

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

EU Security and Defence Initiative Gulf of Guinea EUSDI Gulf of Guinea 2-2026 Call for Contributions for Visiting Experts Requirements and Job Descriptions					
Organisation:	EU Security and Defence Initiative Gulf of Guinea				
Job location:	As indicated below				
Employment regime:	As indicated below				
Job titles/ vacancy notice:	Ref.:	Name of the post:	Location:	Availability:	
	<u>Seconded (16)</u>				
	VE GoG 18	Senior Conflict Prevention and Security Governance Adviser	Accra, Ghana	01.09.2026 for up to 3 months	
	VE GoG 38	Trainer of Trainers		01.09.2026 for up to 3 months	
	VE GoG 44			01.06.2026 for up to 3 months	
	VE GoG 39	Senior Adviser on Human Resources Management		01.06.2026 for up to 3 months	
	VE GoG 41	Adviser/Trainer on Cyber Security		01.06.2026 for up to 3 months	
	VE GoG 45	Adviser/Trainer on Organised Crime and Judiciary Investigation	Abidjan, Côte d'Ivoire	01.06.2026 for up to 3 months	
	VE GoG 26	Senior Operational Investigative Techniques Adviser/Trainer		01.06.2026 for up to 3 months	
	VE GoG 47	Expert Trainer in Professional Police Intervention	Benin	15.05.2026 for up to 2.5 months	



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	VE GoG 48	Senior Expert Trainer in Professional Police Intervention		15.05.2026 for up to 2.5 months
	VE GoG 49	Human Resources Adviser		15.05.2026 for up to 2 months
	VE GoG 50	Expert/Trainer in Digital Forestry (GIS, Remote Sensing and Aerial Surveillance)		01.05.2026 for up to 2 months
	VE GoG 51	Expert/Trainer in Ecological Surveillance and Anti-Poaching		01.05.2026 for up to 2 months
	VE GoG 52	Expert Trainer (Train the trainer programme)		01.05.2026 for up to 2 months
	VE GoG 53	Senior Criminal Justice Advisor/Trainer		01.06.2026 for up to one month, non-permanent deployment
	VE GoG 54	Criminal Justice Advisor/Trainer		01.06.2026 for up to one month, non-permanent deployment
	VE GoG 25	Trainer of Trainers in First Aid in Hostile Area	Côte d'Ivoire, Ghana, Benin	01.06.2026 for up to 3 months (1 month deployment per country)
Deadline for applications:	Wednesday, 1 April 2026, at 17:00 (Brussels time)			
Applications must be submitted to:	<p>1) 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><i>Please note: seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your National Seconding Authority for more information on applying for vacant seconded positions. We are unable to provide contact details of National Seconding Authorities.</i></p>			
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Operations Headquarters (CivOpsHQ) :</p> <p style="text-align: center;">Ms Cristina PILATO CIVOPSHQ-HR-EUSDI-GoG@eeas.europa.eu +32 584 62 12</p>			

According to the EEAS Country Threat Assessment (CTA), the current rating of the host country of the Mission is low-moderate-significant and high. Please note that the CTA of the country might change at any point during the call for contribution cycle. It may have an impact on mission members' working conditions, including financial and leave entitlements.

High/Critical Threat Non-Family Mission

EUSDI GoG in Benin bears a high Threat Non-Family Mission status due to the present threat rating of the mission area as high. 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.

Moderate Threat Non-Family Mission

EUSDI GoG in Ghana bears a Non-Family Mission status. As such, the Mission takes no responsibility for family members of mission members visiting or habitually residing in the country. Only international mission members are covered by the Mission status (SOMA), MEDEVAC or security/evacuation arrangements and use of Mission assets including vehicles. All costs for family members in the Mission area, including insurance, are the responsibility of each staff member.

Significant Threat Non-Family Mission

EUSDI GoG in Togo and Côte d'Ivoire bears a Non-Family Mission status. As such, the Mission takes no responsibility for family members of mission members visiting or habitually residing in the country. Only international mission members are covered by the Mission status (SOMA), MEDEVAC or security/evacuation arrangements and use of Mission assets including vehicles. All costs for family members in the Mission area, including insurance, are the responsibility of each staff member.

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

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

Contributing States and EU Agencies will bear all personnel-related costs for seconded VE, e.g. salaries and medical coverage (with the exception of the High-Risk insurance), and allowances other than those paid according to the Council documents 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 propose candidates for the following international expert positions for EUSDI GoG, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

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

Integrity – Candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. Selected candidates are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive

information relating to the Mission or respective tasks and activities. They shall carry out their duties and act in the interest of the Mission.

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

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

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

II. REQUIREMENTS

II.A Essential requirements

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

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

To ensure duty of care in the CSDP Mission, selected seconded candidates shall be able to serve the full period of secondment 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.

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.

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 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. 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 seconded selected candidates, 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.

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.

