

# EUROPEAN EXTERNAL ACTION SERVICE



## Annex 1

**European Union CSDP Mission in Niger  
(EUCAP Sahel Niger)  
1-2015 Call for Contributions**

<b>Organisation:</b>	European Union CSDP Mission in Niger (EUCAP Sahel Niger)			
<b>Job Location:</b>	Niamey			
<b>Availability:</b>	As indicated below			
<b>Staff Regime:</b>	As indicated below			
<b>Job Titles/ Vacancy notice</b>	<b>Ref.</b>	<b>Name of the post</b>	<b>Location</b>	<b>Available on</b>
	<b><u>Seconded</u></b>			
	NI 08	Criminal Intelligence Training Expert	Niamey	ASAP
	NI 16	Capacity Building (LOG) Expert	Niamey	ASAP
	NI 31	Operations and Coordination Expert	Niamey	ASAP
	NI 41	MAC Analyst	Niamey	16.07.2015
	NI 43	Reporting Officer	Niamey	16.05.2015
	NI 54	Planning and Evaluation Expert	Niamey	ASAP
	NI 56	Strategic Training Expert	Niamey	ASAP
	NI 57	Operational Training Expert*	Niamey	ASAP
	NI 58	Forensics Expert	Niamey	ASAP
	NI 59	Senior Strategic Border Management Advisor	Niamey	ASAP
	NI 60	Coordinator for Regional Activities	Niamey	ASAP
	<b><u>Seconded/Contracted</u></b>			
	NI 21	Financial Accounting Officer	Niamey	08.05.2015
	NI 22	Chief of Logistics*	Niamey	16.07.2015
	NI 24	Medical Adviser/Physician	Niamey	ASAP
NI 52	CIS (System and Networks) Officer	Niamey	17.05.2015	

\*The availability of this position is subject to the extension / deployment process.

<b>Deadline for applications:</b>	Friday 20 March 2015 at 1700 (Brussels time)
<b>E-mail address to send the Job Application Form:</b>	<a href="mailto:eeas-cpcc-niger@eeas.europa.eu">eeas-cpcc-niger@eeas.europa.eu</a>
<b>Information:</b>	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC):  <b>Mr Aurel HARITON</b> <a href="mailto:aurel.hariton@ext.eeas.europa.eu">aurel.hariton@ext.eeas.europa.eu</a> <b>+32 (0)2 584 69 04</b>

**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. Preference will be given to seconded candidates.

**Tour of Duty/Contract Period** – Subject to the adoption of the Council Decision approving the appropriate Budgetary Impact Statement, 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 EUCAP Sahel Niger, 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.

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

**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. civilian and military staff) and be able to cope with extended separation from family and usual environment.

**Availability** – The candidates must be able to undertake any other 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 candidates 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 French. Report writing skills are especially needed. Language requirements are specified in the respective job descriptions. Knowledge of local languages will be an asset.

**Computer Skills** – The candidates must be skilled in word processing, spread sheet and E-mail systems is essential. Knowledge of other IT tools will be an asset.

**Training** – eHest (<https://webgate.ec.europa.eu/eeas/ehest/login/signup.php>) 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.

## **B. Recommended Requirements**

**Knowledge of the EU Institutions** – The candidates should have a 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 Sahel** – The candidates should have a good knowledge of the history, culture, social and political situation of the region; and also knowledge of the police, judiciary and governmental structures (distinct advantage).

**Knowledge and experience of SSR:** The candidates must be acquainted with Security Sector Reform concepts and practices, especially in Africa (distinct advantage).

**Training and experience** – The candidates should have attended a Civilian Crisis Management Course or have participated in a CSDP Mission (desirable).

### **C. Essential documents and equipment 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 immunizations received. They also must be vaccinated according to the required immunizations for the Mission area. Yellow fever vaccination is compulsory to be admitted in to the country.

**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 States. A copy of this certification must accompany deployed seconded/contracted personnel.

**Personal Protection Equipment** – It is recommended that national authorities provide seconded selected candidates, i.e. Police/Military Officers with a bullet proof vest and helmet (level IV), and a 9mm duty side arm together with 100 rounds of ammunition upon deployment.

### **D. Additional information on the selection process**

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The CPCC encourages the 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 candidates considered to be most suitable will be short-listed and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by phone, 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.

**E. Additional information**

Mission Members will be accommodated in Mission provided accommodation and will contribute towards the overall cost of the accommodation.

