

Annex 1 – Requirements and Job Descriptions

02-2022 Call for Contribution for the EUCAP Sahel Mali - Regional Advisory and Coordination Cell (RACC)
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Organisation:	EUCAP Sahel Mali			
Job Location:	MALI Bamako, Mopti/Sévaré – MAURITANIA Nouakchott – TCHAD – N'Djamena NIGER Niamey – BELGIUM Brussels			
Availability:	As indicated below			
Staff Regime:	As indicated below			
Job Titles/ Vacancy notice	Ref.	Name of the post	Location	Availability
	<u>Seconded</u> (38 positions)			
	MA 002	Deputy Head of Mission	Bamako	14 September 2022
	MA 048	Internal Security Expert & Liaison Officer (ISE&LO)	Bamako	07 September 2022
	MA 052	Deputy Head SSR Component Senior Inter-Ministerial Adviser	Bamako	02 November 2022
	MA 057	Senior Ministerial Adviser on Human Resources - MSPC	Bamako	ASAP
	MA 059	Rule of Law/Justice Adviser	Bamako	ASAP
	MA 060	Senior Internal Security Forces Adviser-National Guard	Bamako	28 September 2022
	MA 061	Senior Internal Security Forces Adviser-Police	Bamako	15 October 2022
	MA 062	Senior Internal Security Forces Adviser-Gendarmerie	Bamako	ASAP
	MA 063	Border Management Adviser	Bamako	28 October 2022
	MA 064	Senior Inter-ministerial Adviser	Bamako	04 October 2022
	MA 065 MA 066	Counter-terrorism Expert (2 positions)	Bamako	21 October 2022 ASAP
	MA 067	Legal Drafting Expert	Bamako	11 July 2022
	MA 069	Provost Expert	Bamako	03 September 2022
	MA 071	Anti-Corruption Expert	Bamako	01 August 2022
	MA 072	Forensics Direction Expert	Bamako	02 October 2022
	MA 076	Head of Capacity Building Component	Bamako	ASAP
	MA 078	Trainer on Human Resources Management	Bamako	ASAP
	MA 079	Trainer on Operational Management	Bamako	11 October 2022
	MA 081	Trainer on Deontology	Bamako	01 July 2022
	MA 087	Trainer on Organised Crime Investigation/Counterterrorism	Bamako	02 September 2022

	MA 088	Trainer on Financial Crime Investigations	Bamako	19 September 2022
	MA 091	Trainer on Border Management	Bamako	01 July 2022
	MA 095	Senior Pedagogic Expert - Pedagogic Team Leader	Bamako	13 September 2022
	MA 099	Training of Trainers Officer	Bamako	16 December 2022
	MA 102	Mobile Unit Coordinator	Mopti/Sévaré	ASAP
	MA 105	Trainer on Public Order/Professional Intervention	Mopti/Sévaré	21 September 2022
	MA 108 MA 109	Trainer on Counterterrorism, Organised Crime and Judiciary Investigation (for Mali Centre) (2 positions)	Mopti/Sévaré	11 October 2022 ASAP
	MA 115	Press and Public Information Officer	Bamako	ASAP
	MA 116	Executive and Document Management Assistant	Bamako	ASAP
	RACC 12	Planning and Coordination Officer	Nouakchott	04 October 2022
	RACC 15	Brussels Support Element/Policy Support Officer	Brussels	01 August 2022
	RACC 16	Senior Planning, Evaluation and Reporting Officer	Nouakchott	01 July 2022
	RACC 19	Executive Officer	Nouakchott	ASAP
	RACC 22	Human Rights and Gender Adviser	Nouakchott	09 September 2022
	RACC 21 RACC 23	Operational Planner Operational Planner*	Niamey N'Djamena	17 August 2022 (*)
<u>Seconded/Contracted</u> (2 positions)				
	MA 044	Medical Adviser	Bamako	ASAP
	MA 147	Logistics Officer	Bamako	ASAP
Deadline for applications:	Monday 18 July at 17:00 Brussels time			
How to Apply:	<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:</p> <p>https://goalkeeper.eeas.europa.eu/registrar/web</p> <p>b) You do not have a Goalkeeper account or an EU Login:</p> <p>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>			

	<i>Please note: Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your national Seconding Authority for more information on applying for vacant Seconded positions. We cannot provide contact details of national Seconding Authorities</i>
Information:	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p>Ms. Norie RØNVED <u>cpcc-mali@eeas.europa.eu</u></p>

*** Availability of the position is pending a recruitment process on another position.**

EUCAP Sahel Mali bears a High-Risk Non-Family Mission status due to the present risk rating of the mission area as high. As such, international 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 tour of duty or contract. For reasons of security, the Mission Members are obliged to live in restricted areas, where security responsibilities are born by the Mission.

While being a separate entity, the Regional Advisory and Coordination Cell (RACC) and its Internal Security and Defence Experts (ISDEs) are administratively attached to EUCAP Sahel Mali.

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

Contracted Personnel – The Mission may recruit international staff on a contractual basis as required, through an employment contract. The employment contract with the Mission establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high risk insurance policy. Strict Priority will be given to seconded candidates.

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

Tour of Duty/Contract Period – Duration of the deployment should be 12 months for seconded positions. For contracted positions the contract will run until 14 January 2023, with possible renewal for one year.

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

I. GENERAL CONDITIONS

Citizenship – Citizenship of an EU Member State or of a Contributing Third State.

Integrity – The candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. The 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 – The 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 – The 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.

Physical and Mental Health – The 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 civilian 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 (Third) States/country of residence.

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:

1. Education and Training

The candidate should have a recognised academic qualification under the European Qualifications Framework (EQF)¹, or equivalent, at a level specified in the individual job descriptions. Candidates are strongly advised to verify their compliance through the link available in the footer reference.

2. Knowledge

¹ <https://ec.europa.eu/ploteus/content/descriptors-page>

The candidates should have knowledge of the EU Institutions and of the mandate of EUCAP Sahel Mali and Regional Advisory and Coordination Cell (RACC), particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

3. Skills and abilities

Language Skills² – Spoken and written 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 strongly advised to verify their proficiency through the link available in the footer reference.

Communication and Interpersonal Skills – The candidates must have excellent interpersonal and communication skills, both written and oral. In particular, they must be able to write reports in either working languages of the Mission.

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

Computer Skills – Skills in word processing, spreadsheet and e-mail systems are essential.

Driving Skills – The 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 – The 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 SSR - The candidates must be acquainted with Security Sector Reform concepts and practices, especially in the Mission area.

Training and Experience – The candidates should have attended a Civilian Crisis Management Course or equivalent.

Language – Some proficiency in local language(s), depending on the job tasks and responsibilities.

Driving Licence – Category C driving licence.

² [Common European Framework of References for Languages](#)

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

Passport – The selected candidates must have a passport from their respective national authorities. If possible, a Service Passport or Diplomatic Passport should be issued.

Visas – EU Member 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) or/and professional certificate(s) – The 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 the taking up duties.

Required Personnel Security Clearance (PSC) – The selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job descriptions. For seconded experts, the original certificate of the national security clearance or a proof of the initiation of the process must accompany them upon deployment. For contracted experts, the process will be initiated by the Mission upon deployment. For both seconded and contracted experts, access to the European Union Classified Information (EUCI) will be limited to RESTRICTED until the issuance of their national security clearance.

Certificate/Booklet of Vaccination – The 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. Yellow fever vaccination is compulsory to be admitted to the country.

Medical Certificate – The selected candidates should undergo an extensive medical examination and be certified medically fit for Mission duty. As temporary measure and while the COVID-19 pandemic persists, Missions will take account the exceptional circumstances of COVID-19 crises. In a similar manner a dental examination should be certified where it is stated 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 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 asked for a specific position may result in failure of the selection process.

IV. ADDITIONAL INFORMATION

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 CPCC encourages the EU Member States and European Institutions to take this into account when offering contributions at all levels.

Selection Process – The 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.

The selection of candidates, who are working for other civilian CSDP Missions at the time of their application, will be subject to an impact assessment taking into account the operational needs of the CSDP Missions concerned.

Information on the Outcome – EU Member 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, SAFE and BASE ³ modules, which are designed for the delegations or equivalent, until a new platform is launched.

Pre-Deployment Training (PDT) – The selected candidates should have undergone Pre-Deployment Training in accordance with the CSDP agreed Training Policy.

Data Protection – The EEAS, and its Directorate CPCC, 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 may be subject to modification based on operational requirements and in line with the principles set out in the CONOPS Regionalisation Phase 2 as well as the Operational Plan (OPLANs) of EUCAP Sahel Mali.

³ <https://webgate.ec.europa.eu/eeas/security-e-learning>

Position Name: Deputy Head of Mission	Employment Regime: Seconded	
Ref. Number: MA 002	Location: Mali - Bamako	Availability: 14 September 2022
Component/Department/Unit: Head of Mission Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Deputy Head of Mission (DHoM) reports to the Head of Mission (HoM).

