

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

| European Union Advisory Mission Ukraine EUAM Ukraine 1-2026 Call for Contributions for Visiting Experts Requirements and Job Descriptions | | | | |
|---|--|---|------------------|----------------------------|
| Organisation: | European Union Advisory Mission Ukraine | | | |
| Job location: | As indicated below | | | |
| Employment regime: | As indicated below | | | |
| Job titles/ vacancy notice: | Ref | Name of the post: | Location: | Availability: |
| | <u>Seconded (12)</u> | | | |
| | UAVE 38 | Visiting Expert Adviser on Early Warning System for New Psychoactive Substances (NPS) | Kyiv | June 2026 |
| | UAVE 39 | Visiting Expert on CSSR related legislation | Kyiv | June 2026 |
| | UAVE 40 UAVE 41 | Visiting Expert Adviser on Public Order Gold Commander (Scandinavian model) (2 positions) | Kyiv/Countrywide | June 2026 |
| | UAVE 42 UAVE 43 | Visiting Expert Adviser on Public Order Gold Commander (Dual System Model) (2 positions) | Kyiv/Countrywide | June 2026 |
| | UAVE 27 UAVE 28 | Visiting Expert Adviser on Case Building of International Crimes (2 positions) | Kyiv Kyiv | June 2026 December 2026 |
| | UAVE 44 | Visiting Expert Adviser on Cybercrime for International Crimes | Kyiv | June 2026 |
| | UAVE 45 | Visiting Expert Adviser on Digital Evidence Management | Kyiv | June 2026 |
| | UAVE 46 | Visiting Expert Senior Adviser on Forensics | Kyiv | June 2026 |
| | UAVE 47 | Visiting Expert Adviser on Pooled Funds Management | Kyiv | June 2026 |



MD-Civilian Operations Headquarters (CivOpsHQ)
 European External Action Service (EEAS)
 Rue d'Arlon 88, B-1046 Brussels
 Telephone: +32 2584-6242
 Email: civopshq-hr-euam-ukraine@eeas.europa.eu

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| Deadline for applications: | Friday, 29 May 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>2) You do not have the nationality of an EU Member State: Only seconded nationals of a non-EU Contributing Third State can be proposed by their National Seconding Authority (no personal applications will be considered): Please contact your seconding authority to send them your application form.</p> <p><i>Please note: seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your National Seconding Authority for more information on applying for vacant seconded positions.</i></p> <p><i>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;">Mr Bruno FERREIRA CIVOPSHQ-HR-EUAM UKRAINE@eeas.europa.eu +32 460 846 242</p> |

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

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

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

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

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

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-learning>.

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

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

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

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

V. JOB DESCRIPTIONS

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

VISITING EXPERT POSITIONS

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| Position Name: Visiting Expert Adviser on Early Warning System for new psychoactive substances (NPS) | Employment Regime: Seconded | |
| Ref. Number: UAVE 38 | Location: Kyiv/Countrywide | Availability: June 2026 |
| Component/Department/Unit: Operations Department/Organised Crime and Criminal Justice Component/Criminal Investigation Unit | Security Clearance Level: NOT REQUIRED | Open to Contributing Third States: No |

1. Reporting Line

The Visiting Expert Adviser on Early Warning System for new psychoactive substances (NPS) reports to the Head of Criminal Investigations Unit.

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 level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities as per planning documents;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Mission horizontal advisers;
- To support the development of the National Early Warning System (EWS) for New Psychoactive Substances by coordinating relevant Ukrainian counterparts, including the Ministry of Justice and the Minister of Internal Affairs that will be part of the EWS, through advisory and capacity building activities as regards the preparation, assessment and implementation of an EWS in Ukraine;
- To be the key interlocutor with the Public Health Centre;
- To develop policies in line with the local institutions commitments to EU 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 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 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Ability to mentor, advise and motivate local counterparts;
- Ability to produce reports, assessments, and implementation processes.
- Experience in planning and introducing technical procedures and standards for forensic laboratories.

