

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1 – Requirements and Job Descriptions

European Union Capacity Building Mission in Somalia (EUCAP SOMALIA) 1-2022 Call for Contributions				
Organisation:	EUCAP SOMALIA			
Job Location:	As indicated below			
Availability:	As indicated below			
Employment Regime:	As indicated below			
Job Title/ Vacancy Notice	Ref.	Name of the Post	Location	Availability
	<u>Seconded (18)</u>			
	SOM-003	Chief of Staff	Mogadishu	01/07/2022
	SOM-019	Project Officer	Mogadishu	26/05/2022
	SOM-020	Senior Press and Public Information Officer	Mogadishu	31/05/2022
	SOM-078	Head of Operations	Mogadishu	24/07/2022
	SOM-083	Maritime Adviser	Mogadishu	ASAP
	SOM-090	Police Adviser	Mogadishu	15/07/2022
	SOM-094	Senior Legal Reform Adviser	Mogadishu	ASAP
	SOM-096	Legal Reform Adviser	Mogadishu	ASAP
	SOM-101	Strategic Adviser (CRC)	Garowe	ASAP
	SOM-103	Senior Police Adviser	Garowe	ASAP
	SOM-106	Senior Coast Guard Adviser	Garowe	ASAP
	SOM-116	Strategic Maritime Adviser / Head of Maritime Security and Coast Guard Unit	Berbera	ASAP
	SOM-119	Senior Coast Guard Adviser	Berbera	22/07/2022
SOM-124	Senior Coast Guard Adviser	Berbera	22/07/2022	

	SOM-158	Senior Operations Coordinator	Mogadishu	ASAP
	SOM-163	Police Adviser	Mogadishu	18/05/2022
	SOM-164	Senior Legal Reform Adviser	Mogadishu	25/06/2022
	SOM-165	Strategic Maritime Adviser / Head of Unit	Garowe	30/04/2022
Seconded/Contracted (16)				
	SOM-030	Mission Security Officer	Mogadishu	ASAP
	SOM-037	Mission Security Officer	Hargeisa	ASAP
	SOM-040	Mission Security Officer	Garowe	ASAP
	SOM-044	Mission Security Officer	Nairobi	ASAP
	SOM-056	Finance and Administration Officer	Mogadishu	ASAP
	SOM-061	Supply Chain Coordinator	Mogadishu	ASAP
	SOM-071	CIS Officer - Database Administrator	Mogadishu	ASAP
	SOM-073	CIS Assistant	Mogadishu	ASAP
	SOM-086	Senior Police Adviser	Mogadishu	ASAP
	SOM-097*	Legal Reform Adviser	Mogadishu	ASAP
	SOM-125*	Legal Reform Adviser	Hargeisa	ASAP
	SOM-139	Armed Protection Operator	Hargeisa	ASAP
	SOM-147	Mission Security Officer/Head of Garowe Security Section	Garowe	ASAP
	SOM-149	Nurse	Garowe	ASAP
	SOM-155	Transport Assistant (Mechanic)	Mogadishu	ASAP
	SOM-160	Administrative Assistant	Mogadishu	ASAP
Deadline for Applications:	Monday 2 May 2022 at 17:00 (Brussels time)			
Applications must be submitted via:	<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 style="text-align: center;">https://goalkeeper.eeas.europa.eu/registrar/web</p> <p>b) You do not have a Goalkeeper account or an EU Login:</p>			

	<p style="text-align: center;">https://goalkeeper.eas.europa.eu/registrar/web/DPA/357/details.do</p> <p>2. You do not have the nationality of an EU Member State: <u>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.</u></p> <p><i>Please note: Seconded positions are only available for candidates already validated in the database of their Seconding Authority. Please contact your national Seconding Authority for more information on applying for vacant Seconded positions. We cannot provide contact details of national Seconding Authorities</i></p>
Information:	<p style="text-align: center;">For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):</p> <p style="text-align: center;">Ms Katrine Helene Kragh AAGAARD cpcc.eucaphoa@eas.europa.eu</p>

* Availability of position as S/C is pending the approval of employment regime changes

EUCAP Somalia bears a High-Risk Non-Family Mission status. For security reasons, the Mission Members are obliged to live in restricted areas, where security responsibilities are borne by the Mission. Mission Members will contribute towards the overall cost of the accommodation.

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from EU Member States/contributing third States (contributing States) will be considered. Contributing 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 the Council documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from contributing Third States are not entitled to receive allowances paid according to the 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. Preference will be given to seconded candidates. A seconded staff member of EUCAP Somalia is eligible to apply for a contracted post only if his/her secondment will end within three (3) months from the deadline for applications and if his/her request for extension of the secondment has not been supported by the relevant State or EU Institution.

Documents supporting educational qualifications and work experience should be accompanied by certified translations of the original documents in the English 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 – Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the initial duration of the deployment should be of 12 months.

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

I. GENERAL CONDITIONS

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

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

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

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

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

II. REQUIREMENTS

II.A Essential Requirements

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

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

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

2. Education and Training

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

3. Knowledge

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

4. Skills and abilities

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

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

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

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

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

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

II.B Desirable Requirements

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

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

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

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

Driving Licence – Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

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

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

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

Required Personnel Security Clearance (PSC) – 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 European Union Classified Information (EUCI) will be limited to RESTRICTED until the issuance of their national security clearance. For Contributing Third States selected candidates, an equivalence to access to the required level of EUCI will be delivered on the basis of Security of Information Agreement or Administrative Arrangements with EU or, in their absence, on the basis of the Framework Participation Agreements.

Certificate/Booklet of Vaccination – Selected candidates must be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. They also must be vaccinated according to the required immunisations for the Area of Operation of the Mission. (For instance, for EUCAP Sahel Mali and Niger, a Yellow fever vaccination is compulsory to be admitted to the country).

Medical Certificate – 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 into 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 candidate, the fitness to work certificate must be sent to the Medical Adviser of the Mission before joining the Mission. Medical data will be handled with confidentiality and in line with EU Charter of Fundamental Rights and the Standard Operating Procedure on the protection of personal data (CivOpsCdr Instruction 12-2018 as amended.)

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

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

Deficiencies in any of the documents 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.

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

Selection Process – Candidates considered to be most suitable will be shortlisted and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by video conference before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters for interviews, the contributing States will bear any related costs.

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

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

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

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.

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

Position Name: Chief of Staff	Employment Regime: Seconded	
Ref. Number: SOM-003	Location: Mogadishu	Availability: 01/07/2022
Component/Department/Unit: Chief of Staff Department	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To supervise the Office of the Chief of Staff and the following units: Planning, Reporting and Evaluation, Legal Advice;
- To administratively coordinate the advisers to the Head of Mission (Legal, Political, Human Rights, Gender and Environment), the Mission Analytical Capability and the Project Cell on aspects related to human resources management;
- To manage the Mission headquarters functions including Mission Support ensuring all aspects are globally considered for Head of Mission decision-making and for the analysis of the internal reporting of Mission activities;
- To ensure all Mission activities are consistently planned, supported and executed in a qualitative manner;
- To organise the regular senior management team meetings, all staff meetings, periodic Mission implementation meetings;
- To ensure Mission members are periodically updated on Mission implementation progress, resource requirements and the political and security situation in the Mission area;
- To ensure liaison and coordination are maintained with the EU Delegation, EU member states and the EU Special Representative office;
- To ensure liaison and cooperation are maintained with the local authorities as well as with governmental and non-governmental organisations and other national or international stakeholders;
- To ensure Mission Standard Operating Procedures are properly developed, implemented and periodically reviewed;
- To ensure that liaison and coordination are maintained with the EU Delegation, EUTM Somalia, EU NAVFOR Atalanta, the representatives of EU Member States and Contributing Third States, according to HoM's/DHoM's directions;
- To contribute to the training of Mission members;
- 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 lead and manage Brussels Support Elements (BSE) in the areas of MHQ/Operations and Mission Support deployed in the EEAS/CPCC;
- 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 learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police and/or military education or training or an award of an equivalent rank; AND
- A minimum of 10 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:

- Knowledge of and experience in strategic management and/or public administration;
- 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.

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 analysis, planning and reporting;
- Professional qualification and/or certificate in management/leadership;
- International experience, particularly in crisis areas with multinational and international organisations.
- Experience in liaison with governmental and law enforcement institutions (such as ministries, agencies, coast guard, police, prosecution, judiciary, customs etc.).

Position Name: Project Officer	Employment Regime: Seconded	
Ref. Number: SOM-019	Location: Mogadishu	Availability: 26/05/2022
Component/Department/Unit: Chief of Staff/Project Cell	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Project Officer reports to the Head of Project Cell.

2. Main Tasks and Responsibilities:

- To assist in project planning, development, coordination and implementation of Mission projects in support of mandate implementation;
- To assess project proposals and issue feasibility and sustainability recommendations;
- To advise Missions operational components and heads of units in the preparation of project proposals, budgets, notes of understanding and project agreements etc.;
- To ensure project proposals are in line with Mission programmes and coordinated internally and externally;
- To act as the interface between project leaders and various elements of Mission Support;
- To maintain records of the Mission project history and ongoing activities;
- To conduct post project reporting and evaluation;
- To develop best practices on project management, make training recommendations and record lessons identified/learnt;
- To receive, review, analyse, assign, process and track certified requisitions submitted for procurement;
- To liaise with Mission international partners in close coordination with the Mission Coordination and Cooperation capability;
- To provide support across field offices for planning and implementation of projects, focusing on complementarity and synergies with national or regional projects or initiatives related to maritime area;
- To ensure that all contract related expenditures are documented in compliance with the Regulation on the financial rules applicable to the general budget of the Union (Financial Regulation);
- To support the delivery, reception, acceptance, stock and inventory of all goods for the Project Cell, including the preparation of all relative documents and certificates;
- To support the monitoring of the projects goods warranties and works liabilities during all the relative periods;
- To provide support for the preparation of the handover of the equipment to beneficiaries and organises the physical delivery in the several regions of the country as required;
- To support, within projects, organising the facilities and event set-up, planning and organisation of conferences, workshops, training activities or other expertise transfer activities for Somali counterparts;
- To support the preparation of market researches and terms of reference for equipment and goods and the preparation of the procurement dossier.
- To ensure that Project Cell's paper and electronic archive, as well as dedicated databases, are properly managed and updated.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police and/or military education or training or an award of an equivalent rank; AND

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

5. Essential Knowledge, Skills and Abilities:

- Teamwork skills;
- Time management skills;
- Problem solving skills;
- Project management skills.

6. Desirable Qualifications and Experience:

- University and/or Master's Degree in project management or other related field;
- Project management training, such as APM, PPM, PRINCE2, or equivalent;
- Experience related to planning and implementation of capacity building projects for civilian law enforcement agencies;
- International experience, particularly in crisis areas with multinational and international organisations.
- The experience should be in the field of planning, execution/implementation, monitoring or evaluation of projects.