2. Main Tasks and Responsibilities:

- To deputise and represent the Head of Mission as required;
- To lead and participate in the development of the overarching Mission policy and implementation strategy;
- To participate in the development and overall planning of the Mission activities and the development of Mission reports in cooperation with the Chief of Staff;
- To participate in the implementation of the Mission mandate following up on operational activities, with due respect to the core function of the Head of Operations;
- To support the Head of Mission in the duty of care of Mission members and contribute as required;
- To support the advancement of Human Rights and Gender related aspects with relevant Mission internal and external stakeholders, including civil society actors, in close coordination with the Mission's Human Rights and Gender advisers;
- To support the Mission efforts to coordinate and collaborate with EU representatives (notably EU Delegations, military Common Security Defence Policy (CSDP) Missions and Operations and EU Justice and Home Affairs agencies), Member States and other international actors in line with the integrated approach;
- To support the operationalisation and integration of environmental and climate aspects within the Mission, in close coordination with the Mission's Environmental Adviser;
- To support the Head of Mission in delivering strategic communications including targeted work on disinformation;
- To fulfil the role of responsible authority in the framework of the Code of Conduct and take disciplinary decisions in the first instance;
- To ensure Mission Standard Operating Procedures are developed, implemented and periodically reviewed;
- To lead and support in collaboration with the Chief of Staff and Head of Human Resources processes related to staff survey, staff satisfaction and overall well-being of staff;
- To contribute to the training of Mission members;
- To provide instructions and review reports delegated by the Head of Mission;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;

- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

AND

a minimum of 12 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 5 years at senior coordination/management level.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Master's degree/MBA in management, business administration or other related subjects, or international/national certificate/diploma in management/leadership;
- Experience in performance and change management;
- Experience in strategic analyses, planning and reporting;
- Experience in leadership and management.
- Experience in human resources management
- Professional qualification and/or certificate in management/leadership;
- International experience, particularly in crisis areas with multinational and international organisations.
- Understanding of strategic and operational considerations for the design of national security sector related reforms;

7. Desirable Knowledge, Skills and Abilities:

- Ability to interact with diverse group of personnel from different countries and work cultures
- Knowledge in project design and management.
- Good knowledge of frameworks and mechanisms for European Union CFSP and CSDP.

Position Name: Internal Security Expert & Liaison Officer (ISE&LO)	Employment Regime: Seconded	
Ref. Number: MA 048	Location: Mali - Bamako	Availability: 07 September 2022
Component/Department/Unit: Operations Department/Partnership Coordination Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Internal Security Expert & Liaison Officer (ISE&LO) reports to the Head of Partnership Coordination Unit.

2. Main Tasks and Responsibilities

- To facilitate the interaction between the Mission and the EU Delegation (esp. with the EU DEL Political, Security, Cooperation, and Defense Advisors/Experts);
- To ensure the Mission's activities are coordinated and synchronized with activities politically supported and/or funded by the EU DEL;
- To support the Mission's contribution to the EU integrated approach in Mali and the Sahel region;
- To pursue the role of focal point between the Mission and the EU DEL, including for relevant working group meetings, as requested;
- To substantially support the organization and follow-up of meetings and partner platforms in the area of internal security;
- To contribute to liaising with the representative of the Regional Advisory Coordination Cell (RACC) embedded in the EU DEL in Bamako;
- To help coordinate projects to be implemented by EUCAP and/or other partners in support of the operational activities and in view of ensuring synergies.
- To liaise and substantially collaborate with the EU Delegation (EU DEL) in Bamako on all dossiers concerning internal security affairs, ensuring the EU DEL's and the Mission's continuous exchange on ongoing political and strategic processes, as well as activities at the core of EUCAP Sahel Mali's mandate;
- To ensure the Mission is informed and, where necessary, consulted to provide inputs to the EU DEL on themes and processes of common interest;
- To provide support to both EU DEL and the Mission to ensure activities are closely coordinated, including with other EU and international actors as required, with a view to ensuring mutual awareness, avoiding duplication and achieving a comprehensive approach in the field of Security Sector Reform;
- To contribute to ensuring the coherent planning and implementation of the cooperation and coordination activities of the Mission;
- To contribute to the mapping and assessment of ongoing bilateral and multilateral co-operation activities in the field of internal security and Security Sector Reform;
- To support the Mission's contribution to the EU regional and integrated approach;
- To report internally against benchmarking on a regular basis, as well as to prepare high-level meetings and special reports as requested;
- To contribute to the Mission's external reporting;

- To contribute to the development and periodic review of relevant mission Standard Operating Procedures (SOPs);

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience

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

Position Name: Deputy Head SSR Component Senior Inter-ministerial Adviser	Employment Regime: Seconded	
Ref. Number: MA 052	Location: Mali - Bamako	Availability: 02 November 2022
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Inter-ministerial Adviser reports to the Head of the Security Sector Reform (SSR) Component.

2. Main Tasks and Responsibilities:

- In close coordination with the relevant Advisers of the Mission and the EU Delegation, to support the implementation of the Mission's operational mandate through outreach at relevant governmental level;
- To relay the recommendations made by the Security Sector Reform Component in relation to the Mission's core mandate at relevant governmental level;
- To be the Mission's key interlocutor in the field of implementation of the National Security Sector Reform Strategy, in close coordination with the EU Delegation and other relevant actors, at relevant governmental level;
- To help identify the needs in terms of reform and implementation of modern administrative and management systems at relevant governmental level;
- To provide advice and guidance on concepts and doctrine in a framework of a restructuration and reform process;
- To establish a sustainable contact network with the counterparts/institutions involved in security strategies issues, especially the EU Delegation, the EU Training Mission (EUTM) and MINUSMA, as well as other national, regional et international actors involved in the reforms, in coherence and close cooperation with the Partnership Coordination Unit;
- To contribute to assessing the inter-ministerial and interagency coordination requirements in the field of national security strategies and advise the Malian authorities accordingly;
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and accompanying local counterparts in a structured manner, promoting local ownership;
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To provide analysis and recommendations to the local counterparts/institutions in the area of responsibility;
- To be embedded within the local institutions, security permitting;
- To collect and collate statistics about the workload/performance of local counterparts/institutions;
- To maintain necessary contacts and build relationships with relevant local counterparts/institutions;
- To ensure compliance with instruction/direction from Mission management;
- To work closely with other Advisers and Head of Mission Office as appropriate;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or equivalent rank; **AND**
- After having fulfilled the education requirements, a minimum of 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years at coordination/management level.

5. Essential Knowledge, Skills and Abilities:

- Knowledge and experience in the field of Security Sector Reform and/or other reform processes at political and strategic levels;
- Experience in drafting policy strategies;
- Ability to accompany and motivate local counterparts;
- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/ governmental level decision makers;
- Experience as Senior Law Enforcement Officer;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Knowledge of Security Sector Reform process, Human Resources and Internal Inspection management in law enforcement;
- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Policies and Strategies;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation.

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Senior Ministerial Adviser on Human Resources - MSPC	Employment Regime: Seconded	
Ref. Number: MA 057	Location: Mali - Bamako	Availability: ASAP
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To support the development of an efficient human resources management policy, leading to the validation and implementation of legislative and regulatory texts pending with the MSPC;
- To support the development of a human resources (HR) action plan and a reference for professions / qualifications and ensure their consolidation in legislative and regulatory texts;
- To support the design, deployment and implementation of human resources management systems, leading to the registration of all Internal Security Forces (ISF) personnel administered by the MSPC.
- To manage meetings and/working groups with several people representing different institutions and organisations;
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in the Malian Ministère de la Sécurité et de la Protection Civile (MSPC) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening same;
- 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 within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To design and deliver training, as appropriate;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

AND;

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Rule of Law/Justice Adviser	Employment Regime: Seconded	
Ref. Number: MA 059	Location: Mali - Bamako	Availability: ASAP
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Rule of Law/Justice Adviser reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- To act as the Mission focal point for Rule of Law (RoL)/Justice matters;
- In close coordination with the Mission's operational components, to advise on the promotion of RoL/Justice aspects among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- To monitor and analyse the RoL/Justice situation in the host state;
- To liaise with and advise the Malian justice authorities and with the Malian Security Sector Reform coordinator;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary, the police/internal security forces;
- Be able to act as a trainer on RoL/Justice related matters for the internal security forces (ISF) of the host state, if applicable;
- To contribute and assist with proposals for the Malian Security Sector Reform, policies and procedures in the areas of the judiciary system and policing;
- To participate in the development and implementation of the Mission's strategies on rule of law related aspects;
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary and the Internal Security Forces (National Police, National Gendarmerie and National Guard);
- To ensure the link between the Mission's main activities in the security sector and the wider rule of law;
- To liaise with other international initiatives, especially other EU programs and MINUSMA.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework, which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. The qualification should be in Law;
AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Practical understanding of legal reform process including the development of legal policy and legislation;
- Mediation and interpersonal skills.
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- A minimum of 1 year of experience in, or sound knowledge of, RoL/Justice aspects, in particular in a post-conflict environment/SSR process;
- Experience as a lawyer or magistrate
- Experience in criminal justice reform either domestically or internationally;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multitask;
- Time management skills;
- Attention for details;
- Innovative thinking.
- Strong communication, organisation, planning and quality management skills.

Position Name: Senior Internal Security Forces Adviser-National Guard	Employment Regime: Seconded	
Ref. Number: MA 060	Location: Mali - Bamako	Availability: 28 September 2022
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Human Resources and Personnel Management Adviser - National Guard reports to the Head of SSR Component.

2. Main Tasks and Responsibilities

- To be the key interlocutor for the Malian National Guard at the level of the General Staff and the different directions, with a key focus on the direction of personnel, finances & logistics and the internal inspection service;
- To assist drafting process of normative texts by the Human Resources (HR) services at ministerial and National Guard level;
- To advice, to support and to accompany the Malian partner through the whole process of the development of an efficient and coherent HR policy respecting gender equality and human rights;
- To advice and support the development of the internal HR structures and proceedings within the National Guard with focus on job descriptions, competences & functions translated in internal action plans and texts;
- To advice, support and accompany the internal inspection service of the National Guard through the development of a performant and transparent inspection policy respecting the triptych “control, audit and investigation”;
- To establish and maintain the necessary contacts with all other counterparts/institutions involved in the reform, on matters relevant on his/her area of expertise.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and accompanying local counterpart(s) in a structured manner, promoting local ownership;
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To provide analysis and recommendations to the local counterparts/institutions in the area of responsibility;
- To be embedded within the local institutions, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts/institutions;
- To maintain necessary contacts and build relationships with relevant local counterparts/institutions;
- To ensure compliance with instruction/direction from Mission management;
- To work closely with other advisers and trainers as appropriate;

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Ability to accompany and motivate local counterparts;
- Knowledge of Human Resources management in a law enforcement environment;
- Knowledge of Internal Inspection management in a law enforcement environment;
- Mediation skills;
- Innovative thinking;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

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

7. Desirable Knowledge, Skills and Abilities

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

Position Name: Senior Internal Security Forces Adviser-Police	Employment Regime: Seconded	
Ref. Number: MA 061	Location: Mali - Bamako	Availability: 15 October 2022
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Human Resources and Personnel Management Adviser - National Police reports to the Head of SSR Component.

