

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

European Union Police Mission in Afghanistan (EUPOL Afghanistan) 1-2015 Extraordinary Call for Contributions				
Organisation	European Union Police Mission in Afghanistan (EUPOL Afghanistan)			
Job Location:	Kabul			
Availability:	As indicated below			
Employment Regime:	As indicated below			
Job Titles / Vacancy notices	Ref.	Name of the post	Location	Availability – EoM
	<u>Seconded/Contracted</u>			
	KA-C-18 KA-C-23	Mission Security Officer	Kabul	ASAP
	KA-C-34	Internal Auditor	Kabul	ASAP
	<u>Seconded</u>			
	KA-A-04	Executive Officer	Kabul	ASAP - 31 Dec 2015
	KA-A-07 KA-A-09	SPAR/MAC Analysis And Reporting Officer	Kabul	ASAP
	KA-A-12 KA-A-13 KA-A-14*	SPAR/MAC Planning and Evaluation Officer	Kabul	ASAP ASAP ASAP – 31 Dec 2015
	KA-P-38	Police Adviser General Training Command	Kabul	ASAP - 31 Dec 2015
	KA-P-06	Head of MoI Reform Component	Kabul	ASAP
	KA-P-42	Police Adviser Police Staff College	Kabul	ASAP – 31 Dec 2015
	KA-P-68	Senior Interpol Expert	Kabul	ASAP
	KA-P-70	Intel Expert	Kabul	30 Jun 2015
	KA-R-10	Legal Expert (Anti-Corruption)	Kabul	ASAP - 31 Dec 2015
	KA-R-14	Deputy Head Rule of Law Component	Kabul	ASAP - 31 Dec 2015
	KA-R-27	Legal Reform Expert	Kabul	ASAP - 31 Dec 2015
KA-R-30	Justice Expert (JUS)	Kabul	3 Jul – 31 Dec 2015	

Deadline for applications:	Friday 22 May 2015 at 17:00 hours (Brussels time)
E-mail address to send the Job Application Form:	cpcc.eupolafghanistan@eeas.europa.eu
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC) Ms Caroline SWAGEMAKERS / Mr Juho SÄRKILÄ cpcc.eupolafghanistan@eeas.europa.eu +32 (0)2 584 50 56 / +32 (0)2 584 24 75

*The availability of this position is subject to the non-confirmation of a request for extension or non-acceptance of a job offer.

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 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 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.

Tour of Duty / Contract Period – Subject to the adoption of the Council Decision approving the appropriate Budgetary Impact Statement and availability of the post due to the restructuring process, the 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 EUPOL Afghanistan, according to the requirements and profiles described below:

A. Essential Requirements

Contributing States are requested to ensure that the following essential requirements are strictly met and accepted in respect of civilian international experts to the Mission.

Citizenship – Citizenship of an EU Member State or of a contributing third State (Canada, New Zealand, Norway and Serbia).

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

Negotiation Skills –The candidates must have excellent negotiating skills and the ability to work professionally in a stressful and diverse environment.

Flexibility and Adaptability – The candidates must be able to work in arduous conditions with a limited network of support and 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. police, judicial, civilian and military staff). Be able to cope with extended separation from family and usual environment.

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

Physical and Mental Health – The candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission. To ensure duty of care in a non-benign environment, selected personnel should, in principle, be under the normal age of retirement in contributing States.

Language Skills – The candidates must be fully fluent in written and spoken English. Report-writing skills are especially needed. Knowledge of local languages will be an asset.

Computer Skills – The candidates must be skilled in word-processing, spreadsheet and e-mail systems. Knowledge of other IT tools will be an asset.

Training – e-Hest¹ or equivalent.

Driving License – The candidates must be in possession of a valid – including Mission area – civilian driving license for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle. Category C driving license is desirable or as specified in the respective job description.

Serious deficiencies in any of these essential requirements may result in repatriation/termination of the secondment/contract.

¹ <https://webgate.ec.europa.eu/eeas/ehest/login/signup.php>

B. Recommendable Requirements

Knowledge of the EU Institutions – The candidates should have good knowledge of the EU Institutions and international standards, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

Knowledge of the Mission Area – The candidates should have good knowledge of the history, culture, social and political situation of the region as well as knowledge of the police, judiciary and governmental structures.

Training and Experience – The candidates should have attended a Civilian Crisis Management Course or have participated in a CSDP Mission.

C. Essential Documents for Selected Candidates

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

Visas – Contributing States and Mission Members 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 en route to the Mission.

Security Clearance required – The selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job description. 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 EUCI will be limited to RESTRICTED until the issuance of their national security clearance.

Certificate/Booklet of Vaccination – The selected candidates must be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. They also must be vaccinated according to the required immunisations for the Mission area.

Medical Certificate – The selected candidates should undergo an extensive medical examination and be certified medically fit for Mission duty by a competent authority from the contributing State. A copy of this certification must accompany deployed seconded/contracted personnel.

D. Additional Information on the Selection Process

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. CPCC encourages contributing States and European Institutions to take this into account when offering contributions.

Application Form – Applications will be considered only when using the standard Application Form (Annex 2) to be returned in Word format, and indicating which position(s) the candidate is applying for.

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

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

E. 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). Based on the outcome of the experimental phase regarding training positions, reporting lines might be subject to revision.

