

# EUROPEAN EXTERNAL ACTION SERVICE



## Annex 1

**European Union CSDP Mission in Mali**  
**(EUCAP Sahel Mali)**  
**1-2017 Call for Contributions**

<b>Organisation:</b>	<b>European Union CSDP Mission in Mali (EUCAP Sahel Mali)</b>			
<b>Job Location:</b>	<b>Bamako</b>			
<b>Availability:</b>	<b>As indicated below</b>			
<b>Staff Regime:</b>	<b>As indicated below</b>			
<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> (28 positions)			
	MA 04	Head of Operations	Bamako	29 Jun 2017
	MA 07	Human Resources and Personnel Management Adviser – National Police	Bamako	01 Sep 2017
	MA 10	Trainer Policies Adviser – National Police	Bamako	19 Aug 2017
	MA 11	Trainer Policies Adviser – National Guard	Bamako	22 Jul 2017
	MA 51 MA 109	Trainer Management/Deontology (2 positions)	Bamako	15 May 2017 ASAP
	MA 58	Legal Drafting Adviser	Bamako	ASAP
	MA 61 MA 104	Adviser to the Ministry of Defence (2 positons)	Bamako	15 May 2017 ASAP
	MA 63* MA 64	Trainer Public Order/Professional Intervention (2 positions)	Bamako	21 May 2017 30 Jun 2017
	MA 65 MA 110	Trainer on Human Resources Management (2 positions)	Bamako	14 Aug 2017 ASAP
	MA 71 MA 72 MA 112	Trainer Forensics (3 positions)	Bamako	29 Aug 2017 23 May 2017 ASAP
	MA 82**	Liaison and Coordination Officer	Bamako	ASAP
	MA 86* MA 87	Adviser on Border Management (2 positions)	Bamako	10 May 2017 21 May 2017
	MA 92*	Trainer of Trainers	Bamako	10 May 2017
	MA 102	Operational Evaluator	Bamako	ASAP
	MA 103	Sahel Regional Action Coordination Adviser	Bamako	ASAP
	MA 105	Adviser to Counter-Terrorism/Criminal Investigation	Bamako	ASAP
	MA 106	Adviser to Counter-Terrorism/Criminal Intelligence	Bamako	ASAP

MA 107	Adviser to Counter-Terrorism/Intervention	Bamako	ASAP
MA 108	Trainer Community Policing/Basic Intelligence	Bamako	ASAP
MA 111	Trainer Operational Management	Bamako	ASAP
MA 113	Trainer on Human Rights and Gender	Bamako	ASAP
<b><u>Seconded/Contracted</u></b> (24 positions)			
MA 14	Legal Adviser	Bamako	11 May 2017
MA 23	Logistics/Transport Officer	Bamako	ASAP
MA 33	Medical Adviser	Bamako	ASAP
MA 88	Adviser on Communication and Information Systems	Bamako	ASAP
MA 94	Mission Security Officer	Bamako	ASAP
MA 97***	Financial Accounting Officer	Bamako	ASAP
MA 100 MA 101	Verification Officer (2 positions)	Bamako	ASAP
MA 114	Transportation Assistant	Bamako	ASAP
MA 115	Procurement Officer	Bamako	ASAP
MA 116	Logistics Warehouse Assistant	Bamako	ASAP
MA 117	Armed Protection Team Leader	Bamako	ASAP
MA 118 MA 119 MA 120 MA 121 MA 122 MA 123 MA 124 MA 125 MA 126 MA 127 MA 128	Armed Protection Operator (11 positions)	Bamako	ASAP
MA 129	Firearms Instructor/Armourer	Bamako	ASAP

<b>Deadline for applications:</b>	<b>Friday 10 March 2017 at 17:00 Brussels time</b>
<b>E-mail address to send the Job Application Form:</b>	<a href="mailto:cpcc-mali@eeas.europa.eu">cpcc-mali@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>Ms Carmen EPURE</b> <a href="mailto:carmen.epure@ext.eeas.europa.eu">carmen.epure@ext.eeas.europa.eu</a>

\* The availability of this position is pending decision on extension of the tour of duty for the present incumbent.  
\*\* The availability of this position is pending decision on confirmation of selection.  
\*\*\* The availability of this position is pending decision on selection and recruitment of the present incumbent for another post.

**EUCAP Sahel Mali** bears a High Risk Non-Family Mission status due to the present risk rating of the mission area as high. As such, international seconded and contracted Mission Members shall at no time receive visits or be habitually accompanied by any family member in the Mission area for the duration of their tour of duty or contract. For security reasons, the Mission Members are obliged to live in restricted areas, where security responsibilities are borne by the Mission.

**Seconded Personnel** – For seconded positions, only personnel nominations received through official channels from EU Member States/contributing or invited 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 and invited 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. A seconded staff member of EUCAP Sahel Mali is eligible to apply for a contracted post only if his/her secondment will end within three (3) months from the deadline for applications and if his/her request for extension of the secondment has not been supported by the relevant State or EU Institution.

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

**Tour of Duty/Contract Period** – Subject to the adoption of another Council Decision extending the Mission mandate and 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 Mali, according to the requirements and profiles described below:

### **A. Essential Requirements**

The following are essential requirements in respect of civilian international experts to the Missions:

**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.

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

**Language Skills**<sup>1</sup> – Spoken and written proficiency in the working languages of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions. In order to provide for national representation in all Missions, certain (ordinarily internal) positions in Missions may accept proficiency in a language other than the majority language of the Mission.

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<sup>1</sup> [Common European Framework of References for Languages](#)

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

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

**Physical and Mental Health** – The candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission. 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.

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

**Education** – A recognised academic qualification under the European Qualifications Framework (EQF)<sup>2</sup>, or equivalent, at a level specified in the individual job descriptions.

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

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

## **B. Desirable 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 the Mission areas** – 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.

**Knowledge and Experience of Security Sector Reform** - The candidates must be acquainted with Security Sector Reform concepts and practices, especially in the Mission area.

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

**Language** – Some proficiency in local language(s).

**Driving Licence** - Category C driving licence.

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<sup>2</sup> <https://ec.europa.eu/ploteus/content/descriptors-page>

### **C. Essential Documents and Equipment for Selected Candidates**

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

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

**Required Personnel Security Clearance (PSC)** – The selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job descriptions. For seconded experts, the original certificate of the national security clearance or a proof of the initiation of the process must accompany them upon deployment. For contracted experts, the process will be initiated by the Mission upon deployment. For both seconded and contracted experts, access to 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. Yellow fever vaccination is compulsory to be admitted to the country.

**Medical Certificate** – The selected candidates should undergo a 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**

**Gender balance** - 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 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 shortlisted 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.