2. Main Tasks and Responsibilities:

- To be the key interlocutor for the National Police at the level of the General Directorate and the different directions, with a key focus on the direction of personnel, finances & logistics and the internal inspection service;
- To assist the revision and the drafting of laws and internal regulations issued by the Human Resources (HR) services at National Police level;
- To advice, to support and to accompany the Malian partner through the whole process of the development of an efficient and coherent HR policy respecting gender equality and human rights;
- To advice and support the development, feeding and updating of HR data system at National Police level in accordance with the directives of the responsible ministry;
- To advice and support the development of the internal HR structures and proceedings within the National Police with focus on job descriptions, competences & functions translated in internal action plans and texts;
- To advice, support and accompany the internal inspection service of the National Police through the development of a performant and transparent inspection policy respecting the triptych “control, audit and investigation”;
- To establish and maintain the necessary contacts with all other counterparts/institutions involved in the reform, on matters relevant on his/her area of expertise.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and accompanying local counterpart(s) in a structured manner, promoting local ownership;
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To provide analysis and recommendations to the local counterparts/institutions in the area of responsibility;
- To be embedded within the local institutions, security permitting;
- To collect and collate statistics about the workload/performance of local counterparts/institutions;
- To maintain necessary contacts and build relationships with relevant local counterparts/institutions;
- To ensure compliance with instruction/direction from Mission management;
- To work closely with other Advisers and Trainers as appropriate;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to accompany and motivate local counterparts;
- Knowledge of Human Resources management in a law enforcement environment;
- Knowledge of internal Inspection management in a law enforcement environment;
- Mediation skills;
- Innovative thinking;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

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

Position Name: Senior Internal Security Forces Adviser – Gendarmerie	Employment Regime: Seconded	
Ref. Number: MA 062	Location: Mali - Bamako	Availability: ASAP
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To be the key interlocutor for the Malian National Gendarmerie at the level of the General Staff and the different directions, with a key focus on the direction of personnel, finances and logistics and the internal inspection service;
- In collaboration with the Mission’s Senior Ministerial Adviser on Human Resources – MDAC, support the drafting of a human resources (HR) action plan
- Ensure that a reference for professions/qualifications is drawn up for the National Gendarmerie, and ensure their consolidation in legislative and regulatory texts with an eye to mainstreaming gender equality and human rights considerations;
- In collaboration with the EUCAP Mission’s Senior Ministerial Adviser on Human Resources – MDAC, support the development of an efficient human resources management policy in the National Gendarmerie.
- Support the registration of all National Gendarmerie personnel in the relevant HR and Logistics management systems;
- Support the National Gendarmerie in use of their integrated HR and Logistics databases, both at the central level and in the regions;
- Identify gaps in existing legislative and regulatory texts relating to the logistics management of the National Gendarmerie;
- In collaboration with the Mission’s Advisor on Logistics – MDAC, organise workshops and seminars on logistics related issues with Malian and international partners to jointly analyse and identify gaps and needs, as well as appropriate responses;
- Jointly with other relevant advisors and trainers, identify training and advising needs of the National Gendarmerie, as well as needs related to materials and infrastructures. Translate these needs into joint action plans;
- Support the National Gendarmerie in its deployment throughout the Malian territory.
- To advise, support and accompany the internal inspection service of the National Gendarmerie through the development of a functional and transparent inspection policy, respecting the triptych “control, audit and investigation”;
- To establish and maintain necessary contacts with counterparts and institutions involved in SSR reform of the National Gendarmerie.

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and accompanying local counterpart(s) in a structured manner, promoting local ownership;
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To provide analysis and recommendations to the local counterparts/institutions in the area of responsibility;
- To be embedded within the local institution, security situation permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Mission Senior Advisers and Advisers as appropriate;
- To design and deliver training, as appropriate.

3. General Tasks and Responsibilities:

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

4. Essential 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 OR equivalent and attested police or/and military education or training or an award of an equivalent rank;
AND
- After having fulfilled the education requirements, a minimum of 6 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

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

7. Desirable Knowledge, Skills and Abilities:

- Ability to accompany and motivate local counterparts;
- Knowledge of Internal Inspection management in a law enforcement environment;
- Mediation skills;
- Analytical thinking and active listening;
- Comprehensive drafting and reporting skills;
- Complex problem solving skills;
- Time management skills;
- Innovative thinking;
- Ability to multi-task with a time management efficiency;
- Organisational, planning and quality management skills.

Position Name: Border Management Adviser	Employment Regime: Seconded	
Ref. Number: MA 063	Location: Mali - Bamako	Availability: 28 October 2021
Component/Department/Unit: Operations Department / Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

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

2. Main Tasks and Responsibilities

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

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

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

6. Desirable Qualifications and Experience

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

7. Desirable Knowledge, Skills and Abilities

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

Position Name: Senior Inter-ministerial Adviser	Employment Regime: Seconded	
Ref. Number: MA 064	Location: Bamako	Availability: 04 October 2022
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Inter-ministerial Adviser reports to the Head of Security Sector Reform (SSR) Component.

2. Main Tasks and Responsibilities

- In close coordination with the relevant Advisers of the Mission and the EU Delegation, to support the implementation of the Mission's operational mandate through outreach at relevant governmental level;
- To relay the recommendations made by the SSR Component in relation to the Mission's core mandate at relevant governmental level;
- To be the Mission's key interlocutor in the field of implementation of the National Security Sector Reform Strategy, in close coordination with the EU Delegation and other relevant actors, at relevant governmental level;
- To help identify the needs in terms of reform and implementation of modern administrative and management systems at relevant governmental level;
- To provide advice and guidance on concepts and doctrine in a framework of a restructuration and reform process;
- To establish a sustainable contact network with the counterparts/institutions involved in security strategies issues, especially the EU Delegation, the EU Training Mission (EUTM) and MINUSMA, as well as other national, regional et international actors involved in the reforms, in coherence and close cooperation with the Coordination and Liaison Unit;
- To contribute to assessing the inter-ministerial and interagency coordination requirements in the field of national security strategies and advise the Malian authorities accordingly;
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and accompanying local counterparts in a structured manner, promoting local ownership;
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To provide analysis and recommendations to the local counterparts/institutions in the area of responsibility;
- To be embedded within the local institutions, security permitting;
- To collect and collate statistics about the workload/performance of local counterparts/institutions;
- To maintain necessary contacts and build relationships with relevant local counterparts/institutions;
- To ensure compliance with instruction/direction from Mission management;
- To work closely with other Advisers and Head of Mission Office as appropriate;

3. General Tasks and Responsibilities

- To identify and report on lessons learnt and best practices within the respective area of responsibility;

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Knowledge and experience in the field of Security Sector Reform and/or other reform processes at political and strategic levels;
- Experience in drafting policy strategies;
- Ability to accompany and motivate local counterparts;
- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/ governmental level decision makers;
- Experience as Senior Law Enforcement Officer;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Knowledge of Security Sector Reform process, Human Resources and Internal Inspection management in law enforcement;
- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Policies and Strategies;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation.

7. Desirable Knowledge, Skills and Abilities

- Ability to multi-task with a time management efficiency;
- Attention to details;
- Strong communication, organisation, planning and quality management skills.

Position Name: Counter-Terrorism Expert (2 positions)	Employment Regime: Seconded	
Ref. Number: MA 065 MA 066	Location: Mali - Bamako Mali - Bamako	Availability: 21 October 2022 ASAP
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Counter-Terrorism Expert reports to the Head Security Sector Reform Component Senior Inter-ministerial Adviser

2. Main Tasks and Responsibilities

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

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree; **AND**, after fulfilling the education requirements, a minimum of 5 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

OR

- Attested police or/and military education or training or an award of an rank equivalent to at least NATO Military Rank OR-6; **AND** a minimum of 8 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multitask and manage time effectively;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Proven experience in investigative and/or intelligence services (police or gendarmerie),
- Knowledge of the problem of terrorism in the Sahel and its specificities,
- Ability to promote and develop inter-agency cooperation skills at the national, regional and international levels;
- Ability to establish trusting relationships with magistrates specialized in the fight against terrorism and transnational organized crime,
- Experience and aptitude for professional development valued;
- International experience, including experience in crisis zones with multinational and international organizations, as appropriate.

7. Desirable Knowledge, Skills and Abilities

- *N/A*

Position Name: Legal Drafting Expert	Employment Regime: Seconded	
Ref. Number: MA 067	Location: Mali - Bamako	Availability: 11 July 2022
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line

The Legal Drafting Adviser reports to the Head of the Security Sector Reform (SSR) Component.

2. Main Tasks and Responsibilities

- To assess local legislative/normative/regulatory frameworks, including, in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities
- To identify areas requiring improvement/reform in line with the MIP;
- To provide inputs to the development and regular updating of the MIP by supporting the identification of Mission's operational requirements;
- To closely coordinate with other EU and international actors involved in Legal Drafting matters;
- To assist, in close cooperation with all relevant Advisers, the Malian Ministries, in particular the Ministry of Security and Civil Protection, the Ministry of Justice and the Ministry of Territorial Administration, as well as the Prime Minister's office and the National Assembly, to identify weaknesses, needs and areas of potential improvement in legislative and regulatory law.
- In close collaboration with all relevant Advisers, to contribute to the overall work on Security Sector Reform in his/her field of action;
- To advice, in close cooperation with all relevant Advisers, relevant authorities in matters of conceptual and doctrinal framework underlying restructuration and administrative reform processes;
- To assist, in close cooperation with all relevant Advisers, the Internal Security Forces (ISF) – National Police, National Gendarmerie and National Guard – in elaborating of new conceptual and doctrinal framework, in particular for Human Resources, Management, Internal Inspection and Training areas;
- To assist the elaboration of Standard Operation Procedures for the ISF, especially related to organisational change, Management Human Resources and internal inspection;
- To advise the Head of the SSR Component regarding identified host state needs and recommended support by the Mission;
- To support host state authorities as directed by the Head of the SSR Component;
- To assist the Head of the SSR Component in monitoring projects in his/her field of action.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and accompanying local counterpart(s) in a structured manner, promoting local ownership;
- To support the Mission's efforts in identifying areas of structural weaknesses of respective counterparts/institutions and finding relevant solutions to address them;
- To collect and collate statistics about the workload/performance of local counterparts/institutions;
- To maintain necessary contacts and build relationships with relevant local counterparts/institutions;

- To work closely with other Advisers as appropriate;

3. General Specific Tasks and Responsibilities

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

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. The qualification should be in Law; **AND**
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience, including experience in legal drafting.