6. Desirable Qualifications and Experience

- Experience in the role of a forensic laboratory within the Early Warning System on New Psychoactive Substances (EWS NPS);
- Experience in the Police Role in the Early Warning System on New Psychoactive Substances (EWS NPS);
- Experience with international standard ISO/IEC 17025;
- Experience in forensic laboratory quality management in the context of EWS NPS;
- Knowledge of laboratory capacities for analysing narcotic substances, specially NPS;
- Working knowledge of the European Early Warning System from a technical and procedural standpoint;

7. Desirable Knowledge, Skills and Abilities

- Excellent interpersonal and teamwork skills;
- Organisational, analytical and administrative skills;
- Ukrainian and/or Russian language skills.

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| Position Name: Visiting Expert Adviser on CSSR related legislation | Employment Regime: Seconded | |
| Ref. Number: UAVE 39 | Location: Kyiv | Availability: June 2026 |
| Component/Department/Unit: Operations/Organised Crime and Criminal Justice Component/Criminal Justice Unit | Security Clearance Level: NOT REQUIRED | Open to Contributing Third States: No |

1. Reporting Line:

The Visiting Expert Adviser on CSSR related legislation reports to the Head of Criminal Justice Unit.

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 level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities as per planning documents;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Mission horizontal advisers;
- To support the Ministry of Justice, Verkhovna Rada or other local institutions through advice in developing CSSR related draft laws envisaged to be developed and adopted in the Rule of Law Roadmap and in the Action Plan aimed at implementing Overarching Strategic Plan for Reforming Law Enforcement Agencies as part of the Security and Defense sector of Ukraine for 2023– 2027 in Q3/Q4 2026
- To coordinate mission input to the Ministry of Justice for CSSR laws which need to be adopted in Q3/Q4 2026
- To provide specific input and support with respect to the development of the draft Law on the System for the Application of Criminal Law Measures to Legal Entities.

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 eg. 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 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to effectively coordinate with colleagues with diverse professional background
- Ability to communicate and engage with senior officials and governmental decision makers;

6. Desirable Qualifications and Experience:

- Proven experience in providing legal advice on legislative drafting and assessing compliance with EU standards, particularly in relation to the criminal liability of legal entities and other legislation within the area of civilian security sector reform (CSSR).

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of local political context and institutional framework;
- Excellent interpersonal and teamwork skills;
- Organisational, analytical and administrative skills;
- Ukrainian and/or Russian language.

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| Position Name: Visiting Expert Adviser on Public Order Gold Commander (Scandinavian model) | Employment Regime: Seconded | |
| Ref. Number: UAVE 40 UAVE 41 | Location: Kyiv/Countrywide | Availability: June 2026 |
| Component/Department/Unit: Operations Department/IBM and Law Enforcement Component/Police Unit | Level of Security Clearance: NOT REQUIRED | Open to contributing Third States: No |

1. Reporting Line:

The Visiting Expert Adviser on Public Order Gold Commander (Scandinavian model) reports to the Head of Police Unit

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 counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To support the development of the local institution (e.g., National Police of Ukraine and National Guard) in the field of public order and crowd management through activities such as training, mentoring, strategic advice, inter-agency cooperation, and resilience building, and capacity building through curriculum development, training of trainers, and implementation of specialised modules on crisis response and hybrid threats;
- To be the key interlocutor with the Ukrainian law enforcement agencies and relevant national and international stakeholders on public order and crowd management and resilience-related matters;
- To develop policies in line with the local institutions' strategic priorities on public order management, ensuring alignment with EU standards and the effective implementation of the new public order concept.

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Educated and skilled Public Order Commander in the Scandinavian model.
- Familiarity with the dual system model or equivalent.
- Experience of designing and delivering training;
- Expertise in national implementation of public order concepts or international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Excellent interpersonal and teamwork skills;

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Ukrainian and/or Russian language skills.