Seconded/Contracted

Position Name: Mission Security Officer (MSO)	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level (MSML)
Ref.Number: KA-C-18, 23 (2positions)	Location: Kabul, Mission-wide	Availability: ASAP
Component/Department/Unit: Head of Mission/ Mission Security Department	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

In line with the EU's Policy on the security of EU staff deployed outside the EU in an operations capacity under Title V of the TEU (Field Security Policy), the Mission Security Officer reports to the Senior Mission Security Officer (SMSO).

Main Tasks:

- To assist the SMSO in the development, implementation and updating of the Mission Security Plan (MSP) and all supporting security and safety instructions and procedures;
- To assess the security situation and maintain updated all security related documents;
- To conduct or initiate security surveys of Mission Member's personal protective security requirements, transport security, residential and office security;
- To ensure that all security and communications equipment is kept up-to-date and in a state of operational readiness;
- To conduct regular security drills, communication tests and evacuation exercises;
- To provide briefings on matters affecting the security and safety of Mission Members and ensure all staff is properly prepared for emergencies;
- To liaise as directed and co-operate closely with national law enforcement agencies, international organisations, NGOs, other EU bodies and diplomatic representatives, in the field of security;
- To provide comprehensive reports to the SMSO on all incidents affecting Mission Members and initiate necessary follow up action with the appropriate authorities;
- To produce briefings and presentations relating to his/her sphere of work for the benefit of the Mission;
- To assist the SMSO in reviewing the security level and state of alert;
- To assist the SMSO in the drafting of security related Terms of Reference for the procurement of security equipment, contracts and services;
- To provide assistance and appropriate response to Mission Members and ensure that all necessary actions are taken, particularly in emergency cases;
- To travel to high risk areas and conduct security duties;
- To undertake any other tasks as assigned by the SMSO in the domain of his/her competency as deemed necessary.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in security related fields, where the normal duration of university education in the country awarded is three (3) years or more;

OR

Equivalent Police and or Military education, or graduate diploma from a civilian security organisation with special training in field operations, force protection;

AND

After having fulfilled the above requirements, a minimum of 5 years of relevant and proven professional experience acquired in the civilian, military or police sectors. Professional experience must demonstrate increasing responsibility in particular with regard to the security/protection of personnel, facilities and assets.

Advantageous

- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Firearms trained;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Excellent organisational, planning, and time-management skills;
- Experience in planning and implementing projects;
- Highly resilient under mental pressure and willingness to work extra hours when required;
- Excellent knowledge of the Mission area and potential security threats;
- Ability to operate Windows and Power Point applications, including Word processing, e-mail, and spread sheets (Excel);
- Civilian driving license class B and C mandatory;
- Previous work experience in the region would be an advantage;
- Previous international experience in CSDP Missions or multinational/international organisations would be an advantage;
- Successful completion of the EU Mission Security Officer Certification Course is desirable.

Position Name: Internal Auditor	Employment Regime: Seconded/Contracted	Post Category for Contracted: Mission Support Management Level (MSML)
Ref.Number: KA-C-34	Location: Kabul	Availability: ASAP
Component/Department/Unit: Head of Mission	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Internal Auditor will assist the Head of Mission Office (HMO) in the performance of the EUPOL mandate reporting to the Head of Mission.

Main Tasks and Responsibilities:

- To be in charge of planning and conducting financial, systems and performance audit controls;
- To develop a risk-based audit programme for validation by the Mission's management;
- To assure effective management of the audit activities;
- To plan appropriate audit procedures and methods to meet the objective of the audit engagements, considering the efficient use of resources;
- To operate in accordance with relevant provisions, in particular with internationally established professional internal auditing standards and best practices;
- To prepare high quality audit reports presenting the findings and recommendations;
- To obtain feedback from auditees on the conduct of the audit;
- To recommend corrective actions to the Mission's management and to follow up and review corrective actions taken by management;
- To provide advice and guidance to the Head of Mission and the Head of Mission Support in order to improve compliance with internal control standards;
- To establish a risk-based ex post financial control function to be performed in compliance with the relevant international standards, the regulations and legal rules applicable to this field in the context of the EU and EC guidelines;
- To assess whether financial operations have been legally and regularly executed and accounts are reliable by conducting ex-post financial checks based on audit methodologies;
- To ascertain the nature of a process, identify key control points and evaluate their efficiency and effectiveness;
- To identify and map risks; to design and establish risk mitigation systems along the Mission's financial circuits with a view to improving compliance with financial control rules and standards;
- To evaluate adequacy of management and control systems and the implementation of financial and accounting policies, systems and procedures;
- To examine whether resources are used efficiently and economically and achieving effective results;
- To examine the reliability and integrity of information systems;
- To liaise with the European Commission as appropriate;
- To undertake any other related tasks as required by the Head of Mission.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Audit, Economics, Finance or Accounting, where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience in the fields of Audit, Finance or Accounting is required.

Specification of Experience

- Minimum of 3 years experience as an Auditor in a public administration or in an internationally recognised audit firm;
- Proven Audit management experience, in particular to develop and implement a risk-based audit programme;
- Very good sense of organisation, priority-setting and ability to react quickly to new demands;
- Capacity to lead a small team;
- Excellent analytical, research and problem-solving skills;
- Highly motivated, discreet and dynamic candidate;
- Excellent drafting skills;
- Capacity to produce audit reports with a real added value, notably in the quality of the recommendations;
- Good knowledge of EC Financial Regulation and audit practices;
- Knowledge and experience working with computerised financial systems in the area of accounting or financial management and with Audit management software.