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

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

<b>Position Name:</b> Head of Operations	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 04	<b>Location:</b> Bamako	<b>Availability:</b> 29 Jun 2017
<b>Component/Department/Unit:</b> Operations	<b>Level of Security Clearance:</b> EU Secret	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line

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

### 2. Main Tasks and Responsibilities

- To implement the Mission's operational activities in accordance with the Mission's Operational Plan (OPLAN) and the HoM's guidance, through Line Managers responsible for the respective Lines of Operation, and to ensure their operational coherence in support of the Mission's end state.
- To lead, direct and manage the work and staff of the Operations Department.
- To input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements.
- To ensure timely internal reporting from the operational perspective against benchmarking.
- To contribute to the Mission's external reporting against benchmarking.
- To ensure the consistency and sustainability of Mission's operational activities over time.
- In coordination with the Mission's Coordination and Cooperation department, to coordinate and/or oversee the coordination/cooperation of the Components/Unit's members as appropriate with local authorities at the relevant level as well as with local EU and international actors, within the scope of the Mission's mandate.
- To work in close cooperation with the other Mission's Components/Units.
- To ensure that Mission staff members working under the Head of Operations responsibility receive proper induction training.
- To ensure that Operational Standard Operating Procedures (SOPs) are properly developed, implemented and periodically reviewed.
- To ensure that Mission staff members working under the Head of Operations responsibility identify and report lessons and best practices within their respective fields of responsibility.
- To ensure that Mission staff members working under the Head of Operations' responsibility are periodically updated on Mission's mandate implementation progress.
- To undertake any other related job related tasks as requested by the Head of Mission.

### 3. Mission Specific Tasks and Responsibilities

- To take into account overall Security Sector Reform (SSR) issues in order to ensure coherence between mission activities and wider SSR aspects.
- To ensure close cooperation with Malian authorities in charge of the Security Sector Reform at ministerial level.

### 4. Qualifications and Experience:

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. The qualification should be in any of the fields of Social Sciences (e.g. Political Sciences, International Relations, Law, Economics) or Business

Administration/Management **OR** equivalent and attested police or/and military education or training or equivalent rank; **AND**

- After having fulfilled the education requirements, a minimum of 12 years of relevant professional experience, out of which at least 5 at management level.
- Ability to establish/review priorities, to plan and to exercise control.
- Ability to engage with senior officials/governmental level decision makers.

**5. Desirable Qualifications and Experience**

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law.
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations.
- Experience as Senior Law Enforcement Officer.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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:</b> Human Resources and Personnel Management Adviser - National Police	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 07	<b>Location:</b> Bamako	<b>Availability:</b> 01 Sep 2017
<b>Component/Department/Unit:</b> Operations/ Strategic Advice	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Human Resources and Personnel Management Adviser - National Police reports to the Chief of Strategic Advice.

### 2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Advisers as appropriate.
- To design and deliver training, as appropriate.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To be the key interlocutor with the National Police - Personnel Management Division (*Division du Personnel*).
- To work in close cooperation with the Personnel Management Division of the National Police in order to:
  - help record and review all documentation relating to the National Police Personnel Management;
  - assist in the provision of advice and guidance regarding conceptual and doctrinal framework underlying restructuration and reform process in Human Resources management, including organisation of the National Police Personnel Management Division;
  - assist in identifying priorities in restructuring the National Police Personnel Management policies and programs in line with operational needs and academies capabilities;
  - help establishing a National Police Personnel Management data system.
- To maintain the necessary contacts with external bodies or service providers involved in the reform, on matters relevant on his/her area of expertise.
- To contribute to the induction of Mission personnel as required.

#### 4. Essential Qualifications and Experience

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

#### 5. Desirable Qualifications and Experience

- Experience of designing and delivering training.
- Experience in project management.
- Experience as Senior Law Enforcement Officer.
- International experience, particularly in crisis areas with multi-national and international organisations.

#### 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> Training Policies Adviser – National Police	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 10	<b>Location:</b> Bamako	<b>Availability:</b> 19 Aug 2017
<b>Component/Department/Unit:</b> Operations/ Training	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Training Policies Adviser – National Police reports to the Chief of Training.

### 2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Advisers as appropriate.
- To design and deliver training, as appropriate.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To be the key interlocutor in the field of training's conceptual and organisational framework for the Recruitment and Training Division of National Police (*Division du Recrutement et de la Formation*).
- To work in close cooperation with the Recruitment and Training Division of National Police in order to:
  - help record and review all documentation relating to training;
  - provide expertise to the Recruitment and Training Division of the National Police in the conceptual and doctrinal framework underlying restructuration and reform process in training, including the organisation of the Recruitment and Training Division itself;
  - assist and advise in conceptualising and developing training strategies, organisation, methods and contents, course curricula, managing, running and evaluating training courses at academic level.
  - assist in the provision of advice, guidance regarding training organisation, methods and contents.
- To maintain the necessary contacts with external bodies or service providers involved in the reform, on matters relevant on his/her area of expertise.
- To contribute to the induction of Mission personnel as required.

### 4. Essential Qualifications and Experience

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

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

- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.
- Ability to mentor and motivate local counterparts.
- Knowledge of Training/Human Resources management in law enforcement.

**5. Desirable Qualifications and Experience**

- Experience of designing and delivering training.
- Experience in project management.
- Experience as Senior Law Enforcement Officer.
- Experience with a National Police-like service.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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> Training Policies Adviser – National Guard	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 11	<b>Location:</b> Bamako	<b>Availability:</b> 22 Jul 2017
<b>Component/Department/Unit:</b> Operations/ Training	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Training Policies Adviser – National Guard reports to the Chief of Training.

### 2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Advisers as appropriate.
- To design and deliver training, as appropriate.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To be the key interlocutor for developing the conceptual and organisational framework of the training for the National Guard Training Office/Operations and Deployment Division (*Bureau de l'Instruction/Division des Operations et de l'Emploi*).
- To work in close cooperation with the Training Office of the National Guard in order to:
  - help record and review all documentation relating to training;
  - provide expertise to the Training Office of the National Guard in the conceptual and doctrinal framework underlying restructuring and reform process in training, including the organisation of the Training Office itself;
  - assist and advise in conceptualising and developing training strategies, organisation, methods and contents, course curricula, managing, running and evaluating training courses at academic level.
- To maintain the necessary contacts with external bodies or service providers involved in the reform, on matters relevant on his/her area of expertise.
- To contribute to the induction of Mission personnel as required.

### 4. Essential Qualifications and Experience

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

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

- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.
- Ability to mentor and motivate local counterparts.
- Knowledge of Training/Human Resources management in law enforcement.

#### 5. Desirable Qualifications and Experience

- Experience of designing and delivering training.
- Experience in project management.
- Experience as Senior Law Enforcement Officer.
- Experience with a National Police-like service.
- International experience, particularly in crisis areas with multi-national and international organisations.