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

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

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

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

V. JOB DESCRIPTIONS

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

VISITING EXPERTS POSITIONS

Position Name: Senior Conflict Prevention and Security Governance Adviser/Trainer	Employment Regime: Seconded	
Ref. Number: VE GoG 18	Location: Accra, Ghana	Availability: 01.09.2026 for up to 3 months
Component/Department/Unit: EUSDI Gulf of Guinea/Accra	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Senior Conflict Prevention and Security Governance Adviser/Trainer reports directly to the Civilian Crisis Management Adviser in Ghana.

2. Main Tasks and Responsibilities:

- To provide advice on countering violent extremism and terrorism, focusing on prevention and early warning systems;
- To assist in establishing state-led security and peace governance frameworks at national and local levels and advise on the role of state and local peace actors in conflict resolution;
- To advise on solutions to enhance resilience against violent extremism and conflict through improved security and peacebuilding initiatives;
- To design and implement initiatives that foster dialogue between state security forces, peace structures and communities;
- To support the development of early warning systems and human security responses to prevent violence and radicalisation;
- To advise state security and non-state actors on conflict prevention and resolution, through dialogue and mediation, ensuring a comprehensive, government and society-wide approach;
- To liaise with security agencies, government entities and civil society to support conflict prevention and dialogue initiatives.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality, youth inclusion 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 and/or military education or training or an award of an equivalent rank;
AND
- A minimum of 6 years of relevant professional experience after fulfilling the education requirements.

5. Essential Knowledge, Skills, and Abilities:

- Knowledge and experience in the field of conflict prevention, mediation, dialogue or peacebuilding, particularly in civilian security and conflict contexts;
- Ability to provide advice to and build relationship with local partners in an international context;
- Capability to engage with partners at the strategic and operational leadership level;
- Expertise in advising, designing and delivering workshops and training programs at all levels;
- English language skills: minimum B2 (proficient user)

6. Desirable Qualifications and Experience:

- Professional training or certifications in change management, facilitation, mediation, negotiation, and/or participation;
- Experience working in or with law enforcement agencies or civil society organisations;
- International experience in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills, and Abilities:

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

Position Name: Trainer of Trainers	Employment Regime: Seconded	
Ref. Number: VE GoG 38	Location: Accra, Ghana	Availability: 01.09.2026 for up to 3 months
VE GoG 44		01.06.2026 for up to 3 months
Component/Department/Unit: EUSDI Gulf of Guinea, Ghana	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities

- Experience in design and delivering of trainings to diverse audiences;
- Presentation skills and experience with drafting training materials;
- Innovative thinking and approach to learning and training delivery;
- Ability to plan, multi-task and manage time effectively;
- English language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification from recognised Institute/Academy;
- Experience with Management/Leadership training design, methods and delivery;
- International experience, particularly in crisis areas, with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities

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

Position Name: Senior Adviser on Human Resources Management	Employment Regime: Seconded	
Ref. Number: VE GoG 39	Location: Accra, Ghana	Availability: 01.06.2026 for up to 3 months
Component/Department/Unit: EUSDI Gulf of Guinea, Ghana	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- Support and facilitate the implementation of the existing Human Resource Policy Framework and Manual for the Ghana Public Services;
- support and advice Ghanaian Civilian security authorities, namely the National Intelligence Bureau, the Ghana Police Service, and the Ghana Immigration Service in the area of leadership and management strategy/policies/capacities including leadership and management training, in close coordination with the Technical Adviser to the Mol;
- Support and facilitate workshops and training aimed at enhancing management capacities within agencies under the Mol;
- Identify and advocate for HR best practices within the Mol and its associated agencies.
- Provide advice to national authorities how to develop their leadership academies/staff colleges;
- To support the development of leadership and management trainings of the counterparts/through mentoring and advising including training on “Train -the-Trianer”;
- To provide strategic advice and assistance on training to the respective training departments and leadership academies/staff colleges in coordination with other international stakeholders;
- To liaise closely with other Mission advisers;
- To be the key interlocutor on Strategic Human Resources Management and Leadership Development for security sector relevant entities;
- To advise and support the security sector relevant institutions on all aspects of Human Resources Management through advisory and capacity-building activities;
- To advise the security sector relevant institutions on organizational development, change management capacities and leadership development;
- To advise on, develop and implement HRM relevant projects;
- To liaise and coordinate with international partners.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 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 6 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Adviser/Trainer on Cyber Security	Employment Regime: Seconded	
Ref. Number: VE GoG 41	Location: Accra, Ghana	Availability: 01.06.2026 for up to 3 months
Component/Department/Unit: EUSDI Gulf of Guinea, Ghana	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterparts on the strategic and operational levels, including efficient inter-agency cooperation;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide strategic advice, operational support and assistance to the relevant Ghanaian partners - within law enforcement like the Ghana Police Services (GPS), the National Bureau of Intelligence (NIB) and Ghana Immigration Services (GIS) - to strengthen their strategic and operational cyber security capacity;
- According to operational needs, liaison with international bodies and EU institutions, bodies and agencies;
- To identify and advise the relevant Ghanaian partners on taking the appropriate and proportionate strategic organisational measures to continuously prevent, discourage, deter and respond to malicious cyber activities;
- Support the relevant Ghanaian partners in developing and strengthening capacities in investigating and prosecuting cyber crimes and cyber enabled crimes;
- To identify and advise the relevant Ghanaian partners on the capacity and training opportunities on cyber security, particularly relating to digital forensics and digital- and financial investigation methods;
- To support the relevant Ghanaian partners in identifying the appropriate equipment and infrastructure needed to strengthen cyber security capabilities;
- To advise on and facilitate projects and interventions on cyber security;
- To advise, support and facilitate the relevant Ghanaian partners in implementing externally funded projects/initiatives in his/her field of expertise;
- To perform (training) needs assessments, develop cyber training programs and training material and conduct and/or facilitate training and assist in the implementation of other training related activities on cyber security;
- To provide analysis and recommendations to the local counterpart in the area of responsibility.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