Advantageous

- Member of a corps or body within European Union Member states public institutions having attributed functions of this nature and/or certification as a Certified Public Accountant (CPA), Chartered Accountant (CA), Certified Internal Auditor (CIA), Certified Information Systems Auditor (CISA), or equivalent;
- Previous experience in EU Institutions;
- Experience in setting up an internal audit capability in a big and complex organisation;
- Substantial knowledge of the functioning of the EU and in particular CSDP Missions;
- International experience, particularly in crisis areas with multinational and international organisations;
- Good knowledge and/or experience in strategic management and/or public administration;
- Very good interpersonal and communication skills, both written and oral;
- Ability to perform under stress and in difficult circumstances.

Seconded

Position Name: Executive Officer	Employment Regime: Seconded	
Ref.Number: KA-A-04	Location: Kabul	Availability – EoM: ASAP – 31 Dec 2015
Component/Department/Unit: Head of Mission/ Chief of Staff	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Executive Officer, placed in the Chief of Staff Office, shall assist and report to the Chief of Staff (CoS) in all administrative and operational matters.

Main Tasks and Responsibilities:

- To support the CoS in managing the Office of the Chief of Staff;
- To support the CoS with organising the work of the Office of Chief of Staff;
- To acknowledge all official contacts towards the Mission;
- To observe internal and external developments relating to the Mission and its management in order to fully brief the CoS and provide him/her with well-established advice and recommendations;
- To introduce the above mentioned issues to CoS or giving introduction on how Head of Mission's Office and Components shall handle the very issue in question;
- To ensure that advice and information provided for the CoS by Mission offices and Mission staff is coordinated with all relevant components of the Mission prior to its submission to the CoS;
- To cooperate with the CoS and/or other relevant Mission staff, drafting plans, directives, SOPs, orders and instructions to be approved and/or issued by the HoM;
- To ensure that any directive, SOP, order or instruction issued by the HoM is timely observed by, and implemented within the Mission;
- To supervise the conduct and outcome as well as introduction to HoM/DHoM of formal reporting, including reports via CivOpsCdr to Member States and other Contributing Countries;
- To develop and maintain the external and internal rewarding system and heraldic;
- To promote and supervise good police conduct, Mission spirit, traditions and discipline within the Mission;
- To act as best practices and lessons learned officer for the Mission;
- To coordinate and liaise with relevant Mission components in the area of all the above mentioned tasks and assignments as deemed appropriate by the CoS;
- To maintain contacts with local authorities, governmental organisations, non-governmental organisations or other external counterparts in order to collect and disseminate information;
- To conduct any other tasks and assignments at the request of the Chief of Staff.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Police Sciences, Law, Political Sciences where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 8years of relevant and proven full-time professional experience;

OR

Successful completion of a full course at the Police Academy with duration of 3 years or more and, at least 9 years of relevant and proven full-time Police experience.

Specification of Experience

- At least five years professional experience at the middle management level;
- Professional experience in national and/or international assignments in planning and assisting crisis management Missions as well as in managing projects related to Police reform.

Advantageous

- Substantive knowledge of the functioning of the EU, in particular CFSP and CDSP;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations as well as with international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- Ability to manage and coordinate a diversified and multidisciplinary team of advisers;
- In-depth understanding of the following areas of activity within the team: general policing, criminal investigation, border police, training, logistics, administration, legal affairs;
- Ability to organise all senior staff work at strategic level;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Experience in international cooperation and in strategic liaison with international partners;
- Proven knowledge in strategic management and/or public administration;
- Experience in peacekeeping Missions or in CSDP Missions at senior level;
- Experience in training field including Senior Ranking Officers management.

Position Name: SPAR/MAC Analysis and Reporting Officer	Employment Regime: Seconded	
Ref.Number: KA-A-07, 09 (2 posts)	Location: Kabul	Availability: ASAP
Component/Department/Unit: Head of Mission/Chief of Staff/ Strategic Planning, Analysis and Reporting (SPAR) / Mission Analytical Capability (MAC)	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

Under the authority of the Head of SPAR/MAC, the SPAR/MAC Analysis Officer supports and assists the objectives of the SPAR/MAC Department. S/he reports to the Head of SPAR/MAC.

Main Tasks and Responsibilities:

- To analyse and assess the development and progress of Mission's performance against the Mission's mandate, tasks and desired outcomes set in the Mission Implementation Plan;
- To analyse and assess the state of play and performance of the Afghan National Police (ANP) and relevant justice institutions, and the Mission's impact on the same;
- To analyse and assess the development and progress of police and rule of law reform in Afghanistan as well as the progress of cooperation of the ANP with the justice system;
- To collect and collate information from across the Mission for analysis, including requesting information in order to fill identified gaps or focus information collection on prioritised areas of analysis;
- To produce quantitative and qualitative analysis of mandate implementation and Afghan progress, taking into account local cultural, social and political dimensions;
- To monitor and collect information about phenomena and events that may have an impact on the Mission, including external Mission critical issues;
- To provide analytical support to the Mission's operations;
- To produce analytical Special Reports for submission to the chain of command on Mission critical developments and issues;
- To produce/contribute to the drafting of periodic and ad-hoc reports for submission to the chain of command;
- To assist in SPAR's information management, ensuring rapid retrieval of documents and information, including access to classified material;
- To contribute to the identification of and reports on lessons learned and best practices;
- To liaise regularly with Mission operational staff, Political Advisers, Gender Adviser, Security Office, Press and Public Information Office and other key analytical functions – including external sources – for information exchange, coordination, and cooperation on relevant analytical issues;
- To communicate with key Mission Members on information management, analysis and reporting procedures in order to ensure submission of high-quality information;
- To prepare and hold presentations and produce presentations and speeches on behalf of others;
- To undertake any other tasks as required by the Head of SPAR/MAC.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in political science, international relations, business administration, management, law or related studies, where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least five (5) years of relevant and proven full-time professional experience;

OR

Successful completion of a full course of university studies attested by a degree in political science, international relations, business, administration, management, law or related studies, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least four (4) years of relevant and proven full-time professional experience.