#### 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:</b> Trainer Management/Deontology	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 51 MA 109	<b>Location:</b> Bamako	<b>Availability:</b> 15 May 2017 As soon as possible
<b>Component/Department/Unit:</b> Operations/ Training	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Trainer Management/Deontology reports to the Team Leader Trainers.

### 2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Line Managers.
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training.
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula.
- To ensure data collection related to Mission's trainings.
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Components/Units.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To train the members of the Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) on management/deontology, using lessons learned and actual cases.
- To help identifying the Malian ISF's needs in terms of management/deontology.
- To train the (future) Mali ISF trainers in management/deontology (train the trainers).
- To train and provide tactical and operational advice in the field of management/deontology.
- To contribute to the elaboration of Standard Operation Procedures for the ISF, especially related to management/deontology.
- To coordinate with other actions already undertaken by international stakeholders.

### 4. Essential Qualifications and Experience

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

- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience, in the field of management/deontology.
- Experience in national training units/programmes for law enforcement.

**5. Desirable Qualifications and Experience**

- A minimum of 2 years of the above-mentioned experience as a police trainer in management/deontology.
- Experience as Senior Law Enforcement Officer.
- Successful completion of training courses in the field of management/deontology.
- Very good training and presentation skills.
- Experience in international efforts to support host state reforms in the area of Security Sector/ Rule of Law.
- Professional Training Qualification from recognised institute.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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:</b> Legal Drafting Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. number:</b> MA 58	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations/ Strategic Advice	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line

The Legal Drafting Adviser reports to the Chief of Strategic Advice.

### 2. Main Tasks and Responsibilities

- To assess local legislative/normative/regulatory frameworks, including in respect of legal policy, legislative drafting needs, legislative and legal policy capacity building and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN.
- To advise the Chief of Strategic Advice regarding identified host state needs and recommended support by the Mission.
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements.
- To support host state authorities as directed by the Chief of Strategic Advice.
- To closely coordinate with other EU/international actors involved in this field.
- To identify and report on lessons learned and best practices within the field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To assist the Malian Ministry of Security and Civil Protection and the Ministry of Defence and Veterans to identify weaknesses, needs and areas of potential improvement in legislative and regulatory law.
- To assist the Internal Security Forces (National Police, Gendarmerie and National Guard – ISF) in elaboration of new conceptual and doctrinal framework, in particular for Human Resources, Management and Training areas.
- In close collaboration with the Advisers and in liaison with the Political Adviser, to contribute to the overall work on Security Sector Reform in his/her field of action.
- To assist in the provision of advice and guidance regarding conceptual and doctrinal framework underlying restructuring and administrative reform processes.
- To contribute to the elaboration of Standard Operation Procedures for the ISF, especially related to organisational change, Management and Human Resources.
- To assist the Chief of Strategic Advice in monitoring projects in his/her field of action.
- To contribute to the induction of Mission personnel as required.

### 4. Essential Qualifications and Experience

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

- Experience in the field of legislative/normative/regulatory reforms.

### 5. Desirable Qualifications and Experience

- Admission to the Bar in home or residential jurisdiction.
- Experience as practising lawyer.
- A minimum of 3 years of experience in the area of legal drafting.
- Expertise in International Law or International Humanitarian Law.
- Experience in analysing complex legal issues in a crisis theatre and advising on legal texts.
- International experience, particularly in crisis areas with multi-national and international organisations.

### 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> Adviser to the Ministry of Defence	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 61 MA 104	<b>Location:</b> Bamako	<b>Availability:</b> 15 May 2017 As soon as possible
<b>Component/Department/Unit:</b> Operations/ Strategic Advice	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Adviser to the Ministry of Defence reports to the Chief of Strategic Advice.

### 2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Advisers as appropriate.
- To design and deliver training, as appropriate.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To focus his/her work on the Gendarmerie, National Guard and Inspection Services within the Ministry of Defence.
- To advise on restructuring of the Gendarmerie and National Guard in close cooperation with EUTM Mali and in complementarity with the work of EUTM Mali.
- To provide expertise in the development of future policy and strategy of the Malian Ministry of Defence, with special focus on the area of Human Resources in coordination and cooperation with EUTM Mali.
- To work in close cooperation with the Human Resources Department of the Ministry of Defence.
- To assist in the provision of advice and guidance regarding conceptual and doctrine framework underlying restructuring and reform process.
- To contribute to promote the elaboration of fair and impartial human resources policies for recruitment, training, specialisation, promotion and discipline within the Ministry of Defence.
- To help to identify the needs in terms of reform and implementation of modern administrative and management systems within the Ministry of Defence.
- To contribute to the elaboration of Standard Operation Procedures for the Internal Security Forces, especially related to Management of Human Resources.
- To maintain the necessary contacts with external bodies or service providers involved in the reform, on matters relevant on his/her area of expertise.

- To contribute to the induction of Mission personnel as required.

**4. Essential Qualifications and Experience**

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

**5. Desirable Qualifications and Experience**

- Experience of designing and delivering training.
- Experience in project management.
- Experience as Senior Law Enforcement Officer.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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:</b> Trainer Public Order/ Professional Intervention	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 63* MA 64	<b>Location:</b> Bamako	<b>Availability:</b> 21 May 2017 30 Jun 2017
<b>Component/Department/Unit:</b> Operations/ Training	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Trainer Public Order/Professional Intervention reports to the Team Leader Trainers.

### 2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Chief of Training.
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training.
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula.
- To ensure data collection related to Mission's trainings.
- To provide input to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Components/Units.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To train the members of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) on public order and professional intervention related tasks, including basic principles of crowd control, using lessons learned and actual cases.
- To help identifying the Malian ISF's needs in terms of public order and professional intervention.
- To train the (future) Malian ISF trainers in public order and professional intervention (train the trainers).
- To train and provide tactical and operational advice to public order unit leaders.
- To contribute to the elaboration of Standard Operation Procedures for the ISF, especially related to large scale and multi-disciplinary public order operations.
- To coordinate with other actions already undertaken by international stakeholders.

### 4. Essential Qualifications and Experience

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

- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience, in the field of operational or public order/professional intervention in law enforcement.
- Experience in national training units/programmes for law enforcement.

**5. Desirable Qualifications and Experience**

- A minimum of 2 years of the above-mentioned experience as police trainer in public order/professional intervention.
- Experience as Senior Law Enforcement Officer.
- Successful completion of training courses in public order operations, among others related to crowd control and other large scale operations.
- Very good training and presentation skills.
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law.
- Professional Training Qualification from recognised institute.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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)				

**\* The availability of this position is pending decision on extension of the tour of duty for the present incumbent.**

<b>Position:</b> Trainer on Human Resources Management	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 65 Ma 110	<b>Location:</b> Bamako	<b>Availability:</b> 14 Aug 2017 ASAP
<b>Component/Department/Unit:</b> Operations/ Training	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Trainer on Human Resources Management reports to the Team Leader Trainers.