7. Desirable Knowledge, Skills and Abilities:

- Familiar with EU Financial Regulations.

Position Name: Senior Press and Public Information Officer	Employment Regime: Seconded	
Ref. Number: SOM-020	Location: Mogadishu	Availability: 31/05/2022
Component/Department/Unit: Chief of Staff Department/ Press and Public Information Office	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Press and Public Information Officer reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the staff and work of the Press and Public Information Office;
- To act as the Mission main spokesperson and communicate the work of the Mission to the public;
- To maintain a close working relationship with the Spokesperson of the High Representative in coordination with the Civilian Conduct and Planning Capability (CPCC);
- To draft, review and implement the Strategic Communications Plan of the Mission;
- To organise and conduct press conferences, briefings and other media events;
- To cover the media aspects of high-level visits, supervise and coordinate arrangements for visiting journalists/media;
- To supervise and contribute to the development and maintenance of an effective Mission website and social media accounts;
- To advise and contribute to the drafting of press releases, public statements, media summaries, articles and features;
- To manage the Press and Public Information budget, procurement processes and contract/tender/designs for Mission visibility items;
- To coordinate with the press offices of other EU Delegations, the EU Special Representative and other EU actors in the host state;
- To monitor disinformation against the interests of the Mission in close cooperation with input from the Mission Analysis Capability, Security and Duty of Care and CIS;
- 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;
- To make sure that the political sensitivities (Somaliland, relations between the Somalia Federal Government and Somalia Member States) are taken into account in the communication activities.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

the fields of Communication Sciences, Political studies, International Relations, Humanities, Social sciences or other related field; AND

- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 2 years at coordination/management level.

5. Essential Knowledge, Skills and Abilities:

- Ability to exercise collaborative, sound and effective leadership;
- Analytical skills and experience on analysing and developing the performance of public information activities, including social media;
- 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 formulating and implementing a communication strategy/plan;
- Experience and skills in digital communication;
- Networking skills and initiative;
- Presentation skills.

6. Desirable Qualifications and Experience:

- Experience as a spokesperson and institutional communication;
- Experience running media and outreach campaigns;
- Experience in planning and implementing projects;
- Knowledge of disinformation;
- International experience, particularly in crisis areas with multinational and international organisations.
- The experience should be in the field of communications/press and public information.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge about the local press and media environment.

Position Name: Head of Operations	Employment Regime: Seconded	
Ref. number: SOM-078	Location: Mogadishu	Availability: 24/07/2022
Department/Division/Section: Operations Department	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Head of Operations reports to the Deputy Head of Mission (D/HoM).

2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the work and staff of the Operations Department [incl. Field Offices as applicable] ensuring tasks are carried out in accordance with the Mission mandate and Operation Plan (OPLAN);
- To supervise the conduct of Mission operational activities and ensure orientation and operational coherence;
- To contribute to the development of the Mission overarching policy and Mission implementation strategy;
- To ensure Mission management are regularly updated on Mission operational requirements and mandate implementation progress particularly in relation to resource requirements;
- To ensure the Mission operational elements are updated regularly on the political and security situation in the Mission area, based on inputs and assessments from the Political Adviser and the Mission Security;
- To proactively seek advice from the Mission legal, gender, human rights and environmental advisers to effectively execute the Operations obligations in line with overarching EU policies and standards;
- To provide input for drafting and updating the Mission Implementation Plan and identify Mission operational requirements as situations evolve;
- To design Mission operational activities, tasks and objectives;
- To ensure close cooperation with local counterparts and other relevant stakeholders;
- To cooperate with other EU and international actors within the scope of the Mission mandate;
- To coordinate with project leaders on funding required for the execution of Mission activities within the area of responsibility;
- To ensure Standard Operating Procedures are developed, implemented and periodically reviewed;
- To contribute to the induction and training of Mission members;
- 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;
- Proactively raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.
- To lead the team of Mission's operational advisers in view to facilitate the necessary policy and legal frameworks for maritime civilian law enforcement are in place;
- To ensure that Somali capacities, at both federal and regional level, are sufficiently equipped to cover the range of coast guard functions, including countering piracy, thereby delivering security to enable the economic development of the maritime sector;
- To ensure that the Mission's operational advisers contribute efficiently to implementing the Lines of Operations and to achieving the respective desired outcomes:
 - Governance of maritime civilian law enforcement authorities (maritime security coordination structures are fully established, policy framework adopted);
 - Institutional development of maritime civilian law enforcement structures (legislative/regulatory
 - Frameworks are developed, effective and accountable administrative frameworks established);

- Development of operational capabilities to deliver the normal suite of coast guard functions.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

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;
- Understanding of peace stabilisation mechanisms and conflict prevention;

6. Desirable Qualifications and Experience:

- Experience in performance and change management;
- Experience in strategic analyses, planning and reporting;
- Professional qualification and/or certificate in management/leadership;
- International experience, particularly in crisis areas with multinational and international organisations.
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation.
- Experience in Security Sector/Rule of Law Reform in a national or host state context and in implementation of reform programmes.

Position Name: Maritime Adviser	Employment Regime: Seconded	
Ref. Number : SOM-083	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Mogadishu/ Maritime Security and Coast Guard Unit	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Maritime Adviser reports to the Strategic Maritime Adviser/Head of Maritime and Coast Guard Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterparts on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities as per planning documents;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Mission horizontal advisers;
- To design and deliver training;
- To work in close cooperation with the other Field Office Mogadishu Units (Coast Guard Functions and Port Security Advisory, Police Advisory and Rule of Law Advisory);
- To assess the status of the institutional development of maritime civilian law enforcement agencies and give expert recommendations;
- To support the Mission's efforts in addressing areas of structural weakness in the performance and accountability of respective counterparts / institutions and to propose solutions to strengthen them;
- To build strong working relationships with relevant actors in Somalia and other key stakeholders (including international stakeholders, other EU instruments, UN organisations, countries involved in bilateral activities);
- To advise counterparts on the development of governance of maritime civilian law enforcement agencies and develop and organise training, including in the field of human resources, recruitment, management, accountability, oversight and gender representation.
- To collect and collate statistics about the workload/performance of local counterparts;
- To ensure compliance with instruction/direction from Mission management.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Sound knowledge of EU Maritime Strategy and related policies;
- Good understanding of policies and organisational aspects of a maritime administration, implementing maritime security and Coast Guard functions;
- Previous experience in the delivery of education and training connected to the coast guard functions;
- Experience of working in the field of maritime safety and/or security;
- Sound knowledge of maritime law;
- Good understanding of policies and organisational aspects of Coast Guard functions, maritime administration and maritime security;
- Good knowledge of Human Rights and Gender practices;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/maritime security matters.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and/or international organisations;
- Ability to mentor and motivate local counterparts;
- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities:

- Ability to advise effectively senior decision makers;
- Organisational, planning and project development skills;
- Professional certification in Mentoring, Monitoring & Advising;
- Professional Training Qualification/Certification.

Position Name: Police Adviser	Employment Regime: Seconded	
Ref. Number: SOM-090	Location: Mogadishu	Availability: 15/07/2022
Department/Division/Section: Operations Department/Field Office Mogadishu/Police Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterparts on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities as per planning documents;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Mission horizontal advisers;
- To design and deliver training;
- To provide operational guidance and advice to the Somali Police Force (SPF) and Federal Member States on the development and implementation of broader policing policies and procedures related to police training, criminal investigations, intelligence, and police administrative functions, in particular for the SPF HQ Operations, Communications and/or Information/Intelligence Directorates;
- To promote effective cooperation between the Somali Police bodies, both at federal and member-state (regional) level;
- To promote effective cooperation between the Somali Police Force and judiciary, with the aim of strengthening the first level of the judicial chain;
- To establish efficient working relationships at operational level with all the key stakeholders involved in the development of the Somali policing capacity, including EU Delegation, UNSOM, UNDP, UNODC and AMISOM complementing their activities on broader police development on operational level.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential knowledge, skills and abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training.
- Organisational, planning and project development skills;
- Knowledge of Security Sector/Rule of Law Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and/or international organizations;
- Experience in coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law.

7. Desirable knowledge, skills and abilities:

- Knowledge and experience in change management;
- Ability to accompany and motivate local counterparts;

Position Name: Senior Legal Reform Adviser	Employment Regime: Seconded	
Ref. number: SOM-094	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Operations Department/ Operations Coordination Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Legal Reform Adviser reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To coordinate all Rule of Law activities within the mission and all activities conducted by Legal Reform Advisors to ensure a mission-wide, systematic, coordinated and strategic approach when delivering on the Rule of Law related tasks;
- To coordinate and cooperate closely with the other Senior Advisors in the Operations Coordination Team;
- To advise the Head of Operations regarding the mission activities in the area of Rule of law and regarding identified host state needs in the field of Rule of Law and recommended support by the Mission;
- To coordinate at Federal and Regional level the work on local legislative/normative/regulatory frameworks and ensure a consistent approach, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities;
- To provide advice to Heads of Field Offices on Rule of Law Advisory technical quality control in order to promote functional coherence among all Field Offices;
- To give - on substance related matters - strategic guidance and direction on legal reform topics and on Rule of Law Advisory in order to promote functional coherence among all Legal Reform Advisors in the Field Offices;
- In coordination with the Mission's Coordination and Cooperation capability, to closely coordinate with other EU/international actors involved in this field;
- To coordinate the work of the advisors in the area of criminal justice chain and police-prosecutor co-operation, in particular in regards to (maritime) criminal investigations and prosecution between law enforcement agencies, prosecutors and courts;
- To coordinate the work of the advisors in the area of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To coordinate the work of the advisors in the area of sustainable legal training for law enforcement, judicial and other authorities, including the development and organisation of integrated courses to improve the coordination and cooperation between the (maritime) law enforcement agencies, prosecution and courts;
- To coordinate the work of the advisors in identifying and reporting on lessons and best practices within the field of criminal justice, with particular reference to maritime related crime;
- To coordinate and provide the input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Head of Operations;
- To support Operations Departments' contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;
- To contribute to Mission induction training of Mission personnel regarding Rule of Law activities as required;
- To identify and report on lessons and best practices within the field of responsibility;
- To coordinate the work of the advisors in the area of legal research;
- To support activity across all lines of operations;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk

areas.

3. General Tasks and Responsibilities:

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

4. Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma in law OR a qualification in the National Qualifications Framework in law 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 in law, e.g. Master's Degree; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Critical thinking and active listening;
- Comprehensive reading and analytical skills;
- Complex problem-solving skills;
- Legal drafting skills;
- Teaching and advisory skills.

6. Desirable Qualifications and Experience:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in criminal justice reform either domestically or internationally;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience as a practising lawyer, preferably in the field of criminal justice.