**F. Job descriptions**

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

## Seconded

<b>Position Name:</b> Criminal Intelligence Training Expert	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> n/a
<b>Ref. no.</b> NI 08	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations Directorate / Technical Competencies Unit	<b>Security Clearance Level:</b> EU Secret	<b>Open to Invited Third States:</b> No

### **Reporting Line:**

The Criminal Intelligence Training Expert reports to the Head of Technical Competencies Unit.

### **Main Tasks:**

- Conducts, upon request, review of the Interior Security Forces structure regarding intelligence.
- Establishes and develops working relationships with the Nigerien partners in charge of the intelligence aspects within the security forces.
- Assesses the needs of the security forces in charge of criminal intelligence.
- Elaborates in partnership with the Nigerien authorities a national intelligence plan.
- Elaborates a training plan addressing operational criminal intelligence and the fight against terrorism and organised crime.
- Designs and implements specialised training in analysis and sharing intelligence process.
- Develops curricula in order to implement cooperation programs in his/her domain of competency (criminal intelligence).
- Identifies the target audience for the training courses.
- Coordinates and oversees criminal intelligence training.
- Implements evaluation of the training.
- Delivers expertise in terms of criminal intelligence cooperation.
- Reports to the Head of Technical Competencies Unit on the consistency, complementarity and sustainability of the programs.
- In coordination with the Human Rights and Gender Adviser, ensures that human rights and gender aspects are mainstreamed in the operational activities.
- Undertakes any other related tasks as required by the Head of Technical Competencies Unit.

### **Qualification and Experience:**

- Law Enforcement Officer.
- Relevant university or equivalent professional degree.
- At least 5 years of relevant experience within a security service: intelligence analysis, criminal investigation on terrorism investigation.
- Previous experience in training of the trainers.
- Knowledge and experience in security operations and related law enforcement.
- Experience of operations/missions and/or co-operation in Africa, desirable.
- Experience of international organisations and/or multinational operations.
- Good understanding and ideally direct experience in the European Institutions and CFSP/CSDP.

- Good interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

**Language skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Capacity Building (LOG) Expert	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> n/a
<b>Ref. no.</b> NI 16	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations Directorate / Sustainability Policies Unit	<b>Security Clearance Level:</b> EU Confidential or equivalent	<b>Open to Invited Third States:</b> No

### Reporting Line:

The Capacity Building (LOG) Expert reports directly to the Head of the Sustainability Policies Unit.

### Main Tasks:

- In close coordination with Nigerien Security forces, assesses their current logistics and maintenance system capacities, strengths and weaknesses.
- Identifies actions to be put in place in order to maintain and rapidly upgrade their current capacities, adapted to the present structures.
- Develops a Logistics management plan, including policies, concepts, procedures and structures, based on the existing Nigerien Logistics capability, in the areas of system management, procurement, maintenance, supply of all logistical resources.
- Supports the Head of Sustainability Policies Unit in defining structural and training adaptation in order to strengthen Niger security actors' manpower and skill.....s.
- Supports the Mission Coordination Cell in defining urgent and short term equipment delivery needed to foster and support the Mission activities.
- Assists the Nigerien Forces in the operational implementation of logistic planning and conduct, e.g. Movement and Transportation, Supply Chain, Asset and Services Management, as well as Engineering and Facilities.
- Develops synergies between the Nigerien Logistics management system and the bilateral cooperation activities.
- In coordination with the Human Rights and Gender Adviser, ensures that human rights and gender aspects are mainstreamed in the operational activities.
- Undertakes any other related tasks as required by the Head of the Sustainability Policies Unit.

### Qualifications and Experience:

- Expert in the field of logistics (planning and implementation of logistics systems).
- Minimum 5 years related experience, including fleet management.
- Experience/familiarity with law enforcement or military institutions desirable.
- Experience of operations/missions and/or cooperation in Africa desirable.
- Experience of international organisations and/or multinational operations desirable.
- Good interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.



**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Operations and Coordination Expert	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> n/a
<b>Ref. no.</b> NI 31	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations Directorate / Interoperability Unit	<b>Security Clearance Level:</b> EU Secret or equivalent	<b>Open to Invited Third States:</b> Yes

**Reporting Line:**

The Operations and Coordination Expert reports to the Head of Interoperability Unit.