### 2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Line Managers.
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training.
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula.
- To ensure data collection related to Mission's trainings.
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Components/Units.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To train the members of the Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) on principles of Human Resources management, using lessons learned and actual cases.
- To help identifying the Malian ISF needs in terms of Human Resources management.
- To train the (future) Mali ISF trainers in Human Resources (train the trainers).
- To train and provide tactical and operational advice in the field of Human Resources management.
- To contribute to the elaboration of Standard Operation Procedures for the ISF, especially related to Human Resources management.
- To coordinate with other actions already undertaken by international stakeholders.

### 4. Essential Qualifications and Experience

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

- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience, in the field of human resources.
- Experience in national training units/programmes for law enforcement.

**5. Desirable Qualifications and Experience**

- A minimum of 2 years of the above-mentioned experience as police trainer in human resources.
- Experience as Senior Law Enforcement Officer.
- Successful completion of training courses in the field of human resources.
- Very good training and presentation skills.
- Experience in international efforts to support host state reforms in the area of Security Sector/ Rule of Law.
- Professional Training Qualification from recognised institute.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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:</b> Trainer Forensics	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 71 MA 72 MA 112	<b>Location:</b> Bamako	<b>Availability:</b> 29 Aug 2017 23 May 2017 As soon as possible
<b>Component/Department/Unit:</b> Operations/ Training	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Trainer Forensics reports to the Team Leader Trainers.

### 2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Line Managers.
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training.
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula.
- To ensure data collection related to Mission's trainings.
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Components/Units.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To train the members of the Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) on Forensics, using lessons learned and actual cases.
- To help identifying the Malian ISF needs in terms of forensics.
- To train the (future) Mali ISF trainers in Forensics (train the trainers).
- To train and provide tactical and operational advice in the field of forensics.
- To contribute to the elaboration of Standard Operation Procedures for the ISF, especially related to Forensics.
- To coordinate with other actions already undertaken by international stakeholders.

### 4. Essential Qualifications and Experience

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

- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience, in the field of forensics.
- Experience in national training units/programmes for law enforcement.

**5. Desirable Qualifications and Experience**

- A minimum of 2 years of the above-mentioned experience as police trainer in forensics.
- Experience as Senior Law Enforcement Officer.
- Successful completion of training courses in the field of forensics.
- Very good training and presentation skills.
- Experience in international efforts to support host state reforms in the area of Security Sector/ Rule of Law.
- Professional Training Qualification from recognised institute.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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> Liaison and Coordination Officer	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 82**	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Deputy Head of Mission/ Chief of Staff/Coordination	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Liaison and Coordination Officer reports to the Senior Liaison and Coordination Officer.

### 2. Main Tasks and Responsibilities

- To map, assess and review current bilateral and multilateral assistance in the areas covered by the Mission's mandate.
- To closely coordinate with the Mission's operational Components/Units to ensure that Mission's operational activities are coordinated with other local, EU and international actors to avoid duplication and advice on the consistency, complementarity and sustainability of Mission's activities with other international initiatives.
- To facilitate liaison and coordination between Mission operational components/units and relevant stakeholders.
- To provide advice in the design and establishment of local coordination mechanisms, and represent the Mission in these mechanisms, together with Operational Components/Units' representatives.
- To contribute to the development and regular updating of the Mission Implementation Plan.
- To contribute to Mission's internal and external reporting against benchmarking.
- To contribute to the induction of Mission's personnel as required.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To contribute to ensuring the coherent planning and implementation of the cooperation and coordination activities of the Mission, in line with the Mission Implementation Plan.
- To facilitate the interaction between the Mission on one hand and bi-lateral and multilateral actors and national civil society on the other.
- To support the Mission's contribution to the EU regional approach.
- To facilitate the work of the technical secretariat between EUCAP and MINUSMA, as well as for other relevant working group meetings, as requested.
- To contribute to liaising with EU Delegation, EUTM and EUCAP Sahel Niger.
- To prepare special reports as requested.
- To contribute to Mission's external reporting.
- To develop guidelines to ensure coherence and coordination of Mission's contacts with international actors.
- To help define and elaborate projects to be implemented by the Project Cell in support of the operational activities.
- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures (SOPs).

#### 4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of Social Sciences (e.g. Political Sciences, International Relations, Law, Economics) or Business Administration/Management; **AND**
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.

#### 5. Desirable Qualifications and Experience

- Experience in Security Sector/Rule of Law reform in a national or host state context.
- Experience in a coordination function.
- Planning and coordination skills.
- Social and mediation skills.
- International experience, particularly in crisis areas with multi-national and international organisations.

#### 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)				

**\*\* The availability of this position is pending decision on confirmation of selection.**

<b>Position Name:</b> Adviser on Border Management	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 86* MA 87	<b>Location:</b> Bamako	<b>Availability:</b> 10 May 2017 21 May 2017
<b>Component/Department/Unit:</b> Operations/ Strategic Advice	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Adviser on Border Management reports to the Chief of Strategic Advice.

### 2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Advisers as appropriate.
- To design and deliver training, as appropriate.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To be the key interlocutor in the field of development of future policy and strategy of the Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) involved in border management and migration issues.
- To establish a sustainable contact network with all the counterparts involved in border management issues.
- To contribute to assessing the inter-ministerial and interagency coordination requirements in the field of border management and advises Malian authorities accordingly.
- To identify and assesses the needs, at central level and in the field, of the security actors in relation to their tasks in the area of border management.
- To contribute to the development of specific national procedures in the field of customs through the provisioning of technical analysis, advice and proposals.
- To provide advice and guidance regarding conceptual and doctrine framework underlying the restructuring and reform process in border management.
- To propose adequate measures to be implemented with the agreement of Malian authorities.
- To provide support and facilitates workshop with counterparts.

- To advise on the introduction of simplified procedures and effective risk analysis, selectivity profiling and targeting systems, as well as on the effective exchange of information and cross border cooperation/operations.
- To provide advice on possible improvements of the skills and performance of local officers.
- To work in close cooperation with the Mission Border Security trainers in order to elaborate adapted and relevant training content.
- To contribute to the overall Security Sector Reform process in his/her field of action in liaison with other concerned Mission members.
- To assist the Chief of Strategic Advice in monitoring projects in his/her field of action.
- To maintain the necessary contacts with external bodies or service providers involved in the reform, on matters relevant on his/her area of expertise.
- To contribute to the induction of Mission personnel as required.

#### 4. Essential Qualifications and Experience

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

#### 5. Desirable Qualifications and Experience

- Experience of designing and delivering training.
- Experience in project management.
- Experience as Senior Law Enforcement Officer.
- International experience, particularly in crisis areas with multi-national and international organisations.

#### 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)				

\* The availability of this position is pending decision on extension of the tour of duty for the present incumbent.

