Experience as Senior Law Enforcement Officer.

7. Desirable Knowledge, Skills and Abilities:

- French language skills: minimum level B1/B2 (Independent User)

Position Name: Trainer on Deontology	Employment Regime: Seconded	
Ref. Number: MA 062	Location: Mali - Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department / Capacity Building Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Deontology reports to the Deputy Head of Capacity Building Component/Trainers' Team Leader.

2. Main Tasks and Responsibilities:

- To identify, with the relevant Advisers and Malian counterparts, gaps, needs and priorities on deontology matters.
- To assist relevant Advisers and to support the development of efficient deontology practices within the Malian Internal Security Forces (ISF) through training and accompanying actions.
- To develop, with the relevant advisers, training curriculum in the field of deontology.
- To design and deliver specific training modules on Deontology matters.
- To contribute to the training of (future) Malian ISF trainers in the field of deontology (train the trainers).
- To support Malian authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Deputy Head of Capacity Building Component/Trainers' Team Leader.
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training.
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.
- To contribute to the Mission's internal and external reporting against benchmarking, assess the consistency and sustainability of the Mission's training activities and provide recommendations for improvement.
- To identify, manage and report the risks arising from the implementation of specific processes, systems and projects.
- To advise Mission Management on training matters in accordance with CivOpsHQ guidelines and Mission priorities.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Presentation skills and experience drafting materials used for training.
- Experience in managing, coordinating and conducting interactive training and/or adult learning programs.
- Ability to plan, multitask and manage time effectively.
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Professional training qualification/certification from recognized institute/academy.
- Experience in the design and implementation of training materials, including the development of manuals, tools, and conducting interactive capacity building activities.
- Experience in gender and human rights mainstreaming in training content planning and project implementation.

7. Desirable Knowledge, Skills and Abilities:

- French language skills: minimum level B1/B2 (Independent User)

Position Name: Trainer on Community Policing/Basic Intelligence	Employment Regime: Seconded	
Ref. Number: MA 063	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Capacity Building Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Community Policing/Basic Intelligence reports to the Deputy Head of Capacity Building Component – Trainer's Team Leader.

2. Main Tasks and Responsibilities:

- To support Malian authorities in developing training strategies/ policies/ plans/ curricula/ exercises/ training institutions as directed by the Line Managers.
- To identify required reforms and appropriate support to be provided by the Mission, including through monitoring/mentoring/advising and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training.
- To conduct Mission direct training activities according to the (MIP) and the relevant agreed training curricula.
- To ensure data collection related to Mission's trainings.
- To contribute to the Unit's input to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Components/Units.
- To train the members of the Internal Security Forces (ISF) on Community Policing/Basic Intelligence, using lessons learned and actual cases.
- To help identifying the Malian ISF's needs in terms of community policing/basic intelligence.
- To contribute to train the (future) Mali ISF trainers in community policing/basic intelligence (train the trainers).
- To train and provide tactical and operational advice in the field of community policing/basic intelligence.
- To contribute to the elaboration of Standard Operation Procedures for the ISF, especially related to Community Policing/Basic Intelligence.
- To coordinate with other actions already undertaken by international stakeholders.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

AND

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

5. Essential Knowledge, Skills and Abilities:

- Presentation and mediation skills.
- Ability to accompany and motivate local counterparts.
- Knowledge of Intelligence related matters.
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations.
- Experience in designing and delivering training.
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities:

- French language skills: minimum level B1/B2 (Independent User)

Position Name: Trainer on Professional Intervention	Employment Regime: Seconded	
Ref. Number: MA 064	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Capacity Building Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Professional Intervention reports to the Deputy Head of Capacity Building Component / Trainers' Team Leader.