**Main Tasks:**

- Overall contributes to strengthen the Implementation of the security dimension of the Nigerien Security Development at national level complementary to other actors.
- Contributes to develop or improve -as appropriate- the standard operating procedures of the CT OPS Room.
- Provides advice on the possible improvements of the skills and performance of the local officers.
- Participates in the curricula development in cooperation with other experts, for courses related to the OPS Centre.
- Trains the concerned Nigerien officers with a view to increase the performance of the CT OPS Room
- Supports the development and upgrading of the interoperability and coordinating mechanism within the "Service Central de Lutte Contre le Terrorisme" (SCLCT) amongst the different security forces in order to fight terrorism.
- Helps facilitate cooperation between the strategic, operational and tactical levels.
- Helps prepare table top exercises to check and validate the operating procedures used by the Counter Terrorism Operational room, including the cooperation amongst the different internal security forces.
- Participates in the monitoring of the elaboration of prevention and intervention plans on strategic and tactic levels for the defence and security forces and the Nigerian authorities.
- Undertakes any other related tasks assigned by the Head of Interoperability Unit.

**Qualifications and Experience:**

- Law Enforcement Officer.
- Relevant university or equivalent professional degree.
- At least 5 years of relevant experience.
- Previous experience in criminal investigation on terrorism and organised crime matters.
- Previous experience in the management of a Police Operation room.
- Experience of operations/missions and/or cooperation in Africa will be ideal.
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> MAC Analyst	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> n/a
<b>Ref. no.</b> NI 41	<b>Location:</b> Niamey	<b>Availability:</b> 16.07.2015
<b>Component/Department/Unit:</b> Mission HQ / Analysis Department	<b>Security Clearance Level:</b> EU Secret	<b>Open to Invited Third States:</b> No

### Reporting Line:

The MAC (Mission Analysis Capability) Analyst reports to the Senior MAC Analyst / Head of Analysis Department.

### Main Tasks:

- Supports the structuring of Mission information flows with regard to the Mission's analytical needs.
- Operationalises Head of Mission (HoM) information and analysis requirements (identification, prioritisation, planning, tasking).
- Uses the Mission information and knowledge management system to process information from all Mission components and from accessible sources external to the Mission, especially coming from the liaison officers.
- Provides comprehensive and timely assessments of situations, events and developments, including contributions to early warning of potential threats and upcoming opportunities for mandate implementation.
- Provides analytical support to public surveys authorised by the HoM.
- Contributes to identify and maps relevant entities requiring interconnectivity in support of the civilian CSDP Mission and key characteristics of the associated information flows, including timelines, accuracy, level of security, format (voice/text/imagery/video). This provides a generic view of the CSDP operational context and the communication needs of actors associated with it, both in the field and towards Brussels.
- Ensures liaison arrangements with similar capabilities of other organisations and entities operating in theatre, as deemed appropriate by HoM.
- Contributes to Mission reports, ensuring the inclusion of relevant assessments.
- Disseminates MAC products internally and/or externally as directed by the HoM or his/her delegated person, and ensures the security of the information handled by the MAC.
- Contributes to security and risk assessments conducted by the Mission, in liaison with the Mission Security Office.
- Contributes to develop and maintain MAC working methodology and relevant Standard Operating Procedures (SOPs).
- Undertakes any other tasks, including of administrative nature, as directed by the Senior MAC Analyst / Head of Analysis Department.

### Qualifications and Experience:

- University Degree in Political Sciences, International Relations, Social Sciences or related field or equivalent police education.
- Proven skills and experience in the handling, processing and analysis of information from various sources. Minimum 5 years of relevant experience.
- Significant experience in the use of analytical IT packages and processes, including specific analytical software.

- Excellent interpersonal skills and ability to work dynamically on his/her own initiative in a methodical manner.
- Ability to understand the cultural, social, economic, religious, political and other components of a crisis environment.
- Experience in matters relating to the Africa, particularly with Niger and the other Sahel countries.
- Knowledge of the languages, history and culture, social and administrative structures of the Sahel countries is an advantage.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Reporting Officer	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> n/a
<b>Ref. no.</b> NI 43	<b>Location:</b> Niamey	<b>Availability:</b> 16.05.2015
<b>Component/Department/Unit:</b> Mission HQ / Planning, Evaluation and Reporting Department	<b>Security Clearance Level:</b> EU Secret	<b>Open to Invited Third States:</b> No

**Reporting Line:**

The Reporting Officer reports to the Senior Reporting Officer / Head of Planning, Evaluation and Reporting Department.

