



**Annex 1**

<p align="center"><b>European Union Capacity Building Mission in Somalia</b>  <b>EUCAP Somalia</b>  <b>1-2026 Call for Contributions for Visiting Experts</b>                      Requirements and Job Descriptions</p>				
<b>Organisation:</b>	<b>European Union Capacity Building Mission in Somalia</b>			
<b>Job location:</b>	<b>As indicated below</b>			
<b>Employment regime:</b>	<b>As indicated below</b>			
<b>Job titles/ vacancy notice:</b>	<b>Ref.:</b>	<b>Name of the post:</b>	<b>Location:</b>	<b>Availability:</b>
	<b><u>Seconded (6)</u></b>			
	SOM VE01 SOM VE02	Police Mid Management Leadership Trainer (Operations)	Mogadishu	26.04.2026 to 7.05.2026 (non-permanent deployment)
	SOM VE03 SOM VE04	Police Senior Leadership Trainer (Operations)	Mogadishu	28.06.2026 to 9.07.2026 (non-permanent deployment)
	SOM VE05 SOM VE06	Police Trainer of Trainer (Operations)	Mogadishu	9.08.2026 to 28.08.2026 (non-permanent deployment)
<b>Deadline for applications:</b>	<b>Wednesday, 18 March 2026, at 17:00 (Brussels time)</b>			
<b>Applications must be submitted to:</b>	<p>1) <b>You have the nationality of an EU Member State: you must use Goalkeeper to apply:</b></p> <p>a) You are already registered on Goalkeeper AND you have an EU Login:  <a href="https://goalkeeper.eeas.europa.eu/registrar/web">https://goalkeeper.eeas.europa.eu/registrar/web</a></p> <p>b) You do not have a Goalkeeper account or an EU Login:  <a href="https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do">https://goalkeeper.eeas.europa.eu/registrar/web/DPA/357/details.do</a></p> <p>2) <b>You do not have the nationality of an EU Member State:</b> Only seconded nationals of a non-EU Contributing Third State can be proposed by their National Seconding Authority (no personal applications will be considered): Please contact your seconding authority to send them your application form.</p> <p><i><b>Please note:</b> seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your National Seconding Authority for more information on applying for vacant seconded positions.</i></p>			

	<i>We are unable to provide contact details of National Seconding Authorities.</i>
<b>Information:</b>	<p>For more information relating to selection and recruitment, please contact the Civilian Operations Headquarters (CivOpsHQ) :</p> <p style="text-align: center;"><b>Mr. Moha CHARKI</b></p> <p style="text-align: center;"><a href="mailto:CivOpsHQ-HR-EUCAP-Somalia@eeas.europa.eu">CivOpsHQ-HR-EUCAP-Somalia@eeas.europa.eu</a></p> <p style="text-align: center;"><b>+32 (0) 2 584 2571</b></p>

Please note that the Country Threat Assessment (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. The CTA mentioned in this call for contribution is valid on the date of its publication.

### **High/Critical Threat Non-Family Mission**

EUCAP Somalia 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 and Invited Third States (Contributing States) will be considered.

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

Contributing States and EU Agencies will bear all personnel-related costs for seconded VE, e.g. salaries and medical coverage (with the exception of the High-Risk insurance), and allowances other than those paid according to the Council documents ST 7291/09 (10 March 2009), as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).

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

**Tour of duty** – The duration of the deployment is indicated in the relevant job description, respectively for an initial period of up to 3 months. The deployment can be extended, according to the planned schedule, but the deployment period cannot exceed 6 months in total.

The Civilian Operations Commander requests that EU Member States and Contributing Third States propose candidates for the following international expert positions for EUCAP Somalia according to the requirements and profiles described below:

## **I. GENERAL CONDITIONS**

**Citizenship** – Candidates must have a citizenship of an EU Member State or of a Contributing Third State.

**Integrity** – Candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. Selected candidates are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information relating to the Mission or respective tasks and activities. They shall carry out their duties and act in the interest of the Mission.

**Flexibility and adaptability** – Candidates must be able to work in arduous conditions with a limited network of support, with unpredictable working hours and a considerable workload. They must have the ability to work professionally as a member of a team, in task forces and working groups with mixed composition (e.g. civilian and military staff) and be able to cope with extended separation from family and usual environment.

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

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

## II. REQUIREMENTS

### II.A Essential requirements

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

**Physical and mental health** – Candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission and in its Area of Operation. Selected candidates should undergo an extensive medical examination as requested by the seconding authority or the Mission in accordance with “Fit to work clearance” procedure prior to recruitment/deployment to prove that they comply with the requirement.