2. Main Tasks and Responsibilities:

- To train the members of the Malian Internal Security Forces (ISF) (currently focusing exclusively on the National Police) - on professional intervention related tasks, using lessons learned and actual cases.
- To help local counterparts to identify their needs in terms of professional intervention.
- To train the (future) Malian trainers in professional intervention (train the trainers).
- To train and provide tactical and operational advice to the Malian Police unit leaders.
- To help the counterparts elaborate Standard Operating Procedures, especially related to large scale and multi-disciplinary operations.
- To closely coordinate with other actions undertaken by international stakeholders.
- To support Malian authorities in developing training strategies / policies / plans / curricula / exercises / training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader.
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training.
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula.
- To ensure data collection related to Mission's trainings.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Components.
- To contribute to the Mission's internal and external reporting against benchmarking, assess the consistency and sustainability of the Mission's training activities and provide recommendations for improvement.
- To identify, manage and report the risks arising from the implementation of specific processes, systems and projects.
- To advise Mission Management on training matters in accordance with CivOpsHQ guidelines and Mission priorities.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Presentation and mediation skills.
- Experience in organising interactive training and/or adult learning programs.
- Ability to plan, multitask and manage time effectively.
- Ability to accompany and motivate local counterparts.
- Knowledge of Professional Intervention related matters.
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations.
- Professional training qualification/certification from recognized institute/academy.
- Experience in the design and implementation of training materials, including the development of manuals, tools, and conducting interactive capacity building activities.
- Experience in gender and human rights mainstreaming in training content planning and project implementation.
- Experience with Management/Leadership training design, methods and delivery.
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities:

- French language skills: minimum level B1/B2 (Independent User)

Position Name: Trainer on Criminal Investigation	Employment Regime: Seconded	
Ref. Number: MA 065	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Training Unit	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Criminal Investigation reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To support Malian authorities in developing training strategies / policies / plans / curricula / exercises / training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader.
- To identify required reforms and appropriate support to be provided by the Mission, including through monitoring/mentoring/advising and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training.
- To conduct Mission direct training activities according to the MIP and the relevant agreed internal and external training curricula.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.
- To identify, with the relevant advisers or experts and the Malian counterparts the gaps, needs and priorities on criminal investigation matters.
- To assist the relevant advisers or experts to support the development of a performant investigation chain within the Malian Internal Security Forces (ISF) through training and accompanying actions.
- To develop, with the relevant advisers or experts, a training curriculum in the field of criminal investigation.
- To design and deliver specific training modules on criminal investigation matters.
- To contribute to the training of (future) Malian ISF trainers in criminal advisory and analysis (train the trainers).
- To contribute to the Mission's internal and external reporting against benchmarking, assess the consistency and sustainability of the Mission's training activities and provide recommendations for improvement.
- To identify, manage and report the risks arising from the implementation of specific processes, systems and projects.
- To advise Mission Management on training matters in accordance with CivOpsHQ guidelines and Mission priorities.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

AND

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

5. Essential Knowledge, Skills and Abilities:

- Presentation and mediation skills.
- Ability to draft policies, guidelines, and communicate to a broad audience.
- Experience in organising interactive training and/or adult learning programs including program planning, design, implementation, management, monitoring and evaluation.
- Ability to plan, multitask and manage time effectively
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer.
- Professional training qualification/certification from recognized institute/academy.
- Experience in the design and implementation of training materials, including the development of manuals, tools, and conducting interactive capacity building activities.
- Experience in gender and human rights mainstreaming in training content planning and project implementation.
- Experience with Management/Leadership training design, methods and delivery.
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- French language skills: minimum level B1/B2 (Independent User)