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| Position Name: Visiting Expert Adviser on Public Order Gold Commander (Dual System model) | Employment Regime: Seconded | |
| Ref. Number: UAVE 42 UAVE 43 | Location: Kyiv/Countrywide | Availability: June 2026 |
| Component/Department/Unit: Operations Department/IBM and Law Enforcement Component/Police Unit | Level of Security Clearance: NOT REQUIRED | Open to contributing Third States: No |

1. Reporting Line:

The Visiting Expert Adviser on Public Order Gold Commander (Dual System model) reports to the Head of Police Unit

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 counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To support the development of the local institution (e.g., National Police of Ukraine and National Guard) in the field of public order and crowd management through activities such as training, mentoring, strategic advice, inter-agency cooperation, and resilience building, and capacity building through curriculum development, training of trainers, and implementation of specialised modules on crisis response and hybrid threats;
- To be the key interlocutor with the Ukrainian law enforcement agencies and relevant national and international stakeholders on public order and crowd management and resilience-related matters;
- To develop policies in line with the local institutions' strategic priorities on public order management, ensuring alignment with EU standards and the effective implementation of the new public order concept.

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

5. Essential Knowledge, Skills and Abilities:

- Educated and skilled Public Order Commander in the dual system model (e.g gendarmerie type).
- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Expertise in national implementation of public order concepts or international efforts to support host state reforms in the area of Security Sector/Rule of Law;

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Ukrainian and/or Russian language skills.

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| Position Name: Visiting Expert Adviser on Case Building of International Crimes | Employment Regime: Seconded | |
| Ref. Number: UAVE 27 UAVE 28 (2 positions) | Location: Kyiv/Countrywide | Availability: June 2026 December 2026 |
| Component/Department/Unit: International Crimes Component/International Crimes Legal Unit | Level of Security Clearance: NOT REQUIRED | Open to Contributing Third States: Yes |

1. Reporting Line:

The Visiting Expert Adviser on Case Building of International Crimes reports to the Head of the International Crimes Legal Unit.

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 level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterparts in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training and other capacity building activities in support of Ukrainian counterparts involved in the investigation and prosecution of international crimes;
- To support the development and enhance the capacity and the capabilities of the Office of the Prosecutor General (OPG), Regional Prosecutor's Offices (RPO) and those investigative bodies involved in the investigation and prosecution of international crimes (i.e. war crimes, crimes against humanity, genocide, and the crime of aggression);
- To be the key interlocutor with the OPG, RPOs and those investigative bodies involved in the investigation and prosecution of international crimes;
- To develop policies, standards and guidelines in cooperation with the OPG, RPOs and law enforcement bodies, including in the development of a policy on the efficient aggregation, mapping and prioritisation of cases;
- To provide support by mentoring investigators and prosecutors in the proper conduct of the investigation and prosecution of international crimes cases;
- Working within the framework of the Atrocity Crimes Advisory Group (ACA), to review case files in order provide advice to the OPG, RPOs and the investigative bodies on evidence, the law, case-building, and charging that is legally sound and human rights compliant;
- Working within the ACA framework, to give advice to the OPG and RPOs on the applicability of international humanitarian law, international criminal law, and the Ukrainian legislation as it relates to international crimes;

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. The qualification should be in at least one of the following fields of expertise: Law or have obtained a legal or judicial qualification after having obtained an earlier degree; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Excellent legal drafting skills in English;
- Experience in the investigation, prosecution, adjudication or other conduct of international crimes cases at the national and/or international level (within specialised courts/tribunals and/or from executive international missions);
- Ability to mentor, advise and motivate local counterparts;
- Sound knowledge of international humanitarian law and international criminal law.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ukrainian and/or Russian language skills.

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| Position Name: Visiting Expert Adviser on Cybercrime for International Crimes | Employment Regime: Seconded | |
| Ref. Number: UAVE 44 | Location: Kyiv/Countrywide | Availability: June 2026 |
| Component/Department/Unit: International Crimes Component/International Crimes Legal Unit | Level of Security Clearance: EU CONFIDENTIAL | Open to Contributing Third States: Yes |

1. Reporting Line:

The Visiting Expert Adviser on Cybercrime for International Crimes reports to the Head of the International Crimes Legal Unit.

