

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

EUROPEAN UNION POLICE MISSION IN AFGHANISTAN (EUPOL AFGHANISTAN) <u>Advertisement for Seconded Visiting Experts</u>			
Organization:	EUPOL AFGHANISTAN		
Post Location:	Kabul		
Employment Regime:	Seconded		
	Ref.	Name of the post	Proposed Period of Deployment
	KA-VE-001	Forensic Laboratory Expert	1 May - 31 July 2014
	KA-VE-002	Expert in Counter Trafficking of Human Beings	1 May - 31 July 2014
	KA-VE-003	Cybercrimes and Environmental Crimes Expert	1 May - 31 July 2014
	KA-VE-004	Legal Drafting Techniques Expert	1 May - 31 July 2014
Deadline for applications:	28 February 2014 17:00 hours (Brussels time)		
E-mail address to send the Job Application Form/CV:	cpcc.eupolafghanistan@eeas.europa.eu		
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability (CPCC) Mr Juho SÄRKILÄ cpcc.eupolafghanistan@eeas.europa.eu		

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Seconded Personnel – Only personnel nominations received through official channels from EU Member States / Invited Third States ("the States") will be considered. The 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 document 7291/09 (10 March 2009) and 9084/13 (30 April 2013). Personnel seconded from Invited Third States are not entitled to receive allowances paid according to document 7291/09 (10 March 2009) and 9084/13 (30 April 2013).

Tour of Duty – The duration of the deployment is indicated in the Job Descriptions.

The Civilian Planning and Conduct Capability (CPCC) requests that the States propose candidates for the following international expert positions for EUPOL Afghanistan, according to the requirements and profiles described below:

A. Essential requirements

The 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 a Member State of the European Union (EU) or of an Invited Third State (Canada, New Zealand, Norway and Serbia) and full rights as a citizen.

Integrity – The participants must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. Participants 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. The participants shall carry out their duties and act in the interest of the Mission.

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

Flexibility and adaptability – Be able to work in arduous conditions with a limited network of support and with unpredictable working hours and a considerable workload. 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 – 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 the Mission.

Physical and mental health – 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 the States.

Ability to communicate effectively in English – Mission members must be fully fluent in written and spoken English. Report writing skills are especially needed.

Computer Skills – Skills in word processing, spreadsheet and email systems are 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 skills – Be able to drive a 4-wheel vehicle and possess a valid civilian driving licence for motor vehicles (Category B or equivalent). Category C driving license (desirable).

Serious deficiencies in any of these essential requirements may result in repatriation.

B. Recommendable requirements

Knowledge of the EU Institutions – To have knowledge of the EU Institutions and international standards, particularly related to the Common Foreign and Security Policy, including the European Security and Defence Policy.

Knowledge of Afghanistan – To have a good knowledge of the history, culture, social and political situation of the country. To have knowledge of the police, judiciary and governmental structures (distinct advantage).

Training and experience – To have attended a Civilian Crisis Management Course or have participated in a Common Security and Defence Policy (CSDP) Mission (desirable).

Language skills – Knowledge of local languages will be an asset.

C. Essential documents for selected candidates

Passport – Seconding States should provide their personnel with a service/diplomatic passport.

Visas – The 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 candidate will have to be in possession of the necessary level of security clearance (EU SECRET or equivalent) when deployed. The original certificate of the national security clearance must accompany deployed seconded experts. Unless mentioned otherwise in the specific job description, the **necessary level of security clearance** is:

- (1) EU Security Clearance to level SECRET; or
- (2) Equivalent level security clearance issued by a national security agency of a country with whom the GSC has a full security agreement or arrangement with; or
- (3) Equivalent level security clearance issued by a national security agency of a the State with whom the GSC does not yet have a full security agreement but an agreement exists relating to the participation/contribution of that State which expressly addresses the obligations of that country towards the handling of EUCI.

Certificate/Booklet of vaccination – To be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. To be vaccinated according to the required immunisations for the Mission area.

Medical certificate – All selected personnel should undergo an extensive medical examination and be certified medically fit for Mission duty by a competent authority from the State. A copy of this certification must accompany deployed seconded 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 the 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. All candidates will be considered for all indicated priority positions in order to achieve full operational capacity as soon as possible and to maintain the staffing at this level throughout the Mission.

If candidates are required to travel to Brussels / Mission Headquarters location for interviews, the State will bear any related costs.

Information on the outcome – The States 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).

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<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
Training Component	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-VE-001	Forensic Laboratory Expert	

Main Tasks and responsibilities

- To scope the current capability at the Ministry of Interior's (MoI) Forensic Laboratory and provide an inventory of equipment.
- Provide a technical specification of equipment and level of expertise required to provide a functional forensic laboratory within the MoI and training facility in the Crime Management College (CrMC).
- Provide advice and guidance to the Head of the CrMC on the build-up of the Forensic Laboratory in the CrMC.
- Provide advice and guidance on the development of Forensic Training to the Head of the EUPOL CrMC.
- Undertake any other related tasks as required by the Head of the EUPOL CrMC or Head of Training Component.

Qualifications and experience

Essential education and experience

- Successful completion of a full time course of university studies attested by a degree in Forensic 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 10 years of relevant and proven full-time professional experience.
- Excellent knowledge of the current up to date forensic equipment and techniques in use worldwide.
- Very good knowledge of the equipment and specialisms currently marketed within the forensic services arena.