Position: Trainer on Human Rights and Gender	Employment Regime: Seconded	
Ref. number: MA 067	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Capacity Building Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Human Rights and Gender reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Team Leader Trainers.
- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions.
- To identify required reforms and support to be provided by the Mission, including advice/mentoring and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training.
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP), related training plan and agreed external training curricula.
- To contribute to the Mission's internal and external reporting against benchmarking, assess the consistency and sustainability of the Mission's training activities and provide recommendations for improvement.
- To identify, manage and report the risks arising from the implementation of specific processes, systems and projects.
- To advise Mission Management on training matters in accordance with the Civilian Operations Commander HQ guidelines and Mission priorities.
- To train the members of the Malian Internal Security Forces (ISF) on principles of international human rights and international humanitarian law and gender equality and their practical application in the day-to-day activities of the three forces.
- To train future Malian Human Rights and Gender trainers (Train the Trainers) in the fields concerned.
- To identify, in coordination with the Human Rights and Gender Advisors, the Malian ISF training needs in the fields of human rights and gender equality and develop trainings accordingly.
- To support the integration of human rights and gender equality principles in all in-service ISF trainings in cooperation with other members of the Capacity Building Component.
- To train and/or provide tactical and operational advice to component leaders.
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training.
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula.
- To contribute to the Unit's contribution to the Mission's internal and external reporting against Benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Units/Components.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Presentation skills and experience drafting materials used for training.
- Ability to draft policies, guidelines, and communicate with a broad audience.
- Experience in managing, coordinating, and conducting interactive training and/or adult learning programs including program planning, design, implementation, management, monitoring and evaluation.
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Professional training qualification/certification from recognized institute/academy.
- Experience in the design and implementation of training materials, including the development of manuals, tools, and conducting interactive capacity building activities.
- Experience in gender and human rights mainstreaming in training content planning and project implementation.
- Experience with Management/Leadership training design, methods and delivery.
- International experience, particularly in crisis areas with multinational and international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Excellent interpersonal and teamwork skills.
- French language skills: minimum level B1/B2 (Independent User)

Position Name: Trainer on Crime Scene Management	Employment Regime: Seconded	
Ref. Number: MA 068	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Capacity Building Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Crime Scene management reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To identify, with the relevant advisers and the Malian counterparts the gaps, needs and priorities on Forensics matters.
- To assist the relevant advisers to support the development of performant Forensics services and units within the Malian Internal Security Forces (ISF) through training and accompanying actions.
- To develop, with the relevant advisers, a training curricula in the field of Forensics.
- To design and deliver specific training modules on Forensics matters.
- To contribute to the training of (future) Mali ISF trainers in Forensics (train the trainers).
- To support Malian authorities in developing training strategies / policies / plans / curricula / exercises / training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader.
- To identify required reforms and appropriate support to be provided by the Mission, including through monitoring/mentoring/advising and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training.
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula.
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank. **AND**
- A minimum of 4 years of relevant professional experience, including experience in national/international training units/programs for law enforcement in the domain of technical and forensic police, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Presentation skills.

- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer.
- Professional Training Qualification/Certification.
- Experience in designing and delivering training.
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- French language skills: minimum level B1/B2 (Independent User)

Position Name: Trainer on Border Management	Employment Regime: Seconded	
Ref. Number: MA 069	Location: Bamako (Mali)	Availability: ASAP
Component/Department/Unit: Operations Department / Capacity Building Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer of Border Management reports to the Deputy Head of Capacity Building Component/ Trainers Team Leader.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Trainers' Team Leader.
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training.
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula.
- To contribute to the Component's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.
- To identify, with the relevant Advisers and the Malian counterparts the gaps, needs and priorities on border management and documents forgery matters.
- To assist the relevant Advisers to support the development of performant services and units for border management and fight against documents forgery within the Malian Internal Security Forces (ISF) through training and accompanying actions.
- To develop, with the relevant Advisers, a training curriculum in the field of border management and fight against documents forgery.
- To design and deliver specific training modules on border management and fight against documents forgery matters.
- To contribute to the training of (future) Mali ISF trainers in border management and fight against documents forgery (train the trainers).

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

experience

5. Essential Knowledge, Skills and Abilities

- Presentation skills.
- Innovative thinking.
- Ability to plan, multitask and manage time effectively.
- Proven abilities as a trainer.
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Experience as Senior Law Enforcement Officer.
- Experience in designing and delivering training.