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

AND

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

5. Essential Knowledge, Skills and Abilities

- Proven knowledge of cyber security and criminal investigations at a strategic and operational level, including relevant experience on strategic and operational levels gained in a law enforcement agency or equivalent;
- Consultive skills, ability to mentor and motivate local national counterparts;
- Experience of conducting (training) needs assessments, designing training programs, developing training materials and facilitating en provisioning of trainings and workshops
- English language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience

- Mission experience, e.g., CSDP, UN, OSCE etc.
- Experience in conducting criminal investigations regarding (complex) cybercrimes and cyber enabled crimes and phenomena. developing strategies, policies and/or operational plans on cyber security, providing strategic advice on cyber security and cyber crime;
- Experience in digital forensics and digital, financial and information-driven investigative methods;
- Experience in coordination and information sharing between governmental agencies and services nationally and internationally;
- Knowledge of ethical hacking;
- Cyber Security Authority experience (operationally as well as conceptually);
- International experience in crisis areas with multinational and international organizations.

7. Desirable Knowledge, Skills and Abilities

- Knowledge of digital forensic tools like Celebrite and financial analysis toolkits;
- Profound knowledge of Microsoft Office Tools;
- ICT education and/or work experience;
- Excellent communication and consultive skills.

Position Name: Adviser/Trainer on Organised Crime and Judiciary Investigation	Employment Regime: Seconded	
Ref. Number: VE GoG 45	Location: Abidjan, Côte d'Ivoire	Availability: 01.06.2026 for up to 3 months
Component/Department/Unit: EUSDI Gulf of Guinea, Côte d'Ivoire	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Adviser/Trainer on Organised Crime and Judiciary Investigation reports directly to the Civilian Crisis Management Adviser.

2. Main Tasks and Responsibilities:

- To design and deliver training for the National Gendarmerie in the field of organised crime and judiciary investigation
- To support the development of the relevant investigative techniques in the field of organised crime and judiciary investigation
- To train the designated local counterparts of the national Gendarmerie to develop and implement operating procedures for organized crime and judiciary investigation gathering and reporting, improving their tools and methods, and assist them in (if necessary) re-organisation of services, while ensuring proper follow up;
- To identify potential advice for the senior officials on judiciary investigation techniques for the national gendarmerie and to provide analysis and recommendations
- To facilitate the development of policies and procedures regarding organized crime and judiciary investigation for the National Gendarmerie, and ensuring their regular update;
- To promote best practices and deontology principles and their implementation in the daily activities;
- To train the National Gendarmerie in developing professional contacts and implementing
- coordination links for organized crime and judiciary investigation matters with all relevant services or counterparts;
- To support the National Gendarmerie in developing related training strategies, policies, plans and curricula
- To be embedded within the national gendarmerie, security permitting;
- To introduce the training of the trainer concept and to provide a train the trainer course
- To ensure timely reporting on activities as per planning documents;
- To assess the consistency, impact and sustainability of Mission's (EUSDI) training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To coordinate all activities closely with all other EU and international actors working in support of the national gendarmerie of Côte d'Ivoire.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank;
AND
- A minimum of 5 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, accompany, advise and motivate local counterparts;
- Extensive knowledge and experience on organised crime and judiciary investigations;
- Knowledge of designing and delivering training and implementing training materials, including the development of manuals, tools, and conducting interactive capacity-building activities;
- Knowledge of organisation and management of a civilian-military force;
- French language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience:

- Professional training qualifications or certifications, demonstrating advanced knowledge and expertise in the field;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- International experience, particularly in crisis areas with multinational and international organisations. Experience in peace-keeping operation appreciated.