Specification of Experience

- Professional fluency in English with excellent drafting, report compilation and editing skills;
- Good analytical capability;
- Good understanding of the functioning of European institutions and the CSDP framework;
- Good computing skills (e.g. Word, Power Point, Excel and Access);
- Profound knowledge of information collection and analytical methods;
- High standards of integrity.

Advantageous

- Experience in international police and rule of law reform or international relations;
- International experience, particularly in crisis areas with multinational organisations;
- Knowledge of the political, military, economic, social, and infrastructure of Afghanistan and the region;
- Excellent interpersonal and communication skills and ability to work in a dynamic team as well as on own initiative in a methodical manner;
- Ability to work under pressure in a hostile environment.

Position Name: SPAR/MAC Planning and Evaluation Officer	Employment Regime: Seconded	
Ref.Number: KA-A-12,13,14* (3posts)	Location: Kabul	Availability - EoM: KA-A-12,13 ASAP KA-A-14* ASAP - 31 Dec 2015
Component/Department/Unit: Head of Mission/Chief of Staff/ Strategic Planning, Analysis and Reporting (SPAR) / Mission Analytical Capability (MAC)	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The SPAR/MAC Planning and Evaluation Officer supports and assists the objectives of the SPAR/MAC Department. He/she reports to the Head of SPAR/MAC, through the Chief of Planning and Evaluation Unit.

Main Tasks and Responsibilities:

- To develop, implement and improve the planning, benchmarking and evaluation methods for the Mission;
- To elaborate plans to facilitate achievements of Mission`s tasks and desired outcomes to be submitted to the Head of Mission;
- To maintain, update/upgrade the Mission Implementation Plan (MIP) and related work plans in close cooperation with the relevant Heads of Department and other key stakeholders;
- To identify Objectively Verifiable Indicators in close cooperation with the Mission, collect and analyse the data for the indicators in order to assess the status of impact;
- To assist the Chief of Planning and Evaluation Unit in the study and proposal of management and organisational measures with the objective of systematically improving the productivity, efficiency and efficacy of the Mission with a special emphasis on the MIP as well as progress in relation to benchmarking;
- To draft reports on a regular basis in relation to planning, benchmarking and evaluation for the chain of command;
- To liaise with key Mission staff and regarding the strategic direction of the Mission and to ensure all activities are in line with the tasks and desired outcomes of the Mission;
- To support the collection and collation of information from across the Mission for routine reporting on and analysis of the Mission activities against the Mission`s tasks;
- To attend regular meetings and exchanges with Political Advisers, Gender Adviser, Security Office, Press and Public Information Office and other key functions for optimised coordination and synergy;
- To liaise frequently with external partners in order to enhance coordination and synergy;
- To follow internal and external developments relating to the MIP and brief the Head of SPAR accordingly;
- To give presentations and also to produce presentations and speeches on behalf of others;
- To undertake any other tasks required by the Chief of Planning and Evaluation Unit.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in project management, business administration or related studies, where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course of university studies attested by a degree in project management, business administration or related studies, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 4 years of relevant and proven full-time professional experience.

Specification of Experience

- Knowledge of project planning, implementation and evaluation;
- Professional fluency in English with excellent drafting, report compilation and editing skills;
- Good analytical capability;
- Good understanding of the functioning of European institutions and the CSDP framework;
- Good computing skills (e.g. Word, Power Point, Excel and Access);
- Profound knowledge of information collection and analytical methods;
- High standards of integrity.

Advantageous

- Previous experience from international policing and rule of law reform, development policy, or international relations is considered an asset;
- Broad international experience, particularly in crisis areas with multinational and international organisations, and knowledge of the political, military, economic, social, infrastructure, and information structures of Afghanistan and the region are highly desirable;
- Excellent interpersonal and communication skills and ability to work in a dynamic team as well as on own initiative in a methodical manner.

Position Name: Police Adviser General Training Command	Employment Regime: Seconded	
Ref.Number: KA-P-38	Location: Kabul	Availability - EoM: ASAP – 31 Dec 2015
Component/Department/Unit: ANP Professionalisation and Training Component / Training Unit	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Police Adviser at the GTC will assist the team leaders of the Police Staff College and Crime Management College through effective and efficient advising at the strategic level of the ANP General Training Command (GTC). He/she will report to the EUPOL Police Adviser Team Leader General Training Command.

Main Tasks and Responsibilities:

- To maintain the strong professional relationship that exists between the ANP Professionalisation and Training Component and the ANP Head of General Training Command, by effective advising at a strategic level;
- To advise the senior management team at the ANP General Training Command to enhance their strategic capacity and capability within the General Training Command;
- To enhance ANP standards in the areas outlined above through strategic guidance;
- To monitor and advise ANP compliance in relation to Human Rights and Gender policies within the ANP General Training Command;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To undertake any other tasks required by the Police Adviser Team leader General Training Command.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree, where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course in a Police Academy and at least 10 years of relevant and proven full-time Police experience.