<b>Position:</b> Trainer of Trainers	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 92*	<b>Location:</b> Bamako	<b>Availability:</b> 10 May 2017
<b>Component/Department/Unit:</b> Operations/ Training	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Trainer of Trainers reports to the Team Leader Trainers.

### 2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Line Managers.
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training.
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula.
- To ensure data collection related to Mission's trainings.
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Components/Units.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To train the members of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) on training methodology, using lessons learned and actual cases.
- To help identifying the Malian ISF needs in terms of training methodology.
- To train the (future) Malian ISF trainers in pedagogic methods (train the trainers).
- To contribute to the elaboration of Standard Operation Procedures for the ISF, especially related to training of trainers.
- To monitor the trainers of the Malian ISF.
- To advise the trainers of the Mission on pedagogic/training methods.
- To coordinate with other actions already undertaken by international stakeholders.

### 4. Essential Qualifications and Experience

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

- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.
- Experience in national training units/programmes for law enforcement.

**5. Desirable Qualifications and Experience**

- A minimum of 2 years of the above-mentioned experience as police trainer.
- Experience as Senior Law Enforcement Officer.
- Successful completion of Trainer of trainers' courses.
- Very good training and presentation skills.
- Experience in international efforts to support host state reforms in the area of Security Sector/ Rule of Law.
- Professional Training Qualification from recognised institute.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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)				

**\* The availability of this position is pending decision on extension of the tour of duty for the present incumbent.**



<b>Position:</b> Operational Evaluator	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 102	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Deputy Head of Mission Office/ Planning and Operational Evaluation Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Operational Evaluator reports to the Deputy Head of Mission/Chief of Staff (DHoM/CoS) and is under the coordination of the Planning and Operational Evaluation Unit.

### 2. Main Tasks and Responsibilities

- To develop tailor-made assessment tools to evaluate the effectiveness of Mission activities in support of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard - ISF).
- To assess the effectiveness of the training and advising conducted by the Mission and provide support for the preparation of the future training and advising related activities and operations.
- To this purpose, to support the Mission's sustainability strategy with regards to all Mission's training operations including the training of trainers' concept and the mentoring phase of the post-train the trainers' activities, in order to reinforce local ownership of the Malian ISF.
- In coordination with the Planning and Evaluation Unit, to develop analytical indicators and tools in order to monitor, evaluate and assess current and future training and advising outcomes, outputs and return on investment according to Kirkpatrick's model.
- In coordination with the Planning and Evaluation Unit, to analyse and interpret the results and data, drafts reports based on lessons identified and provide suggestions for best practices.
- To contribute as requested to the development and periodic review of the Mission's Implementation Plan (MIP) and Mission's benchmarking.
- To support as appropriate, through advice and reports, the training and advisory teams, upon their request.
- To propose recommendations to the Head of Operations based on the evaluation conducted, including in the development of new training programs and contents.
- To assess the operational activities within the mission area, including regional capitals and border police stations.
- To ensure that the cross-cutting aspects like human rights and gender are taken into consideration in the evaluation of activities.
- To contribute to the Mission's external reporting as required.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To support the DHoM/CoS and the Planning and Evaluation Officer in maintaining an updated overview of the effectiveness of the Mission activities in support of the Malian ISF.
- To prepare and deliver presentations of specific reports in and outside the Mission, as required.
- To contribute to the induction training of new Mission personnel, as required.

#### 4. Essential Qualifications and Experience

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

#### 5. Desirable Qualifications and Experience

- A minimum of 2 years of experience in police coordination/at management level.
- Experience as Senior Law Enforcement Officer.
- Excellent knowledge of evaluation tools and of different assessment methodologies.
- Excellent analytical, synthesis and drafting skills.
- Experience in a unit or service specialised in evaluation and assessment.
- International experience, particularly in crisis areas with multi-national and international organisations.

#### 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:</b> Sahel Regional Action Coordination Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 103	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations Department	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Sahel Regional Action Coordination Adviser reports to the Head of Operations.

### 2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Advisers as appropriate.
- To design and deliver training, as appropriate.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To liaise with the other EU institutions and projects, such as the Trust Fund projects, and with other CSDP Missions in the region, especially EUTM Mali, EUCAP Sahel Niger, as well as other regional instruments to provide a coordinated support to regional cooperation initiatives.
- To ensure the participation of the Mission in the management, liaison and follow up of the projects to be implemented outside CSDP budget, and ensure close coordination with other international and bilateral organisations involved in their conduct and execution.
- To assist the Mission in the identification of training and advisory activities aimed at G5 countries.
- To support the Head of Operations in ensuring the coherence of regional activities carried out by the Mission.
- To support the development of the G5 initiatives, such as the CSS (College Sahélien de Sécurité) as appropriate.
- To provide regular support to G5-related Regional Coordination Cell in close coordination with CSDP Missions and EU Delegations in the region.
- To facilitate information flows and exchange between the Mission and the Regional Coordination Cell.
- To build and maintain contacts with regional actors in the field of counterterrorism, fight against organised crime and irregular migration.

#### 4. Essential Qualifications and Experience

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

#### 5. Desirable Qualifications and Experience

- A minimum of 2 years of experience in police coordination/at management level.
- Experience as Senior Law Enforcement Officer.
- Excellent knowledge of evaluation tools and of different assessment methodologies.
- Excellent analytical, synthesis and drafting skills.
- Experience in a unit or service specialised in evaluation and assessment.
- International experience, particularly in crisis areas with multi-national and international organisations.

#### 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> Advisor on Counter-Terrorism/Criminal Investigation	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 105	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations/ Strategic Advice	<b>Level of Security Clearance:</b> EU Confidential or equivalent	<b>Open to Contributing Third States:</b> Yes

### Reporting line:

The Advisor on Counter-Terrorism/Criminal Investigation reports to the Chief of Strategic Advice.

## 2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Advisers as appropriate.
- To design and deliver training, as appropriate.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

## 3. Mission Specific Tasks and Responsibilities

- To contribute to the implementation of an investigation policy in close cooperation with the Ministry of Security and the Malian Internal Security Forces (National Police, Gendarmerie and National Guard - ISF).
- To create a model of information processing in the field.
- To set up a system of treatment of the information for the Ministry of Security and the ISF.
- To act as a key interlocutor on Counter-Terrorism and Investigation matters for the Ministry of Security and all relevant services of ISF that are involved in counter-terrorism, and particularly the newly created Specialised Investigation Brigade.
- To help the Ministry of Security and the ISF to develop and cultivate effective working relationships with all relevant agencies and operational units in Mali, thus enabling a continuous flow of information supporting the Investigation objectives.
- To work in close cooperation with the Ministry of Security and the ISF to develop action plan for an investigation Counter-Terrorism concept.
- To provide sound advice to the ISF in all Counter-Terrorism and Investigation related matters.
- To help ISF to develop operating procedures for investigation and counter-terrorism, improving their tools and methods, to reorganise their services and permit activities follow up.