7. Desirable Knowledge, Skills and Abilities:

- Strong interpersonal skills and abilities to work in a multi-cultural, multi-ethnic environment;
- Ability to multi-task with a time management efficiency.

Position Name: Senior Operational Investigative Techniques Adviser/Trainer	Employment Regime: Seconded	
Ref. Number: VE GoG 26	Location: Abidjan, Côte d'Ivoire	Availability: 01.06.2026 for up to 3 months
Component/Department/Unit: EUSDI Gulf of Guinea, Côte d'Ivoire	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Senior Operational Investigative Techniques Adviser/Trainer reports directly to the Civilian Crisis Management Adviser.

2. Main Tasks and Responsibilities:

- To design and deliver training and help developing professional skills of the national gendarmerie and/or national police in the field of shadowing/observing techniques (filature);
- To advise senior officials on investigative techniques based on human intelligence collect for the national gendarmerie and/or national police;
- To support local counterparts to develop and implement standard operating procedures in this field, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the national gendarmerie and/or national police, security permitting;
- To ensure timely reporting on activities as per planning documents;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To introduce the training of the trainer concept and to provide a train the trainer course
- To support the national gendarmerie and/or national police in developing related training strategies, concepts and curricula;
- To support the development of the relevant investigative techniques in the field of information gathering, contacts with the population, cycle of information;
- To promote, best practices and deontology principles and their implementation in the daily activities;
- To coordinate all activities closely with all other EU and international actors working in support of the national gendarmerie and/or national police of Côte d'Ivoire.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g.

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

AND

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience in designing and delivering training;
- Knowledge of European best practices in intelligence collect, experience in peace-keeping operation appreciated;
- Knowledge of organisation and management of a civilian-military force;
- French language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of change management, related outreach and consultation;
- Professional training qualifications or certifications in Operational Investigative Techniques, demonstrating advanced knowledge and expertise in the field;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Expert Trainer in Professional Police Intervention	Employment Regime: Seconded	
Ref. Number: VE GoG 47	Location: Cotonou, Benin	Availability: 15.05.2026 for up to 2.5 months
Component/Department/Unit: EUSDI Gulf of Guinea, Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To design and deliver an intensive operational and tactical training programme aimed at strengthening the professional intervention capacities of personnel of the Beninese Republican Police Special Operations Group (Groupe de Protection et Opérations Spéciales – GPOS), in line with international standards for professional policing and special intervention units;
- To design and deliver specialised training modules covering professional police intervention techniques, combining theoretical inputs with intensive practical exercises and scenario-based training;
- To deliver training on special operational techniques, including basic tactical movements, convoy security, foot patrol movements, night observation and surveillance posts, infiltration techniques, and motorcycle combat techniques;
- To provide instruction in police intervention techniques, including approaches, searches and frisking procedures, vehicle approaches and controls, and intervention techniques involving vehicles;
- To train participants in unarmed control and restraint techniques, including personal protection and movement, stopping strikes, control and compliance techniques, and the use of the telescopic baton, in accordance with use-of-force principles;
- To deliver training on special tactics, including territorial control, response to terrorist attacks, route reconnaissance and protection, operational control checkpoints, convoy escorts, protection of sensitive sites, area containment and sealing operations, search and neutralisation operations, sweeping operations, and discreet deployments for intelligence collection;
- To provide training on firearms and armed intervention, including firearms safety, fundamentals of intervention shooting, live-fire exercises with pistols and shoulder weapons, tactical and rapid reloading, and shooting while moving, in accordance with safety regulations and professional standards;
- To deliver training on arrest and apprehension techniques, including interventions in confined environments, building containment, assault column techniques, and coordinated entry procedures;
- To train participants in movement and mobility techniques, including topographical navigation using maps and GPS, obstacle crossing, and vehicle recovery procedures;
- To provide instruction in physical conditioning and operational fitness, tailored to the requirements of GPOS personnel;
- To integrate human rights, legal frameworks, and professional ethics into all training modules, with particular emphasis on proportional use of force, accountability, and lawful conduct during police interventions;
- To design and deliver a specific training programme for GPOS cadres, focusing on the Method of Tactical Reasoning (MRT), including the preparation of operational orders, tactical analysis, planning, command and control functions, supervision, and evaluation of police intervention operations;

- To assess participants' operational performance throughout the training programme and provide structured feedback aimed at improving tactical decision-making, coordination, discipline, and safety;
- To report regularly on progress achieved, challenges encountered, lessons learned, and recommendations for the long-term sustainability of the training approach.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years, attested by a diploma, or a qualification equivalent to EQF level 6, or a first-cycle degree under the European Higher Education Area, or equivalent professional education and training in law enforcement, gendarmerie, military, special intervention units, or internal security services, attested by certification or rank;
AND
- A minimum of 5 years of relevant professional experience, including experience in special police operations, tactical intervention units, or equivalent, with demonstrated involvement in training design and delivery.