**Main Tasks:**

- Gathers information from across the Mission, analyses the information and prepares periodic reports for submission to mission's hierarchy.
- Supports the drafting of the Mission Implementation Plan (MIP) report.
- Provides colleagues with templates and other concrete support so that they can contribute to the drafting of the different reports.
- Follows up of all reporting in regards of the MIP and other reports.
- Compiles inputs to reports on a periodic basis for submission to the chain of command.
- Interacts regularly with the Senior Reporting Officer, Press and Public Information Office, Political Adviser, Mission Security Officer and others as required, to ensure submission of accurate and timely-submitted inputs; and, analyse the information and provide feed-back to mission members.
- Provides regular power-point briefings and presentations on selected topics to EUCAP Sahel Niger staff and visitors.
- Undertakes any other tasks required by the Senior Reporting Officer / Head of Planning, Evaluation and Reporting Department.

**Qualifications and Experience:**

- University Degree or equivalent training and experience in relevant field of specialisation.
- A minimum of 5 years of professional experience in similar assignments.
- Proven analytical abilities and drafting skills.
- Knowledge in common computing software (PowerPoint software).
- Previous international experience, particularly in crisis management (desirable).

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Planning and Evaluation Expert	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> n/a
<b>Ref. no.</b> NI 54	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Mission HQ / Planning, Evaluation and Reporting Department	<b>Security Clearance Level:</b> EU Secret	<b>Open to Invited Third States:</b> No

#### Reporting Line:

The Planning and Evaluation Expert reports to the Head of the Planning / Evaluation and Reporting Department.

#### Main Tasks:

- Ensures that mission operational activities are consistently planned according to Head of Mission's (HoM) directions. To this effect, he/she contributes to develop and periodically review the Mission Implementation Plan (MIP) in coordination with other relevant organisational units.
- Helps ensuring that mission operational activities are executed according to the MIP. To this effect, in coordination with the Operational Training Expert and the Strategic Training Expert, he/she monitors and reports on the state of play of mandate implementation, including through benchmarking, analysis of internal operational reporting and evaluation.
- Contributes to reports on the outputs and outcomes of mission activities as required.
- Contributes to the various periodical and special mission reports.
- Contributes to ensure that the mission staff is periodically updated on the progress of mission implementation.
- Contributes to the development and periodic review of relevant mission Standard Operating Procedures (SOPs).
- Contributes to identify and report lessons and best practices within its respective field of responsibility.
- Undertakes any other tasks assigned by the Head of Department.

#### Qualifications and Experience:

- Relevant university or equivalent professional degree.
- At least 5 years of relevant professional experience, knowledge of the Logical Framework and other planning techniques/tools is desirable.
- Knowledge of the political, cultural and security situation of the mission area or other areas within the same geopolitical region is desirable.
- Excellent interpersonal and communication skills.
- Good working knowledge of the MS Office applications.

#### Language Skills:

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Strategic Training Expert	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> n/a
<b>Ref. no.</b> NI 56	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations Directorate / Sustainability Policies Unit	<b>Security Clearance Level:</b> EU Secret	<b>Open to Invited Third States:</b> No

### Reporting Line:

The Strategic Training Expert reports directly to the Head of Sustainability Policies Unit.

### Main Tasks:

- Helps implement the mission's sustainability strategy with regard to all mission's training activities including the training of trainers' concept and the mentoring phase of the post-train the trainers' activities in order to reinforce local ownership.
- Organises and coordinates appropriation committees to integrate and recognise EUCAP training modules and curricula into the national Nigerien training programs.
- In coordination with the Planning / Evaluation and Reporting Department, develops analytical indicators to monitor, evaluate and assess current and future training outcomes, outputs and Return on Investment according to Kirkpatrick's model for EUCAP and Nigerien training courses in the area of organised crime and fight against terrorism.
- Assists the Nigerien security forces in the development and implementation of a coherent and well established training policy in the area of fight against terrorism and organised crime.
- Increases the Nigerien security forces capacity in benefiting from related training programs in the fight against terrorism and organised crime at African regional training centres and EU training centres.
- In coordination with the Planning / Evaluation and Reporting Department, analyses and comments the results and data, drafts reports with lessons learned and suggestions for best practice.
- In coordination with the Human Rights and gender adviser, ensures that Human Rights and gender aspects are mainstreamed in the operational activities.
- Undertakes any other related tasks as required by the Head of Sustainability Policies Unit.

### Qualifications and Experience:

- Military / Law Enforcement Officer (OF3/OF4) or Civilian.
- Relevant university or equivalent professional degree.
- At least 4 years of relevant management level experience in a training department with at least 3 years as a trainer in security forces or in a military operation or civilian mission.
- Excellent analytical, synthesis and drafting skills.
- Excellent organisational and coordination skills.
- Basic knowledge of CSDP missions.
- Experience of operations/mission and/or cooperation in Africa, desirable.
- Excellent interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural and multi-ethnic environment with sensitivity and respect for diversity.