5. Essential Knowledge, Skills and Abilities

- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Innovative thinking;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Admission to the Bar in home or residential jurisdiction;
- Experience as lawyer or magistrate;
- Expertise in International Law;
- Experience in analysing complex legal issues and advising on legal texts;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

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

Position Name: Provost Expert	Employment Regime: Seconded	
Ref. Number: MA 069	Location: Mali - Bamako	Availability: 03 September 2022
Component/Department/Unit: Operations Department/Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Provost Expert reports to the Head of Security Sector Reform Component.

2. Main Tasks and Responsibilities:

- Support the development of provost capacities and judicial support for national and regional military operations (G5-Sahel);
- Support the development of a decree establishing and organizing a Provost Gendarmerie Corps;
- Support the development and implementation of a doctrine for the use of provost elements;
- Support Malian counterparts in ensuring that each military operation on national territory, including those of the Joint Force G5 Sahel, is accompanied by a provost element;
- Support the issuance of prosecution orders by the Malian Ministère de la Défense et des Anciens Combattants (MDAC) against soldiers suspected of being perpetrators of abuses or deviance.
- To manage and lead projects in the field of Provostship.
- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) on the strategic and operational level as appropriate;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening same;
- 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 within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To design and deliver training, as appropriate;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 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:

- Knowledge of and experience in development and implementation of Provost capacities and capabilities;
- Ability to mentor and motivate local counterparts;
- Experience in engaging with senior officials/ governmental level decision makers;
- Teamwork capabilities;
- Time management skills;
- Problem solving skills;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in liaison with law enforcement institutions (police, prosecution, judiciary, customs etc.);
- Experience of designing and delivering training;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities:

N/A

Position Name: Anti-Corruption Expert	Employment Regime: Seconded	
Ref. Number: MA 071	Location: Mali - Bamako	Availability: 1 st August 2022
Department/Component/Unit: Operations Department /Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to contributing Third States: Yes

1. Reporting Line

The Anti-Corruption Expert reports to the Head of Security Sector Reform (SSR) Component.

2. Main Tasks and Responsibilities

- To develop a comprehensive plan for the Mission on Anti-Corruption matters jointly with the relevant Malian counterparts for integrity building purposes;
- To coordinate and cooperate with other international actors in the field of anti-corruption;
- To represent the Mission in external meetings related to anti-corruption matters and to foster the development of integrity building mechanisms within the security sector;
- To provide anti-corruption related advice to the relevant Malian authorities, including in drafting related legislation to strengthen the repression of corruption cases with appropriate communication strategy on building integrity in the security sector;
- To provide strategic advice and assistance to the relevant Malian partners in developing a legal/regulatory framework in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To identify and advise the relevant Malian partners on the capacity and training opportunities in the anti-corruption field;
- To support the relevant Malian partners in identifying the appropriate equipment and infrastructures needed to fight corruption in an effective manner.
- To liaise between the mission and the EU Anti-Corruption Initiative (EUACI), promoting the “EU Integrated Approach”, and to ensure synergies in terms of the provision of advice to the relevant Malian institutions to develop the anti-corruption mechanisms within the law enforcement agencies.
- To contribute at operational level and in his/her field of expertise to the Mission's mandate implementation in accordance with the CONOPS, OPLAN and Mission Implementation Plan (MIP);
- To provide expertise to strengthen the Malian capabilities in Anti-Corruption;
- To manage and lead projects in the field of Anti-Corruption;
- To assist in the implementation of training activities for Anti-Corruption;
- To identify, analyse and disseminate information on all Anti-Corruption activities within her/his area of responsibility as required;
- To travel within the Mission's area of operations as required;

3. General Tasks and Responsibilities

- To identify and report on lessons learnt and best practices within the respective area of responsibility;

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

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification 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

- Drafting and analytical skills;
- Political sensitivity, with the ability to exercise discretion, judgement and confidentiality when dealing with politicians and officers at every level;
- Oral and influencing skills, with the ability to give clear advice on issues;
- Excellent interpersonal and communication skills;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Proven ability to address these subjects both at central and regional level.
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

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

7. Desirable Knowledge, Skills and Abilities

- Knowledge of the political, cultural and security situation of the Mission area of operations;
- Knowledge of the anti-corruption policies and good governance, also within the Internal Security Forces (ISF);

Position Name: Forensics Direction Expert	Employment Regime: Seconded	
Ref. Number: MA 072	Location: Mali - Bamako	Availability: 02 October 2022
Component/Department/Unit: Operations Department / Security Sector Reform Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

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

2. Main Tasks and Responsibilities

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

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- Experience in engaging with senior officials/ governmental level decision makers;
- Teamwork capabilities;
- Experience as law enforcement officer;
- Experience of designing and delivering training;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities:

- Problem solving skills;
- Skill in explaining scientific procedures and results to a layperson in understandable terms;
- Skill in maintaining a good rapport with criminal justice personnel;
- Skills to adapt new and emerging technologies to solve business and operational needs;
- Knowledge of the SEEK Avenger System;

Position Name: Head of Capacity Building Component	Employment Regime: Seconded	
Ref. Number: MA 076	Location: Mali - Bamako	Availability: ASAP
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Head of Capacity Building Component reports to the Head of the Operations Department.

2. Main Tasks and Responsibilities:

- To provide support and advice to the host state authorities in the area of national training strategy/policies/capacities as well as the provision of direct training by the Mission.
- To ensure that the Mission's trainers have the necessary material to perform the training sessions in their respective area of responsibility.
- To regularly control and evaluate the trainers' job performance during the training sessions and, if necessary, help them to gain efficiency.
- To ensure that information is exchanged between the trainers and the advisers to continually adapt the training programs to the real needs of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard – Internal Security Forces, ISF).
- To supervise the work of the Mission's trainers, including training, planning, curricula development, training provision, data collection, etc.
- Assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To lead, direct and manage the work and staff of the Component so as to implement the Mission mandate and tasks as set out in the OPLAN and relevant planning documents, ensuring coherence and consistency in pursuit of the Mission's mandate;
- To oversee the Component's contribution to the Mission's internal and external reporting against benchmarking;
- To work in close cooperation with the other Mission Components, if directed;
- To ensure that Component's Staff Members contribute to identify and report lessons and best practices within their respective area of responsibility;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;

3. General Tasks and Responsibilities

- To contribute to Mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;

- To perform any other tasks assigned by the line manager.

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/governmental level decision makers;
- Ability to mentor and motivate staff;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in national training units/programmes for law enforcement/Rule of Law agencies.
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.
- International experience, particularly in crisis areas with multi-national and international organisations;

7. Desirable knowledge, skills and abilities:

- Presentation skills;
- Organisational skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively.

Position Name: Trainer on Human Resources Management	Employment Regime: Seconded	
Ref. Number: MA 78	Location: Mali - Bamako	Availability: ASAP
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

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

2. Main Tasks and Responsibilities

- To train the members of the Malian Internal Security Forces (Gendarmerie, National Guard and National Police - ISF) on principles of Human Resources (HR) management, using lessons learnt and actual cases;
- To help identify the Malian ISF needs in terms of HR management;
- To train the (future) Malian ISF middle and high level staff as well as the future trainers in Human Resources (Train the Trainers);
- To train and provide tactical and operational advice in the field of HR management according to the MIP and the relevant agreed training curricula;
- To contribute to the review or elaboration of normative texts by the Malian ISF, especially related to HR management;
- To coordinate with actions already undertaken by Mission Advisers as well as other international stakeholders in the field of HR management;
- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Deputy Head of Capacity Building Component/Trainers' Team Leader;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To contribute to the Component's input to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability and impact of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.

3. General Tasks and Responsibilities

- To contribute to Mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;

- To perform any other tasks assigned by the line manager.

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

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

6. Desirable Qualifications and Experience

- Professional Training Qualification/Certification;
- Successful completion of training courses in the field of human resources management;
- A minimum of 4 years of relevant professional experience in national/international training units/programmes for law enforcement.
- A minimum of 2 years of experience as police trainer in human resources management;
- Experience as Senior Law Enforcement Officer;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- N/A

Position Name: Trainer on Operational Management	Employment Regime: Seconded	
Ref. Number: MA 079	Location: Mali - Bamako	Availability: 11 October 2022
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Trainer on Operational Management reports to the Deputy Head of Capacity Building Component – Trainer’s Team Leader.

2. Main Tasks and Responsibilities

- To train the members of the Malian Internal Security Forces (ISF) (Gendarmerie, National Guard and National Police) on Operational management, using lessons learnt and actual cases;
- To help identify the Malian ISF's needs in terms of Operational management;
- To train the (future) Malian ISF trainers in Operational management (train the trainers);
- To train and provide tactical and operational advice in the field of Operational management;
- To contribute to the review or elaboration of normative texts by the Malian ISF, especially related to Operational management;
- To coordinate with other actions already undertaken by international stakeholders.
- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**

- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience,

5. Essential Knowledge, Skills and Abilities

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

6. Desirable Qualifications and Experience

- Professional training qualification/certification;
- Successful completion of training courses in the field of Operational management;
- A minimum of 4 years of relevant professional experience in national/international training units/programmes for law enforcement.
- A minimum of 2 years of experience as Law enforcement trainer in Operational management;
- Experience as Senior Law Enforcement Officer;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- N/A.