Specification of Experience

Within the experience of the successful candidate will be exposure to strategic leadership challenges and change management programmes. To ensure credibility with the mentee, the post holder must be at least Colonel/Superintendent rank.

Advantageous

- International experience, particularly from the CSDP and other international Missions in the crisis areas as well as from multinational and international organisations is highly desirable;
- Senior level leadership;
- Good drafting and reporting skills;
- Good working knowledge of MS Office and Excel.

Position Name: Head of MoI Reform Component	Employment Regime: Seconded	
Ref.Number: KA-P-06	Location: Kabul	Availability: ASAP
Component/Department/Unit: Police Component (PC)	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Head of MoI Reform Component reports to the EUPOL Afghanistan Deputy Head of Mission (DHoM) and is responsible for the delivery on institutional reform of the Ministry of Interior (MoI) of Afghanistan relevant for advancing civilian policing, and transition.

Main Tasks and Responsibilities:

- To assist the HoM in command, coordinate, manage and control all EUPOL Afghanistan activities related to the police reform within the Afghan Ministry of Interior *inter alia* by contributing to the implementation of strategies, plans, programmes, taking into account overall political developments in Afghanistan;
- To harmonise the output of the Units in charge of delivering on improving the MoI's capacity in the areas relevant to civilian police force, including its capacity to coordinate international support and strengthening MoI's oversight and accountability mechanisms;
- To develop and implement all necessary activities and competences in the field of civilian policing within the MoI to achieve the objectives of the Mission, planning and maintaining timelines, allocating resources and coordinating the development of activities to ensure progress and success of Mission mandate;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To establish professional working relationships with EU personnel within the Mission area to facilitate the mutual exchange of necessary information, to allow effective co-ordination and co-operation between the Mission and other EU and international stakeholders, and especially with the Government of Afghanistan (GoA), UNAMA, NATO-led Mission 'Resolute Support', US Military and Agencies and other key actors;
- To work in close cooperation with the other Mission components;
- To deputise for the DHoM, when so appointed by the HoM;
- To undertake any other tasks required by HoM/DHoM;

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Political Science, International Relation, Diplomacy, Law, Business or Public Administration or Social Sciences where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 15 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course at the Police Academy with duration of 3 years or more and at least 16 years of relevant and proven full-time Police experience.

Specification of Experience

- At least 10 years of experience serving at Main Headquarters of Police or Public Administration out of which 3 years at ministerial level, dealing with strategic level management;
- Broad professional experience, both in operational and organizational aspects of police operations and/or police - judicial reforms or criminal or judicial investigations or organized crime and border service management.

Advantageous

- Strong knowledge of the mechanisms for international and national police and judicial cooperation;
- Excellent interpersonal skills and abilities to share the strategic vision of the HoM and communicate it to the Mission personnel;
- International professional experience, particularly in crisis areas, such as Afghanistan or other areas within the same geopolitical context, with multinational and international organizations;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Experience in international co-operation in relation to Civil Crisis Management or strategic liaison with international partners;
- Prior CSDP or equivalent Mission experience in a Mission management position;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

Position Name: Police Adviser, Police Staff College	Employment Regime: Seconded	
Ref.Number: KA-P-42	Location: Kabul	Availability: ASAP – 31 Dec 2015
Component/Department/Unit: ANP Professionalisation and Training Component	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Police Adviser at the Police Staff College (PSC) will advise the Afghan Police Staff College Senior Management team and, if required, the Afghan training staff at the Police Staff College. He/she will report to the EUPOL Police Adviser Team Leader-PSC.

Main Tasks and Responsibilities:

- To maintain the strong professional relationship that exists between the ANP Professionalisation and Training Component and the ANP senior management team and staff at the PSC, by effective advising;
- To advise the senior management team at the ANP PSC to enhance their strategic capacity and capability within the PSC;
- To enhance ANP standards in the areas outlined above through strategic guidance;
- To monitor and advise ANP compliance in relation to Human Rights and Gender policies within the ANP PSC;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To undertake any other tasks required by the Police Adviser Team Leader – PSC.

Qualifications and Experiences:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in in Police Sciences, Law, Public or Business Administration, Police Sciences, Pedagogic Sciences, Economics, where the normal duration of university education in the country awarded is three (3) years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course at a Police Academy and at least 5 years of relevant and proven full-time Police experience.

Specification of Experience

The post holder will be expected to have expertise in the field of Police leadership and to have relevant training experience in this area of expertise. The following are examples of areas of expertise:

- Delivery of training to Police leaders;
- Working at the strategic level within Police organisations;
- Command of significant, or major, Police incidents;
- Managing organisational change.

Advantageous

- International experience, particularly from the CSDP and other international Missions in the crisis areas as well as from multinational and international organizations is highly desirable;
- Good drafting and reporting skills;
- A training qualification;
- Good working knowledge of MS Office and Excel.

Position Name: Senior Interpol Expert	Employment Regime: Seconded	
Ref.Number: KA-P-68	Location: Kabul	Availability: ASAP
Component/Department/Unit: ANP Professionalisation and Training Component/Police Unit/Investigations and Intel Team	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Senior Interpol Expert will advise the Afghan Head of Interpol. He/she will assist the Investigation and Intel Team Leader in developing the capacity and capability of Interpol within Afghan National Police (ANP), National Central Bureau, through effective advising, at a strategic level. The Senior Interpol Expert will assist the Investigation and Intel Team Leader in all aspects connected to the mentioned area of specialisation. He/she will report to the Investigation and Intel Team Leader.