**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Operational Training Expert*	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> n/a
<b>Ref. no.</b> NI 57	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations Directorate	<b>Security Clearance Level:</b> EU Secret	<b>Open to Invited Third States:</b> No

**Reporting Line:**

The Operational Training Expert reports directly to the Head of Operations.

**Main Tasks:**

- Assists the Head of Operations in the daily management and coordination of all EUCAP related activities and their allocated budget.
- Supports the EUCAP training experts in all the practical organisational aspects of their training activities. This includes, editing invitation letters, ensuring security clearances of participants, per diem etc.
- Creates and maintains a training library with all related EUCAP training courses.
- Maintains a database with all past, current and planned training activities as well as the participants.
- Ensures the follow up of the established EUCAP harmonised training policy.
- Produces, on request, statistics, evaluations and reports on the current state of affairs, in coordination with the Planning and Reporting Department.
- In coordination with the Human Rights and gender adviser, ensures that Human Rights and gender aspects are mainstreamed in the operational activities.
- Undertakes any other related tasks as required by the Head of Operations.

**Qualifications and Experience:**

- Military / Law Enforcement Officer or Civilian.
- Relevant university or equivalent professional degree.
- At least 3 years of relevant experience as a training manager with at least 2 years in national security forces or in a military operation or civilian mission.
- Excellent analytical, synthesis and drafting skills.
- Excellent organisational and coordination skills.
- Basic knowledge of CSDP missions.
- Experience of operations/mission and/or cooperation in Africa, desirable.
- Excellent interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural and multi-ethnic environment with sensitivity and respect for diversity.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Forensics Expert	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> n/a
<b>Ref. no.</b> NI 58	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations Directorate / Technical Competencies Unit	<b>Security Clearance Level:</b> EU Secret	<b>Open to Invited Third States:</b> Yes

**Reporting Line:**

The Forensic Expert reports directly to the Head of the Technical Competencies Unit.

**Main Tasks:**

- Contributes to strengthen the rule of law through the development of the Nigerien criminal investigation capacities.
- Identifies and assesses needs of the Nigerien security forces in charge of the forensics aspects of the criminal investigation.
- Develops and promotes the implementation of a train the trainer programme to support the development of forensics capacities.
- Contributes to the further development and implementation of finger prints processing.
- Contributes to the development of biometrics and identification capacities.
- Contributes to the development of evidence management skills.
- Advises local authorities on how to ensure compliance with established policies and procedures, including existing applicable laws in Niger and internationally accepted Human Rights standards, in the forensic examination.
- In coordination with the Human Rights and Gender Adviser, ensures that Human Rights and gender aspects are mainstreamed in the operational activities.
- Advises local authorities on how to ensure evidence can be used as proves in the criminal procedure.
- Undertakes any other related tasks as required by the Head of the Technical Competencies Unit.

**Qualifications and Experience:**

- Law Enforcement Officer or civilian equivalent.
- Relevant university or equivalent professional degree.
- 5 years of specific experience in forensic matters.
- Proven training skills.
- Basic knowledge of CSDP missions.
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Senior Strategic Border Management Adviser	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> n/a
<b>Ref. no.</b> NI 59	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations Directorate / Interoperability Unit	<b>Security Clearance Level:</b> EU Secret	<b>Open to Invited Third States:</b> No

#### **Reporting Line:**

The Senior Strategic Border Management Adviser reports directly to the Head of Interoperability Unit.

#### **Main Tasks:**

- Assesses the situation, the capacities and the needs of the Nigerien authorities with regards to border management and territorial control issues, including the regions and particularly in the North.
- Analyses the border security and homeland control issues in the Sahel and elaborates strategic assessments.
- Supports and advises Nigerien authorities in defining and implementing a strategic approach to border security.
- Facilitates cooperation between the strategic, operational and tactical levels of security actors.
- Supports and advises Nigerien authorities as appropriate to enhance their cross-border cooperation with neighbouring countries and their participation in relevant regional and international fora, in coordination with relevant mission experts (namely the Inter-operability Unit).
- Contributes to the Mission's coordination with EUBAM Libya and EUCAP Sahel Mali, with a view to identifying and putting in place possible joint activities in the field of border security.
- Undertakes any other related tasks as required by the Head of Inter-operability Unit.