7. Desirable Knowledge, Skills and Abilities

- French language skills: minimum level B1/B2 (Independent User)

Position Name: Trainer on Risk and Crisis Management	Employment Regime: Seconded	
Ref. Number: MA 070	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Capacity Building Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Risk and Crisis Management reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities

- To assess, identify and evaluate, in close coordination with the relevant advisers and the Malian counterparts, any requirements, gaps, needs and/or priorities on “Risk and Crisis Management” matters, with reference to terrorism, natural disasters, evacuations, epidemics, pandemics and quarantine, mass fatality events and any other threat.
- To assist – through training and accompanying actions – the relevant advisers in supporting the development/strengthen of specific services/units within the Malian Internal Security Forces (ISF), capable of effectively plan, mitigate and respond to a crisis and its subsequent consequences.
- To develop, in close coordination with the relevant advisers, a training’s curricula in the field of “Risk and Crisis Management”.
- To design and deliver specific training modules on “Risk and Crisis Management” matters, through a variety of training approaches including traditional classroom, programmed learning, hands-on, simulation and computer aided training
- To contribute to the training of (future) Mali ISF trainers in “Risk and Crisis Management” (train the trainers).
- To interact, under the Team Leader authority, with the relevant international stakeholders for “Risk and Crisis Management”.
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training.
- To provide inputs to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training.
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula.
- To contribute to the Mission's internal and external reporting against benchmarking, assess the consistency and sustainability of the Mission's training activities and provide recommendations for improvement.
- To identify, manage and report the risks arising from the implementation of specific processes, systems and projects.
- To advise Mission Management on training matters in accordance with CivOpsCdr HQ guidelines and Mission priorities.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Presentation skills and experience drafting materials used for training.
- Ability to draft policies, guidelines, and communicate to a broad audience.
- Experience in managing, coordinating and conducting interactive training and/or adult learning programs including program planning, design, implementation, management, monitoring and evaluation.
- Ability to plan, multitask and manage time effectively.
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Experience as Senior Law Enforcement Officer.
- Experience in gender and human rights mainstreaming in training content planning and project implementation.
- Subject matter expertise in risk and crisis management at tactical/strategical level.

7. Desirable Knowledge, Skills and Abilities

- French language skills: minimum level B1/B2 (Independent User)

Position Name: Training Adviser (2 positions)	Employment Regime: Seconded	
Ref. Number: MA 071 MA 072**	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Capacity Building Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Training Adviser reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the MIP by advising and mentoring local counterparts on the strategic and operational level.
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities as per planning documents.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To liaise closely with other Mission horizontal advisers.
- To design and deliver training. including traditional classroom, programmed learning, hands-on, simulation and computer aided training and. exercises.
- To work in close coordination with the Mission's Training Advisers to the Forces.
- To advise, support and work in coordination with the heads of the Internal Security Forces (ISF) training centres in accordance with the training master plans.
- To reinforce capacities by advising and mentoring the pedagogical and planning units.
- To foster the appropriation of solid pedagogic know-how by Malian ISF trainers through coaching sessions optimising the transfer of skills and allowing them to reach, in the short term, full autonomy in professional training matters.
- To identify required reforms and appropriate support to be provided by the Mission, including through monitoring/mentoring/advising and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training.
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula,
- To contribute to the Component's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To train the members of the Malian Internal Security Forces (ISF) on principles of train the trainers, using lessons learnt and actual cases.
- To help identify the Malian ISF needs to train their trainers.
- To train the (future) Malian ISF trainers.
- To contribute to the review or elaboration of normative texts on Trainers curricula by the Malian ISF in liaison with the Mission's Training Advisers.
- To coordinate with other actions already undertaken by international stakeholders.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility.
- To contribute and ensure timely reporting on activities within the respective area of responsibility.