7. Desirable Knowledge, Skills and Abilities:

- Political acumen;
- Knowledge of maritime law, fishery law, ISPS code, shipping law trafficking/human smuggling and environmental law of the sea;
- Knowledge of constitutional law;
- Knowledge about Sharia Law and alternative dispute resolution systems.

Position Name: Legal Reform Adviser	Employment Regime: Seconded	Post Category:
Ref. Number: SOM-096	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Mogadishu/ Maritime Security and Coast Guard Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Legal Reform Adviser reports to Strategic Maritime Adviser / Head of Maritime and Coast Guard Unit.

2. Main Tasks and Responsibilities:

- To work in close cooperation with the Legal Advisers, Chain of Prosecution Advisers, Strategic Advisers and Police and Coast Guard Advisers;
- To support the enhancement of cooperation and coordination in the conduct of maritime crime investigations and prosecution between law enforcement agencies, prosecutors and courts;
- To strengthen the first level of the criminal justice chain, excluding the correctional system;
- To advise local counterparts on legislation and best practices relevant to police/prosecutor cooperation particularly in the maritime sector;
- To liaise with other international actors;
- To analyse, assess and advise on legislative frameworks governing the justice system in relation to crimes at sea, maritime security (including the ports) and laws regulating maritime affairs/governance including IUU fishing and, as necessary, give expert recommendations;
- To support the development of legal drafting capabilities by mentoring, advising and training;
- To strengthen the Criminal Justice Chain and facilitate police-prosecutor co-operation, in particular to enhance the cooperation and coordination in the conduct of (maritime) criminal investigations and prosecution between law enforcement agencies, prosecutors and courts through advising, e.g. on sustainable legal training for law enforcement, judicial institutions and other authorities, including the development, organisation and conduct of specialised and integrated courses based on a Train to Trainer approach;
- To ensure timely reporting and information flow on justice issues;
- To contribute to identifying and reporting on lessons and best practices within the field of criminal justice, with particular reference to maritime related crime;
- To conduct legal research as necessary;
- To support Legal advisers in the drafting of legislation, as appropriate;
- To support activity across all lines of operations;
- To be embedded with a local institution/Ministry;
- To participate as required in duty trips in the area of operations of the Mission, including other high-risk areas;
- To contribute to EUCAP S Human Rights and Gender activities;
- To advise on the promotion of international legal standards and best practices in relation to crimes at sea, maritime security and laws regulating maritime affairs/governance including Illegal, Unreported and Unregulated (IUU) fishing among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- To mentor and advise the Somali judiciary authorities and civilian maritime law enforcement agencies staff in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To monitor and analyse the justice situation in the host state;
- To liaise with and advise the host state justice authorities and relevant security sector reform actors.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma in law 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:

- Knowledge of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Knowledge of Maritime Law, including relevant conventions, such as UNCLOS and IMO conventions and experience in implementation of international conventions;
- CSDP experience in the areas of Monitoring, Mentoring and Advising.
- Sound knowledge of EU Maritime Strategy and related policies;
- Knowledge of policies, legislative, regulatory and organisational aspects of Coast Guard functions, maritime administration and maritime security;
- Good knowledge of Human Rights and Gender practices.

6. Desirable Qualifications and Experience:

- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience in criminal justice reform either domestically or internationally;
- Experience in Maritime Law and/or Maritime Administration;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of constitutional law, human rights law
- Critical thinking and active listening;
- Complex problem-solving skills;
- Legal drafting skills.

Position Name: Strategic Adviser (CRC)	Employment Regime: Seconded	
Ref. Number: SOM-101	Location: Garowe	Availability: ASAP
Component/Department/Unit: Operations department/Field Office Garowe/Maritime Security and Coast Guard Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Strategic Adviser reports to the Strategic Maritime Adviser / Head of Unit. This position is also a member of the Core Responsiveness Capacity (CRC), see specific tasks related to this below.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To research and assess the performance of Somaliland's maritime security governance mechanism and institutions, and recommend on the development of maritime security good governance capacity;
- To advise on development and implementation of strategy and policy on maritime security in line with the Somaliland Maritime Resources and Security Strategy (SMRSS) the Somaliland National Security Policy and Somaliland National Development Plan II (or similar);
- To support the development and the implementation of comprehensive strategies and mechanisms for good governance of civilian maritime law enforcement institutions;
- To support the Somaliland civilian maritime law enforcement institutions to develop their strategic management capacities;
- To promote effective cooperation between Somaliland maritime resources and security institutions through advice on clear division of maritime institutional roles and responsibilities among ministries, agencies, and other relevant actors;
- To assess the functioning, organisation, strategic management capacity and needs of the Somaliland maritime security institutions, and identify and advise upon sustainable capacity development plans;
- To build strong working relationships with relevant actors in Somaliland and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).

2.2. Core Responsiveness Capacity Tasks and Responsibilities

Members of the Core Responsiveness Capacity, when requested and approved by Civilian Operation Commander, are expected to:

- To participate in the planning and start-up of missions, including Technical Assessment Missions and early deployment;
- To support larger up/down scaling of missions, or refocusing of mandates;
- To participate in liquidation and closures of missions;
- To act as a floater under the Exchange of staff policy;
- To participate in the specific Core Responsiveness Capacity trainings and exercises;
- To undertake any other tasks related to the Core Responsiveness Capacity as required.

3. General Tasks and Responsibilities:

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

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Sound knowledge of EU Maritime Strategy and related policies;
- Good understanding of policies and organisational aspects of a maritime administration, implementing maritime security and Coast Guard functions;
- Experience of working in the field of maritime safety and/or security;
- Sound knowledge of maritime law;
- Organisational, planning and project development skills;
- Good knowledge of Human Rights and Gender practices;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/maritime security matters.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and international organisations;
- Ability to effectively advise senior decision makers, negotiation and diplomacy skills;
- Knowledge of government coordination processes;
- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Previous experience in policy and strategy development or related field;
- Experience in project management;
- Experience with maritime administration, coordination and governance;
- Professional certification in Mentoring, Monitoring & Advising;
- Professional Training Qualification/Certification.

7. Desirable Knowledge, Skills and Abilities:

- Ability to multi-task with a time management efficiency;

Position Name: Senior Police Adviser	Employment Regime: Seconded	
Ref. Number: SOM-103	Location: Garowe	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Garowe/Police Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Police Adviser reports to the Head of the Field Office Garowe.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant international and local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To provide strategic guidance and advice to the Ministry of Security and the Puntland Police Force on the development and implementation of strategies, policies and procedures related to police training, community policing, criminal investigations, intelligence, and police administrative functions, in particular for the Maritime Police Unit;
- To be embedded, if possible, in the Ministry of Security and/or Puntland Police Force to offer guidance and assistance to the development of civilian maritime law enforcement capacities in line with the Somali National Security Policy (NSP), and other relevant strategies including the National Policing Model (NPM);
- To advise the Ministry of Justice and Attorney General on the development and implementation of the relevant aspects of law enforcement as defined in the National Security Policy;
- To promote effective cooperation other Somali police bodies, both at federal and member-state (regional) level;
- To work in cooperation with other Mission advisers and Chiefs of Advisory Units and provide policing advice to the Senior Mission Management and, as required, to other EU bodies;
- To establish efficient working relationships at the strategic level with all the key stakeholders involved in the development of the Somali policing capacity, including UNSOM, UNDP, UNODC and AMISOM (where applicable in the Field Office AoR);
- To develop activities planned in accordance with the Mission Implementation Plan (MIP) and to the Line Management guidance.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

European Higher Education Area, e.g. Master's Degree OR equivalent and attested police and/or military education or training or an award of an equivalent rank; AND

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Organisational, planning and project development skills;
- Experience in working in an international crisis management environment;
- Knowledge of Security Sector/Rule of Law Reform in a national or host state context;
- Negotiating skills with local interlocutors.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and international organisations.
- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Experience of working on maritime security;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations.
- At least 3 years of the relevant working experience should be on management level.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of security policy, law enforcement strategies, reform of police service organisations and police administrative functions;
- International experience, particularly in crisis or post-conflict areas with multinational and/or international organisations, ideally in an operational management capacity.

Position Name: Senior Coast Guard Adviser	Employment Regime: Seconded	
Ref. Number: SOM-106	Locations: Garowe	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Garowe/ Maritime Security and Coast Guard Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Coast Guard Adviser reports to the Strategic Maritime Adviser / Head of Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To provide advice, guidance, mentoring and training on topics related to the coast guard and port security functions;
- To establish efficient working relationships at strategic level with all the key stakeholders involved in the Puntland coast guard and port security capacity development, including UNSOM and UNODC and complementing their activities on Coast Guard and Port security development at strategic level;
- To deliver maritime training, expert advice and mentoring as required in maritime skills (navigation, seamanship, engineering, communications, etc.);
- To develop training curricula in cooperation with the other Mission experts;
- To provide operational guidance and advice to develop civilian (maritime) law enforcement operational capabilities in line with the Somali strategies;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), in particular in relation to the maritime boat operations in the 9 – 30m range;
- To assess the operational capacity skills and needs of the Somali civilian law enforcement/security agencies and advise on improvements;
- To establish and maintain cooperation with the authorities of the maritime law enforcement services on the development of training programmes on maritime security matters including Coast Guard functions;
- To develop working groups with the maritime law enforcement services training officers to plan implement and improve the training and train the trainer activities;
- To conduct, upon request, reviews of the structures on authorities involved in carrying out the Coast Guard functions;
- To support the selection of future trainees, among the maritime law enforcement services, for advanced training courses;
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of education and training;
- To support host state authorities in developing education and training strategies/policies/plans/curricula/training institutions;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula;
- To ensure data collection related to Mission's training;

- 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;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Sound knowledge of EU Maritime Strategy and related policies;
- Good understanding of policies and organisational aspects of a maritime administration, implementing maritime security and Coast Guard functions;
- Previous experience in the delivery of education and training connected to the coast guard functions;
- Experience of working in the field of maritime safety and/or security;
- Sound knowledge of maritime law;
- Good understanding of policies and organisational aspects of Coast Guard functions, maritime administration and maritime security;
- Good knowledge of Human Rights and Gender practices;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/maritime security matters.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and international organisations;
- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Previous experience in the delivery of training connected to the coast guard functions;
- Experience in project management;
- Experience of small boat driving and maintenance.

7. Desirable Knowledge, Skills and Abilities:

- Ability to mentor and motivate local counterparts;
- Professional certification in Mentoring, Monitoring & Advising;
- Professional Training Qualification/Certification.