5. Essential Knowledge, Skills, and Abilities:

- Proven experience in developing and delivering training programmes, preferably for special police, or intervention units;
- Strong understanding of professional police intervention techniques, tactics, and use-of-force principles;
- Solid knowledge of adult learning principles and facilitation methods adapted to operational and high-risk environments;
- Experience working with operational personnel and command-level staff within security services;
- Ability to design training materials, structure training sessions, and assess learner performance and progression;
- Excellent facilitation, mentoring, and communication skills;
- Demonstrated ability to work collaboratively with national authorities and international partners;
- French language proficiency: minimum B2 (Independent User);
- Valid HEAT training.

6. Desirable Qualifications and Experience:

- Prior international experience, particularly in Africa or comparable operational contexts;
- Experience contributing to the development or strengthening of institutional training structures within police or security services;
- Familiarity with EU external action, international cooperation programmes, or civilian crisis management missions;
- Experience in operational planning, command and control, or training of unit leadership.

7. Desirable Knowledge, Skills, and Abilities:

- Excellent written and verbal communication skills in French;
- Strong interpersonal skills and the ability to work effectively in a multicultural and multidisciplinary environment;

- Experience in drafting training manuals, tactical guides, or pedagogical reference materials;
- Ability to foster peer-to-peer learning, reflective practice, and continuous professional development within special units.

Position Name: Senior Expert Trainer in Professional Police Intervention	Employment Regime: Seconded	
Ref. Number: VE GoG 48	Location: Cotonou, Benin	Availability: 15.05.2026 for up to 2.5 months
Component/Department/Unit: EUSDI Gulf of Guinea, Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To design and deliver an intensive operational and tactical training programme aimed at strengthening the professional intervention capacities of personnel of the Beninese Republican Police Special Operations Group (Groupe de Protection et Opérations Spéciales – GPOS), in line with international standards for professional policing and special intervention units;
- To design and deliver specialised training modules covering professional police intervention techniques, combining theoretical inputs with intensive practical exercises and scenario-based training;
- To deliver training on special operational techniques, including basic tactical movements, convoy security, foot patrol movements, night observation and surveillance posts, infiltration techniques, and motorcycle combat techniques;
- To provide instruction in police intervention techniques, including approaches, searches and frisking procedures, vehicle approaches and controls, and intervention techniques involving vehicles;
- To train participants in unarmed control and restraint techniques, including personal protection and movement, stopping strikes, control and compliance techniques, and the use of the telescopic baton, in accordance with use-of-force principles;
- To deliver training on special tactics, including territorial control, response to terrorist attacks, route reconnaissance and protection, operational control checkpoints, convoy escorts, protection of sensitive sites, area containment and sealing operations, search and neutralisation operations, sweeping operations, and discreet deployments for intelligence collection;
- To provide training on firearms and armed intervention, including firearms safety, fundamentals of intervention shooting, live-fire exercises with pistols and shoulder weapons, tactical and rapid reloading, and shooting while moving, in accordance with safety regulations and professional standards;
- To deliver training on arrest and apprehension techniques, interventions in confined environments, building containment, assault column techniques, and coordinated entry procedures;
- To train participants in movement and mobility techniques, including topographical navigation using maps and GPS, obstacle crossing, and vehicle recovery procedures;
- To provide instruction in physical conditioning and operational fitness, tailored to the requirements of GPOS personnel;
- To integrate human rights, legal frameworks, and professional ethics into all training modules, with particular emphasis on proportional use of force, accountability, and lawful conduct during police interventions;
- To design and deliver a specific training programme for GPOS cadres, focusing on the Method of Tactical Reasoning (MRT), including the preparation of operational

orders, tactical analysis, planning, command and control functions, supervision, and evaluation of police intervention operations;

- To assess participants' operational performance throughout the training programme and provide structured feedback aimed at improving tactical decision-making, coordination, discipline, and safety;
- To provide strategic-level advice to GPOS senior management and relevant national authorities on professional police intervention doctrine, operational readiness, and capability development;
- To support senior leadership in identifying structural, organisational, and doctrinal gaps affecting professional intervention capacities and propose practical, sustainable solutions;
- To liaise closely with national counterparts, including GPOS leadership and relevant national authorities, as well as other security actors, in order to ensure the relevance, coherence, and sustainability of the training programme;
- To report regularly on progress achieved, challenges encountered, lessons learned, and recommendations for the long-term sustainability of the training approach.

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 equivalent to EQF level 7, or a first-cycle degree under the European Higher Education Area, or equivalent professional education and training in law enforcement, gendarmerie, military, special intervention units, or internal security services, attested by certification or rank;

AND

- A minimum of 6 years of relevant professional experience, including experience in special police operations, tactical intervention units, or equivalent, with demonstrated involvement in training design and delivery.