To ensure duty of care in the CSDP Mission, selected seconded/contracted candidates shall be able to serve the full period of secondment/contract before reaching the normal age of retirement in Contributing States/country of residence.

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

**Knowledge** – Candidates should have knowledge of the EU Institutions and Mission Mandate, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

### Skills and abilities

**Language skills** – Candidates must have the understanding, speaking, and writing proficiency in the working languages of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions. The Mission may seek to facilitate language training and where appropriate, specialist language training, for newly recruited mission staff members. Candidates are advised to verify their proficiency through the following link: <https://europa.eu/europass/en/common-european-framework-reference>.

**Communication and interpersonal skills** – Candidates must have excellent interpersonal and communication skills, both written and oral.

**Organisational skills** – Candidates must have excellent organisational skills, with the ability to prioritise work to meet deadlines, and a concern for order and accuracy.

**Digital skills** – Candidates must have basic digital skills in the competency areas: information and data literacy, communication and collaboration, digital content creation, safety and problem solving. Candidates are advised to verify their proficiency through the following link: <https://digital-strategy.ec.europa.eu/en/news/test-your-digital-skills-and-thrive-digital-world>.

**Driving skills** – Candidates must be in possession of a valid – including Mission area – civilian driving licence for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle.

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

## **II.B Desirable requirements**

**Knowledge of the Mission area** – Candidates should have a good knowledge of the history, culture, social and political situation of the region and also knowledge of the police, judiciary and governmental structures, as applicable.

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

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

**Language** – Knowledge of local language(s), depending on the job tasks and responsibilities.

**Driving licence** – Category C driving licence.

## **III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES**

**Passport** – Selected candidates must have a biometric passport from their respective national authorities valid for at least six months. If possible, a Service Passport or Diplomatic Passport should be issued.

**Visas** – Contributing States and selected candidates must ensure that visas are obtained for entry into the Mission area prior to departure from their home country. It is also essential to obtain any transit visas, which may be required for passage through countries on route to the Mission.

**Education diploma(s)/certificate(s) and/or professional certificate(s)** – Selected international contracted candidates must have and present to the Mission the university diploma or the professional certificate/diploma, depending on the job description, before signing the contract or taking up their duties.

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

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

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

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

For Contributing Third States selected candidates, an equivalence to access to the required level of EUCI will be delivered on the basis of Security of Information Agreement or Administrative Arrangements with EU or, in their absence, on the basis of the Framework Participation Agreements.

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

**Medical certificate** – Selected candidates should undergo an extensive medical examination and be certified medically fit for Mission duty. A dental examination is also required to certify that no eminent dental issues are foreseen.

For selected contracted candidates, in compliance with "Fit to work clearance procedure", a copy of the result of the medical examinations as well as the fitness to work certificate, for seconded selected candidate, the fitness to work certificate must be sent to the Medical Adviser of the Mission before joining the Mission. Medical data will be handled with confidentiality and in line with EU Charter of Fundamental Rights and the Standard Operating Procedure on the protection of personal data (CivOpsCdr Instruction 12-2018 as amended).

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

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

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

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

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

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

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

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

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

**Training** – The selected candidates should complete Missionwise and e-SAFE modules, which are designed for the delegations or an equivalent course. The modules can be accessed in the following link: <https://webgate.ec.europa.eu/eeas/security-e-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 must have undergone Pre-Deployment Training in accordance with the CSDP agreed Training Policy, or a national alternative of the course.

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

**Data protection** – The EEAS, and its Directorate CivOpsHQ, processes personal data pursuant to Regulation (EC) 2018/1725 on the protection of individuals with regard to the processing of personal data by the EU institutions, bodies, offices and agencies and on the free movement of such data. The Privacy Statement is available on the EEAS website.

## V. JOB DESCRIPTIONS

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

## VISITING EXPERTS POSITIONS

<b>Position Name:</b> Police Mid Management Leadership Trainer (Operations)	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> SOM VE01 SOM VE02	<b>Location:</b> Mogadishu	<b>Availability:</b> 26 April 2026 to 7 May 2026 (non-permanent deployment)
<b>Component/Department/Unit:</b> Field Office Mogadishu/Police Unit	<b>Security Clearance Level:</b> NOT REQUIRED	<b>Open to Contributing Third States:</b> YES

### 1. Reporting Line:

The Police Trainer reports to the Senior Police Adviser/Head of Police Unit.