Position Name: Strategic Maritime Adviser / Head of Maritime Security and Coast Guard Unit	Employment Regime: Seconded	
Ref. Number: SOM-116	Location: Berbera	Availability: ASAP
Component/Department/Unit: Field Office Hargeisa/ Maritime Security and Coast Guard Unit	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Strategic Maritime Adviser / Head of Maritime Security and Coast Guard Unit reports to the Head of Field Office Hargeisa.

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) 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;
- 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 lead and coordinate the work of the other Senior Advisers and Advisers in MSCGU;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To research and assess the performance of Somaliland's maritime security governance mechanism and institutions, and recommend on the development of maritime security good governance capacity;
- To work in close cooperation with the Strategic Maritime Adviser and with the EUCAP police advisory, coast guard/port security and rule of law teams;
- To advise on development and implementation of strategy and policy on maritime security in line with the Somaliland Maritime Resources and Security Strategy (SMRSS) the Somaliland National Security Policy and Somaliland National Development Plan II (or similar);
- To support the development and the implementation of comprehensive strategies and mechanisms for good governance of civilian maritime law enforcement institutions;
- To support the Somaliland civilian maritime law enforcement institutions to develop their strategic management capacities;
- To promote effective cooperation between Somaliland maritime resources and security institutions through advice on clear division of maritime institutional roles and responsibilities among ministries, agencies, and other relevant actors;
- To assess the functioning, organisation, strategic management capacity and needs of the Somaliland maritime security institutions, and identify and advise upon sustainable capacity development plans;
- To build strong working relationships with relevant actors in Somaliland and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities).

3. General Tasks and Responsibilities:

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

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree, OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- A minimum 6 years of relevant professional experience, out of which a minimum of 2 years at coordination/management level, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to effectively advise senior decision makers, negotiation and diplomacy skills;
- Strong team player and able to work alone and ability to work with a range of people from diverse cultural and professional backgrounds;
- Knowledge of government coordination processes;
- Organisational, planning and project development skills.

6. Desirable Qualifications and Experience:

- Previous experience in policy and strategy development or related field;
- Experience in project management;
- Experience with maritime administration, coordination and governance;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of policies, strategies and organisational aspects of maritime governance, administration, security and Coast Guard functions.

Position Name: Senior Coast Guard Adviser	Employment Regime: Seconded	
Ref. Number: SOM-119	Location: Berbera	Availability: 22/07/2022
Department/Division/Section: Field Office Hargeisa/Maritime Security and Coast Guard Unit	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Coast Guard Adviser reports to the Strategic Maritime Adviser / Head of Maritime Security and Coast Guard Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To establish efficient working relationships at operational level with all the key stakeholders involved in the Somali Coast Guard capacity development, including UNSOM, UNDP, UNODC;
- To deliver maritime training, expert advice and mentoring as required in maritime skills (navigation, seamanship, engineering, communications, etc.);
- To give advice, guidance, mentoring and training on topics related to the coast guard functions;
- To develop training curricula in cooperation with the other Mission experts;
- To provide operational guidance and advice to develop civilian (maritime) law enforcement operational capabilities in line with the Somali National Security Policy (NSP) and other relevant strategies;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), To assess the operational capacity skills and needs of the Somaliland civilian law enforcement/security agencies and advise on improvements;
- To establish and maintain cooperation with the authorities of the maritime law enforcement services on the development of training programmes on maritime security matters;
- To develop working groups with the maritime law enforcement services training officers to plan implement and improve the training and train the trainer activities;
- To conduct, upon request, reviews of the structures on authorities involved in carrying out the Coast Guard function and assist in developing SOPs;
- To support the selection of future trainees, among the maritime law enforcement services, for advanced training courses;
- To collect and collate statistics about the workload/performance of local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To identify best practice and lessons learned within the field of responsibility.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Knowledge of Coast Guard functions;
- Good understanding of policies and organisational aspects of maritime administration, maritime security and Coast Guard functions;
- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Good knowledge of Human Rights and Gender practices;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/maritime security matters.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and/or international organizations.
- Previous experience in the delivery of training connected to the coast guard functions;
- Experience in project management;
- Experience of small boat driving and maintenance;
- Experience of working on maritime security;
- Professional certification in Mentoring, Monitoring & Advising;
- Professional Training Qualification/Certification.

7. Desirable Knowledge, Skills and Abilities:

- Experience as Deck or Engineering Officer from the Coast Guard, Maritime Border Guard, Navy or MRCC/NMOC Supervisor or similar maritime service;

Position Name: Senior Coast Guard Adviser	Employment Regime: Seconded	
Ref. Number: SOM-124	Location: Berbera	Availability: 22/07/2022
Department/Division/Section: Field Office Hargeisa/Maritime Security and Coast Guard Unit	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Coast Guard Adviser reports to the Strategic Maritime Adviser / Head of Maritime Security and Coast Guard Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To establish efficient working relationships at operational level with all the key stakeholders involved in the Somali Coast Guard capacity development, including UNSOM, UNDP, UNODC;
- To deliver maritime training, expert advice and mentoring as required in maritime skills (navigation, seamanship, engineering, communications, etc.);
- To give advice, guidance, mentoring and training on topics related to the coast guard functions;
- To develop training curricula in cooperation with the other Mission experts;
- To provide operational guidance and advice to develop civilian (maritime) law enforcement operational capabilities in line with the Somali National Security Policy (NSP) and other relevant strategies;
- To contribute to the elaboration of Standard Operational Procedures (SOPs), To assess the operational capacity skills and needs of the Somaliland civilian law enforcement/security agencies and advise on improvements;
- To establish and maintain cooperation with the authorities of the maritime law enforcement services on the development of training programmes on maritime security matters;
- To develop working groups with the maritime law enforcement services training officers to plan implement and improve the training and train the trainer activities;
- To conduct, upon request, reviews of the structures on authorities involved in carrying out the Coast Guard function and assist in developing SOPs;
- To support the selection of future trainees, among the maritime law enforcement services, for advanced training courses;
- To collect and collate statistics about the workload/performance of local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To identify best practice and lessons learned within the field of responsibility.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Knowledge of Coast Guard functions;
- Good understanding of policies and organisational aspects of maritime administration, maritime security and Coast Guard functions;
- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Good knowledge of Human Rights and Gender practices;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/maritime security matters.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and/or international organizations.
- Previous experience in the delivery of training connected to the coast guard functions;
- Experience in project management;
- Experience of small boat driving and maintenance;
- Experience of working on maritime security;
- Professional certification in Mentoring, Monitoring & Advising;
- Professional Training Qualification/Certification.

7. Desirable Knowledge, Skills and Abilities:

- Experience as Deck or Engineering Officer from the Coast Guard, Maritime Border Guard, Navy or MRCC/NMOC Supervisor or similar maritime service;

Position Name: Senior Operations Coordinator	Employment Regime: Seconded	
Ref. Number: SOM-158	Locations: Mogadishu	Availability: ASAP
Department/Division/Section: Operations Department/Operations Coordination Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior Operations Coordinator reports to the Head of Operations (HoOps).

2. Main Tasks and Responsibilities:

- To support the HoOps in the coordination of operational activities in the area of responsibility;
- To be a source of advice and support the HoOps in the coordination of operational and oversight activities;
- To establish efficient working relationships at strategic level with all the key stakeholders involved in operational activities of the mission, including EU Delegation to Somalia, UNSOM, UNDP, UNODC and AMISOM;
- To support the HoOps oversight activities in the area of responsibility;
- To identify and coordinate activities that are common to several Field Offices;
- To be responsible for the tracking, coordination and advise to Operations and Field Offices on key matters relevant to operational activities in the respective Field Offices;
- To identify and coordinate, in conjunction with other Operations Coordination Team members and with Field Offices Advisors, activities that links HQ intent and guidance with the Field Offices;
- To act as an important source of monitoring capacity to the HoOps in regards of the Mission Implementation Plan;
- To develop situational analysis, develop activities, planning and timely report developed actions.
- To ensure data collection related to Mission's operational activities;
- To contribute to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's activities over time, and to provide recommendations for the improvement of Mission's performance;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework OR a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree OR equivalent and attested police 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 coordinate and add value to the mission implementation;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;

- Ability to liaise with other stakeholders, both national and international, thus having good interpersonal skills, good communications skills, tact and integrity;
- Good understanding of policies and organisational aspects relevant to the mission mandate;
- Good knowledge of Human Rights and Gender practices.

6. Desirable Qualifications and Experience:

- Previous experience with coordination and facilitation of complicated processes inside larger organisations, preferable in a crises area;
- Experience in project management;
- Strategic thinking;
- Experience in knowledge management;

7. Desirable Knowledge, Skills and Abilities:

- Proven organisational and, planning skills;

Position Name: Police Adviser	Employment Regime: Seconded	
Ref. Number: SOM-163	Location: Mogadishu	Availability: 18/05/2022
Department/Division/Section: Operations Department/Field Office Mogadishu/Police Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterparts on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities as per planning documents;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Mission horizontal advisers;
- To design and deliver training;
- To provide operational guidance and advice to the Somali Police Force (SPF) and Federal Member States on the development and implementation of broader policing policies and procedures related to police training, criminal investigations, intelligence, and police administrative functions, in particular for the SPF HQ Operations, Communications and/or Information/Intelligence Directorates;
- To promote effective cooperation between the Somali Police bodies, both at federal and member-state (regional) level;
- To promote effective cooperation between the Somali Police Force and judiciary, with the aim of strengthening the first level of the judicial chain;
- To establish efficient working relationships at operational level with all the key stakeholders involved in the development of the Somali policing capacity, including EU Delegation, UNSOM, UNDP, UNODC and AMISOM complementing their activities on broader police development on operational level;
- To gather data about the workload/performance of local counterparts.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential knowledge, skills and abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training.
- Organisational, planning and project development skills;
- Knowledge of Security Sector/Rule of Law Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and/or international organizations;
- Experience in coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;

7. Desirable knowledge, skills and abilities:

- Knowledge and experience in change management;
- Ability to accompany and motivate local counterparts;

Position Name: Senior Legal Reform Adviser	Employment Regime: Seconded	
Ref. Number: SOM-164	Location: Mogadishu	Availability: 25/06/2022
Department/Division/Section: Operations Department/Field Office Mogadishu/ Police Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Legal Reform Adviser reports to Senior Police Advisor / Head of Police Unit.