#### **Qualifications and Experience:**

- Senior Law Enforcement Officer / Border Guard Civilian Expert.
- Relevant university or equivalent professional degree.
- 10 years of significant experience within law enforcement.
- 10 years of experience in Border Management services.
- Experience in immigration and/or against international human smuggling and trafficking in human beings.
- Experience in strategic analysis of international immigrant border crossing (illegal immigration).
- Excellent analytical, synthesis and drafting skills.
- Excellent organisational and coordination skills.
- Experience of operations/missions and/or cooperation in Africa, desirable.
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Coordinator for Regional Activities	<b>Employment Regime:</b> Seconded	<b>Post Category:</b> n/a
<b>Ref. no.</b> NI 60	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations Directorate	<b>Security Clearance Level:</b> EU Secret	<b>Open to Invited Third States:</b> No

**Reporting Line:**

The Coordinator for Regional Activities reports to the Head of Operations.

**Main Tasks:**

- Supports, develops and coordinates the Mission's operational activities in Niger's regions, particularly in the North of the country.
- Assesses the needs for and possible improvements of Mission activities in Niger's regions.
- Ensures consistency and complementarity of the different operational activities of the Mission in the Nigerien regions, particularly in the North.
- Coordinates the Mission's operational experts/units and liaises with relevant HQ Staff/departments with regards to the Mission's operational activities in the Nigerien regions, particularly in the North.
- Establishes and maintains cooperative and effective working relationships with relevant local and international partners for the related activities, in coordination with relevant Mission experts (namely the Inter-operability Unit).
- Plans and coordinates the training and advising activities of the Mission in the Nigerien regions, particularly in the North of the country, in line with the overall Mission sustainability strategy.
- In coordination with the Human Rights and gender adviser, ensures that Human Rights and Gender aspects are mainstreamed in the operational activities.
- Undertakes any other related tasks as required by the Head of Operations.

**Qualifications and Experience:**

- Law enforcement officer or civilian expert.
- Relevant university or equivalent professional degree.
- At least 5 years of significant experience within a law enforcement agency.
- Experience of operations/missions and/or cooperation in Africa, desirable.
- Experience in training of the trainers, desirable.
- Experience in Project Management.
- Experience of international organisations and/or multinational operations would be an asset.
- Experience operating in a complex, crisis management and/or hostile environments with seconded civilian and/or military staff, is an advantage.
- Good interpersonal skills, ability to engage with senior officials, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure and willingness to work extra hours when required.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				



**Seconded/contracted**

<b>Position Name:</b> Financial Accounting Officer	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category:</b> MSML
<b>Ref. no.</b> NI 21	<b>Location:</b> Niamey	<b>Availability:</b> 08.05.2015
<b>Component/Department/Unit:</b> Mission HQ / Mission Support Department / Finance Unit	<b>Security Clearance Level:</b> EU Confidential	<b>Open to Invited Third States:</b> No

**Reporting Line:**

The Financial Accounting Officer will assist the Head of Mission Support in fulfilling the duties set in support of the Mission mandate and reports to Head of Mission Support.

**Main Tasks:**

- Assists the Head of Mission Support in maintaining the accountancy of the CSDP Mission.
- Manages on a daily basis with the assistance of the local team, the general ledger, the accounting books, bank statements and reconciliations, the payroll, the accounting system and other accounting tools.
- Ensures the periodic reporting of accounts.
- Liaises and cooperates on accounting issues with the EU institutions, auditors and all other relevant actors.
- Identifies the needs in goods and in services required for improving the proper keeping of the books and technically defines them for procurement.
- Assists in the development of financial procedures and policies.
- Undertakes any other related tasks as required by the Head of Mission Support and DHoM/HoM.

**Qualifications and Experience:**

- Completion of a full course of university studies attested by a degree in Finance, Business Administration, Economics or closely related field, where the normal duration of university education in the country awarded is three (3) years or more or a professional accountancy qualification.
- To have a minimum of 3 years of professional experience.
- Excellent analytical, research and problem-solving skills.
- Proficiency in MS software, especially Excel.
- Good working knowledge of SAGE is considered an advantage.
- Knowledge of EU financial regulations is desirable.
- EU Institution knowledge and experience is desirable.
- Previous work experience in Africa is desirable.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Chief of Logistics*	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category:</b> MSML
<b>Ref. no.</b> NI 22	<b>Location:</b> Niamey	<b>Availability:</b> 16.07.2015
<b>Component/Department/Unit:</b> Mission HQ / Mission Support Department / Logistics Unit	<b>Security Clearance Level:</b> EU Confidential	<b>Open to Invited Third States:</b> No

**Reporting Line:**

The Chief of Logistics reports to the Head of Mission Support.