- To take account of gender equality and human rights aspects in the execution of tasks.
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts.
- Experience of designing and delivering training to trainers
- Ability to plan, multi-task and manage time effectively.
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer.
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- French language skills: minimum level B1/B2 (Independent User)

Position Name: Advanced Training Adviser	Employment Regime: Seconded	
Ref. Number: MA 073	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Capacity Building Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Advanced Training Adviser reports to the Head of Capacity Building Component.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and accompanying local counterpart(s) in a structured manner, promoting local ownership.
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them.
- To provide analysis and recommendations to the local counterparts/institutions in the area of responsibility.
- To be embedded within the local institution, security situation permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload and performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instructions/directions from Mission management.
- To work closely with other Mission Advisers and Trainers as appropriate.
- To design and deliver training. including traditional classroom, programmed learning, hands-on, simulation and computer aided training and exercises.
- To be the key interlocutor for developing the conceptual and organisational framework of the training for the local counterparts.
- To help record and review all documentation relating to training.
- To provide expertise to the Training Office of the local counterparts in the conceptual and doctrinal framework underlying restructuring and reform process in training, including the organisation of the Training Office itself.
- To assist and advise in conceptualising and developing training strategies, organisation, methods and contents, course curricula.
- To assist and advise in managing, running and evaluating training courses at academic level.
- To establish and maintain the necessary contacts with external national, regional and international bodies or services providers involved in training matters.

3. General Tasks and Responsibilities:

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

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 military education or training or equivalent rank. **AND**

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts.
- Knowledge of Training/Human Resources management in law enforcement.
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer.

7. Desirable Knowledge, Skills and Abilities:

- French language skills: minimum level B1/B2 (Independent User)

Position Name: Senior National Training Centre Adviser - National Police	Employment Regime: Seconded	
Ref. Number: MA 074	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Operations Department / Capacity Building Component	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1.Reporting Line:

The Senior National Training Centre Adviser - National Police reports to the Head of Capacity Building Component.

2.Main Tasks and Responsibilities:

- To be the key interlocutor for developing the conceptual and organisational framework of the training for the National Police.
- To help record and review all documentation relating to training.
- To provide expertise to the Training Office of the National Police in the conceptual and doctrinal framework underlying restructuring and reform process in training, including the organisation of the Training Office itself.
- To assist and advise in conceptualising and developing training strategies, organisation, methods and contents, course curricula.
- To assist and advise in managing, running and evaluating training courses at academic level.
- To establish and maintain the necessary contacts with external national, regional and international bodies or services providers involved in training matters.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and accompany local counterpart(s) in a structured manner, promoting local ownership.
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them.
- To provide analysis and recommendations to the local counterparts/institutions in the area of responsibility.
- To be embedded within the local institution, security situation permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To work closely with other Mission Advisers and Trainers as appropriate.
- To design and deliver training, as appropriate.

3.General Tasks and Responsibilities:

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

4.Essential Qualifications and Experience

- Successful completion of university studies of at least 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 military education or training or equivalent rank. **AND**

- After having fulfilled the education requirements, a minimum of 6 years of relevant professional experience.

5.Essential Knowledge, Skills and Abilities

- Ability to mentor, advise and motivate local counterparts.
- English language skills: minimum level B1/B2 (Independent User).

6.Desirable Qualifications and Experience

- Experience as staff member in Law Enforcement Training Centre.
- Experience in project management.

7.Desirable Knowledge, Skills and Abilities

- French language skills: minimum level B1/B2 (Independent User)

Position Name: Planning and Evaluation Officer	Employment Regime: Seconded	
Ref. number: MA 091	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Chief of Staff Office/ Planning, Evaluation and Reporting Section	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Planning and Evaluation Officer reports to the Head of Planning, Evaluation and Reporting.