2. Main Tasks and responsibilities:

- To assess at Federal and Regional Level local legislative/normative/regulatory frameworks and to support relevant local bodies in drafting legislation based on a sound legal policy, including legislative and legal policy capacity building, such as ex-ante and ex-post evaluation of legislation, and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To analyse, assess and advise on legislative frameworks governing the justice system in relation to law enforcement and criminal law and, as necessary, give expert recommendations;
- To support the development of legal drafting capabilities by mentoring, advising and training;
- To mentor and advise the Somali judiciary authorities and law enforcement agencies in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To strengthen the Criminal Justice Chain and facilitate police-prosecutor co-operation, in particular to enhance the cooperation and coordination in the conduct of (maritime) criminal investigations and prosecution between law enforcement agencies, prosecutors and courts through advising, e.g. on sustainable legal training for law enforcement, judicial institutions and other authorities, including the development, organisation and conduct of specialised and integrated courses based on a Train to Trainer approach;
- To contribute to EUCAP's Human Rights and Gender activities;
- To advise regarding identified host state needs related to Law enforcement capacity and recommend appropriate support by the Mission;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Line Manager (s), including mentoring and advising;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To advise on/provide sustainable legal training for law enforcement, judicial and other authorities;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary and the civilian (maritime) law enforcement agencies;
- To ensure timely reporting and information flow on justice issues;
- To conduct legal research as necessary;
- To support the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma in law OR a qualification in the National Qualifications Framework in law 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 in law, e.g. Master's Degree; AND
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience in criminal justice reform either domestically or internationally;
- Legal drafting skills;
- Criminal Justice Chain reform knowledge and experience;
- Training, Advising and mentoring skills.

6. Desirable Qualifications and Experience:

- Critical thinking and active listening;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- CSDP experience in the areas of Monitoring, Mentoring and Advising.
- The experience should be in a legal profession.

7. Desirable Knowledge, Skills and Abilities:

- Political acumen;
- Knowledge of legal aspects in fighting organised crime, such as Money Laundering Trafficking of Human Beings, smuggling, and other criminal related law;
- Knowledge of constitutional law and international public law, Knowledge about Sharia Law and alternative dispute resolution systems.

Position Name: Strategic Maritime Adviser/Head of Unit	Employment Regime: Seconded	
Ref. Number: SOM-165	Location: Garowe	Availability: 30/04/2022
Department/Division/Section: Operations/Field Office Garowe/ Maritime Security and Coast Guard Unit	Level of Security Clearance: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Strategic Maritime Adviser/Head of Unit reports to the Head of Field Office Garowe.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To research and assess the performance of Puntland maritime security governance mechanisms and institutions, and recommend on the development of maritime security good governance capacity;
- To work in close cooperation with the teams of Field Office Garowe;
- To advise on development and implementation of strategy and policy on maritime security in line with the Somali Maritime Resources and Security Strategy (SMRSS) the National Security Policy and Puntland Development Plan;
- To support the development and the implementation of comprehensive strategies and mechanisms for good governance of civilian maritime law enforcement institutions;
- To support the Puntland civilian maritime law enforcement institutions to develop their management capacities;
- To promote effective cooperation between Puntland maritime capabilities and security institutions through advice on clear division of maritime institutional roles and responsibilities among ministries, agencies, and other relevant actors;
- To assess the functioning, organisation, strategic management capacity and needs of the Puntland maritime security institutions, and identify and advise upon sustainable capacity development plans;
- To build strong working relationships with relevant actors in Puntland and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities);
- To develop situational analysis, develop activities planning and timely report developed actions;
- To lead, direct and manage the work and the 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 Senior Management;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To liaise closely with other Senior Advisers and Advisers as appropriate;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma OR a qualification in the National Qualification 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 6 years of relevant professional experience, out of which a minimum of 2 years at coordination/management level, after having fulfilled the education requirements

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Ability to effectively advise senior decision makers, and possess commensurate negotiation and diplomacy skills;
- Knowledge of government coordination processes;
- Organisational, planning and project development skills;
- Sound knowledge of EU Maritime Strategy and related policies;
- Good understanding of policies and organisational aspects of Coast Guard functions, maritime administration and maritime security;
- Knowledge of Maritime Law;
- Good knowledge of Human Rights and Gender practices;
- Strategic and creative thinking;
- CSDP experience in the areas of Monitoring, Mentoring and Advising;
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement/maritime security matters.

6. Desirable Qualifications and Experience:

- Previous experience in policy and strategy development or related field;
- Experience in project management;
- Experience with maritime administration, coordination and governance;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- Professional certification in Mentoring, Monitoring & Advising;
- Professional Training Qualification/Certification.
- After having fulfilled the education requirements, a minimum of 7 years of relevant professional experience, out of which a minimum of 3 years at management level.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of policies, strategies and organisational aspects of maritime governance, administration, security and Coast Guard functions;
- Proven organisational and, planning skills;

Position Name: Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-030	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Mission Security and Duty of Care Department/Security Division	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Officer reports to the Deputy Senior Mission Security Officer/Head of Security Division.

2. Main Tasks and Responsibilities:

- To assist the Senior Mission Security Officer in the development, implementation and updating of the Mission Security Plan and all supporting security and safety documents, instructions and procedures;
- To assess the security situation and to provide comprehensive reports to the Senior Mission Security Officer on all incidents affecting Mission members;
- To assist the Senior Mission Security Officer in reviewing the security phases;
- To work in close cooperation with the Mission Support Department in matters related to the procurement of security related equipment and services;
- To elaborate in-depth planning and execution of security operations;
- To support in the identification, development, delivery and auditing of security training requirements;
- In line with the EU Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:
 - To perform security reviews of personal protective equipment, transport and residences and Mission Offices;
 - To ensure all security and communications equipment is operational and ready to use;
 - To conduct regular security drills, communication tests and evacuation exercises;
 - To provide briefings and presentations to Mission members on matters related to safety and security to ensure staff are prepared for emergencies;
 - To liaise and cooperate with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives on security matters;
 - To provide assistance to Mission members and ensure all necessary actions are taken, particularly in emergency cases;
 - To travel to all Mission areas including high-risk areas as required;
- To liaise and coordinate with the Operations room;
- Authorised to carry an issued personal weapon, used for purposes of self-defence.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework 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:

- Planning and time-management skills;
- Analytical skills;

6. Desirable Qualifications and Experience:

- Master's degree in security studies, security and defence studies, peace and conflict studies, intelligence or other related fields;
- Valid license for armoured vehicles or C or C1 Driving license;
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- International experience, particularly in crisis areas with multinational and international organisations;
- Successful completion of CPCC Medical Security Certification Course or equivalent medical training;
- Firearms trained;

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of potential security threats in the Mission area;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Highly resilient under pressure;
- Knowledge of CSDP security and duty of care policies.

Position Name: Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-037	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Mission Security and Duty of Care Department/Security Division	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Officer (MSO) reports to the Mission Security Officer/Head of Hargeisa Security Section.

2. Main Tasks and Responsibilities:

- To assist the Senior Mission Security Officer in the development, implementation and updating of the Mission Security Plan and all supporting security and safety documents, instructions and procedures;
- To assess the security situation and to provide comprehensive reports to the Senior Mission Security Officer on all incidents affecting Mission members;
- To assist the Senior Mission Security Officer in reviewing the security phases;
- To work in close cooperation with the Mission Support Department in matters related to the procurement of security related equipment and services;
- To elaborate in-depth planning and execution of security operations;
- To support in the identification, development, delivery and auditing of security training requirements;
- In line with the EU Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:
 - To perform security reviews of personal protective equipment, transport and residences and Mission Offices;
 - To ensure all security and communications equipment is operational and ready to use;
 - To conduct regular security drills, communication tests and evacuation exercises;
 - To provide briefings and presentations to Mission members on matters related to safety and security to ensure staff are prepared for emergencies;
 - To liaise and cooperate with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives on security matters;
 - To provide assistance to Mission members and ensure all necessary actions are taken, particularly in emergency cases;
 - To travel to all Mission areas including high-risk areas as required;
- To perform MSO duties, as required, in the sub-Field Office in Berbera;
- To liaise and coordinate with the Team Leader of the Armed Protection Operators regarding deployment and duties;
- Authorised to carry an issued personal weapon, used for purposes of self-defence.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework 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:

- Planning and time-management skills;
- Analytical skills;

6. Desirable Qualifications and Experience:

- Master's degree in security studies, security and defence studies, peace and conflict studies, intelligence or other related fields;
- Valid license for armoured vehicles or C or C1 Driving license;
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- International experience, particularly in crisis areas with multinational and international organisations;
- Successful completion of CPCC Medical Security Certification Course or equivalent medical training;
- Firearms trained;

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of potential security threats in the Mission area;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Highly resilient under pressure;
- Knowledge of CSDP security and duty of care policies.

Position Name: Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-040	Location: Garowe	Availability: ASAP
Component/Department/Unit: Mission Security and Duty of Care Department/Security Division	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Officer (MSO) reports to the Deputy Senior Mission Security Officer/Head of Security Division.

2. Main Tasks and Responsibilities:

- To assist the Senior Mission Security Officer in the development, implementation and updating of the Mission Security Plan and all supporting security and safety documents, instructions and procedures;
- To assess the security situation and to provide comprehensive reports to the Senior Mission Security Officer on all incidents affecting Mission members;
- To assist the Senior Mission Security Officer in reviewing the security phases;
- To work in close cooperation with the Mission Support Department in matters related to the procurement of security related equipment and services;
- To elaborate in-depth planning and execution of security operations;
- To support in the identification, development, delivery and auditing of security training requirements;
- In line with the EU Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:
 - To perform security reviews of personal protective equipment, transport and residences and Mission Offices;
 - To ensure all security and communications equipment is operational and ready to use;
 - To conduct regular security drills, communication tests and evacuation exercises;
 - To provide briefings and presentations to Mission members on matters related to safety and security to ensure staff are prepared for emergencies;
 - To liaise and cooperate with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives on security matters;
 - To provide assistance to Mission members and ensure all necessary actions are taken, particularly in emergency cases;
 - To travel to all Mission areas including high-risk areas as required;
- To perform MSO duties, as required, in the sub-Field Office in Bossaso;
- Authorised to carry an issued personal weapon, used for purposes of self-defence.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework 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:

- Planning and time-management skills;
- Analytical skills;

6. Desirable Qualifications and Experience:

- Master's degree in security studies, security and defence studies, peace and conflict studies, intelligence or other related fields;
- Valid license for armoured vehicles or C or C1 Driving license;
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- International experience, particularly in crisis areas with multinational and international organisations;
- Successful completion of CPCC Medical Security Certification Course or equivalent medical training;
- Firearms trained;

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of potential security threats in the Mission area;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Highly resilient under pressure;
- Knowledge of CSDP security and duty of care policies.

Position Name: Mission Security Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-044	Location: Nairobi	Availability: ASAP
Component/Department/Unit: Mission Security and Duty of Care Department/Security Division	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Officer reports to the Deputy Senior Mission Security Officer/Head of Security Division.