5. Essential Knowledge, Skills, and Abilities:

- Proven experience in developing and delivering training programmes, preferably for special police, or intervention units;
- Strong understanding of professional police intervention techniques, tactics, and use-of-force principles;
- Solid knowledge of adult learning principles and facilitation methods adapted to operational and high-risk environments;
- Experience working with operational personnel and command-level staff within security services;
- Ability to design training materials, structure training sessions, and assess learner performance and progression;
- Excellent facilitation, mentoring, and communication skills;
- Demonstrated ability to work collaboratively with national authorities and international partners;
- French language proficiency: minimum B2 (Independent User);
- Valid HEAT training.

6. Desirable Qualifications and Experience:

- Prior international experience, particularly in Africa or comparable operational contexts;
- Experience contributing to the development or strengthening of institutional training structures within police or security services;
- Familiarity with EU external action, international cooperation programmes, or civilian crisis management missions;
- Experience in operational planning, command and control, or training of unit leadership.

7. Desirable Knowledge, Skills, and Abilities:

- Excellent written and verbal communication skills in French;
- Strong interpersonal skills and the ability to work effectively in a multicultural and multidisciplinary environment;
- Experience in drafting training manuals, tactical guides, or pedagogical reference materials;
- Ability to foster peer-to-peer learning, reflective practice, and continuous professional development within special units.

Position Name: Human Resources Adviser	Employment Regime: Seconded	
Ref. Number: VE GoG 49	Location: Cotonou, Benin	Availability: 15.05.2026 for up to 2 months
Component/Department/Unit: EUSDI Gulf of Guinea, Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

The Human Resources Adviser will provide strategic and technical advice to the Republican Police of Benin with the objective of assessing, structuring and strengthening human resources management systems and identifying priority areas for possible EU support.

In particular, the Adviser will:

- Conduct a comprehensive assessment of the key functional areas of Human Resources Management within the Republican Police (e.g. workforce planning, recruitment and selection, career management, training and professional development, performance appraisal, promotions, postings, discipline, retirement, HR data management);
- Analyse existing legal, regulatory and institutional frameworks governing human resources within the Republican Police;
- Assess current HR processes, tools and information systems, including the use (or absence) of HR software packages and digital solutions;
- Identify strengths, gaps, risks and priority needs in human resources management, with a focus on sustainability, transparency, efficiency and accountability;
- Provide strategic advice to the Director of Human Resources on organisational development, modern HR practices and change management;
- Formulate practical and realistic recommendations, including short-, medium- and long-term measures to strengthen HRM capacities;
- Identify and propose concrete areas for possible EU support, such as capacity-building activities, technical assistance, digitalisation/HR software solutions, or targeted training;
- Support the drafting of a roadmap or action plan for HRM reform or improvement within the Republican Police, aligned with national priorities;
- Ensure coordination and coherence with other EU actions and international partners active in the security sector in Benin;
- Maintain close working relations with relevant counterparts within the Republican Police and EUSDI GoG;
- Contribute to timely reporting, including an end-of-mission assessment report with findings and recommendations;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years, attested by a diploma OR a qualification equivalent to EQF level 6, OR a Master's degree or equivalent; OR equivalent attested police and/or military education or training;

AND

- A minimum of 5 years of relevant professional experience in Human Resources Management, organisational development or related advisory functions, acquired after meeting the education requirements.

5. Essential Knowledge, Skills, and Abilities:

- Proven expertise in strategic and operational Human Resources Management, preferably within public sector, security sector, police or comparable institutions;
- Experience in assessing HR systems and organisational structures and formulating practical recommendations;
- Knowledge of HR digitalisation and information systems is an asset;
- Ability to engage effectively with senior management and decision-makers;
- Strong analytical, advisory and reporting skills;
- Ability to mentor, advise and work collaboratively with local counterparts;
- French language proficiency: minimum B2 level;
- Valid HEAT training.

6. Desirable Qualifications and Experience:

- Professional experience in management consulting, organisational development or change management;
- Experience in advising police or security institutions in reform or modernisation processes;
- Project or programme design experience;
- International experience, particularly in Africa or crisis-affected environments, and/or with EU, UN or other international organisations.

7. Desirable Knowledge, Skills, and Abilities:

- Strong intercultural communication skills;
- Critical thinking and problem-solving abilities;
- Ability to work autonomously within a short and results-oriented assignment;
- Excellent time management and prioritisation skills.

Position Name: Expert/Trainer in Digital Forestry (GIS, Remote Sensing and Aerial Surveillance)	Employment Regime: Seconded	
Ref. Number: VE GoG 50	Location: Cotonou, Benin	Availability: 01.05.2026 for up to 2 months
Component/Department/Unit: EUSDI Gulf of Guinea, Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years, attested by a diploma, or a qualification equivalent to EQF level 6, or a first-cycle degree under the European Higher Education Area, or equivalent professional education and training in forestry, geography, environmental sciences, geospatial engineering, ICT, law enforcement, or military services, attested by certification or rank;

AND

- A minimum of 5 years of relevant professional experience in digital forestry, GIS, remote sensing, geospatial analysis, environmental monitoring, or related fields, including experience in training delivery or capacity-building.

