

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

EU Security and Defence Initiative Gulf of Guinea EUSDI Gulf of Guinea 1-2026 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:
	<u>Seconded (8 posts)</u>		
	VE GoG 42	Senior Criminal Justice Adviser/Trainer in Terrorism, Organised Crime and/or Money Laundering	Cotonou, Benin
	VE GoG 23	Forensic Expert Adviser/Trainer	Abidjan, Côte d'Ivoire
	VE GoG 43	Senior Forensic Expert Adviser/Trainer	Abidjan, Côte d'Ivoire
	VE GoG 22	Senior Crisis management trainer	Abidjan, Côte d'Ivoire
	VE GoG 38	Trainer of Trainers	Accra, Ghana
	VE GoG 18	Senior Conflict Prevention and Security Governance Adviser/Trainer	Accra, Ghana



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	VE GoG 39	Adviser on Human Resources Management	Accra, Ghana	01.04.026 for up to 3 months, non-permanent deployment
	VE GoG 25	Trainer of Trainers in First Aid in Hostile Area	Côte d'Ivoire, Ghana, Benin	01.04.2026 for up to 3 months, non-permanent deployment, 1 month deployment per country
Deadline for applications:	Friday, 23 January 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>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.</p> <p>We are unable to provide contact details of National Seconding Authorities.</p>			
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Operations Headquarters (CivOpsHQ):</p> <p>Mrs Cristina PILATO CIVOPSHQ-HR-EUSDI-GoG@eeas.europa.eu +32584 6212</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 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

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

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

The Civilian Operations Commander requests that EU Member States propose candidates for the following international expert positions for EUSDI GoG, according to the requirements and profiles described below:

I. GENERAL CONDITIONS

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

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

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

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

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

II. REQUIREMENTS

II.A Essential requirements

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

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

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

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

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

Skills and abilities

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

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

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

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

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

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

II.B Desirable requirements

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

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

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

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

Driving licence – Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

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

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

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

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

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

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

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

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

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

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

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

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

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

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

IV. ADDITIONAL INFORMATION

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

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

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

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

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

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

HEAT Training – 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 Criminal Justice Adviser/Trainer in Terrorism, Organised Crime and/or Money Laundering	Employment Regime: Seconded	
Ref. Number: VE GoG 42	Location: Cotonou, Benin	Availability: 03.2026 for up to 1 month non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea, Benin	Security Clearance Level: Not required	Open to Invited Third States: No

1. Reporting Line:

The Senior Criminal Justice Advisor/ Trainer in Terrorism, Organised Crime and/or Money Laundering Adviser/Trainer reports to the EUSDI GoG Civilian Crisis Management Adviser in Benin.

2. Main Tasks and Responsibilities:

- To contribute to the implementation of the Mission's mandate by delivering advanced-level training to Beninese magistrates in investigative techniques for terrorism and/or money laundering cases;
- To design and conduct interactive courses based on real cases and practical exercises, aimed at strengthening participants' ability to supervise and guide complex investigations into illicit finance networks;
- To advise magistrates on the coordination between judicial and investigative authorities in terrorism-related cases, including inter-agency cooperation and use of financial intelligence;
- To support the development of analytical and decision-making skills among magistrates handling complex criminal investigations;
- To provide guidance on international standards and best practices in the investigation and prosecution of terrorism and/or financial crime;
- To liaise with the Beninese Ministry of Justice, Financial Intelligence Unit, and other relevant partners to ensure alignment with national priorities and institutional frameworks;
- To share expertise and tools for case management, evidence assessment, and inter-institutional coordination in complex cases;
- To prepare training materials, evaluation forms, and follow-up recommendations for sustainability of the training outcomes;
- To coordinate with other EUSDI GoG experts and international partners to ensure complementarity and avoid overlap with other initiatives.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute to timely and accurate reporting on training outcomes and capacity-building progress;
- To ensure that gender equality, human rights, and rule of law principles are considered throughout the training;
- To perform 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 or magistrate after having fulfilled the education requirements.

5. Essential Knowledge, Skills, and Abilities:

- Proven experience in investigations and prosecutions related to terrorism, money laundering and/or organized crime;
- Experience in financial intelligence gathering, asset tracing, and inter-agency cooperation mechanisms;
- Ability to deliver advanced practical training using case studies and simulations;
- Capacity to mentor and motivate magistrates in a multicultural environment;
- Strong analytical, drafting, and communication skills;
- Ability to work under limited supervision and produce results within short-term deployments;
- French language skills: minimum C1.

6. Desirable Qualifications and Experience:

- Specialized professional training in financial investigations, anti-money laundering (AML) and/or counter-terrorism;
- Experience working with law enforcement, intelligence services, or judicial training institutions;
- Previous international experience;
- Understanding of regional judicial cooperation frameworks in the Gulf of Guinea and Sahel regions.

7. Desirable Knowledge, Skills, and Abilities:

- Excellent interpersonal and pedagogical skills;
- Capacity to adapt teaching methods to diverse professional audiences;
- Strong sense of ethics, integrity, and discretion.

Position Name: Forensic Expert Adviser/Trainer	Employment Regime: Seconded	
Ref. Number: VE GoG 23	Location: Abidjan, Côte d'Ivoire	Availability: 01.04.2026 for up to 3 months, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea, Côte d'Ivoire	Security Clearance Level: Not required	Open to Invited Third States: No

1. Reporting Line:

The Forensic Expert Adviser/Trainer reports to EUSDI GoG Civilian Crisis Management Adviser in Côte d'Ivoire.