Position Name: Trainer on Deontology	Employment Regime: Seconded	
Ref. Number: MA 081	Location: Mali - Bamako	Availability: 01 July 2022
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

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

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience:

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

AND

- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience.

5. Essential Knowledge, Skills and Abilities:

- Presentation skills;
- Innovative thinking;
- Ability to plan, multitask and manage time effectively;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as Senior Law Enforcement Officer;
- Professional Training Qualification/Certification;
- A minimum of 4 years of relevant professional experience in national/international training units/programmes for law enforcement.
- Experience in designing and delivering training;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- *N/A*

Position Name: Trainer on Organised Crime Investigation/Counterterrorism	Employment Regime: Seconded	
Ref. Number: MA 087	Location: Mali - Bamako	Availability: 02 September 2022
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

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

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Trainers' Team Leader.
- To identify required reforms and appropriate support to be provided by the Mission, including advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To contribute to the Mission's internal and external reporting against benchmarking, assess the consistency and sustainability of the Mission's training activities and provide recommendations for improvement;
- To identify, manage and report the risks arising from the implementation of specific processes, systems and projects;
- To advise Mission Management on training matters in accordance with Civilian Planning and Conduct Capability (CPCC) guidelines and Mission priorities.
- To identify, with the relevant advisers and the Malian counterparts the gaps, needs and priorities on Criminal Investigation/Counter-Terrorism matters;
- To assist the relevant advisers to support the development of performant Criminal Investigation/Counter-Terrorism services and units within the Malian Internal Security Forces through training and accompanying actions;
- To develop, with the relevant Advisers, a training curricula in the field of Criminal Investigation/Counter-Terrorism;
- To design and deliver specific training modules on Criminal Investigation/Counter-Terrorism matters;
- To contribute to the training of (future) Malian ISF trainers in Criminal Investigation/Counter-Terrorism (train the trainers).

3. General Tasks and Responsibilities

- To identify and report on lessons learnt and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;

- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multitask and manage time effectively;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

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

7. Desirable Knowledge, Skills and Abilities

- *N/A*

Position Name: Trainer on Financial Crime Investigation	Employment Regime: Seconded	
Ref. number: MA 088	Location: Mali - Bamako	Availability: 19 September 2022
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

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

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader;
- To identify required reforms and appropriate support to be provided by the Mission, including advice/mentoring and/or direct training;
- To provide inputs to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To contribute to the Mission's internal and external reporting against benchmarking, assess the consistency and sustainability of the Mission's training activities and provide recommendations for improvement;
- To identify, manage and report the risks arising from the implementation of specific processes, systems and projects;
- To advise Mission Management on training matters in accordance with Civilian Planning and Conduct Capability (CPCC) guidelines and Mission priorities.
- To prepare, chair and/or take part in briefings related to training with other Mission's units/components;
- To assess, identify and evaluate, in close coordination with the relevant Advisers and the Malian counterparts, any requirements, gaps, needs and/or priorities on financial crime investigation and anti-money laundry matters;
- To assist the relevant Advisers in supporting the development of performant Financial Crime Investigation services/units within the Malian Internal Security Forces (ISF) through training and accompanying actions, by providing internationally recognized good practice standards in the specific field;
- To develop, in close coordination with the relevant Advisers, a training's curricula in the field of Financial Crime Investigation;
- To design and deliver specific training modules on Financial Crime Investigations matter, through a variety of training approaches including traditional classroom, programmed learning, hands-on, simulation and computer aided training.
- To contribute to the training of (future) Mali ISF trainers in Financial Crime Investigations (train the trainers);

- To interact, under the Team leader authority, with the relevant international stakeholders Financial Crime Investigations matter.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Presentation skills;
- Innovative thinking;
- Ability to plan, multitask and manage time effectively;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Experience as Senior Law Enforcement Officer;
- Professional Training Qualification/Certification;
- A minimum of 4 years of relevant professional experience in national/international training units/programmes for law enforcement.
- Subject matter expertise in Financial Crime Investigation;
- Experience in designing and delivering training;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- N/A

Position Name: Trainer on Border Management	Employment Regime: Seconded	
Ref. Number: MA 091	Location: Mali - Bamako	Availability: 1 st July 2022
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

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

2. Main Tasks and Responsibilities

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

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

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

6. Desirable Qualifications and Experience

- Experience as Senior Law Enforcement Officer;
- Professional Training Qualification/Certification;
- A minimum of 4 years of relevant professional experience in national/international training units/programmes for law enforcement.
- Experience in designing and delivering training;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- N/A

Position Name: Senior Pedagogic Expert - Pedagogic Team Leader	Employment Regime: Seconded	
Ref. Number: MA 095	Location: Mali - Bamako	Availability: 13 September 2022
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Senior Pedagogic Expert - Pedagogic Team Leader reports to the Head of Capacity Building Component.

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To contribute to the Component's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/components;
- To train the members of the Malian Internal Security Forces (Gendarmerie, National Guard and National Police - ISF) on principles of train the trainers, using lessons learnt and actual cases.
- To help identify the Malian ISF needs to train their trainers;
- To train the (future) Malian ISF trainers;
- To train and provide tactical and operational advice to the Malian ISF trainers;
- To contribute to the review or elaboration of normative texts on Trainers curricula by the Malian ISF in liaison with the Mission's Training Advisers;
- To coordinate with other actions already undertaken by international stakeholders.
- To actively participate in the organisation, planning and activities of the Pedagogical Cell to foster the appropriation of solid pedagogic know-how by Malian ISF trainers through coaching sessions optimising the transfer of skills and allowing them to reach, in the short term, full autonomy in professional training matters.

3. General Tasks and Responsibilities

- To identify and report on lessons learnt and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;

- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

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

6. Desirable Qualifications and Experience

- Professional Qualification/Certification as Trainer of trainers;
- Experience in designing and delivering training to trainers;
- A minimum of 5 years of experience as trainer of trainers with at least 2 years in law enforcement institutions;
- Experience as Senior Law Enforcement Officer;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- *N/A.*

Position Name: Training of Trainers Officer	Employment Regime: Seconded	
Ref. Number: MA 099	Location: Mali - Bamako	Availability: 16 December 2022
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

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

2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Deputy Head of Capacity Building Component/Trainers Team Leader;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP, related training plan and agreed external training curricula;
- To contribute to the Mission's internal and external reporting against benchmarking, assess the consistency and sustainability of the Mission's training activities and provide recommendations for improvement;
- To identify, manage and report the risks arising from the implementation of specific processes, systems and projects;
- To advise Mission Management on training matters in accordance with Civilian Planning and Conduct Capability (CPCC) guidelines and Mission priorities;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/ components;
- To train the members of the Malian Internal Security Forces (Gendarmerie, National Guard and National Police - ISF) on principles of train the trainers, using lessons learnt and actual cases.
- To help identify the Malian ISF needs to train their trainers;
- To train the (future) Malian ISF trainers;
- To train and provide tactical and operational advice to the Malian ISF trainers;
- To contribute to the review or elaboration of normative texts on Trainers curricula by the Malian ISF;
- To coordinate with other actions already undertaken by international stakeholders.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

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

6. Desirable Qualifications and Experience

- Professional Qualification/Certification as Trainer of trainers;
- Experience in designing and delivering training to trainers;
- A minimum of 5 years of experience as trainer of trainers with at least 2 years in law enforcement institutions;
- Experience as Senior Law Enforcement Officer;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- Excellent interpersonal and teamwork skills;
- Organisational, analytical and administrative skills;

Position Name: Mobile Unit Coordinator (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 102	Location: Mali - Mopti-Sévaré	Availability: ASAP
Component/Department/Unit: Operations Department/Mobile Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Mobile Unit Coordinator reports to the Head of Operations Department.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP);
- To lead, direct and manage the work and staff of the Unit to ensure it delivers on Mission mandate within its field of responsibility and tasks as set out in the planning documents, the MIP and instructions issued by Head of Mission;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress, including the updating of the MIP and benchmarking in the relevant Line of Operation;
- To ensure, at operational level, co-ordination with other relevant operational Units and Components within the Mission;
- To maintain necessary contacts and build relationships with relevant local counterparts and international actors in the field of responsibility;
- To act, as appropriate, as the representative of the Mobile Unit in contacts with external interlocutors;
- To ensure compliance with instruction/direction from Mission management and to issue clear instructions to the members of the Mobile Unit;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility.
- To manage and oversee the Mobile Unit, under supervision of EUCAP Sahel Mali's Head of Operations, under his reporting line, without prejudice to the Security and Duty of Care Chain of Command;
- To work in close cooperation with the Internal Security Forces (ISF), at local level, to provide advice and educational training and to be the key interlocutor on public security matters;
- To advise the ISF PSDG Security Detachments personnel to develop and implement operating procedures for public security, improving their tools and methods, and assist them in re-organisation of services, while ensuring proper follow up;
- To promote good practices in community policies within local ISF;
- To support the development of public security policies and procedures for the ISF PSDG Security Detachments, ensuring they are carried on and updated or amended when necessary;
- To assist the ISF PSDG Security Detachments personnel in developing professional contacts and implementing coordination links for public security matters with all relevant services or counterparts;
- To coordinate work with others international actors and Technical Financial Partners.

3. General Tasks and Responsibilities:

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

4. Essential 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, **OR** equivalent and attested police education or training or an award of an equivalent rank; **AND**
- A minimum of 7 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 3 years of management or coordination experience.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience of designing and delivering training;
- Experience in project management;
- Driving licence C;
- To carry an issued individual weapon, used for purposes of self-defence.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency and attention to details;
- Ability to interact with military counterparts

Position Name: Trainer on Public Order/Professional Intervention (for Mali centre)	Employment Regime: Seconded	
Ref. Number: MA 105	Location: Mali - Mopti, Sévaré	Availability: 21 September 2022
Component/Department/Unit: Operations Department /Mobile Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Trainer on Public Order/Professional Intervention reports to the Mobile Unit Deputy Coordinator/Coaching Team Leader.