Main Tasks and Responsibilities:

- To advise the ANP Head of Interpol on the implementation of Interpol policies and strategies to enhance standards in this area, in close cooperation with the prosecution and judicial system;
- To further enhance the cooperation of National Central Bureau (NCB) Kabul with other related authorities such as the Afghan Border Police for improving border crossing practices;
- To monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To maintain continuous liaison with the relevant Experts or Advises deployed within the Field Unit, and synchronise actions in all Interpol related issues;
- To undertake any other tasks required by the senior management team of the ANP Professionalisation and Training Component.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree Business or Public Administration or in social sciences where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course at a Police Academy with duration of 3 years or more and at least 11 years of relevant and proven full-time Police experience.

Specification of Experience

- At least 6 years of experience at strategic level in a national Police organisation in a senior rank;
- Experience in projects related to police reform and in criminal investigations;
- Experience (minimum 5 years) in a national NCB or from Interpol HQ/Regional office is a requirement.

Advantageous

- Substantive knowledge of the functioning of the EU institutions;
- Excellent knowledge of the Interpol - specific framework of relations, regulations, prentices, policies, operations and communications;
- Strong managerial and decision-making skills, flexibility and ability to establish priorities;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations as well as international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- Professional experience in national and/or international assignments in planning and assisting crisis management Missions, particularly in Afghanistan or other areas within the same geopolitical context;
- Good computer skills;
- Experience in the field of Rule of Law.

Position Name: Intel Expert	Employment Regime: Seconded	Post Category for Contracted:
Ref.Number: KA-P-70	Location: Kabul	Availability: 30 Jun 2015
Component/Department/Unit: ANP Professionalisation and Training Component / Police Unit/Investigations and Intel Team	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Intel Expert will assist the Investigations and Intel Team Leader through effective and efficient advising at a strategic level in all aspects connected to ILP. He/she will report to the Investigations and Intel Team Leader.

Main Tasks and Responsibilities:

- To monitor and advise the ANP counterpart at a strategic level on the implementation of the Intelligence Led Policing model to enhance standards in this area, in close cooperation with the prosecution and judicial system;
- To monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law;
- To maintain continuous liaison with the other ILP Departments at a strategic level deployed within the same area of responsibility;
- To monitor and advise as regards ANP/MoI compliance in relation to Human Rights and Gender as well as Anti-Corruption within the area of responsibility;
- To undertake any other tasks required by the senior management team of the ANP Professionalisation and Training Component.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Police Sciences, Law, Business or Public Administration or in social sciences where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 8 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course at a Police Academy with duration of 3 years or more and at least 9 years of relevant and proven full-time Police experience.

Specification of Experience

- A senior rank police officer with experience in Intelligence Led Policing model;
- A good understanding of command, control functions and coordination of resources;
- A good understanding of how all areas of policing operate in intelligence led policing, Uniform Police, CID and Command and Control functions.

Advantageous

- Have experience in working in partnership with communities, liaising with community groups and individuals;
- Ability to deal with potentially sensitive situation;
- Substantial knowledge of the functioning of the EU, in particular the CFSP and CSDP;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations as well as international partners;
- Professional experience in national and/or international assignments in planning and assisting crisis management Missions, particularly in Afghanistan or other areas within the same geopolitical context;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

Position Name: Legal Expert (Anti-Corruption)	Employment Regime: Seconded	Post Category for Contracted:
Ref.Number: KA-R-10	Location: Kabul	Availability: ASAP – 31 Dec 2015
Component/Department/Unit: ANP Professionalisation and Training Component/Police Unit, Investigations and Intel Team	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Legal Expert Anti-Corruption shall assist the Investigation and Intel Team Leader in all relevant activities, by providing Anti-Corruption expertise as directed and reporting to Team Leader of the Investigations and Intel Team.

Main Tasks and Responsibilities:

- To advise the Anti-Corruption Investigators from the Ministry of Interior or the investigative prosecutors, while fostering cooperation between police and prosecutors throughout his/her activity;
- To work as part of a team to provide technical advice on transparency and accountability measures to the Ministry of Interior (MOI) Standard Operating Procedures aiming for increasing cooperation between CID investigators and investigative prosecutors, as well assisting in ensuring the professional flow of information between various law enforcement agencies and judicial bodies;
- To advise in relevant areas, such as criminal investigation techniques, corruption case studies and white-collar crime, bribery & financial investigations, case planning & management, police-prosecutor cooperation, strategies of covert surveillance & the handling of case materials & evidence;
- To collaborate closely with the Anti-Corruption Unit within the AGO, NTM-A, EUSR/EUDEL, UN and Mission Resolute Support and other external partners on all intelligence related AC matters;
- To report to the Team Leader of the Investigations and Intel Team on a daily and weekly basis on the developments and results of the activities undertaken;
- To undertake any other tasks required by the Team Leader of the Investigations and Intel Team.

Qualifications and Experience:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Police Sciences or Law, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience;

OR

Successful completion of a full course at a Police Academy with duration of 3 years or more and at least 6 years of relevant and proven full-time Police experience.