- To support the establishment and functioning of counter-terrorism capabilities within the ISF for the dissemination of information.
- To support the development of ISF Counter-Terrorism and Investigation policies and procedures, ensuring they are carried out and updated or amended when necessary.
- To support the Ministry of Security and the ISF in developing professional contacts and cooperation on Counter-Terrorism and investigation with all relevant international organisations and external agencies.

#### 4. Essential Qualifications and Experience

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

#### 5. Desirable Qualifications and Experience

- Experience of designing and delivering training.
- Broad operational and supervising experience in an Investigation Unit.
- Experience in planning, implementation and management of projects particularly in connection with intelligence police operations.
- Experience as Senior Law Enforcement Officer, specifically as Judicial Police investigator.
- International experience, particularly in crisis areas with multi-national and international organisations.

#### 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> Advisor on Counter-Terrorism/Criminal Intelligence	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 106	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations/ Strategic Advice	<b>Level of Security Clearance:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### Reporting line:

The Advisor on Counter-Terrorism/Criminal Intelligence reports to the Chief of Strategic Advice.

## 2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Advisers as appropriate.
- To design and deliver training, as appropriate.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

## 3. Mission Specific Tasks and Responsibilities

- To contribute to the implementation of an intelligence policy in close cooperation with the Ministry of Security and the Malian Internal Security Forces (National Police, Gendarmerie and National Guard-ISF).
- To create a model of information processing in the field.
- To set up a system of treatment of the information for the Ministry of Security and the ISF.
- To ensure that information from a variety of sources is received, developed, analysed and disseminated as high grade intelligence.
- To act as a key interlocutor on Counter-Terrorism and Intelligence matters for the Ministry of Security and all relevant services of the ISF that are involved in counter-terrorism, and particularly the newly created Specialised Investigation Brigade.
- To help the Ministry of Security and the ISF to develop and cultivate effective working relationships with all relevant agencies and operational units in Mali, thus enabling a continuous flow of intelligence supporting the Intelligence objectives.
- To work in close cooperation with the Ministry of Security and the ISF to develop action plan for an intelligence Counter-Terrorism concept.
- To provide sound advice to the ISF in all Counter-Terrorism and Intelligence related matters.

- To help ISF to develop operating procedures for intelligence and counter-terrorism, improving their tools and methods, to reorganise their services and permit activities follow up.
- To support the establishment and functioning of counter terrorism capabilities within the ISF for the dissemination of information and/or intelligence.
- To support the development of ISF Counter-Terrorism and Intelligence policies and procedures, ensuring they are carried out and updated or amended when necessary.
- To support the Ministry of Security and the ISF in developing professional contacts and cooperation on Counter-Terrorism and Intelligence with all relevant international organisations and external agencies.

#### 4. Essential Qualifications and Experience

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

#### 5. Desirable Qualifications and Experience

- Experience of designing and delivering training.
- Broad operational and supervising experience in Intelligence Unit.
- Experience in planning, implementation and management of projects particularly in connection with intelligence police operations.
- Experience as Senior Law Enforcement Officer.
- International experience, particularly in crisis areas with multi-national and international organisations.

#### 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> Advisor on Counter-Terrorism/ Intervention	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 107	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations/ Strategic Advice	<b>Level of Security Clearance:</b> EU Confidential or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting line:

The Advisor on Counter-Terrorism/Intervention reports to the Chief of Strategic Advice.

### 2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Advisers as appropriate.
- To design and deliver training, as appropriate.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To be the key interlocutor for Counter-Terrorism and Intervention matters to the Ministry of Security and the relevant services of the Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) that are involved in Counter-terrorism and special intervention, particularly the newly created Counter Terrorism Security Force (FORSAT).
- To work in close cooperation with Ministry of Security and the ISF to develop a Counter-Terrorism action plan for a real intervention concept.
- To provide sound advice to the ISF in all Counter-Terrorism and Intervention related matters.
- To help ISF to reform operating procedures for Counter-Terrorism, improving their intervention tools and methods, and assist them in re-organisation of services, while ensuring proper follow up.
- To supervise the work of ISF Components/Units involved in Counter-Terrorism and Intervention ensuring that planning and execution of operations are adequate.
- To support the establishment and functioning of counter-terrorism capabilities within the ISF regarding training activities, operations and Human Resources.
- To support the development of Counter-Terrorism and Intervention policies and procedures for the ISF, ensuring they are carried on and updated or amended when necessary.
- To control the operational effectiveness and equipment husbandry of all Counter-Terrorism and Intervention units.

- To assist ISF for Special Police Operations coordination including by establishing links with all relevant security agencies.
- To support ISF in developing professional contacts and cooperation on Counter-terrorism and Intervention with all relevant international organisations and external agencies.

**4. Essential Qualifications and Experience**

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

**5. Desirable Qualifications and Experience**

- Experience of designing and delivering training.
- Broad operational and supervising experience in Special Police Units as well conducting Special Police Operations.
- Experience in planning, implementation and management of projects particularly in connection with Security Sector Reform.
- Experience as Senior Law Enforcement Officer.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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:</b> Trainer Community Policing/ Basic Intelligence	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 108	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations/ Training	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Trainer Community Policing/Basic Intelligence reports to the Team Leader Trainers.

### 2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Line Managers.
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training.
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula.
- To ensure data collection related to Mission's trainings.
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Components/Units.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To train the members of the Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) on Community Policing/Basic Intelligence, using lessons learned and actual cases.
- To help identifying the Malian ISF's needs in terms of community policing/basic intelligence.
- To train the (future) Mali ISF trainers in community policing/basic intelligence (train the trainers).
- To train and provide tactical and operational advice in the field of community policing/basic intelligence.
- To contribute to the elaboration of Standard Operation Procedures for the ISF, especially related to Community Policing/Basic Intelligence.
- To coordinate with other actions already undertaken by international stakeholders.

### 4. Essential Qualifications and Experience

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

- Experience in national training units/programmes for law enforcement.

**5. Desirable Qualifications and Experience**

- A minimum of 2 years of the above-mentioned experience as a police trainer in community policing/basic intelligence.
- Experience as Senior Law Enforcement Officer.
- Successful completion of training courses in the field of community policing/basic intelligence.
- Very good training and presentation skills.
- Experience in international efforts to support host state reforms in the area of Security Sector/ Rule of Law.
- Professional Training Qualification from recognised institute.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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:</b> Trainer Operational Management	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 111	<b>Location:</b> Bamako	<b>Availability:</b> ASAP
<b>Component/Department/Unit:</b> Operations/ Training	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Trainer Operational Management reports to the Team Leader Trainers.