2. Main Tasks and Responsibilities:

- To assist the Senior Mission Security Officer in the development, implementation and updating of the Mission Security Plan and all supporting security and safety documents, instructions and procedures;
- To assess the security situation and to provide comprehensive reports to the Senior Mission Security Officer on all incidents affecting Mission members;
- To assist the Senior Mission Security Officer in reviewing the security phases;
- To work in close cooperation with the Mission Support Department in matters related to the procurement of security related equipment and services;
- To elaborate in-depth planning and execution of security operations;
- To support in the identification, development, delivery and auditing of security training requirements;
- In line with the EU Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:
 - To perform security reviews of personal protective equipment, transport and residences and Mission Offices;
 - To ensure all security and communications equipment is operational and ready to use;
 - To conduct regular security drills, communication tests and evacuation exercises;
 - To provide briefings and presentations to Mission members on matters related to safety and security to ensure staff are prepared for emergencies;
 - To liaise and cooperate with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives on security matters;
 - To provide assistance to Mission members and ensure all necessary actions are taken, particularly in emergency cases;
 - To travel to all Mission areas including high-risk areas as required.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework 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:

- Planning and time-management skills;
- Analytical skills;

6. Desirable Qualifications and Experience:

- Master's degree in security studies, security and defence studies, peace and conflict studies, intelligence or other related fields;
- Valid license for armoured vehicles or C or C1 Driving license;
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- International experience, particularly in crisis areas with multinational and international organisations;
- Successful completion of CPCC Medical Security Certification Course or equivalent medical training;
- Firearms trained;

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of potential security threats in the Mission area;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Highly resilient under pressure;
- Knowledge of CSDP security and duty of care policies.

Position Name: Finance and Administration Officer	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. Number: SOM-056	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Mission Support Department/Administrative Division/Finance Section	Security Clearance Level: EU CONFIDENTIAL	Open to Third Contributing States: No

1. Reporting Line:

The Finance and Administration Officer reports to Head of Finance Section.

2. Main Tasks and Responsibilities:

- To assist the Head of Finance in maintaining the financial and accounting operations of the Mission;
- To develop policies for accounting and control of Mission finances in close cooperation with the Head of Finance;
- To identify needs of goods and/or services required for improving the efficiency of the unit and to define them technically for procurement;
- To contribute to coordinating the Section's activities and operations related to the area of finance and administration, in particular the budget, procurement, verification, audit and contract management;
- To ensure the sound and effective financial management, including the preparation of the budget and follow-up of its implementation;
- To develop policies for the imprest accounts, in close cooperation with the authorising, and the accounting officer;
- To define procedures for the imprest accounts, payments, payroll, petty cash, claims and other financial functions in a multicurrency system;
- To verify the legality and regularity of transactions prior to authorising transactions (i.e. commitments and payments);
- To ensure the reporting, verifying the integrity of the imprest accounts, their accuracy and their on-time delivery;
- To implement audit recommendations and ensure the effectiveness of internal controls;
- To identify areas of risk and take appropriate measures for limiting the financial risk, especially concerning the physical and the electronic security of funds, of documents (running and archived) and of transactions;
- To liaise and cooperate on financial issues with the relevant EU bodies and all relevant actors (banks etc.) under the supervision of the Head of Section.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Knowledge of relevant accounting rules;
- Knowledge of accounting software.
- Experience in dealing with internal and external parties and the ability to maintain a high level of confidentiality;

6. Desirable Qualifications and Experience:

- Specialised training/course (including University) in finance, accounting, economics or business administration.
- Member of a corps or body within EU member states public institutions having functions of this nature and/or certification as a Certified Public Accountant or Chartered Accountant;
- Knowledge of current technologies used for Finance/Accounting like an Enterprise Resource Planning (ERP) System;
- International experience, particularly in crisis areas with multinational and international organisations.
- The experience should be on the field of finance, economics, accounting or business administration.

7. Desirable Knowledge, Skills and Abilities:

- Professional accounting/audit certification;
- International experience, particularly in crisis areas with multinational and international organisations;
- Knowledge of relevant EU rules and regulations.

Position Name: Supply Chain Coordinator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level
Ref. number: SOM-061	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Mission Support Department/Administrative Division/Procurement Section	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Supply Chain Coordinator reports to the Head of Procurement Section.

2. Main Tasks and Responsibilities:

- To streamline the Mission supply chain policy and manage supply chain associated risks while ensuring timely and quality coordination with the budget owners and project managers;
- To support the program managers in planning of procurement action and overseeing the overall implementation of the budget;
- To keep the project managers in all supply chain related activities, including preparation of project documentation and contract management;
- To support project managers in monitoring and assessment of supplier performance;
- To assist in the development of standard operating procedures on the supply chain function and deliver trainings for their effective implementation throughout the Mission;
- To prepare and submit activity reports as required;
- To develop and maintain the Mission Supplier Database and Procurement webpage, conduct market researches and surveys, identify potentially suitable operators that have the interest and capacity to satisfy the Mission needs, act as the main Mission contact point for potential suppliers.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

5. Essential Knowledge, Skills and Abilities:

- Practical knowledge of the procurement principles and frameworks;
- Ability to understand and apply the mechanisms governing the procurement action;
- Working computer skills, including ability to operate proficiently Microsoft Office suite, especially Word, Excel, Power Point, Outlook;
- Proven interpersonal skills and the ability to establish and maintain effective working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Impeccable professional behaviour, flexibility in responding to needs, problem solving and proactive attitude, orientation towards the outcome while ensuring compliance with the established process.

6. Desirable Qualifications and Experience:

- Degree or certificate in management/business or public administration/law/procurement/supply chain or other related field;
- Experience in planning and implementing projects and programmes;
- Experience in financial management of tendering processes and audits, preferably including EU procedures;
- Knowledge of current technologies used for Procurement such as Enterprise Resource Planning (ERP) System.
- International experience, particularly in crisis areas with multinational and international organisations;
- The qualification should be in the field of in Supply Chain, Procurement, Logistics, Finance, Administration or related studies;
- The experience should be in the field of supply chain coordination, procurement and purchasing, and/or contract management;
- Gained experience with international or governmental organisations on procurement or financial regulations and policies.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of supply chain issues in field operations;
- Understanding of EU procurement policies, practices and procedures, in particular PRAG and Financial Regulation.

Position Name: CIS Officer - Database Administrator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-071	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Mission Support Department/General Services Division/CIS Section	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The CIS Officer - Database Administrator reports to the Head of Communication and Information Systems Section (CIS).

2. Main Tasks and Responsibilities:

- To administer database systems in the Mission;
- To develop detailed database/software specifications, functional specifications, and user documentation for the systems implemented;
- To assess, plan, analyse, design, program, and implement web-based/desktop interfaces and applicable technologies, technical reports, operating instructions, guidelines, and procedures for the applications produced/modified;
- To identify needs and define application/database requirements; organize and implement user training troubleshoot problems and assist with change requests;
- To act as the custodian of all Communication and Information Systems assets, including hardware, software, radio, satellite communication equipment and video conferencing;
- To provide support for Mission telephony systems including IP telephony, videoconferencing, and GSM equipment;
- To deploy Windows Operating System and device management tools and verify the successful update of device configuration according to IT policies;
- To troubleshoot issues affecting Windows Operating System, printer and network connectivity, software functionality, radio network,
- To ensure IT and communication assets are used in accordance with best practices and procedures;
- To perform annual general maintenance of all hardware, software and communication equipment and ensure functionality within accepted technical parameters;
- To maintain contact with Security and Duty of Care Department for technical and security instructions and implementation;
- To operate and maintain encryption devices/systems and prepare procedures and user manuals for approved users of crypto systems;
- To oversee the implementation of all Communication and Information Systems Standard Operating Procedures (SOPs);
- To prepare IT systems user guides and manuals for end users (e.g. printers, laptops, desktops, tablets, projectors, etc.) and communication assets (VTC, smartphones, satellite phones, radios).
- To cooperate with the other CIS Officers and link with commercial companies and other actors the Mission is working with for data retrieval;
- To be responsible for documentation of the database configuration and to assure that trustworthy backup of the databases, source codes, and applications are performed daily;
- To act as 1st and 2nd level support for Mission staff in all CIS related issues in conjunction with the other CIS Officers;
- To monitor and maintain the Mission network and systems;
- To plan, implement, and maintain data recovery tools, business continuity measures, and disaster recovery measures, ensuring high availability of mission-critical data centre services throughout the Mission;
- To participate as required in duty trips in the area of operations of the Mission, including to high-risk areas;
- Database management of the Document Management System (M-Files);

- Management of the backup & restore processes, and the disaster recovery plan;
- Intranet (PHP 7.0, Bootstrap 4.0, MySQL);
- Certificate management (S/MIME, ADS, ePKI, organisational stamp, CA);
- Management of the Core Database.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree (the qualification should be in any of the fields of Information Technology, Computer Science, Telecommunications, IT Engineering or other related fields) 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:

- Expert technical skills and hands-on experience in troubleshooting server hardware and software issues;
- Problem-solving skills and analytical ability to analyse complex technical customer problems, and manage the same on a day to day basis;
- Practical experience with the administration of document management systems;
- Practical knowledge of current scripting languages;
- Practical knowledge of enterprise Public Key Infrastructures (ePKI), S/MIME, and Active Directory mechanisms in regards to certificate and key management;
- Expert technical skills and hands-on experience in troubleshooting server hardware and software issues.

6. Desirable Qualifications and Experience:

- At least 5 years of progressive experience of problem-solving skills and analytical ability to analyse complex technical customer problems, and manage the same on a day to day basis;
- International experience, particularly in crisis areas with multinational and international organisations;
- Ability to establish and maintain effective working relations as a team member in a multi-cultural, multi-ethnic environment;
- Is used to work on a multitude of activities at the same time and with limited supervision;
- Excellent analytical, research, and problem-solving skills;

7. Desirable Knowledge, Skills, and Abilities:

- Ability to converse in business terms about organisational technology needs and solutions, and in technical terms with IT and communications specialists;
- Advanced knowledge of Information Security Management: ISO 27X & BS7799;
- Experience with configuration management tools and services;
- Practical experience with radio communications systems, satellite communications and positioning/navigation technologies (e.g. Thuraya, Iridium, GPS), and related antennae systems;
- Practical knowledge of current programming languages;
- Experience with the project management of software implementation projects;
- Practical experience with the "M-Files" Document Management System.

Position Name: Communication and Information Systems (CIS) Assistant	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level
Ref. Number: SOM-073	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Mission Support Department/General Services Division/CIS Section	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Communication and Information Systems Assistant reports to the Head of Communication and Information Systems (CIS), as applicable.