2. Main Tasks and Responsibilities:

- To support host state authorities in developing training strategies/policies/plans/curricula/ training institutions as directed by the Head of Training;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed internal and external training curricula;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's units/ components;
- To work in close cooperation with the Internal Security Forces (ISF), at local level, to ensure proper and efficient Professional Intervention and Public Order skills for *Postes Sécurisés de Développement et Gouvernance* (PSDG) personnel;
- To be the key interlocutor on Professional Intervention and Public Order matters for the Malian PSDGs Security Detachments personnel;
- To train the ISF PSDG Security Detachments personnel to develop and implement Professional Intervention and Public Order skills while ensuring proper follow up;
- To train the development of Professional Intervention and Public Order policies and procedures for the ISF PSDG Security Detachments personnel, ensuring they are carried on and updated or amended when necessary;
- To train the ISF PSDG Security Detachments personnel in developing professional contacts and implementing coordination links for Professional Intervention and Public Order matters with all relevant services or counterparts.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

OR

- Attested professional intervention education or training and a rank equivalent to at least NATO Military Rank OR-7, **AND**
- A minimum of 8 years of relevant professional experience, including experience in national/international training units/programmes for law enforcement.

5. Essential Knowledge, Skills and Abilities:

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

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience of designing and delivering training;
- Experience in project management;
- Driving licence C;
- To carry an issued individual weapon, used for purposes of self-defence.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Attention to details.

Position Name: Trainer on Counterterrorism, Organised Crime and Judiciary Investigation (for Mali centre) (2 positions)	Employment Regime: Seconded	
Ref. Number: MA 108 MA 109	Location: Mali - Mopti, Sévaré	Availability: 11 October 2022 ASAP
Component/Department/Unit: Operations Department/Mobile Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Trainer on Counter-Terrorism, Organised Crime and Judiciary Investigation reports to the Advisory Training and Coaching Team Leader.

2. Main Tasks and Responsibilities:

- To train the Internal Security Forces involved in the fight against terrorism and organized crime from the first level intervention unit to the specialized service,
- Train Malian criminal investigators, magistrates and provost marshals in the region;
- Work closely with local ISFs to ensure an appropriate and effective chain of investigation in counter-terrorism, organized crime and justice;
- To address and communicate all aspects of the field: general knowledge, criminal intelligence, management of a crime scene or a terrorist attack, intervention, procedural treatment, inter-agency cooperation, relationship with the judicial authority, etc.;
- Contribute to the development of national schemes and protocols useful for the implementation of an appropriate Malian response to the phenomena of organized crime and/or terrorism,
- To help identify the ISF training needs in terms of Counterterrorism, Organised Crime and Judiciary Investigations; Contribute to the development and regular updating of the Mission Implementation Plan (MIP) in the area of training. In the area of training;
- Conduct the Mission's direct training activities in accordance with the MIP and relevant internal and external training programs;
- Contribute to the Mission's internal and external reporting, also assessing the consistency and sustainability of the mission's training activities over time, and provide recommendations for improving the mission's performance;
- Prepare, chair and/or participate in training related briefings with other Mission units/components.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework, which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree, **OR** attested policing education or training and a rank equivalent to at least NATO Military Rank OR-7;

AND

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

5. Essential Knowledge, Skills and Abilities:

- Presentation and mediation skills;
- Ability to accompany and motivate local counterparts;
- Knowledge of Counter-Terrorism, Organized Crime and Judiciary Investigation related matters;
- Innovative thinking;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in the required fields or, failing that, excellent general knowledge of criminal investigation ;
- Excellent interpersonal, listening and dialogue skills;
- International experience in a crisis zone,
- Experience in designing and organizing training;
- A minimum of 4 years of relevant professional experience in national/international training units/programmes for law enforcement.
- Experience in project management;
- Driving licence C;
- Carry an issued individual weapon used for self-defense purposes.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;
- Attention to details.

Position Name: Press and Public Information Officer	Employment Regime: Seconded	
Ref. Number: MA 115	Location: Mali - Bamako	Availability: ASAP
Component/Department/Unit: Chief of Staff Office/Press and Public Information	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Press and Public Information Officer (PPIO) reports to the Chief of Staff while working also in direct support of the Head of Mission (HoM) and the Deputy Head of Mission (DHoM).

2. Main Tasks and Responsibilities

- To contribute to the implementation of the Mission Strategic Communications Plan;
- To draft, update and implement the Communication Strategy and annual communication plans of the Mission;
- To contribute to the development and maintenance of an effective Mission website and social media accounts;
- To draft press releases, public statements, articles and features;
- To write and design public information material and factsheets;
- To produce communications material as well as social media content (including video productions and publicity campaigns) for different communication channels of the Mission;
- To organise contract/tender/designs for Mission visibility items, media products and publicity campaigns and to manage the Press and Public Information budget, procurement processes;
- To be the focal point for press and public information work;
- To lead and manage the work and staff of the Press and Public Information Office;
- To act as the Mission's spokesperson if required and to communicate the work of the Mission to the public;
- To organise and conduct press conferences, briefings, seminars, media events and journalist visits;
- To cover the media aspects of high-level visits and to cover external high-level meetings with Malian officials and international counterparts, as required;
- To monitor local and international media and draft regular media summaries;
- To monitor disinformation against the interests of the Mission in close cooperation with the Mission Analytical Capability, Security and CIS;
- To provide strategic and operational guidance and advise to the Mission management and relevant staff members on internal and external communications/lines to take;
- To regularly monitor and analyse the impact and the effectiveness of the Mission's communication and public outreach activities;
- To coordinate communication activities with the press offices of other EU actors in Mali, and with other international partners as required;
- To liaise closely with the CPCC Strategic Communications;
- To contribute to the training of Mission personnel as required;

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification 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 and training or an award of an equivalent rank. The qualification should be in any of the fields of Communications, Political studies, International Relations, Humanities, Social Sciences or other related field;

AND

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

5. Essential Knowledge, Skills and Abilities

- Experience and skills in digital communication (website management, managing social media accounts, visual communication);
- Drafting and presentation skills;
- Proven experience in developing and implementing strategic communication;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Knowledge and practical experience of formulating and implementing communication strategies;
- Analytical skills and experience on analysing and developing the performance of public information activities, including social media;
- Experience in the field of institutional communication;
- Experience in conducting media and outreach campaigns;
- International experience, particularly in crisis areas with multi-national and international organisations, or crisis management missions.

7. Desirable Knowledge, Skills and Abilities

- Political sensitivity and ability to handle sensitive matters
- Knowledge of disinformation
- Knowledge about the local press and media environment
- Networking skills

Position Name: Executive and Document Management Assistant	Employment Regime: Seconded	
Ref. Number: MA 116	Location: Mali - Bamako	Availability: ASAP
Component/Department/Unit: Chief of Staff	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line

The Executive and Document Management Assistant reports to the Chief of Staff, while working in direct support of the Head of Mission (HoM) and of the Deputy Head of Mission (DHoM).

2. Main Tasks and Responsibilities

- To manage the Head of Mission Office and guide the work of the local assistants;
- To coordinate and liaise with relevant Mission components as required, with a particular view to ensuring a good flow of information, coordinating advice and information provided for the Head of Mission Office;
- To contribute to the identification, elaboration and implementation of appropriate policies, procedures and guidelines relevant for the good functioning of the Mission and the implementation of the Mission mandate;
- To ensure maintaining a registry of all official contacts with the Mission and to maintain contacts with local authorities, governmental organisations, non-governmental organisations or other external counterparts in order to collect and disseminate information.
- To contribute to the regular liaison/coordination with CPCC without prejudice to the chain of command;
- To summarise information and prepare briefing materials for the Head of Mission/Deputy Head of Mission;
- To prepare and review correspondence and documentation within the Head of Mission Office, and to draft minutes, letters, reports and other official documents as required;
- If requested, to accompany the Head of Mission/Deputy Head of Mission to internal and external meetings, and to provide readouts, draft minutes and ensure required follow-up;
- To ensure the reception, registration and distribution of all official incoming and outgoing correspondence;
- In close cooperation with the relevant document management officer within the security department, to manage the Mission's records and archives effectively and in line with EU Classified Information policies;
- To facilitate the development of a centralised document management system and ensure its performance to meet organisational requirements;

3. General Tasks and Responsibilities

- To identify and report on lessons learnt and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;

- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Administrative skills (office management, event planning, project management);
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Experience in working with a senior official or high-level executive;
- Experience in liaising with international organizations and/or government/law enforcement agencies.

7. Desirable Knowledge, Skills and Abilities

- Knowledge of the functioning of the EU and, in particular, CSDP missions and operations.

Position Name: Planning and Coordination Officer	Employment Regime: Seconded	
Ref. Number: RACC 12	Location: Mauritania - Nouakchott	Availability: 04 October 2022
Component/Department/Unit: RACC	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Planning and Coordination Officer reports to the Head of Regional Advisory and Coordination Cell (RACC).