**Main Tasks:**

- Leads logistics, support facility management, transportation and fuel supply, asset and services management in a way that effectively and efficiently contributes to the reaching of the overall objective of the Mission.
- Plans, develops and implements strategies so as to meet expected organisational performance within approved budget and timeframe.
- Proposes operational decisions with the purpose of increasing the efficiency of the mission Logistical Services.
- Monitors the establishment and maintenance of appropriate systems for measuring and follow up of various aspects of the overall Logistics, fleet management and facility management.
- Administers lease contracts of all rented premises, objects, etc. (Headquarters and field offices, if any) and to administer any other general service related contracts.
- Undertakes any other related tasks as required by the Head of Mission Support.

**Qualifications and Experience:**

- Completion of a full course of university studies attested by a degree in Logistics, Engineering or equivalent academic degree.
- To have a minimum of 5 years of progressive professional experience in a specific Support Services related field (i.e. Supplies, Transportation, and Asset Management) combined with having served as a manager of a multi-disciplinary administrative unit for minimum 2 years.
- International experience, particularly in crisis areas with multinational and international organisations will be an asset.
- Capacity to foresee needs, plan and delineate strategies for maximizing resources; therefore, due to the related experiences, being able to implement an international methodology (e.g. ITIL, PRINCE2).
- Previous experience with project based work/planning and with different product and services markets as well as industrial business networks is desirable.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> Medical Adviser/Physician	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category:</b> MSML
<b>Ref. no.</b> NI 24	<b>Location:</b> Niamey	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Mission HQ / Mission Support Department	<b>Security Clearance Level:</b> EU Confidential or equivalent	<b>Open to Invited Third States:</b> Yes

**Reporting Line:**

The Medical Adviser / Physician reports to the Head of Mission Support.

**Main Tasks:**

- Provides medical advice and services in support of the Mission as well as primary health care to Mission members found to have medical issues or concerns and may require referral management for care/treatment.
- Assists and advises the HoM and Head of Mission Support on all medical/welfare matters.
- Has direct access to HoM.
- Plans, analyses, designs and maintains a program to implement all aspects of the medical needs of the Mission.
- Provides, asked and unasked, the necessary medical inputs for all Mission staff elements especially with regards to operational planning, decision making processes and resulting orders and documents.
- Provides medical guidance and counselling to all staff members either present at HQ or elsewhere in theatre.
- Coordinates the plans and policies on all medical issues and health matters related to the provision of medical support to the Mission.
- Liaises with international civilian and non-governmental humanitarian and support agencies in the areas of operation when required.
- Develops, organises and monitors the provision of primary care and first aid to the Mission personnel in close coordination with regional health care providers and within means and capabilities.
- Provides primary health care to the Mission members.
- Assesses the requirements for further treatment in theatre and/or the medical evacuation (by ground and/or by air) if EU staff members are in need of (advanced) medical treatment due to illness or an emergency, e.g. RTA, in close cooperation with the medical practitioner in attendance.
- Coordinates and monitors all elements of the medical evacuation chain in case of disease or injury of the Mission member in close cooperation with all involved health care providers and the mission's insurance company.
- Organises the use of available MEDEVAC capabilities (air and /or ground) inside or outside the areas of operation.
- Coordinates and perform Medical Briefings and First Aid Training for all incoming Mission members.
- Monitors the epidemiological and overall medical situation in the area of operation, promotes and implements preventive medical and occupational health measures including hygiene and recommendations for immunisations.
- Gathers all information related to medical support for the Mission members, including social security and health and repatriation insurance, practical and administrative aspects.
- Implements all aspects of medical needs of the Mission after formal approval by the HoM.
- Establishes professional contacts with EU personnel from all levels throughout the areas of operation.

- Is integrated in all operational planning and maintains a detailed understanding of both current and future plans.
- Assesses on regular basis existing in- and out-patient medical treatment facilities (MTF) both of the HNS and others and regularly issues an updated list of available MTF in the areas of operation.
- Establishes and regularly updates a medical emergency plan in coordination with all relevant elements of Mission, international, civilian and military organisations in the areas of operation.
- Ensures that the contents of all Mission First Aid and Trauma kits are sufficient.
- Is responsible for managing medical cabinet, including personnel and budget.