Specification of Experience

- A minimum of five years experience as a prosecutor or seven years in police operational environment;
- Excellent oral and written communications skills;
- Experience with project management and proposal writing;

- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- Sound decision-making skills, political judgment and ability to influence;
- Ability to work properly and fully perform as part of a team of diversified and multidisciplinary professionals;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations of all levels, including those at a strategic level, as well as with national partners;
- Strong analytical, conceptual and management skills;
- Highly resilient under physical and mental pressure and stress-resistant;
- Knowledge of EU Civilian Crisis Management and previous CSDP experience;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

Advantageous

- Experience with project management and proposal writing;
- Experience in the field of Anti-Corruption;
- Knowledge in the field of procurement;
- International experience, particularly in crisis areas with multinational and international organisations.

Position Name: Deputy Head Rule of Law Component	Employment Regime: Seconded	Post Category for Contracted:
Ref.Number: KA-R-14	Location: Kabul	Availability: ASAP – 31 Dec 2015
Component/Department/Unit: Office Head Rule of Law Component (RoL)/ Rule of Law	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Deputy Head RoL Component will assist the Head RoL Component in performing his/her duties by coordinating the advising, monitoring and training activities of the Component and advising the Head of RoL Component on the strategic direction of the Mission itself. His/her tasks involve coordinating the Team Leader of the RoL Units and their interactions within the Mission, with senior management, within the RoL component and across the other Mission components reporting to Head of Rule of Law Component.

Main Tasks and Responsibilities:

- To assist the Head of RoL Component in leading and managing the RoL Component;
- To exercise daily administrative management of the RoL Component and delegate it to the transition and coordination expert;
- To assist the Head of RoL Component in defining the overall direction of the Component's advising and training activities and in particular in coordinating the Advisers and Trainers deployed centrally and in integrating existing and planned training and advising activities, in particular support the Head of RoL Component in leading the advisory team to the Attorney General and the Minister of Justice and define the overall direction of the Component's advising activities;
- To oversee execution of strategic decisions by Head RoL Component at tactical and operational level, specifically the progress on the Mission implementation Plan;
- To supervise the work of the staff Members of the Office Head Rol Component;
- To lead and consolidate EUPOL's efforts in contributing to the Afghan criminal justice sector through EUPOL training and advising projects and through the provision of strategic input on this process;
- To support Head of RoL Component in facilitating the internal and external transition of EUPOL activities in the field of RoL;
- To work in close cooperation with the MoI Reform Component and the ANP Professionalisation & Training Component and assist the Head of RoL Component in giving these Components substantial guidance in the field of RoL activities, such as Anti-Corruption activities and Human Rights & Gender activities, through regular meetings with the Heads and Senior RoL Adviser of the aforementioned Components;
- To closely coordinate RoL activities with EUPOL's other substantive components, EUPOL's Project Management and EUPOL's reporting section SPAR;
- To support the Head RoL Component in the decision making process by drafting and submitting for approval relevant plans, directives and orders;
- To support the Head RoL Component by compiling and drafting regular reports for the Reporting Office;
- To assist the Head of RoL Component in leading project networking and partnership development with the aim of enhancing coordination and cooperation among key parties and donors, such as the European Union Delegation, UNAMA and bilateral actors (e.g. USA, EU Member states), and others;
- To identify projects in the different areas of the criminal justice sector in cooperation with Afghan counterparts and supporting their implementation through the RoL Chiefs of Departments;
- To undertake any other tasks required by the Head of Component RoL in support of the objectives of the Mission.

Qualifications and Experience:

Essential Education and Experience

- Successful completion of a full course of university studies attested by a degree in Law, where the normal duration of university education in the country awarded is four (4) years or more, preferably with post-graduate or master studies in criminal or procedural law, international law, international relations after having obtained the university degree at least 8 years of relevant and proven full-time professional experience out of which at least 4 years at senior management level;
- Experience in managing police and/or judicial reform programmes;
- International experience, particularly in crisis areas with multinational and international organisations;
- Strong proficiency in English.

Advantageous

- Diploma of CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course or equivalent;
- Knowledge of Sharia law, traditional dispute resolution mechanisms, gender and human rights;
- Knowledge of professional standards for police and prosecution services;
- Knowledge of the mechanisms for international and national police and judicial cooperation;
- Experience in strategic management and/or public administration;
- Ability to establish constructive working relationships with a wide range of national and international stakeholders with a range of interests;
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment;
- Working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Excellent interpersonal skills and abilities to share the strategic vision of the HoM and communicate it to the Mission personnel;
- Be able to demonstrate political and diplomatic acumen;
- Excellent interpersonal skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control.

Position Name: Legal Reform Expert	Employment Regime: Seconded	Post Category for Contracted:
Ref.Number: KA-R-27	Location: Kabul	Availability: ASAP – 31 Dec 2015
Component/Department/Unit: Rule of Law Component Legal Reform Unit	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Legal Reform Expert shall assist the Legal Reform Unit Team Leader in the area of improving cooperation and coordination between the police and the judiciary reporting to the Legal Reform Unit Team Leader.