5. Essential Knowledge, Skills, and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills, and Abilities:

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

Position Name: Expert/Trainer in Ecological Surveillance and Anti-Poaching	Employment Regime: Seconded	
Ref. Number: VE GoG 51	Location: Cotonou, Benin	Availability: 01.05.2026 for up to 2 months
Component/Department/Unit: EUSDI Gulf of Guinea, Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Expert / Trainer in Ecological Surveillance and Anti-Poaching reports to the EUSDI GoG Civilian Crisis Management Adviser in Benin.

2. Main Tasks and Responsibilities:

- To design and deliver specialised training programmes for personnel of the Eaux, Forêts et Chasse (EFC), focusing on ecological surveillance, anti-poaching operations, and the protection of natural resources, in particular within national parks and protected areas of Benin;
- To strengthen the operational capacities of EFC personnel in preventing, detecting, and responding to environmental crime, including poaching, illegal logging, wildlife trafficking, and related transnational criminal activities;
- To integrate officer safety and self-protection into all training modules, taking into account the operational reality of armed patrols and the potential presence of armed criminal or terrorist groups in certain regions;
- To develop and deliver training modules covering, inter alia:
 - ecological surveillance techniques and patrol planning;
 - intelligence-led approaches to anti-poaching and environmental crime;
 - field tactics in forest and savannah environments;
 - arrest procedures and evidence preservation in wildlife crime cases;
 - basic first aid and survival skills in remote environments;
 - coordination with internal security forces and judicial authorities;
- To ensure that training content reflects international best practices while being adapted to the legal framework, operational constraints, and institutional mandate of the EFC in Benin;
- To apply a Train-the-Trainer approach, identifying and supporting selected EFC personnel to act as future instructors and ensure sustainability of the training;
- To support the development of standard operating procedures (SOPs), training manuals, or practical field guides related to ecological surveillance and anti-poaching operations;
- To promote respect for human rights, proportional use of force, and environmental law in all operational and training activities;
- To liaise closely with national counterparts, including EFC leadership, relevant ministries, and other security services, as well as with international partners active in environmental security;
- To provide regular reporting on training activities, achievements, challenges, and recommendations for future support.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years, attested by a diploma, or a qualification equivalent to EQF level 6, or a first-cycle degree under the European Higher Education Area, or equivalent professional education and training in forestry services, law enforcement, military, gendarmerie, or environmental protection, attested by rank or certification;

AND

- A minimum of 5 years of relevant professional experience in ecological surveillance, anti-poaching, environmental law enforcement, forestry protection, gendarmerie, military, or similar security-related fields, including experience in training delivery.

5. Essential Knowledge, Skills, and Abilities:

- Proven experience in anti-poaching operations, environmental crime prevention, or wildlife protection;
- Strong understanding of field operations in remote or high-risk environments, including patrol planning and force protection;
- Experience in training design and delivery, preferably for armed or uniformed services;
- Ability to translate operational experience into structured training modules and practical exercises;
- Knowledge of environmental legislation, wildlife protection frameworks, and evidence handling in environmental crime cases;
- Strong facilitation, communication, and mentoring skills;
- Ability to work effectively with national authorities and international partners;
- French language proficiency: minimum B2 (Independent User);
- Valid HEAT training.

6. Desirable Qualifications and Experience:

- Previous international experience, particularly in Africa;
- Experience working with forestry services, park rangers, or environmental protection units operating in insecure areas;
- Familiarity with EU civilian missions, international cooperation programmes, or security sector reform initiatives;
- Experience in developing SOPs, field manuals, or operational guidelines for environmental or security services.

7. Desirable Knowledge, Skills, and Abilities:

- Knowledge of intelligence-led policing or inter-agency cooperation in the fight against organised and transnational crime;
- Ability to operate in a multicultural and multilingual environment;
- Experience in coaching future trainers and supporting institutional capacity-building;
- Strong analytical and drafting skills.