2. Main Tasks and Responsibilities:

- To develop, maintain and regularly update the Mission Implementation Plan (MIP) in close cooperation with the relevant Mission operational elements and other stakeholders.
- To coordinate and provide quantitative and qualitative analysis of inputs originating from the Mission operational and advisory elements on the progress of the operational activities and state of play of mandate implementation.
- To liaise regularly with the Mission operational and advisory elements on one hand and external stakeholders on the other for information exchange, coordination, and cooperation.
- To help prepare Mission coordination meetings on the progress of MIP implementation and ensure that Mission personnel is also regularly updated.
- To contribute to the Mission Project Cell activities by identifying and developing new projects in line with the Mission mandate.
- To coordinate, develop and implement baseline surveys, monitoring and evaluation exercises for assessing the impact of the Mission activities.
- To develop analytical indicators and tailor-made tools to monitor, evaluate and assess the operational activities of the Mission, including outcomes, outputs and return on investment.
- To analyse and interpret the results and data, and to draft reports based on this analysis.
- To propose recommendations to the Head of Operations/Senior Management based on the monitoring and evaluations conducted, including in the development of new activities.
- To prepare and give presentations, produce talking points, speeches and presentations for various purposes and contexts, and draft meetings reports.
- To temporarily replace the Head of Planning, Evaluation and Reporting section, if needed.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Drafting and research skills.
- Communication and presentation skills.
- Analytical skills and knowledge of information collection.
- English language skills: minimum level B1/B2 (Independent User)
- French language skills: minimum level B1/B2 (Independent User)

6. Desirable Qualifications and Experience:

- Experience in leading and communicating change management initiatives.
- International experience, particularly in crisis areas with multi-national and international organisations.
- Experience in a unit or service specialised in evaluation and assessment.
- Experience in advising senior management.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of evaluation tools and different assessment methodologies.
- Analytical, synthesis and drafting skills.
- Ability to establish, plan, and review priorities.
- Negotiation and problem-solving skills.
- Ability to motivate and inspire colleagues.
- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity.

Position Name: Coordination and Liaison Officer EUDEL	Employment Regime: Seconded	
Ref. Number: MA 095	Location: Mali - Bamako	Availability: As soon as possible
Component/Department/Unit: Chief of Staff/ Coordination Office	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: No

1. Reporting Line:

The Coordination and Liaison Officer EUDEL reports to the Senior Coordination and Cooperation Officer.

2. Main Tasks and Responsibilities:

- To pursue the role of the focal point and to facilitate the interaction between the Mission and the EU Delegation (esp. with the Political, Security, Cooperation, and Defense Advisors/Experts);
- To liaise and substantially collaborate with the EUDEL on all dossiers concerning internal security affairs, ensuring the continuous exchange on ongoing political and strategic processes, as well as on activities at the core of EUCAP Sahel Mali's mandate;
- To ensure the Mission's activities are coordinated and synchronized with activities politically supported and/or funded by the EUDEL;
- To support the Mission's contribution to the EU integrated approach in Mali and the Sahel region;
- To ensure the Mission is informed and, where necessary, consulted to provide inputs to the EUDEL on themes and processes of common interest;
- To substantially support the organisation and follow-up of, and participate in meetings and partner platforms in the areas of mutual interest;
- To contribute to liaising with the representative of the Regional Advisory Coordination Cell (RACC) embedded in the EUDEL in Bamako;
- To help coordinate projects to be implemented by EUCAP and/or other partners in view of ensuring synergies;
- To provide support to both EUDEL and the Mission to ensure activities are closely coordinated, including with other EU and international actors as required, with a view to ensuring mutual awareness, avoiding duplication and achieving a comprehensive approach in the field of Security Sector Reform;
- To follow and keep updated of the operational context in Mali, including the political and security aspects;
- Temporarily replace the political advisor of the Mission, as requested;
- To contribute to the coherent planning and implementation of the coordination and cooperation activities of the Mission;
- To contribute to the development of the Mission Implementation Plan related to the cooperation and coordination activities, based on inputs received from Mission operational functions, and monitor its execution through analysis and evaluation;
- To contribute to mapping and assessment of ongoing bilateral and multilateral cooperation activities;
- To report internally on a regular basis, draft special reports, contribute to the external reporting of the Mission, and organise meetings and events as requested;
- To contribute to the development and periodic review of relevant mission Standard Operating Procedures (SOPs).

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Strong planning and coordination, as well as writing skills;
- Strong communication and interpersonal skills;
- Analytical thinking and problem-solving skills;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in Security Sector Reform/Rule of Law in a national or Malian context;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience in (inter-agency) coordination functions and communication with/within Headquarters and/or Ministerial cabinets/front offices;
- Experience with/within EU institutions;
- Experience in advising senior management.