Specification of Experience

- Above mentioned progressive experience should be in the provision of forensic services and examinations with an up to date understanding of the current equipment available within this arena and the associated training and maintenance issues associated with its use.

Advantageous

- International experience, particularly in crisis area with multinational organizations.
- Experience in planning and implementing projects.
- Operational experience within a forensic services provider.
- Experience of the provision of forensic services and evidence within the criminal justice process.

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<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
RoL/Justice Department	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-VE-002	Expert in Counter Trafficking of Human Beings	

Main Tasks and responsibilities

- Develop a Manual on detection and investigation techniques on human trafficking crimes;
- Develop other practical legal tools on detection and investigation of human trafficking crimes to Police and Prosecutors;
- Assess the methods and conducts of relevant Afghan authorities in the detection and investigation of human trafficking crimes;
- Provides expertise and advice on detection and investigation techniques on human trafficking crimes to the relevant authorities;
- To closely collaborate with EUPOL Police Component and RoL/Justice Department experts and Afghan counterparts in the development, preparation and implementation of these activities.
- Undertake any other related task as required by the Head of Rule of Law Component.

Qualifications and experience

Essential

Education and experience

- Graduated from a Police Academy or college of any EU member State or Third contributing State;
- Minimum of 10 years of police service experience whereof minimum of 5 years on human trafficking cases;

Specification of Experience

- Specialized training on counter human trafficking methods;
- Experience and awareness of human trafficking in the Afghan region and neighbour countries;
- Familiarity with the legal framework and institutional capacity to detect, investigate and combat human trafficking in Afghanistan and neighbour countries;

Advantageous

- Law degree in Afghanistan or from other Islamic country;
- Strong proficiency in Dari, Pashto or Persian;
- Knowledge on Afghan criminal legal framework and Sharia Law;
- International experience, particularly in crisis area with multinational organizations and international organizations;

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<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
RoL/Justice Department	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-VE-003	Cybercrimes and Environmental Crimes Expert	

Main Tasks and responsibilities

- Analyse and identify the gaps and lacks of the current Afghan Penal Code and other Afghan laws concerning cybercrimes and crimes against the environment and in one month provide a written report.
- During a two-month period draft new provisions for cybercrimes and crimes against the environment according to the Model Penal Code and current international standards - closely orientated to the current System of the Afghan Penal Code.
- Prepare and deliver related material.
- To closely collaborate with EUPOL Justice Department Mentors and Afghan counterparts in the process.
- Undertake any other related task as required by the Chief of Justice Department.

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;
- At least **10 years** of relevant and proven full-time professional experience, after having obtained the university degree, as a judge, public prosecutor, practicing lawyer, civil servant in the legislation department of a ministry of Justice, scientific assistant / professor from Parliament administration or University.

Specification of Experience

- Having worked on developing legislative framework in a Member State and in a developmental, transitional or post-conflict area.
- Good knowledge of legislative reform processes.
- Extensive experience in developing legislative framework related to new crimes, preferably “cyber”- crimes and crimes against the environment.
- Proven experience in the field of legislative drafting in a Member State and in a developmental, transitional or post-conflict situation.
- Excellent analytical skills.
- Broad international professional experience.
- Experience in working with and thorough knowledge of Islamic law / Islamic jurisdiction / Islamic legislation.

Advantageous

- Law Degree from Afghanistan or the Region (Islamic Country).
- International experience, particularly in crisis areas with multinational organizations.
- Experience in planning and implementing projects.

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<u>Component/Department/Unit</u>	<u>Location</u>	<u>Employment Regime</u>
RoL/Justice Department	Kabul	Seconded
<u>Position Code</u>	<u>Position Name</u>	
KA-VE-004	Legal Drafting Techniques Expert	

Main Tasks and responsibilities

- Develop and deliver seminars on legislative drafting techniques, especially on criminal legislation, to the members of the Legal Department of the Ministry of Interior, the Criminal Law Division of the Legislative Department of the Ministry of Justice and to the staff and Members of the Afghan Parliament;
- The seminars will include, among other topics, the role of the legislative counsel in the legislative drafting process, the drafting instructions, the general practice of interpretation, writing the clauses of the Law, the system of structuring Law, style and grammar recommendations, evaluation of existing legislation, procedure for regular amendment, parliamentary legislative process; best international standards and practices;
- To prepare and deliver any material (presentations, papers) for the purpose of the seminars;
- To closely collaborate with EUPOL Justice Department Mentors and Afghan counterparts in the development, preparation and implementation of the seminars.
- Undertake any other related tasks as required by the Chief of the Justice Department.

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;
- At least **10 years** of relevant and proven full-time professional experience after having obtained the university degree.

Specification of Experience

- A minimum of five years of experience in legal drafting as a legal officer or member of a Government or Parliament or as a judge, public prosecutor or lawyer.
- Excellent oral and written communication skills;

Advantageous

- Law degree in Afghanistan or from other Islamic country;
- Strong proficiency in Dari, Pashto or Persian;
- Knowledge on Afghan criminal legal framework and Sharia Law;
- Specialised training on legal draft techniques;
- International experience, particularly in crisis area with multinational organizations and international organizations.