Position Name: Expert Trainer (Train the trainer programme)	Employment Regime: Seconded	
Ref. Number: VE GoG 52	Location: Cotonou, Benin	Availability: 01.05.2026 for up to 2 months
Component/Department/Unit: EUSDI Gulf of Guinea, Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To design and deliver a Train-the-Trainer programme aimed at strengthening the pedagogical and didactic capacities of approximately 20 personnel of the Eaux, Forêts et Chasse (EFC), potentially split into two cohorts, with a view to developing an internal and sustainable training capability;
- To tailor training methodologies and content to the specific mandate, operational environment, and professional culture of the EFC, including field-based activities, ecological surveillance, forest protection, wildlife conservation, and environmental law enforcement;
- To provide participants with foundational knowledge in adult learning principles, training cycle management, session planning, formulation of learning objectives, and facilitation techniques adapted to uniformed and operational services;
- To support participants in developing practical training delivery skills, including presentation techniques, learner engagement, use of visual and interactive tools, organisation of practical exercises, assessment of learning outcomes, and constructive feedback methods;
- To facilitate two consecutive three-week training cycles, combining theoretical inputs with practical exercises and supervised training practice, enabling participants to progressively assume the role of trainers within their service;
- To guide trainees in the development of training modules, lesson plans, and evaluation tools that can be directly applied within the EFC training structures or during in-service training activities;
- To coach and mentor trainees individually and collectively, fostering confidence, communication skills, adaptability, and instructional leadership in their future trainer roles;
- To contribute to the development of a training handbook or reference guide compiling good practices in instructional design and training delivery, specifically adapted to the EFC context;
- To support the institutionalisation of training practices within the EFC by contributing to the definition of trainer profiles, minimum pedagogical standards, and basic quality assurance mechanisms;
- To liaise closely with national counterparts, including EFC leadership and relevant ministries, as well as other partners involved in environmental protection and internal security, in order to ensure the relevance, coherence, and sustainability of the programme;
- To report regularly on progress achieved, challenges encountered, lessons learned, and recommendations for the long-term sustainability of the training approach.

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 three years, attested by a diploma, or a qualification equivalent to EQF level 6, or a first-cycle degree under the European Higher Education Area, or equivalent professional education and training in forestry services, environmental protection, law enforcement, gendarmerie, military or internal security, attested by certification or rank;

AND

- A minimum of five years of relevant professional experience, including experience in training design and delivery within forestry services, environmental protection agencies, law enforcement, internal security, or related operational fields.

5. Essential Knowledge, Skills, and Abilities:

- Proven experience in developing and delivering Train-the-Trainer programmes, preferably for uniformed or field-based services;
- Strong understanding of adult education principles, learning styles, and facilitation methods adapted to operational environments;
- Experience working with operational personnel and management-level counterparts in a security or environmental governance context;
- Ability to design training tools, structure training sessions, and assess learner performance and progression;
- Excellent facilitation, mentoring, and communication skills;
- Demonstrated ability to work collaboratively with national authorities and international partners;
- French language proficiency: minimum B2 (Independent User);
- Valid HEAT training.

6. Desirable Qualifications and Experience:

- Prior international experience, particularly in Africa or comparable operational contexts;
- Experience contributing to the development or strengthening of institutional training structures, professional schools, or in-service training systems;
- Familiarity with EU external action, international cooperation programmes, or civilian crisis management missions;
- Knowledge of institutional reform processes and public administration training systems.

7. Desirable Knowledge, Skills, and Abilities:

- Excellent written and verbal communication skills in French;
- Strong interpersonal skills and the ability to work effectively in a multicultural and multidisciplinary environment;
- Experience in drafting training manuals, guides, or pedagogical tools;
- Ability to support reflective learning processes and foster peer-to-peer learning among professionals.

Position Name: Senior Criminal Justice Advisor/Trainer	Employment Regime: Seconded	
Ref. Number: VE GoG 53	Location: Cotonou, Benin	Availability: 01.06.2026 for up to one month, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea/ Cotonou	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area e.g. Master's degree;

AND

- A minimum of 6 years of relevant professional experience as a judge, prosecutor, magistrate or judicial official, after having fulfilled the education requirements.

5. Essential Knowledge, Skills, and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills, and Abilities:

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

Position Name: Criminal Justice Advisor/Trainer	Employment Regime: Seconded	
Ref. Number: VE GoG 54	Location: Cotonou, Benin	Availability: 01.06.2026 for up to one month, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea/Cotonou	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

the framework of qualifications of the European Higher Education Area e.g. Master's degree;

AND

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

5. Essential Knowledge, Skills, and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills, and Abilities:

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

Position Name: Trainer of Trainers in First Aid in Hostile Area	Employment Regime: Seconded	
Ref. Number: VE GoG 25	Location: Abidjan, Côte d'Ivoire Accra, Ghana Cotonou, Benin	Availability: 01.06.2026 for up to 3 months (1 month deployment per country)
Component/Department/Unit: EUSDI Gulf of Guinea, Côte d'Ivoire, Ghana, Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Trainer of Trainers in First Aid in Hostile Area reports directly to the Civilian Crisis Management Adviser.

2. Main Tasks and Responsibilities:

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

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

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

AND

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

5. Essential Knowledge, Skills and Abilities:

- Ability to conduct forensics environmental assessments and analyses;
- Ability to design and deliver trainings;
- Prehospital emergency medicine clinical skills (EKG, phlebotomy, triage, trauma assessments, etc.);
- Knowledge of medical terminology, anatomy and physiology and patient education.
- French language skills: minimum B2 (Independent User);
- English language skills: minimum B2 (Independent User)
- Valid HEAT training.

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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