2. Main Tasks and Responsibilities:

In close cooperation with the Head of RACC:

- To collect, centralise and process relevant information and analysis, with a focus on security sector, obtained from the Internal Security and Defence experts (ISDEs) and CSDP Missions in theatre, as well as from EU and international projects with a view to update the Donor Matrix;
- To support the updating of the gap analysis and needs assessment;
- To support in the elaboration of the donors' mapping of all national and international initiatives in the region in the field of security and defence, notably with regards to the G5S Joint Force and its police component;
- To support the exchange of information and coordination with international regional actors, EU Member States-led activities while respecting the role of the EU Delegation, and other bilateral actors in the region;
- To support in the development of integrating and sequencing security and defence initiatives in the G5S region;
- To develop, maintain and regularly update the follow-up of activities, and the mapping exercise of the RACC together with its Internal Security and Defence experts (ISDEs), and CSDP Missions deployed in the G5 Sahel countries;
- To collate and support the quantitative and qualitative analysis of inputs originating from the RACC staff members, ISDEs and CSDP Missions deployed in the G5 Sahel countries on their mapping exercise and activities;
- To contribute to the collection and sharing of good practices of the G5S countries and the regional structures in SSR domains.
- To monitor and collect information on Security sector, with a particular focus on the G5 Sahel countries capability development and structures, EU and international relevant stakeholders, that may impact on the situation in the RACC 's area of responsibility;
- To communicate with key RACC staff members, especially the Senior Planning, evaluation and reporting officer, on information management, analysis and reporting procedures in order to ensure submission of high-quality information;
- To contribute to collate and support the quantitative and qualitative analysis of inputs originating from the RACC's operational elements on their operational activities against benchmarking;
- To contribute to produce timely and accurate periodic and ad-hoc reports for submission to the chain of command, the RACC's operational headquarters, and EU Member States regarding the Regional Cell's

mandate implementation;

- To contribute to the development and regular updating of the Cell Implementation Plan (IP);
- To prepare and give presentations, produce talking points, speeches and presentations on behalf of others and take meeting minutes;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Analytical and research capability and knowledge of information collection and analytical methods;
- Report compilation, drafting, writing and editing skills;
- Organisational and analytical skills;
- Time management and ability to prioritise multiple tasks;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Proven professional experience in working with databases and/or with data management and data processing;
- Experience in data reporting ("datamining");
- Experience in analytical work with a demonstrated ability to coordinate inputs coming from different sources;
- Proven professional experience in operational planning (development of proposed activities and courses of action based on situational analysis);
- Experience of working in the EU environment.

7. Desirable Knowledge, Skills and Abilities:

- Familiarity with EU & other international actors in the field of crisis management;
- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity;
- Strategic and creative thinking.

Position Name: Brussels Support Element / Policy And Liaison Officer for the Regional Advisory and Coordination Cell (RACC)	Employment Regime: Seconded	
Ref. Number: RACC 15	Location: Belgium - Brussels	Availability: 01 August 2022
Component/Department/Unit: RACC	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Brussels Support Element (BSE) Policy and Liaison Officer reports to the Head of the RACC and functionally supports and works with the Conduct of Operations Division, Civilian Planning and Conduct (CPCC).

2. . Main Tasks and Responsibilities

- To liaise and maintain close coordination between the RACC and CPCC, the EU Institutions / services, and EU Member States;
- To follow and coordinate political developments of interest to the RACC with EU institutions and interlocutors in close cooperation with the CPCC Desk;
- To provide analysis on the RACC mandate implementation;
- To inform and advise CPCC on relevant aspects of RACC's operations;
- To contribute to reporting, drafting and planning of RACC's documents;
- To support CPCC Operations desk and contribute to briefings, reports, meetings, read-outs, and notes etc.;
- To contribute to CPCC presentations to Brussels-based working groups and other actors;
- To support Mission RACC's visits to Brussels, EU capital's and vice-versa;
- To be embedded within Civilian Planning and Conduct Capability (CPCC);
- To visit the RACC area of operations regularly.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Analytical and reporting skills;
- Networking skills;
- Sound understanding of the aims, purposes and functioning of the EU Common Security and Defence Policy (CSDP) and CSDP Missions;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- International experience, particularly in crisis areas with multi-national and international organisations;

7. Desirable Knowledge, Skills and Abilities

- Knowledge of international actors in the field of crisis management;
- Ability to develop and maintain effective work relationships with different national and cultural background with sensitivity and respect for diversity;
- Knowledge of development aid and/or financial and technical cooperation projects, ideally through EU financial instruments;
- Knowledge of the European Commission's aid programming and implementing process.

Position Name: Senior Planning, Evaluation and Reporting Officer	Employment Regime: Seconded	
Ref. Number: RACC 16	Location: Mauritania - Nouakchott	Availability: 01 July 2022
Component/Department/Unit: RACC	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Planning, Evaluation and Reporting Officer reports to the Head of the Regional Advisory and Coordination Cell (RACC).

2. Main Tasks and Responsibilities

- To compile, draft and ensure timely and accurate information flow of the RACC reporting, evaluation and analysis documents, as required;
- To supervise the development, review and regular updating of the RACC Mission Implementation Plan (MIP) and the monitoring of its execution, including through updating the benchmarking, its analysis and the evaluation of outcomes, in close cooperation with the relevant Mission RACC elements and other stakeholders.
- To coordinate and provide quantitative and qualitative analysis of inputs originating from the RACC elements on the progress of mandate implementation;
- To liaise regularly with the RACC elements and external stakeholders on the other for information exchange, coordination, and cooperation;
- To coordinate, develop and implement baseline surveys, monitoring and evaluation exercises for assessing the impact of RACC's activities.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

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

5. Essential Knowledge, Skills and Abilities

- Operational planning/project management and evaluation experience, in a national or international context;

- Analytical capability and sound knowledge of information collection, evaluation and analytical methodologies;
- Report compilation, drafting and editing skills;
- Excellent drafting and reporting skills, self-driven and ability to work in a methodical manner;
- Time management and ability to prioritise multiple tasks;
- Good communication skills;
- Self-motivated person able to work without close supervision;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Experience in the area of knowledge management, organisational learning or policy development related working experience;
- Experience in CSDP reporting system;
- Experience in implementing relevant policies, procedures and operations, including mandate development and planning processes in the EU or other International Organization;
- Ability to monitor and adjust plans and actions as necessary;
- International working experience, particularly in crisis areas with multi-national and international organisations.
- Experience of working in the EU environment;
- Familiarity with EU & other international actors in the field of crisis management;
- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity.

7. Desirable Knowledge, Skills and Abilities

- Extensive knowledge of EU CSDP benchmarking system.

Position Name: Executive Officer	Employment Regime: Seconded	
Ref. Number: RACC 19	Location: Mauritania – Nouakchott	Availability: ASAP
Component/Department/Unit: RACC	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Executive Officer reports to the Head of the Regional Advisory and Coordination Cell (RACC).

2. Main Tasks and Responsibilities:

Under the supervision of the Head of the RACC and the two Senior Regional Experts:

- To work closely with the different structures of the EU Delegation, and EU counterparts, if required;
- To review Mission's reporting.
- To support the Head of the RACC in managing the Command and Control element of the RACC in Nouakchott;
- To maintain a registry of all official contacts of the RACC;
- To ensure that reports and information provided by the different RACC staff is coordinated inside the RACC prior to its submission to the Head of the RACC;
- To facilitate close cooperation between the Head of the RACC and the other RACC staff, drafting plans, directives, SOPs, orders and instructions to be approved and/or issued by the Head of RACC;
- To coordinate and liaise with relevant RACC components as deemed appropriate by the Head of the RACC;
- As directed by the Head of the RACC, to maintain contacts with local authorities, governmental organisations, non-governmental organisations or other external counterparts in order to collect and disseminate information if required;
- To serve as Point of entry for external requests and contacts;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to organise staff work at strategic level;
- Ability to coordinate a diversified and multidisciplinary team of staff;
- Ability to formulate coherent recommendations in a short time on domain of expertise;
- Organisational skills, the ability to work under pressure, and with tight deadlines and to manage multiple tasks and unexpected demands;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- A Police Officer / Military officer ideally ranked OF-2 or OF-3, or equivalent,
- Experience of working in the EU environment;
- Experience in Africa in support of Defence and Security Forces;
- EU or international post conflict mission/organisation field experience;
- Ability to develop and maintain effective work relationships with different national and cultural background with sensitivity and respect for diversity;
- Reporting and drafting skills.

Position Name: Human Rights and Gender Adviser	Employment Regime: Seconded	
Ref. Number: RACC 22	Location: Mauritania - Nouakchott	Availability: 09 September 2022
Component/Department/Unit: RACC	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Human Rights and Gender Adviser reports to the Head of the Regional Advisory and Coordination Cell (RACC).

2. Main Tasks and Responsibilities

- To act as RACC focal point and provide advice on standards for human rights and gender matters and policies relevant to the RACC mandate and ensure internal coordination and consistency;
- To advise the Head of RACC and senior management on human rights and gender mainstreaming in the implementation of the RACC mandate, applying a Human Rights Based Approach in RACC internal and external activities;
- To ensure all Human Rights and Gender aspects including mainstreaming are incorporated and consistent with the RACC planning, reporting and review cycle documents;
- To ensure development and oversight of the implementation of the EU's Human Rights and Gender Action Plan.
- To contribute to RACC reporting and information flow on human rights and gender-related aspects;
- To support G5 Sahel in organising regional training courses for the G5 Sahel trainees on human rights and gender equality, in close cooperation with the CSDP Missions;
- To monitor and analyse the situation in the G5 Sahel region regarding Human Rights, Gender equality, and Women, Peace and Security;
- To liaise with local and international entities involved in the promotion and monitoring of human rights in the G5 Sahel region;
- To advise the Head of RACC on human rights and Gender due diligence framework;
- To proactively ensure the RACC leadership and key staff are up to date with the human rights and gender situation in the RACC area;
- To work closely with other RACC members, to ensure coordination of crosscutting issues;
- To advise on the development and management of strategic communications regarding human rights and gender;
- To contribute to the development and periodic review of the relevant RACC Standard Operating Procedures;
- To provide training to RACC members on human rights and gender mainstreaming and human rights and gender due diligence;
- To coordinate with other EU actors in the G5 Sahel region to ensure an integrated approach.

3. General Tasks and Responsibilities

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

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

4. Essential Qualifications 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 Degree; **OR** equivalent and attested police and/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

- Understanding of international human rights law and principles and human rights protection systems;
- Knowledge of human rights mainstreaming issues and tools;
- Drafting, analytical and reporting skills;
- Knowledge of investigative and conciliation techniques in human rights;
- Understanding and sensitivity to the basic principles of human rights legislation and intergroup relations;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications Experience

- Experience in and sound practical understanding of mainstreaming Human rights and gender principles and strategies in fragile environments, including the development of appropriate policy and regulations;
- Understanding and sensitivity to the basic principles of human rights and gender legislation and intergroup relations. International experience working with human rights and gender, preferably in crisis areas with multi-national and international organisations;
- Experience of working in an EU institution;
- Familiarity with EU & other international actors in the field of crisis management.