### 2. Main Tasks and Responsibilities:

- Design and deliver leadership training for mid-level police officers with command responsibilities and leadership functions, focusing on supervision, accountability, and command presence;
- Facilitate classroom sessions, and scenario-based exercises addressing leadership challenges in policing and high-risk environments;
- Train and mentor participants to strengthen communication, conflict resolution, and performance management skills;
- Promote ethical leadership, professional conduct, and organisational values;
- Train participants in core operational planning principles, including risk assessment, resource allocation, and contingency planning;
- Provide instructions on the development, structure and execution of operational plans for routine, special, ad-hoc and critical incidents;
- Review and evaluate operational plans and provide feedback on effectiveness, safety, and compliance with police legal framework.

### 3. General Tasks and Responsibilities:

- To identify and report on lessons identified and learned including 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
- Professional experience in managing, coordinating and delivering training, minimum of 3 years, including experience in national/international training units/programmes for law enforcement, including EU mentoring, monitoring, advising and training methodologies.

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

- English language skills: minimum level B1/B2 (Independent User);
- Demonstrate experience in training, instruction, or leadership development;

- Strong understanding of police operations, command structures, and operational planning processes;
- Excellent facilitation, communication, and interpersonal skills;
- Instructor certification, leadership-coaching qualification, or training-of-trainers certification;
- Presentation skills and experience drafting materials used for training;
- Ability to work in a team of trainers (international and local) in high-risk locations;
- Knowledge of Professional Intervention related matter;
- Assess participant performance through exercises, simulations, and leadership evaluations;
- Identify leadership skill gaps and recommend targeted development strategies;
- Collect and analyse training feedback to improve program effectiveness;
- Assess participant performance through exercises, simulations, and leadership evaluations;
- Identify leadership skill gaps and recommend targeted development strategies.

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

- Professional training qualification/certification from recognised institution;
- Professional law enforcement experience working in security matters and its interoperability with Defence Units;
- Experience in gender and human rights mainstreaming in training content planning and project implementation;
- Experience in designing and delivering training to trainers;
- Integrate contemporary policing best practices, evidence-based leadership models, and lessons learned from critical incident;
- Stay current on trends in law enforcement leadership, operational planning, and organizational change;
- International experience, particularly in crisis areas with multinational and international organisations.

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

- Organisational, analytical and administrative skills;
- Lifesaving (MARCH) medical training skills;
- Counter IED knowledge and training skills;
- Ability to plan, multitask and manage time effectively.

<b>Position Name:</b> Police Senior Leadership Trainer (Operations)	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> SOM VE03 SOM VE04	<b>Location:</b> Mogadishu	<b>Availability:</b> 28 June 2026 to 9 July 2026 (non-permanent deployment)
<b>Component/Department/Unit:</b> Field Office Mogadishu/Police Unit	<b>Security Clearance Level:</b> NOT REQUIRED	<b>Open to Contributing Third States:</b> YES

### 1. Reporting Line:

The Police Trainer reports to the Senior Police Adviser/Head of Police Unit.

### 2. Main Tasks and Responsibilities:

- Design and deliver executive-level leadership programs for Somali Police Force/Federal Darwish senior police leadership (e.g., Command Staff, Executive Officers) on:
  - a. Crisis leadership and decision-making under pressure;
  - b. Command and control structures for large scale security incidents;
  - c. Management of inter-agency coordination during critical events.
- Instruct and advise Somali Police Force/Federal Darwish senior leaders on strategic planning, organizational leadership, and governance in policing;
- Facilitate training on decision-making, risk management, and leadership during critical and high-impact events;
- Train senior leaders on leading, organizational change, performance, and developing institutional strategies and culture;
- Integrate ethical leadership, accountability, and public trust into strategic leadership training;
- To contribute to developing doctrine, procedures, and operational protocols related to crisis management;
- Ensure training aligns with legislation, policy, accreditation standards, and best practices in modern policing.

### 3. General Tasks and Responsibilities:

- To identify and report on lessons identified and learned including 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
- Professional experience in managing, coordinating and delivering training, minimum of 3 years, including experience in national/international training units/programmes for law enforcement, including EU mentoring, monitoring, advising and training methodologies.