### 2. Main Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Line Managers.
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training.
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training.
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula.
- To ensure data collection related to Mission's trainings.
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Components/Units.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To train the members of the Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) on Operational management, using lessons learned and actual cases.
- To help identifying the Malian ISF's needs in terms of operational management.
- To train the (future) Mali ISF trainers in operational management (train the trainers).
- To train and provide tactical and operational advice in the field of operational management.
- To contribute to the elaboration of Standard Operation Procedures for the ISF, especially related to operational management.
- To coordinate with other actions already undertaken by international stakeholders.

### 4. Essential Qualifications and Experience

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

- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience, in the field of operational management.
- Experience in national training units/programmes for law enforcement.

**5. Desirable Qualifications and Experience**

- A minimum of 2 years of the above-mentioned experience as a police trainer in operational management.
- Experience as Senior Law Enforcement Officer.
- Successful completion of training courses in the field of operational management.
- Very good training and presentation skills.
- Experience in international efforts to support host state reforms in the area of Security Sector/ Rule of Law.
- Professional Training Qualification from recognised institute.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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:</b> Trainer on Human Rights and Gender	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> MA 113	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations/ Training	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Trainer Human Rights and Gender reports to the Team Leader Trainers.

### 2. General Tasks and Responsibilities

- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Line Managers.
- To provide input to the development and regular updating of the Mission Implementation Plan in the field of training.
- To conduct Mission direct training activities according to the Mission Implementation Plan (MIP) and the relevant agreed training curricula.
- To ensure data collection related to Mission's trainings.
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance.
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Components/Units.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To train the members of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) on principles of human rights and gender and their practical application in the day-to-day activities of the three forces.
- To identify, in coordination with the Human Rights and Gender Advisor, the Malian ISF training needs in the fields of human rights and gender and develop trainings accordingly.
- To train future Malian Human Rights and gender trainers (train the trainers) in the fields in questions.
- To train and provide tactical and operational advice to unit leaders.
- To contribute to the elaboration of Standard Operation Procedures and regulatory frameworks.
- To coordinate with actions already undertaken by international stakeholders and Malian civil society.

### 4. Essential Qualifications and Experience

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

### 5. Desirable Qualifications and Experience

- A minimum of 2 years of the above-mentioned experience in the field of Human Rights and Gender.
- Experience as Senior Law Enforcement Officer.
- Very good training and presentation skills.
- Experience in international efforts to support host state reforms in the area of Security Sector/ Rule of Law.
- Professional Training Qualification from recognised institute.
- International experience, particularly in crisis areas with multi-national and international organisations.

### 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> Legal Adviser	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support -Management Level (MSML)
<b>Ref. Number:</b> MA 14	<b>Location:</b> Bamako	<b>Availability:</b> 11 May 2017
<b>Component/Department/Unit:</b> Head of Mission Office	<b>Level of Security Clearance:</b> EU Secret	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line

The Legal Adviser reports to the Head of Mission, coordinated by the Deputy Head of Mission/Chief of Staff.

### 2. Main Tasks and Responsibilities

- To provide advanced legal expertise and advice on legal issues pertaining to the Mission and its legal framework, status and mandate.
- To draft legal guidelines for the Mission in accordance with line management instructions.
- To exercise oversight in all legal aspects in the Mission, including but not limited to operational issues; local, Belgian and EU legislation; employment and other personnel management or other administrative and legal issues.
- To liaise with international and local stakeholders in legal issues.
- To draft assessments and recommendations for the line management in relation to internal disciplinary and administrative proceedings.
- To plan and carry out trainings related to general legal issues.
- To provide advice on host country regulatory and other instruments, mechanisms and arrangements.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- Supports the Mission in all matters related to contracts.
- Contributes to the development, implementation and periodical review of Standard Operational Procedures (SOPs) within his/her field of responsibility.
- Coordinates and liaises with other Components/Units of the Mission on issues where legal expertise is required.
- Contributes to induction and other training with regard to general legal issues related to the Mission, its framework and mandate.

### 4. Essential Education and Experience

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree. The qualification must be in Law; **AND**
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.
- Good understanding and experience of public international law, European law, labour law.
- Experience as a practicing lawyer.

## 5. Desirable Qualifications and Experience

- Previous experience in working on both private and public sectors.
- Knowledge of the jurisprudence in the host country.
- Knowledge of the EU Financial Regulations including public procurement.
- Previous experience in international litigation.
- International experience, particularly in crisis areas with multi-national and international organisations.

## 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> Logistics/Transport Officer	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Management Level (MSML)
<b>Ref. Number:</b> MA 23	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Mission Support/ Logistics	<b>Level of Security Clearance:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Logistics/Transport Officer reports to the Chief of Logistics.

### 2. Main Tasks and Responsibilities

- To be responsible for the capability, provision and management of the motor vehicle fleet of the Mission.
- To outsource and oversee complete the vehicle maintenance for the whole fleet, monitor the overall performance of the workshop and ensuring appropriate maintenance, quality control of repairs, and safety condition of the vehicles.
- To conduct accident damage assessments, process vehicle accident reports, participate in Boards of Inquiry and raise Damage Discrepancy Reports as required.
- To prepare reports and make recommendations as necessary on transport matters.
- To develop and conduct a Mission driving orientation briefing to ensure that all Mission members (local employees, international staff, and drivers alike) are adequately familiarised on the road and traffic conditions as well as traffic rules and regulations pertaining to the Mission area.
- To implement and co-ordinate an intra-theatre air and land movement plan for the Mission.
- To be responsible for effective management of the transport system within the area of responsibility, including liaising with the car rental agencies, monitoring the fleet (fuel accountability, damages to the vehicles, road accidents and insurance cover).
- To manage the cost of maintenance of the vehicle fleet and ensure compliance with the provisions of contracts concluded with the external contractors for parts and maintenance.
- To provide advice, support and train Mission staff on transport related matters and guidelines.
- To ensure the necessary storage, distribution and allocation of motor vehicles and associated equipment to Mission members.
- To assist the Chief of Logistics and the procurement unit in sourcing air transport and logistic shipping movement resources as required.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To technically advise and recommend repairs on all fleet vehicle and permanently monitor performance of external maintenance contractors through quality control inspections and technical advice, based on professional knowledge.
- To ensure constant monitoring and quality control of all mechanical and accident repairs demonstrating a high degree of knowledge in modern repair methods and practices, to perform road tests on all types of vehicles including armoured, after repairs.
- To ensure that all Mission's workshop/repair equipment is adequately maintained and that personnel using same are properly trained and supervised in its use.
- To draft technical specifications for spare parts and lubricants for diverse vehicle makes and models as part of tendering process led in accordance to EU regulations.

- To technically assist in the monitoring of the execution of the service and supply contracts related to vehicle spare parts, workshop equipment and consumables in accordance to EU procurement and financial procedures.
- To advise warehouse personnel about safely and in proper storage conditions for the transport stocks.