Position Name: Operational Planner (2 positions)	Employment Regime: Seconded	
Ref. Number: RACC 21 RACC 23 (*)	Location : Niger - EU Del Niger - Niamey Chad EU Del Chad - N'Djamena	Availability: 17 August 2022 (*)
Component/ Department/ Unit: RACC	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

* Availability of the position is pending a recruitment process on another position-.

1. Reporting Line:

The Operational Planner reports to the Head of the Regional Advisory and Coordination Cell (RACC)

2. Main Tasks and Responsibilities:

- To operationalise the RACC tasks as set out in the relevant strategic documents and the relevant Implementation Plan, contributing to enhancing the participation of the G5 Sahel countries to regional cooperation initiatives;
- Without prejudice to the RACC chain of command and in close coordination and cooperation with the senior RACC Expert(s) in the respective EU Delegations, to provide technical and planning support to the EU Delegation, on EU projects on defence and security matters;
- In close coordination with the EU Delegation and in close cooperation with the respective senior RACC Expert(s), to provide technical and planning support, including on EU projects on defence and security matters in order to assist the national authorities. The Operational Planner will take into account all the available EU instruments, the bilateral programmes from the EU Member States and the activities of the three CSDP Missions. He/She will have to prepare a chronogram of activities indicating possible synergies of existing programmes,
- To contribute and regularly update the RACC Mission Implementation Plan (MIP) concerning the respective country;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- Under the supervision of the Head of the RACC, and in close coordination with EU Delegation and the respective Senior RACC Expert(s) in the country of assignment:
- To cooperate and work closely with all elements of the EU Delegation, other EU and non-EU actors and implementing partners
- In close coordination with the EU Delegation, to provide advice and support to national authorities with a view to promoting and facilitating the implementation of EU projects in domain of defence and security;
- Under the command and control of the Head of RACC, to provide planning expertise/project management support to the EU Delegation as requested;
- To provide analysis and recommendations to the EU Delegation, and to local and international counterparts in the area of responsibility, as appropriate.

3. General Tasks and Responsibilities

- To contribute to mission reporting in the area of competence;

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Good knowledge of planning and management of projects in the defence/security sector;
- Ability to provide analysis and formulate coherent recommendations on domain of expertise;
- Organisational skills, the ability to work under pressure, and with tight deadlines and to manage multiple tasks and unexpected demands;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in the management of EU projects;
- Experience in operational planning including managing of capability development projects in the area of defence/security
- Experience of working in the EU environment;
- Experience in Africa in support of Defence and/or Security Forces;
- EU or international post conflict mission/organisation field experience;
- Ability to develop and maintain effective work relationships with different national and cultural background with sensitivity and respect for diversity;
- Ability to conceptualise problems, identify and implement solutions
- Reporting and drafting skills;

7. Desirable Knowledge, Skills and Abilities

- Ability to multi-task with a time management efficiency;
- Attention to details;
- Strong communication, organisation, planning and quality management skills.

SECONDED/CONTRACTED POSITIONS

Position Name: Medical Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. Number: MA 044	Location: Mali - Bamako	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department/Medical Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Medical Adviser reports to the Senior Mission Security Officer via the Senior Medical Adviser.

2. Main Tasks and Responsibilities:

- Mobility – If required to work from any of the missions operating bases;
- To gather all information related to medical support for the mission members, including social security and health and repatriation insurance, practical and administrative aspects;
- To assess on regular basis existing in- and out-patient medical treatment facilities (MTF) both local health service and others and regularly issue an updated list of available MTF in the areas of operation.
- To assist, support and provide guidance to the Senior Medical Adviser (SMA) on all medical, admin and welfare matters as required;
- To act as a focal point for the Mission Critical Incident Staff Assistance/Peer support programme and psychosocial/welfare matters;
- To deputise for the Senior Medical Adviser (if applicable);
- To develop, organise and monitor the provision of primary care and first aid to the Mission;
- To deputise for SMA in their absence;
- To provide medical guidance to all mission members (national and international) and to liaise with Finance and Human Resource staff on sick leaves, as appropriate – both in and out of theatre;
- To respond to medical incidents and emergencies on a 24/7 basis and provide regular emergency cover on a duty roster;
- To monitor the epidemiological and overall medical situation in theatre, promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- To support the SMA in coordinating medical evacuations and assist in providing medical support during evacuation/repatriation, including escorting staff members out of theatre; advise evacuees on the requirements for evacuation;
- As instructed by the SMA to take on responsibility for any task or function within the Medical Unit, such as everyday medical activities including; daily routines, hygiene measures, maintaining of the pharmacy, ordering and procurement of medication, services and other supplies, stocktaking or management of the on-call roster;
- Maintain meticulous medical and statistical records on all patient assessments, treatment and care, prescription of medicine;

- To maintain essential equipment in an operational state, such as ensuring the contents of all Mission First Responder and Trauma Kits are correct and up-to date, medical equipment is tested and functional;
- To prepare and perform medical briefings and training for all new and existing staff members as required by the SMA;
- Compose any report or conduct any research on medical matters as required;
- Under the leadership of the SMA support the co-ordination and development of plans, procedures and policies on all medical issues and health matters related to the provision of medical support to the Mission, including relevant contingency plans as directed and tasked by the SMA;
- To provide medical care and advice to mission members as appropriate;
- To act as a first responder in providing basic life trauma response and treatment during incidents;
- To liaise with other relevant health care providers to coordinate the provision of care and assessment of the quality of primary and specialist care in theatre to mission members;
- To liaise with international civilian and non-governmental humanitarian and support agencies in theatre when required or instructed by SMA;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies in medicine of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 **OR** 7 in the European Qualifications Framework **OR** a qualification of the first cycle **OR** second cycle under the framework of qualifications of the European Higher Education Area e.g. Medical Doctor **OR** Bachelor's Degree in Nursing; and a minimum one-year post-graduate qualification attested by diploma in Emergency Medicine or Anaesthesia, Intensive Care or Primary Care;
- A minimum of 4 years relevant clinical experience, e.g. A&E (Acute and Emergency) or Pre-hospital or Anaesthesia/Intensive Care or Primary Care, out of which 2 years at management level or in the field of medical planning and administrative procedures, after fulfilling the educational requirements;
- Have a license to practice medicine as a Doctor of Medicine **OR** Licensed Nurse

AND;

- After having fulfilled the educational requirements, a minimum of 4 years of relevant professional experience as follows:
 - a minimum of 3 years of clinical experience, e.g. A&E (Acute and Emergency Care) or Pre-hospital Emergency Care or Anaesthesia/Intensive Care or Primary Care or equivalent;
 - a minimum of 1 year of relevant professional experience in the field of medical management , planning and administrative procedures;
- Provide a "Certificate of Good Standing/Current Professional Status" or equivalent issued by a competent EU national authority.

5. Essential Knowledge, Skills and Abilities:

- Knowledge and work experience in General Medicine and/or Intensive Care and/or Emergency Medicine/Trauma Medicine
- Highly resilient and willing to work extra hours when required;
- Experience in assessing medical facilities, including under difficult conditions abroad.
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User);

6. Desirable Qualifications and Experience:

- Experience in organising and conducting MEDEVAC operations. Advanced Trauma Life Support (ATLS) provider course;
- Major Incident Medical Management and Support (MIMMS) course;
- Advanced Cardiac Life Support (ACLS/AHA) OR Advanced Life Support (ALS/ERC) course, minimum provider level;
- Pre-Hospital Trauma Life Support (PHTLS) course, minimum provider level;
- Basic Life Support/ Cardio Pulmonary Resuscitation (CPR) – instructor course
- Knowledge of tropical medicine;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Mission area of operation.

Position Name: Logistics Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level (MSML)
Ref. Number: MA 147	Location: Mali - Bamako	Availability: ASAP
Component/Department/Unit: Mission Support Department/ Logistics Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Logistics Officer reports to the Head of Logistics.

2. Main Tasks and Responsibilities

- To apply general logistics policies, draft technical reports and implement operating instructions, guidelines and procedures regarding provision of assets and supplies in the Regional Office.
- To deputise for Chief of Logistics in his/her absence.
- To provide logistical support to all Mission members for assets required to fulfil their tasks, e.g. computers, vehicles, furniture, telecommunications, stationary, etc.;
- To coordinate and manage the distribution and reallocation of all logistical resources provided for the Region, ensuring systems in place for replacement and repair.
- To coordinate the provision of material and office space.
- To perform tasks related to building management, such as coordinate projects related to premises, construction, furniture, etc.
- To develop and maintain the assets inventory;
- To produce reports on logistical issues, proposing/recommending changes and improvements to ensure accuracy;
- To identify goods and/or services requirements and technically define the requirements to correspond to the process to procure goods and services;
- To assist in managing and maintaining a comprehensive database of expendable and non-expendable items.
- To receive, review, analyse, assign, process and track certified requisitions submitted for procurement action.
- To draft specifications for issuing tenders related to his/her area of responsibility.

3. General Tasks and Responsibilities

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

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 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. The qualification should be in any of the fields of Transport, Logistics, Engineering, Administration or other related fields **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**

- After having fulfilled the education requirements, a minimum of 4 years relevant professional experience, in the field of Transport, Logistics, Automotive Technology, Engineering, Supply Chain Management or any other related fields.

5. Essential knowledge, skills and abilities

- Knowledge of current technologies for Warehousing, Supply Chain Management as well as Fleet Management.
- Awareness of different product and services markets and industrial business networks.
- Ability to perform under stress and in difficult circumstances.
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience

- Knowledge of current technologies used for Logistics, Supply Chain Management, Asset Management, Inventories such as Enterprise Resource Planning (ERP) System;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable knowledge, skills and abilities

- Proficiency in use of standard maintenance related software and data entry processes, knowledge of logistics databases and inventory procedures.
- Certification in an international project management methodology (e.g. ILS "Integrated Logistic Support", PRINCE2).