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 level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterparts in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training and other capacity building activities in support of Ukrainian counterparts involved in the investigation and prosecution of international crimes;
- To support the development of the local institution Office of the Prosecutor General (OPG) and Regional Prosecutor's Offices (RPOs) in the field of cyber operations as potential war crimes under international humanitarian law (IHL) and international criminal law (ICL) through activities including development of analytical frameworks for classifying cyber operations as potential war crimes, review of cyber incidents and transformation into evidence-based case files, drafting guidance notes and checklists for cyber-related war crimes investigations, and delivery of specialised trainings for prosecutors, investigators and analysts.
- To be the key interlocutor with the OPG, RPOs and those investigative bodies involved in the investigation and prosecution of international crimes;
- To develop policies in line with the local institutions for prioritisation of cyber-related cases and preparation for potential cooperation with the ICC and other accountability mechanisms.
- To provide support by mentoring investigators and prosecutors in the proper conduct of the investigation and prosecution of international crimes cases;
- To work within the framework of the Atrocity Crimes Advisory Group (ACA), to review case files in order provide advice to the OPG, RPOs and the investigative bodies on evidence, the law, case-building, and charging that is legally sound and human rights compliant.

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. The qualification should be in at least one of the following fields of expertise: Law or have obtained a legal or judicial qualification after having obtained an earlier degree; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Excellent legal drafting skills in English;
- Knowledge of cybercrime and cyber operations investigations with nexus to armed conflict, IHL, ICL, war crimes doctrine including concepts of "attack," "civilian object," "military objective," proportionality, digital forensics, log preservation, attribution methodologies, and information and data translation as evidence for war crimes prosecutions;
- Ability to mentor, advise and motivate local counterparts;
- Sound knowledge of international humanitarian law and international criminal law.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ukrainian and/or Russian language skills.

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| Position Name: Visiting Expert Adviser on Digital Evidence Management | Employment Regime: Seconded | |
| Ref. Number: UAVE 45 | Location: Kyiv | Availability: June 2026 |
| Component/Department/Unit: Operations/International Crimes Component/International Crimes Investigation Unit | Level of Security Clearance: EU CONFIDENTIAL | Open to contributing Third States: Yes |

1. Reporting Line:

The Visiting Expert Adviser on Digital Evidence Management reports to the Head of International Crimes - Investigation Unit.

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 counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To support the development of the local institution of Ukrainian investigative and prosecutorial bodies in the field of digital evidence management and open data research and analysis in international crimes investigations through activities that include advising, mentoring and training;
- To be a key interlocutor with the Ukrainian investigative and prosecutorial bodies;
- To develop policies in line with the local institutions including Ukrainian investigative and prosecutorial bodies.

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;

- Knowledge and experience of the police intelligence cycle and in police intelligence management;
- Knowledge of collection, development and dissemination of intelligence;
- Knowledge of the use of software and analytical tools during criminal investigations.

6. Desirable Qualifications and Experience:

- Experience in the research and analysis of open-source material (OSINT);
- Good knowledge of IT archiving systems and procedures;
- Extensive and progressive professional experience with intelligence issues and/or complex data;
- International experience, particularly in crisis areas with multinational and/or international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ukrainian and/or Russian language skills.

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| Position Name: Visiting Expert Senior Adviser on Forensics | Employment Regime: Seconded | |
| Ref. Number: UAVE 46 | Location: Kyiv | Availability: June 2026 |
| Component/Department/Unit: Operations Department/International Crimes Component/International Crimes Investigation Unit | Level of Security Clearance: EU CONFIDENTIAL | Open to contributing Third States: Yes |

1. Reporting Line:

The Visiting Expert Senior Adviser on Forensics reports to the Head of International Crimes - Investigation Unit.