2. Main Tasks and Responsibilities:

- To provide service and technical reporting to the Head of CIS;
- To assist in performing problem management and incident management analysis, and develop general solutions to enhance the quality and reliability of CIS services;
- To liaise with relevant CIS sections on the implementation of approved CIS change management requests through standardised release management procedures;
- To assist in designing the deployment, development, testing, and maintenance processes of CIS standard hardware, software, systems, and peripherals;
- To assist in designing and deploying departmental training activities including user training programs in support of new technologies and procedures;
- To assist in the design and implementation, management, and maintenance of CIS telecommunication systems in all office locations;
- To provide technical support for IT-network and information systems, including microwave and Wi-Fi links, Local Area Network, and Windows-based client applications and server systems;
- To provide support for Mission telephony systems including IP telephony, videoconferencing, and GSM equipment;
- To deploy, install, maintain, and support all data centre as well as end-user equipment, servers, personal computers, software, and services in the Mission;
- To assist in planning, implementing, and maintaining data recovery tools, business continuity measures, and disaster recovery measures, ensuring high availability of Mission-critical data centre services throughout the Mission;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of a minimum level of secondary education attested by a diploma giving access to post-secondary education and a professional training or certification in a CIS related field; AND
- A minimum of 3 years of professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills, and Abilities:

- Knowledge of technologies with wired and wireless networks (e.g. LAN, WAN);
- Advanced knowledge in administration and support of personal computers with Microsoft Windows 10, Microsoft Office 2016/2019;

- Problem-solving skills and analytical ability to analyse complex technical customer problems, and manage the same on a day to day basis;
- Expert technical skills and hands-on experience in troubleshooting IT hardware and software issues.

6. Desirable Qualifications and Experience:

- Previous experience in an international environment, particularly in crisis areas with multi-national and international organizations;
- Ability to establish and maintain effective working relations as a team member in a multi-cultural, multi-ethnic environment;
- Is used to work on a multitude of activities at the same time and with limited supervision;
- Excellent analytical, research, and problem-solving skills;
- Previous experience with radio communications systems, satellite communications and positioning/navigation technologies (e.g. Thuraya, Iridium, GPS), and related antennae systems;
- Previous experience with Document Management Systems).
- The experience should be in the field of Information and Communication Technology support and implementation either in civilian or military environments.
- The professional training or certification should be in the field of technical/mechanical trade and/or technical engineering.

7. Desirable Knowledge, Skills, and Abilities:

- Ability to converse in business terms about organisational technology needs and solutions, and in technical terms with IT and communications specialists;
- Practical knowledge of Windows Server 2012 - 2019;
- Practical knowledge of Microsoft Office365;
- Knowledge of VMware ESXi/vSphere;
- Knowledge of WAN acceleration and optimisation;
- Practical knowledge of “M-Files” Document Management System software.

Position Name: Senior Police Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support – Management Level
Ref. number: SOM-086	Location: Mogadishu	Availability: ASAP
Component/Department/Unit: Operation Department/Field Office Mogadishu/Police Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

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

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant international and local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To provide strategic guidance and advice to the Ministry of Internal Security and Somali Police Force (SPF) and Federal Member states on the development and implementation of broader policing strategies, policies and procedures related to police training, policing, criminal investigations, intelligence, and police administrative functions;
- To contribute to the reform of the Somali Police Force;
- To support the development and implementation of the Somali Transition Plan, the New Police Model and other relevant strategies;
- To work in cooperation with other Mission Advisers and provide policing advice to the Senior Mission Management and, as required, to other EU bodies;
- To cooperate closely with EUDEL, EUNAVFOR and EUTM in developing synergies to improve security management in Somalia;
- To establish efficient working relationships at the strategic level with all the key stakeholders involved in the development of the Somali policing capacity, including EU Delegation, UNSOM, UNDP, UNODC and AMISOM complementing their activities on broader police development on strategic level;
- To develop activities planned in accordance with the Mission Implementation Plan and to the Line Management guidance.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

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

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

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Experience in working in an international crisis management environment;
- Knowledge of Security Sector/Rule of Law Reform in a national or host state context. Knowledge of security policy, law enforcement strategies, reform of police service organisations and police administrative functions.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and international organisations.
- Ability to provide analyses, planning and reporting as well as a sound understanding of strategic and operational considerations on law enforcement and security matters.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge and experience in change management;
- Ability to accompany and motivate local counterparts;
- Strategic and creative thinking;

Position Name: Legal Reform Adviser	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. Number: SOM-097*	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Mogadishu/ Police Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Legal Reform Adviser reports to Senior Police Advisor / Head of Police Unit.

2. Main Tasks and responsibilities:

- To assess at Federal and Regional Level local legislative/normative/regulatory frameworks and to support relevant local bodies in drafting legislation based on a sound legal policy, including legislative and legal policy capacity building, such as ex-ante and ex-post evaluation of legislation, and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To analyse, assess and advise on legislative frameworks governing the justice system in relation to law enforcement and criminal law and, as necessary, give expert recommendations;
- To support the development of legal drafting capabilities by mentoring, advising and training;
- To mentor and advise the Somali judiciary authorities and law enforcement agencies in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To strengthen the Criminal Justice Chain and facilitate police-prosecutor co-operation, in particular to enhance the cooperation and coordination in the conduct of (maritime) criminal investigations and prosecution between law enforcement agencies, prosecutors and courts through advising, e.g. on sustainable legal training for law enforcement, judicial institutions and other authorities, including the development, organisation and conduct of specialised and integrated courses based on a Train to Trainer approach;
- To advise regarding identified host state needs related to Law enforcement capacity and recommend appropriate support by the Mission;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Line Manager (s), including mentoring and advising;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To advise on/provide sustainable legal training for law enforcement, judicial and other authorities;
- To develop and organise integrated courses to improve the coordination and cooperation between the judiciary and the civilian (maritime) law enforcement agencies;
- To ensure timely reporting and information flow on justice issues;
- To conduct legal research as necessary;
- To support the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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 in law 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:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience in criminal justice reform either domestically or internationally;
- Legal drafting skills;
- Criminal Justice Chain reform knowledge and experience
- Training, Advising and mentoring skills.

6. Desirable Qualifications and Experience:

- Critical thinking and active listening;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- CSDP experience in the areas of Monitoring, Mentoring and Advising.

7. Desirable Knowledge, Skills and Abilities:

- Political acumen;
- Knowledge of legal aspects in fighting organised crime, such as Money Laundering Trafficking of Human Beings, smuggling, and other criminal related law;
- Knowledge of constitutional law and international public law, Knowledge about Sharia Law and alternative dispute resolution systems.

Position Name: Legal Reform Adviser	Employment Regime: Seconded/Contracted*	Post Category for Contracted: Mission Support - Management
Ref. number: SOM-125*	Location: Hargeisa	Availability: ASAP
Department/Division/Section: Operations Department/Field Office Hargeisa/ /Police Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Legal Reform Adviser reports to the Head of Field Office Hargeisa.

2. Main Tasks and Responsibilities:

- To assess at Federal and Regional level the local legislative/normative/regulatory frameworks and to support relevant local bodies in drafting legislation based on a sound legal policy, including legislative and legal policy capacity building, such as ex-ante und ex-post evaluation of legislation, and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To strengthen the Criminal Justice Chain and facilitate police-prosecutor co-operation, in particular to enhance the cooperation and coordination in the conduct of (maritime) criminal investigations and prosecution between law enforcement agencies, prosecutors and courts though advising, e.g. on sustainable legal training for law enforcement, judicial institutions and other authorities, including the development, organisation and conduct of specialised and integrated courses based on a Train to Trainer approach;
- To advise regarding identified host state needs and recommended support by the Mission;
- To prepare comparative analysis related to the international standards implementation in the host country's context upon request;
- Take part in and initiate joined working groups together with other international organisations and local actors to reform local core legislation related to the Missions mandate;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Line Manager(s);
- To support 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 across time, and to provide recommendations for the improvement of Mission's performance;
- To analyse, assess and advise on legislative frameworks governing the justice system in relation to law enforcement and criminal law and, as necessary, give expert recommendations;
- To support the development of legal drafting capabilities by mentoring, advising and training;
- To mentor and advise the Somali judiciary authorities and law enforcement agencies in order to improve their skills and entrench relevant training received into their everyday working practices;
- To build strong working relationships with justice system actors in Somalia and other key stakeholders (including international stakeholders, other EU bodies, UN organisations, countries involved in bilateral activities) focused on crimes at sea;
- To assess and support the development of sustainable training and organisational systems for judges, prosecutors and other justice system officials and personnel of civilian maritime law enforcement agencies;
- To conduct legal research as necessary;
- To contribute to EUCAP's Human Rights and Gender activities.

3. General Tasks and Responsibilities:

- Contribute to mission reporting in the area of competence;
- Contribute to the identification of lessons and best practice in the area of competence;
- Take account of gender equality and human rights aspects in the execution of tasks;
- 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 in law 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:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience in criminal justice reform either domestically or internationally;
- Legal drafting skills;
- Criminal Justice Chain reform knowledge and experience;
- Training, Advising and mentoring skills.

6. Desirable Qualifications and Experience:

- Critical thinking and active listening;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- CSDP experience in the areas of Monitoring, Mentoring and Advising.

7. Desirable Knowledge, Skills and Abilities:

- Political acumen;
- Knowledge of legal aspects in fighting organised crime, such as Money Laundering Trafficking of Human Beings, smuggling, and other criminal related law;
- Knowledge of constitutional law and international public law, Knowledge about Sharia Law and alternative dispute resolution systems.

Position Name: Armed Protection Operator	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Assistant Level
Ref. Number: SOM-139	Location: Hargeisa	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department/ Armed Protection Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Armed Protection Operator (APO) reports to Armed Protection Team leader.

2. Main Tasks and Responsibilities:

- To possess a valid authorisation to carry and use weapons in compliance with the applicable legal framework.
- In line with the EU's Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:
 - To be responsible for Armed Protection operations;
 - To contribute to the armed protection security set up of Mission members;
 - To carry out daily administration and operational planning for Armed Protection Team activities;
 - To assist in the development of Mission Armed Protection policies and procedures;
 - To provide comprehensive procedural documents with respect to Armed Protection activities;
 - To contribute in identifying staff personal security training requirements and deliver training as required under the supervision of Armed Protection Team Leader;
 - To provide personal security advice to Mission members;
 - To maintain operational effectiveness and equipment husbandry;
 - To develop professional contacts with the local police, military and security managers of other international organisations;
 - To liaise with civilian and military organisations to assess current and future threats;
 - To carry out threat assessments to ensure appropriate security measures are in place in a timely and effective manner;
- To transport and provide armed protection to mission members in Somaliland;
- To actively participate in the defence plan of the Field Office;
- To deploy and operate in locations mission wide;
- To assist in the provision of security training to Mission members;
- To assist HEAT instructors in the provision of HEAT training;
- To participate in all applicable training, professional, physical and medical;
- To cross train in all the functions & roles of the team;
- Authorized to carry and issued a personal weapon;
- To aid in the development of Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of secondary education attested by diploma 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:

- Trained in basic life support (medical training);
- Ability to operate a variety of communication systems;
- Advanced driving training (defensive driving);
- Valid license for armoured vehicles or C or C1 driving license;
- Ability to perform under pressure and in difficult circumstances in High Risk locations;
- Discreet, diplomatic and flexible.