**Qualifications and Experience:**

- Completion of a full course of university studies attested by a degree in Medicine from a recognised Medical School having a license to practice medicine.
- Preferably an ATLS trained General Practitioner (GP) and having extensive knowledge of tropical medicine and emergency medicine.
- To have a minimum of 7 years of relevant professional experience and at least 2 years of experience in a managerial position. Such experience must be gained after having obtained the relevant degree.
- Minimum 3 years of experience in medical planning and administrative procedures, including experience in mass casualty situations planning/major incident medical management and support (MIMMS course desirable).
- Experience in assessing medical facilities, even under difficult conditions abroad.
- Interpersonal skills, capable of working with people from various backgrounds.
- International civilian and/or military experience, particularly in crisis areas with multi-national and international organisations is essential.
- Previous experience in CSDP missions would be an advantage.
- Flight Medical and/or MEDEVAC experience is desirable.
- Previous work experience in Africa is desirable.

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				

<b>Position Name:</b> CIS (Systems and Networks) Officer	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category:</b> MSML
<b>Ref. no.</b> NI 52	<b>Location:</b> Niamey	<b>Availability:</b> 17.05.2015
<b>Component/Department/Unit:</b> Mission Support Department / CIS Unit	<b>Security Clearance Level:</b> EU Secret	<b>Open to Invited Third States:</b> No

### Reporting Line:

The CIS (Systems and Networks) Officer reports to the Chief of CIS.

### Main Tasks:

- Advises the Chief CIS on the development of an information system and a network system for the mission in conjunction with the administrative, logistical operational and security requirements of the mission.
- Performs the set-up and maintains the Mission intranet system including server administration and backup, application set-up and administration, LAN network set-up and support.
- Participates in maintaining a secure office automation environment, information system, electronic messaging system and internet services system in support of the mission.
- Assists the Chief CIS in maintaining a secure radio, computer, satellite and telephone communications system in support of the mission in respect of the internal procedures.
- Performs, in conjunction with the Chief of CIS, the deployment, installation and maintenance of all Mission equipment, LAN, servers, software, and services in the Mission.
- Advises the Chief of CIS in the preparation of the Data Risk Map and the Data Recovery Plan for the EU supported systems, in agreement to the Master Plans.
- Assists the Chief of CIS by providing technical advice on all systems, applications and networking matters including ensuring that an adequate level of security is applied to all communication systems.
- Implements the Mission ICT security policies in liaison with the Information Security department and acts as crypto-custodian if required.
- Establishes Standard Operating Procedures/Internal Guidelines containing policies and directives related to all office automation and communication issues as instructed by Chief of CIS.
- Assists the Chief of CIS in administrative work related to the CIS Office.
- Undertakes any other related tasks as required by the Chief of CIS.

### Qualifications and Experience:

- University degree in Communications or Technical Specialisation in Engineering, Communications or other relevant degree.
- Minimum of 5 years of experience in management of complex information and communication technology infrastructure and systems including maintenance and operation.
- Knowledge and practical experience of design, implementation and operation of systems and applications for an Intranet.
- Experience of management and administration of servers, systems, applications and networks including electronic messaging systems and user management with standard directory tools.
- Ability to draft procedures for the use and management of computer systems and networks.

- Strong knowledge and practical experience of secured Internet connectivity with multiple Internet providers and technologies.
- A combination of other relevant industry certification including: IT service management (e.g. ITIL V3/Foundation/Practitioner); project management (PMP, PRINCE2); and Cisco certifications, is a strong asset.
- Knowledge of Linux, Apache, MySQL, PHP (LAMP) based solutions for Intranet services (desirable).
- Knowledge of satellite and radio communications, including V-SAT, B-GAN, satellite phones, VHF, HF, radio, Wimax and Wireless network technologies (desirable).
- Practical knowledge of industry leading network equipment providers (Cisco, Fortinet, or Avaya) (desirable).
- Experience in switching and routing including BGP (desirable).
- Demonstrated experience of ICT security practice related to sensitive governmental programs (desirable).
- Expert level of problem solving and analytical ability to analyse IT and communications issues (desirable).
- 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 (desirable).
- Hands on experience and practice of CIS in CSDP field missions (desirable).
- International experience, particular in crisis areas with multi-national and international organisations (desirable).

**Language Skills:**

Language / Language Level	French		English	
	Mandatory	Desirable	Mandatory	Desirable
Level C1 or C2 (Proficient User)				
Level B1 or B2 (Independent User)				
Level A1 or A2 (Basic User)				