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

- English language skills: minimum level B1/B2 (Independent User);
- Senior-level law enforcement leadership experience or equivalent executive leadership;
- Experience in public safety or government (incl. in international context);
- Demonstrated experience delivering leadership training at the executive or command level considering local conditions;
- Strong knowledge of strategic planning, organizational governance, and executive decision-making in policing;
- Enhanced facilitation, communication, and executive coaching skills;
- Experience with national or international policing leadership frameworks;
- Presentation skills and experience drafting materials used for training;
- Ability to work in a team of trainers (international and local) in high-risk locations;
- Knowledge of Professional Intervention related matters;
- Assess participant performance through exercises, simulations, and leadership evaluations;
- Identify leadership skill gaps and recommend targeted development strategies;
- Collect and analyse training feedback to improve program effectiveness.

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

- Professional training qualification/certification from recognised institution;
- Experience in the design and implementation of training materials, including the development of manuals, tools, and conducting interactive capacity building activities;
- Professional law enforcement experience working in security matters and its interoperability with Defence Units;
- Experience in gender and human rights mainstreaming in training content planning and project implementation;
- Experience in designing and delivering training to trainers;
- International experience, particularly in crisis areas with multinational and international organisations;
- Ensure training content aligns with current laws, departmental policies, and accreditation standards;
- Integrate contemporary policing best practices, evidence-based leadership models, and lessons learned from critical incidents;
- Stay current on trends in law enforcement leadership, operational planning, and organizational change.

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

- Organisational, analytical and administrative skills;
- Lifesaving (MARCH) medical training skills;
- Counter IED knowledge and training skills;
- Ability to plan, multitask and manage time effectively.

<b>Position Name:</b> Police Trainer of Trainer (Operations)	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> SOM VE05 SOM VE06	<b>Location:</b> Mogadishu	<b>Availability:</b> 9 August 2026 to 28 August 2026 (non- permanent deployment)
<b>Component/Department/Unit:</b> Field Office Mogadishu/Police Unit	<b>Security Clearance Level:</b> NOT REQUIRED	<b>Open to Contributing Third States:</b> YES

### 1. Reporting Line:

The Police Trainer reports to the Senior Police Adviser/Head of Police Unit.

### 2. Main Tasks and Responsibilities:

- Design, develop, and deliver advanced Train-the-Trainer (ToT) programmes for certified trainers of the Somali Police Force and Federal Darwish, in line with EU standards and best practices;
- Further enhance the pedagogical, methodological, and professional competencies of certified trainers, enabling them to independently plan, conduct, and evaluate Train-the-Trainer courses at an advanced professional level;
- Train, support, and advise course participants to enable them to develop sustainable, professional training curricula that effectively address future policing challenges anticipated by the Somali Police Force;
- Create, advise, review, and update training curricula, lesson plans, and instructional materials;
- Teach on adult learning theory, facilitation techniques, instructional methods, and assessment approaches;
- Assess instructor performance and provide constructive coaching and feedback;
- Ensure all training content complies with legislation, policy, accreditation requirements, and policing standards;
- Incorporate evidence-based practices and modern training methodologies;
- To cooperate with other international and local trainers;
- To support Somali Police Force in developing training strategies, policies, plans, curricula, training institutions;
- To ensure data collection, assessments and lessons learned are defined and documented in training evaluation documents;
- To train the members of Somalia Internal Security Forces (e.g. Federal Darwish, Somali Police Force) on principles of train the trainers, using lessons learned and relevant cases;
- To provide input to the development and regular updating of the Mission Implementation Plan;
- 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 training 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 identified and learned including 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 5 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
- Professional experience in managing, coordinating and delivering training, minimum of 3 years, including experience in national/international training units/programmes for law enforcement, including EU mentoring, monitoring, advising and training methodologies.

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

- English language skills: minimum level B1/B2 (Independent User);
- Law enforcement training or instructional experience;
- Demonstrated expertise in curriculum design and training delivery;
- Knowledge of adult learning principles and instructional techniques;
- Facilitation, presentation, communication, and organizational skills;
- Certified law enforcement instructor or Train-of-Trainer's certification;
- Experience developing accredited or standardized training programs;
- Presentation skills and experience drafting materials used for training;
- Ability to work in a team of trainers (international and local) in high risk locations;
- Knowledge of Professional Intervention related matters.

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

- Professional training qualification/certification from recognised institution;
- Experience in the design and implementation of training materials, including the development of manuals, tools, and conducting interactive capacity building activities;
- Professional law enforcement experience working in security matters and its interoperability with Defence Units;
- Experience in gender and human rights mainstreaming in training content planning and project implementation;
- Experience in designing and delivering training to trainers;
- International experience, particularly in crisis areas with multinational and international organisations.

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

- Organisational, analytical and administrative skills;
- Lifesaving (MARCH) medical training skills;
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