2. Main Tasks and Responsibilities:

- To contribute to strengthen the rule of law through the development of the Ivorian criminal investigation capacities;
- To identify and assesses needs of the Ivorian national Gendarmerie in charge of the forensics aspects of the criminal investigation;
- To develop and promotes the implementation of a train the trainer programs to support the development of forensics capacities;
- To contribute to the further development and implementation of finger prints processing.
- To contribute to the development of biometrics and identification capacities;
- To contribute to the development of evidence management skills;
- To advise local authorities on how to ensure compliance with established policies and procedures, including existing applicable laws in Côte d'Ivoire and internationally accepted Human Rights standards, in the forensic examination;
- To advise local authorities on how to ensure evidence can be used as proves in the criminal procedure;
- To identify /recommend some specific forensic equipment to upgrade the investigative department of the national gendarmerie.

3. General Tasks and Responsibilities :

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

4. Essential Qualifications and Experience:

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

AND

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

5. Essential Knowledge, Skills and Abilities:

- Experience in designing and delivering trainings;

- Ability to mentor, advise and motivate partners;
- Knowledge of evidence analysis, interpretation of forensic data and investigative techniques to reconstruct details and sequence of events;
- Knowledge of forensic principles, methodologies, and techniques, with a focus on criminal investigations and analysis of crime scenes;
- Proven training skills;
- Ability to work in a demanding, deadline-driven environment;
- French language skills: minimum B2.

6. Desirable Qualifications and Experience:

- Professional training qualifications or certifications in forensic sciences, demonstrating advanced knowledge and expertise in the field;
- International experience in crisis areas with multinational and international organizations.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Senior Forensic Expert Adviser/Trainer	Employment Regime: Seconded	
Ref. Number: VE GoG 43	Location: Abidjan, Côte d'Ivoire	Availability: 01.04.2026 for up to 3 months, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea, Côte d'Ivoire	Security Clearance Level: Not required	Open to Invited Third States: No

1. Reporting Line:

The Forensic Expert Adviser/Trainer reports to EUSDI GoG Civilian Crisis Management Adviser in Côte d'Ivoire.

2. Main Tasks and Responsibilities:

- To contribute to strengthen the rule of law through the development of the Ivorian criminal investigation capacities;
- To identify and assesses needs of the Ivorian national Gendarmerie in charge of the forensics aspects of the criminal investigation;
- To develop and promotes the implementation of a train the trainer programs to support the development of forensics capacities;
- To contribute to the further development and implementation of finger prints processing.
- To contribute to the development of biometrics and identification capacities;
- To contribute to the development of evidence management skills;
- To advise local authorities on how to ensure compliance with established policies and procedures, including existing applicable laws in Côte d'Ivoire and internationally accepted Human Rights standards, in the forensic examination;
- To advise local authorities on how to ensure evidence can be used as proves in the criminal procedure;
- To identify /recommend some specific forensic equipment to upgrade the investigative department of the national gendarmerie.

3. General Tasks and Responsibilities :

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Experience in designing and delivering trainings;
- Ability to mentor, advise and motivate partners;
- Knowledge of evidence analysis, interpretation of forensic data and investigative techniques to reconstruct details and sequence of events;
- Knowledge of forensic principles, methodologies, and techniques, with a focus on criminal investigations and analysis of crime scenes;
- Proven training skills;
- Ability to work in a demanding, deadline-driven environment;
- French language skills: minimum B2.

6. Desirable Qualifications and Experience:

- Professional training qualifications or certifications in forensic sciences, demonstrating advanced knowledge and expertise in the field;
- International experience in crisis areas with multinational and international organizations.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Senior Crisis Management Trainer	Employment Regime: Seconded	
Ref. Number: VE GoG 22	Location: Abidjan, Côte d'Ivoire	Availability: 01.05.2026 for up to 3 months, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea, Côte d'Ivoire	Security Clearance Level: Not required	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police, or/and customs, or/and military education or training or an award of an equivalent rank;

AND

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Trainer of Trainers	Employment Regime: Seconded	
Ref. Number: VE GoG 38	Location: Accra, Ghana	Availability: 01.04.2026 for up to 3 months, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea, Ghana	Security Clearance Level: Not required	Open to Invited 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 Conflict Prevention and Security Governance Adviser/Trainer	Employment Regime: Seconded	
Ref. Number: VE GoG 18	Location: Accra, Ghana	Availability: 01.4.2026 for up to 3 months, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea / Accra	Security Clearance Level: Not Required	Open to Invited 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: Adviser on Human Resources Management	Employment Regime: Seconded	
Ref. Number: VE GoG 39	Location: Accra, Ghana	Availability: 01.04.2026 for up to 3 months, non-permanent deployment
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:

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

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

AND

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Trainer of Trainers in First Aid in Hostile Area	Employment Regime: Seconded	
Ref. Number: VE GoG 25	Location: Côte d'Ivoire, Abidjan Ghana, Accra Benin, Cotonou	Availability: 01.04.2026 for up to 3 months, non-permanent deployment, 1 month 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);
- 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.