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 counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To support the development of the Ukrainian Law Enforcement Agencies (LEAs) in the field of forensic capability, through activities pertaining to forensic investigations;
- To be the key interlocutor with the Ukrainian Law Enforcement, the State Scientific Research Forensic Centre (SSRFC) in the area of responsibility;
- To develop policies in line with the local LEAs, SSRFC and Main Bureau of Investigation of the National Police of Ukraine
- To advise, mentor, and provide expertise on strengthening forensic capabilities of the Ukrainian LEAs on forensic investigations, including in the field of recovery, documentation, examination, and identification of human remains, and to advise on the management of forensic processes related to missing persons
- To facilitate support of European Union agencies, e.g., Europol, and of EU Member States' LEAs to Ukrainian counterparts;
- To support relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to modernise and enhance forensic investigations, including in missing persons;
- To manage projects on forensic investigations, including in missing persons cases, and to advise and support relevant Ukrainian partners in implementing externally funded projects/initiatives in his/her field of expertise.

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 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:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Knowledge of serious criminal police investigations, crime scene management, forensic work, investigative support team on crime scene management etc.;
- Knowledge of forensic matters, including missing persons, in order to contribute to criminal investigations
- Knowledge of forensic techniques at crime scenes and ability to reconstruct crime scenes
- Language skills (as applicable).
- Familiarity with international legal frameworks related to missing persons, humanitarian law, and forensic best practices.

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Ukrainian and/or Russian language skills.

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| Position Name: Visiting Expert Adviser on Pooled Fund Management | Employment Regime: Seconded | |
| Ref. Number: UAVE 47 | Location: Kyiv | Availability: June 2026 |
| Component/Department/Unit: Chief of Staff/Project Cell | Security Clearance Level: NOT REQUIRED | Open to Contributing Third States: No |

1. Reporting Line

The Visiting Expert Adviser on Pooled Fund Management reports to the Head of Project Cell.

2. Main Tasks and Responsibilities:

- To advise EUAM Ukraine on the design, establishment and initial operationalisation of a Pooled Fund mechanism for external contributions, in line with the Mission's mandate, governance framework and strategic priorities;
- To assess project proposals and issue feasibility and sustainability recommendations in the Pooled Fund framework.
- To liaise with Mission international partners contributing to or interested in the Pooled Fund in close coordination with the Mission Coordination and Cooperation capability.
- To support the definition of corresponding governance, oversight, reporting, and accountability mechanisms, including risk mitigation and monitoring tools for contributions, performance, results and lessons learned
- To act as an advisory interface between project managers, Mission Support functions and senior management on matters related to pooled fund management and implementation;
- To support the Mission's Senior Coordination and Cooperation Officer in liaising with EU Member States, Third States and international partners contributing to or interested in the Pooled Fund
- To assess project proposals intended for inclusion in the Pooled Fund in terms of compliance, feasibility, sustainability and risks.
- To support strategic project planning and prioritisation within the pooled fund framework, ensuring coherence, scalability and alignment with Mission objectives;

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.

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 5 years of relevant professional experience, after having fulfilled the education requirements

5. Essential Knowledge, Skills and Abilities:

- Strong analytical and advisory capabilities, with a demonstrated ability to provide strategic guidance to senior management;

- Proven project and programme management experience, including planning, coordination, and risk management;
- Ability to perform effectively in a multicultural, high-pressure working environment;
- Excellent time management and prioritisation skills;
- Strong problem-solving and drafting abilities, including the preparation of concept notes, guidance documents, and reports;
- Very good command of English, both written and spoken.

6. Desirable Qualifications and Experience:

- Previous experience working in crisis or conflict-affected areas;
- Prior involvement in the design or management of multi-donor funding mechanisms.

7. Desirable Knowledge, Skills and Abilities:

- Familiar with EU Financial Regulations and accountability frameworks for external funding;
- Knowledge of the EU CSDP mission;
- Ukrainian and/or Russian language skills.