7. Desirable Knowledge, Skills and Abilities:

- Political sensitivity and ability to handle sensitive matters;
- Ability to establish, plan, and review priorities;
- Project management skills;
- Mediation and negotiation skills;
- Networking skills.

Position Name: Project Works and Services Officer	Employment Regime: Seconded/Contracted	
Ref. Number: MA 98	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Chief of Staff Office / Projects Section	Level of Security Clearance: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: Yes

1. Reporting Line:

The Project Works and Services Officer reports to the Head of Projects.

2. Main Tasks and Responsibilities :

- Provides input and support to the Project Section for the planning and the implementation of projects with a particular focus on works and services.
- Under the supervision of the head of the project unit, manages the projects works and services contracts and coordinates the logistics related to the contracts' implementation, according to the operational planning.
- Monitors milestones and takes corrective actions to assure the respect of the deadlines of scheduled activities for each project in the area of services and works.
- Supports the project identification phase by providing technical advice on computer and information technology and engineering projects to project initiators.
- Performs market research, develops terms of reference for services and any other document that is relevant and part of the procurement dossier for tenders.
- Prepares the technical specifications for works and any other document that is relevant and part of the procurement file for tenders
- Follows up on contracts status, prepares and regularly updates all related documents on contract status and in coordination with the head of the project unit informs other Mission's departments about the progress acquired.
- Monitors projects' implementation including through site visits and exchanges with contractors and suppliers to ensure timely delivery of works and services and evaluates progress
- Ensures that all contract related expenditures are documented in compliance with the Regulation on the financial rules applicable to the general budget of the Union (Financial Regulation).
- Manages the works and services acceptance and the handover to beneficiaries, including preparing all relative documents and certificates.
- Monitors the projects works liabilities during all the relative periods.
- To assist in project planning and development and co-ordinate the implementation of the Mission's projects.
- To assess project proposals and make recommendations on the feasibility and sustainability of projects.
- To advise project leaders (within the Mission's operational components) in preparing project documents, such as project proposals, project budgets, notes of understanding, project agreements, etc..
- To ensure that project proposals are in line with the Mission's programmes and are properly coordinated within the Mission and with external stakeholders.
- To act as the interface between project leaders and various elements of Mission Support.
- To maintain a record of the Mission's project history and ongoing activities.
- To conduct, upon project completion, post-project reporting and evaluation.
- To develop best practices on project management, make training recommendations and record lessons identified/learnt.
- To receive, review, analyse, assign, process and track certified requisitions submitted for procurement action.
- To liaise with the Mission's international partners in close coordination with the Mission's Coordination and Cooperation capability.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence.
- To support and contribute to the identification of lessons learnt and best practices in the area of competence.
- To take account of gender equality and human rights aspects in the execution of tasks.
- To perform any other tasks assigned by the line manager.

4. Essential Qualification and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework, which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree.
AND
- A minimum of 4 years of professional experience in the field of planning, implementation and evaluation of projects, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Teamwork capabilities.
- Time management skills.
- Problem solving skills.
- Project management skills.
- French language skills: minimum B1/B2 level (Independent User).
- English language skills: minimum B1/B2 level (Independent User).

6. Desirable Qualifications and Experience

- Engineering, contract management or project management experience, is desirable.
- Experience in conception or supervision of construction works in public or private sector is desirable.
- Experience in ICT projects (LAN, WAN) is desirable.
- International experience, particularly in crisis areas with multi-national and international organisations, is desirable.

7. Desirable Knowledge, Skills and Abilities

- Familiarity with the EU Financial Regulations.
- Good knowledge of MS Office (Excel, Word, Power Point).
- Knowledge of Microsoft Project is desirable.
- Knowledge of the Logical Framework and other planning tools.
- Excellent interpersonal and communications skills.
- Sound understanding of the aims, purposes and functioning of CSDP Missions.