6. Desirable Qualifications and Experience:

- Trained and certified in close protection techniques (theory and practice);
- Successful completion of CPCC Medical Security Certification Course or equivalent medical training (industry standard First Aid Qualification);
- Experience driving Armoured vehicles;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Experience in close protection operations as a member of international organisations or Diplomatic institutions/Agencies e.g. National embassy's, EU, UN, NATO.

7. Desirable Knowledge, Skills and Abilities:

- Ability to perform under pressure and in difficult circumstances in high risk locations.
- Highly resilient under mental pressure and willingness to work extra hours when required;
- Knowledge of the Mission area and potential security threats;
- Knowledge of CSDP security and duty of care polices.

Position Name: Mission Security Officer / Head of Garowe Security Section	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support - Management Level
Ref. number: SOM-147	Location: Garowe	Availability: ASAP
Component/Department/Unit: Mission Security and Duty of Care Department/Security Division	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Mission Security Officer (MSO) reports to the Deputy Senior Mission Security Officer/Head of Security Division.

2. Main Tasks and Responsibilities:

- To assist the Senior Mission Security Officer in the development, implementation and updating of the Mission Security Plan and all supporting security and safety documents, instructions and procedures;
- To assess the security situation and to provide comprehensive reports to the Senior Mission Security Officer on all incidents affecting Mission members;
- To assist the Senior Mission Security Officer in reviewing the security phases;
- To work in close cooperation with the Mission Support Department in matters related to the procurement of security related equipment and services;
- To elaborate in-depth planning and execution of security operations;
- To support in the identification, development, delivery and auditing of security training requirements;
- In line with the EU Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:
 - To perform security reviews of personal protective equipment, transport and residences and Mission Offices;
 - To ensure all security and communications equipment is operational and ready to use;
 - To conduct regular security drills, communication tests and evacuation exercises;
 - To provide briefings and presentations to Mission members on matters related to safety and security to ensure staff are prepared for emergencies;
 - To liaise and cooperate with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives on security matters;
 - To provide assistance to Mission members and ensure all necessary actions are taken, particularly in emergency cases;
 - To travel to all Mission areas including high-risk areas as required;
- To perform MSO duties, as required, in the Field Office in Garowe and sub-Field Office(s) if/when needed;
- Authorised to carry an issued personal weapon, used for purposes of self-defence.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of University studies of at least 3 years attested by a diploma OR a qualification at the level in the National Qualifications Framework 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:

- Planning and time-management skills;
- Analytical skills;

6. Desirable Qualifications and Experience:

- Master's degree in security studies, security and defence studies, peace and conflict studies, intelligence or other related fields;
- Valid license for armoured vehicles or C or C1 Driving license;
- Successful completion of EU Mission Security Officer Certification Course or equivalent;
- International experience, particularly in crisis areas with multinational and international organisations;
- Successful completion of CPCC Medical Security Certification Course or equivalent medical training;
- Firearms trained;

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of potential security threats in the Mission area;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Knowledge of CSDP security and duty of care policies.

Position Name: Nurse	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Management Level
Ref. number: SOM-149	Location: Garowe	Availability: ASAP
Component/Department/Unit: Security and Duty of Care Department/Medical Section	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Nurse reports to the Senior Medical Adviser (SMA)/Head of Medical Section.

2. Main Tasks and Responsibilities:

- To work from any of the Mission operating bases;
- To assist, support and provide guidance to the (Senior) Medical Adviser on all medical, admin and welfare matters as required;
- To deputise as Medical Adviser in their absence;
- To provide medical guidance to all Mission members and advise the relevant offices accordingly;
- To prepare and perform medical briefings and training for all Mission Members as required by the (Senior) Medical Adviser;
- To liaise with other relevant healthcare providers in the Mission area;
- To be responsible for everyday medical activities such as diagnosing and identifying appropriate medical procedures, medical issues and agreeing treatment methods (preventive and/or curative);
- To support the (Senior) Medical Adviser in assessing medical requirements for further treatment in theatre;
- To cooperate and support the (Senior) Medical Adviser with medical evacuations/repatriations/escorting of patients out of theatre;
- To assist Mission Members where advanced medical treatment is required in close cooperation with external medical providers and the medical insurance company;
- To maintain the medical section / unit pharmacy, ordering and procurement of medication, services and other supplies;
- To respond to medical incidents and emergencies on a 24/7 basis;
- To ensure the contents of Basic Life Support, Trauma Kits medical equipment and assets are up-to-date;
- To maintain the accident, incident and illnesses database;
- To monitor the epidemiological and overall medical situation in theatre, promote preventive medical and occupational health measures including hygiene and recommendations for immunisations;
- To provide medical guidance to all staff members and undertake reporting and liaison requirements with Finance and Human Resources on certified and uncertified sick leaves – both in and out of theatre;

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor`s Degree in Nursing;
- A minimum of 4 years of relevant professional experience, including hands-on experience in an A&E department, primary care, pre-hospital or intensive / anaesthesia care or equivalent after having fulfilled the educational requirements;
- Provide a "Certificate of good standing" issued by a competent National Authority.

5. Essential Knowledge, Skills and Abilities:

- Knowledge in delivering training in emergency medicine, trauma and health care;
- Highly resilient and willing to work extra hours when required;
- Proficient in the use of Microsoft Office package.

6. Desirable Qualifications and Experience:

- Flight Medical and/or MEDEVAC experience;
- Diploma in (ATLS) Advanced Trauma Life Support, AMLS (Advanced Medical Life Support), PHTLS (Prehospital Trauma Life Support). ACLS (Advance Cardiac Life Support) trained;
- Successful completion of MIMMS (Major Incident Medical Management and Support) training;
- Instructor Diploma in Cardio Pulmonary Resuscitation (CPR) support;
- Knowledge of tropical medicine;
- International experience, particularly in crisis areas with multinational and/or international organizations;
- Experience in delivering medical/nursing training in emergency medicine, trauma and health care.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the Arabic language.

Position Name: Transport Assistant (Mechanic)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support-Assistant Level
Ref. number: SOM-155	Location: Mogadishu	Availability: ASAP
Department/Division/Section: Mission Support Department/ General Services Division/General Support Section	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Transport Assistant (Mechanic) reports to the Transport Officer.

2. Main Tasks and Responsibilities:

- To perform and supervise work activities and provide technical advice on vehicle repair and maintenance and in usage of vehicles;
- To conduct and supervise maintenance and repair of EUCAP vehicles in accordance with the vehicle manufactures standards for automotive electrical, air conditioning system, suspension system, braking system (including ABS system), body work and painting;
- To conduct diagnostic and fault finding; quality control/assurance; road testing, vehicle recovery;
- To identify reasons for technical faults;
- To conduct vehicle inspections and produce reports to document all servicing and repairs;
- To carry out technical assessment and repairs;
- To provide reports for workshop performance, vehicle warranties, vendor support and other workshop related activities;
- To perform and supervise maintenance activities carried out on overall fleet at all Mission locations;
- To ensure that all relevant safety procedures are adhered to prior, during, and after repair of vehicles;
- To participate in the liaison with the manufacturer representatives for after sales warranty and technical fault;
- To identify requirements for spare parts, hand tools and workshop floor equipment;
- To participate in the training activities for drivers to enhance the capacity of staff members;
- To replace Transport Officer and Logistics Assistant(s) in his/her absence;
- To analyse and find solutions for vehicular support to operations.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of a minimum level of secondary education attested by a diploma giving access to post-secondary education and/or a professional technical/mechanical trade and/or technical engineering such as a qualified technical trade and attested by a diploma; AND
- A minimum of 3 years of professional experience, after having fulfilled the educational requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of the administrative and financial procedures used in organizations related to fleet maintenance and fleet management;
- Ability to perform under pressure and in difficult circumstances;
- Good command of spoken and written English including vehicle-related vocabulary;
- Very good computer skills able to keep electronic records, use electronic document management system;

6. Desirable Qualifications and Experience:

- Experience with maintenance and repair work of armoured vehicles, heavy/specialised transport equipment or mechanised handling equipment;
- International mission experience, particularly in crisis areas with multi-national and international organisations, in a similar position;
- Driving licence type C1;
- Experience in report drafting and writing;
- Experience in the field of maintenance of motor vehicles, heavy/specialised transport equipment, plants and/or Mechanized Handling Equipment (MHE).

7. Desirable Knowledge, Skills and Abilities:

- Familiarity with vehicle fleet and maintenance related principles, rules and regulations used in international organisation or major NGOs;
- Experience with maintenance and repair work with armoured vehicles, heavy/specialised transport equipment or mechanised handling equipment is an advantage.

Position Name: Administrative Assistant	Employment Regime: Seconded / Contracted	Post Category for Contracted: Mission Support – Assistant Level
Ref. number: SOM-160	Location: Mogadishu	Availability: ASAP
Department/Field Office /Section: Operations/Field Office Mogadishu	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Administrative Assistant reports to the Head of Field Office Mogadishu.

2. Main Tasks and Responsibilities:

- To assist the Head of Field Office in scheduling related activities;
- To verify reports, data and information in the reporting structure;
- To administer and distribute relevant reports and required information to internal and external functions;
- To write minutes of meetings and follow up on tasks within the Field Office;
- To co-ordinate internal communication within the Field Office and organise meetings and presentations;
- To draft letters, memoranda, reports, and other documents as requested;
- To maintain office services by assisting the Head of the Field Office in organising office operations and procedures, managing correspondence, designing filing systems, reviewing supply requisitions, assigning and monitoring clerical functions;
- To be responsible for the effective and appropriate management of the records and archives;
- To establish and maintain filing systems to meet administrative, legal and financial requirements;
- To contribute to the design and implementation of policies, procedures and infrastructure to support an integrated organisational wide records management approach and system;
- To maintain a permanent record of all activities and meeting held by the Field Office;
- To assist in Field office Mogadishu related administrative processes.

3. General Tasks and Responsibilities:

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

4. Essential Qualifications and Experience:

- Successful completion of a minimum level of secondary education attested by a diploma giving access to post-secondary education OR equivalent and attested police and/or military education or training or equivalent rank; AND
- A minimum of 3 years of professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge and application of records management practices including an understanding of computerised records management systems;
- Experience in dealing with internal and external parties and the ability to maintain a high level of confidentiality.

6. Desirable Qualifications and Experience:

- Experience in planning and organizing admin tasks;
- International experience, particularly in crisis areas with multi-national and international organisations.
- The experience should be in the field of administration and archiving management.

7. Desirable Knowledge, Skills and Abilities:

- Reporting skills;

- Knowledge of EU financial regulations;
- Proven organisational and, planning skills.