Main Tasks and Responsibilities:

- To work in a team of experts to provide strategic and technical advice on capacity and institution building and reform in the field of justice and criminal law reform within the Ministry of Interior, the Afghan National Police, the Attorney General's Office, the Ministry of Justice and/or the Supreme Court and Afghan National Assembly, and supporting its countrywide implementation, particularly in one or several of the following areas:
- To assist in the enhancement of cooperation between police and other justice officials (e.g. prosecutors, judges, defence lawyers);
- To advise on measures to support the effective ratification of international conventions within the police and the prosecution service;
- To advise the Ministry of Justice (MoJ) Legislative Departments on concepts, strategies and legislative alternatives, in particular focusing on the reform of criminal laws and police related legislation, training, and other measures aimed at the enhancement of mechanisms to ensure efficiency and effectiveness in improving the criminal justice system;
- To support the MoJ in its task of legal awareness raising and work with MoJ/MoI on strengthening the linkages between police/ANP and the legal aid system;
- To familiarise, assess and advise the MoI/Central Prison Department with the operational concept and legal framework concerning pre-trial detention and other relevant practices relating to deprivation of liberty before conviction;
- To advise the MoJ Legal Aid Office in strategy and structural reforms and in awareness raising campaigns on defence rights and rights of the accused targeting police and justice institutions;
- To support the Criminal Law Reform Working Group and Criminal Procedure Code Working Group;
- To provide strategic and technical support to the Ministry of Interior (MoI) Legal Affairs General Department and Office of the Legal Adviser for assessing reform needs on legislation pertaining to policing;
- To collaborate closely with relevant departments in the Ministry of Justice, the Ministry of Interior and/or the Attorney General's Office and/or the Supreme Court and Afghan National Assembly;
- To cooperate closely with the European Delegation programmes and other institution building activities in the justice sector organised by international organisations (e.g. UNAMA) and bilateral actors (e.g. US, EU MS);
- To undertake any other related tasks as required by the Legal Reform Unit Team Leader.

Qualifications and Experience:

Successful completion of a full course of university studies attested by a degree in Law, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience.

Specification of Experience

- Above mentioned experience should be as a judge, public prosecutor or criminal/police investigator, practicing lawyer, ombudsman officer, having worked on developing legislative framework and judicial institutions in a Member State and/or in a developmental, transitional or post-conflict situation.

Advantageous

- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations of all levels, including those at a strategic level, as well as with national partners;
- Strong analytical, conceptual and management skills;
- Highly resilient under physical and mental pressure and stress-resistant;
- Knowledge of EU Civilian Crisis Management and previous CSDP experience desirable;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Excellent oral and written communication skills;
- Experience and good knowledge of criminal justice reform processes in particular on legal drafting and management level;
- Excellent interpersonal skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control.

Position Name: Justice Expert (JUS)	Employment Regime: Seconded	Post Category for Contracted:
Ref.Number: KA-R-30	Location: Kabul	Availability – EoM: 3 Jul 2015 – 31 Dec 2015
Component/Department/Unit: Rule of Law Component Legal Reform Unit	Level of Security Clearance: EU SECRET	Open to Contributing Third States: No

Reporting Line:

The Justice Expert shall assist the Team Leader of the Legal Reform Unit in the area of improving cooperation and coordination between the police and the judiciary undertaken by the Mission reporting to the Team Leader of the Legal Reform Unit.

Main Tasks and Responsibilities:

- To conduct reviews and analysis of Mission objectives-relevant existing Afghan criminal legislation;
- To contribute through a consultative and analytical process to policy development, standard-setting and the progressive development of Afghan law;
- To identify inconsistencies in Afghan laws, particularly those governing investigative authority, disciplinary enforcement, accountability and oversight, roles and responsibilities between police and prosecutors and the administration of Ministry of Justice and the Ministry of Interior;
- To support MoI legal officers, MoJ officials, and other relevant stakeholders in drafting legislation related to all aspects of the justice system and its institutions;
- To recommend strategies for the harmonization of existing and new legislation and high-level policies and procedures, and their compliance with superior Afghan legislation and international law;
- To advise the MoJ Legal Aid Office in strategy and structural reforms and in awareness raising campaigns on defence rights and rights of the accused targeting police and justice institutions;
- To support meaningful institutional and legal reform and development, within the Ministry of Justice, the Ministry of Interior, Criminal Law reform Working Group, inter alia;
- To engage in broad-based stakeholder (Afghan and international) consultations, including the NATO Training Mission-Afghanistan (NTM-A), the International Police Coordination Board (IPCB), donors and Justice Institutions involved in NPP 5 Law and Justice for All, and other partners;
- To assist in the implementation of a broad range of justice projects;
- To report to the Team Leader of the Legal Reform Unit on a regular basis on the developments and results of the activities undertaken;
- To undertake any other tasks required by the Team Leader of the Legal Reform Unit.

Qualifications and Experiences:

Essential Education and Experience

Successful completion of a full course of university studies attested by a degree in Law, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 5 years of relevant and proven full-time professional experience.

Specification of Experience

- Relevant experience of minimum five years could include: experience as a legal analyst, practicing lawyer, public prosecutor, judge or equivalent legal professional; having worked on developing legislative framework and judicial institutions in a Member or Contributing State and/or in a developmental, transitional or post-conflict situation;
- Good knowledge of judicial reform processes and the functions and practices of criminal procedures including criminal investigations and prosecution.

Advantageous

- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with the same range of interests;
- Excellent interpersonal skills and ability to communicate internally and to relate with multinational and international organisations of all levels, including those at a strategic level, as well as with national partners;
- Strong analytical, conceptual and management skills;
- Highly resilient under physical and mental pressure and stress-resistant;
- Knowledge of EU Civilian Crisis Management and previous CSDP experience desirable;
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region;
- Broad international professional experience;
- Experience developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation;
- Excellent oral and written communication skills.
- Excellent interpersonal skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control.