SECONDED/CONTRACTED POSITIONS (6)

Position Name: Mission Security Officer (2 positions)	Employment Regime: Seconded/Contracted	Post category for Contracted Mission Support Management level (MSML)
Ref. Number: MA 013 MA 015**	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Head of Mission Office / Security and Duty of Care	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Officer (MSO) reports to the Senior Mission Security Officer (SMSO).

2. Main Tasks and Responsibilities:

- To assist the SMSO in the development, implementation and updating of the Mission Security Plan and all supporting security and safety documents, instructions and procedures.
- To assess the security situation and to provide comprehensive reports to the SMSO on all incidents affecting Mission members.
- To assist the SMSO in reviewing the security phases.
- To work in close cooperation with the Mission Support Department in matters related to the procurement of security related equipment and services.
- To elaborate in-depth planning and execution of security operations.
- To support in the identification, development, delivery and auditing of security training requirements.
- In line with the EU Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:
 - To perform security reviews of personal protective equipment, transport and residences and Mission Offices.
 - To ensure all security and communications equipment is operational and ready to use.
 - To conduct regular security drills, communication tests and evacuation exercises.
 - To provide briefings and presentations to Mission members on matters related to safety and security to ensure staff are prepared for emergencies.
 - To liaise and cooperate with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives on security matters.
 - To provide assistance to Mission members and ensure all necessary actions are taken, particularly in emergency cases.
 - To travel to all Mission areas including high-risk areas as required.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

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

5. Essential Knowledge, Skills and Abilities:

- Planning and time-management skills.
- Analytical skills.
- French language skills: minimum level B1/B2 (Independent User).
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Security studies, security and defence studies, peace and conflict studies, intelligence or other related studies.
- Valid C or C1 Driving licence.
- Successful completion of EU Mission Security Officer Certification Course or equivalent.
- International experience, particularly in crisis areas with multinational and international organisations.
- Experience in planning and implementing projects.

7. Desirable Knowledge, Skills and Abilities:

- Excellent knowledge of the Mission area and potential security threat.
- Ability to contribute creatively to the development of security policies and procedures.
- Firearms trained.

Position Name: Armed Protection Operator (3 positions)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level (MSAL)
Ref. Number: MA 021 MA 032 MA 036	Location: Bamako (Mali)	Availability: As soon as possible
Component/Department/Unit: Security and Duty of Care / Armed Protection Unit	Security Clearance Level: CERTIFICATE OF GOOD CONDUCT	Open to Contributing Third States: No

1. Reporting Line:

The Armed Protection Operator reports to the Head of Armed Protection Unit.

2. Main Tasks and Responsibilities:

- In line with the EU's Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:
- To be responsible for Armed Protection operations.
- To contribute to the armed protection security set up of Mission members.
- To carry out daily administration and operational planning for Armed Protection Team activities.
- To assist in the development of Mission Armed Protection policies and procedures.
- To provide comprehensive procedural documents with respect to Armed Protection activities.
- To contribute to identifying staff personal security training requirements and deliver training as required under the supervision of Armed Protection Team Leader.
- To maintain operational effectiveness and equipment husbandry.
- To liaise with civilian and military organisations to assess current and future threats.
- To carry out threat assessments to ensure appropriate security measures are in place in a timely and effective manner.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of secondary education attested by a diploma **OR** equivalent and attested police and/or military education or training or an award of an equivalent rank.
AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.
- To possess a valid authorisation to carry and use weapons in compliance with the applicable legal framework.

5. Essential Knowledge, Skills and Abilities:

- Trained in basic life support (medical training).
- Ability to operate a variety of communication systems.
- Advanced driving training (defensive driving).
- Ability to perform under stress and in difficult circumstances (hostile situation experience).
- Valid C or C1 driving licence.
- Discreet, diplomatic and flexible.
- French language skills: minimum level B1/B2 (Independent User).

- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Trained and certified in close protection techniques (theory and practice).
- Hold an industry standard First Aid Qualification.
- Experience driving armoured vehicles.
- Close Protection working experience in high risk or war zones.
- Capacity to operate various weapon systems, including machineguns and sniper rifles.
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area and potential security threats.
- Physically trained with regular practice of combat sports.