#### 4. Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police and/or military education or training or equivalent rank. The qualification should be in any of the fields of Transport, Logistics, Engineering, Automotive Technology, Supply Chain management **OR** equivalent and attested police or/and military education or training or an equivalent rank; **AND**
- After having fulfilled the education requirements, a minimum of 5 years relevant professional experience.
- Knowledge of current technologies for Warehousing, Supply Chain Management as well as Fleet Management.

#### 5. Desirable Qualifications and Experience

- Proficiency in use of standard Microsoft Office package, maintenance related software and data entry processes, knowledge of logistics databases and inventory procedures.
- International experience, particularly in crisis areas with multinational and international organisations.

#### 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:</b> Medical Adviser	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Management Level (MSML)
<b>Ref. number:</b> MA 33	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Mission Support/ Medical Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line

The Medical Adviser reports to the Senior Medical Adviser.

### 2. Main Tasks and Responsibilities

- To assist and advise the Head of Mission and Head of Mission Support on all medical/welfare matters;
- To develop, organise and monitor the provision of primary care and first aid to the Mission.
- To contribute to the plans and policies on all medical issues and health matters related to the provision of medical support to the Mission, including a medical emergency plan.
- To provide the necessary medical inputs for all Mission staff elements especially with regards to operational planning, decision making processes and resulting orders and documents.
- To provide medical guidance to all staff members.
- To liaise with international civilian and non-governmental humanitarian and support agencies in the areas of operation when required.
- To assess 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 in close cooperation with the medical practitioner in attendance.
- To monitor 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.
- To organise the use of available MEDEVAC capabilities (air and/or ground) inside or outside the areas of operation.
- To perform Medical Briefings and First Aid Training for all incoming Mission members.
- To monitor the epidemiological and overall medical situation in the area of operation, promote and implement preventive medical and occupational health measures including hygiene and recommendations for immunisations.
- To gather all information related to medical support for the Mission members, including social security and health and repatriation insurance, practical and administrative aspects.
- To assess on regular basis existing in- and out-patient medical treatment facilities (MTF) both of the local health service and others and regularly issue an updated list of available MTF in the areas of operation.
- To ensure that the contents of all Mission First Aid and Trauma Kits are present and up-to-date.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To assist and advise the Senior Medical Adviser.
- To deputise for the Senior Medical Adviser in his/her absence.

#### 4. Essential Qualifications and Experience

- Completion of a full course of university studies attested by a degree in Medicine (Medical Doctor) from a recognised Medical School.
- To have a current a license to practice medicine from a recognised Medical School.
- Knowledge of emergency medicine.
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.

#### 5. Desirable Qualifications and Experience

- Minimum 3 years of experience in medical planning and administrative procedures, including experience in mass casualty situations planning/major incident medical management and support.
- Flight Medical and/or MEDEVAC experience.
- Advanced Trauma Life Support (ATLS) trained General Practitioner (GP).
- Successful completion of Major Incident Medical Management and Support (MIMMS) course.
- Experience in assessing medical facilities, including under difficult conditions abroad.
- International medical experience, particularly in crisis areas with multi-national and international organisations.

#### 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:</b> Adviser on Communication and Information Systems	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Management Level (MSML)
<b>Ref. Number:</b> MA 88	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations/ Strategic Advice	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Adviser on Communication and Information Systems reports to the Chief of Strategic Advice.

### 2. Main Tasks and Responsibilities

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same.
- To provide analysis and recommendations to the local counterpart in the area of responsibility.
- To be embedded within the local institution, security permitting.
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress.
- To collect and collate statistics about the workload/performance of local counterparts.
- To maintain necessary contacts and build relationships with relevant local counterparts.
- To ensure compliance with instruction/direction from Mission management.
- To liaise closely with other Advisers as appropriate.
- To design and deliver training, as appropriate.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To provide expertise and act as a referent in the field of support to the Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) regarding Communication and Information Systems.
- To assess and identify, in liaison with the Human Resources and Personnel Management Advisers, the needs of the Malian ISF in the field of communication and information systems, notably applicable to the human resources area.
- To assist the Mission's Strategic Advisory Section in monitoring the establishment of a National Police - Personnel Management data system (SIRH) and to provide advice on similar data systems for the Gendarmerie and National Guard (SIGRH).
- To provide support in assessment and review of the operational database already in place and set up new ones if necessary.
- To provide expertise and support, in liaison with the Mission Project Cell and Mission Support Department (Procurement, Finance), to the identification, elaboration and implementation of the projects related to communication and information systems.
- To propose adequate measures to be implemented in view of developing the communication and information systems in the Malian ISF.
- To support the Strategic Advisory Section in the assessment of security issues related to communication and information systems in the Malian ISF.

- To assist the Strategic Advisory Section in the conception, elaboration and implementation of a Website for each ISF.
- To provide expertise in the elaboration/review of the ISF syllabus concerning communication and information area.
- To assist the Chief of Strategic Advice in monitoring projects in his/her field of action.
- To coordinate with other actions already undertaken by international stakeholders.

#### 4. Education and Experience

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

#### 5. Desirable Qualifications and Experience

- CIS Experience in a Law Enforcement Department or Armed Forces.
- Experience as Senior Law Enforcement Officer or in an advisory capacity with Law Enforcement Agency.
- Knowledge and practical experience in information security.
- International experience, particularly in crisis areas with multi-national and international organisations.

#### 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:</b> Mission Security Officer	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Management Level (MSML)
<b>Ref. number:</b> MA 94	<b>Location:</b> Bamako	<b>Availability:</b>
<b>Component/Department/Unit:</b> Office of the Head of Mission/ Mission Security	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line

The Mission Security Officer (MSO) reports to the Senior Mission Security Officer (SMSO).

### 2. Main Tasks and Responsibilities

In line with the EU's Policy of EU staff deployed outside the EU in an operational capacity under Title V of the Treaty on European Union:

- To ensure security surveys of Mission member's personal protective security requirements, transport security, residential and office security as appropriate.
- To ensure that all security and communications equipment is kept in a state of operational readiness.
- To conduct regular security drills, communication tests and evacuation exercises.
- To provide briefings and presentations on matters affecting the security and safety of Mission members and to 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 assistance and appropriate response to Mission members and to ensure that all necessary actions are taken, particularly in emergency cases.
- To travel to high risk areas and to conduct security duties.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

N/A

### 4. Essential Qualifications and Experience

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

### 5. Desirable Qualifications and Experience

- Excellent organisational, planning, and time-management skills.
- Excellent knowledge of the Mission area and potential security threats.
- Successful completion of EU Mission Security Officer Certification Course or equivalent.
- Firearms trained.
- Validated license for armoured vehicle or civilian driving licence class C.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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> Financial Accounting Officer	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Management Level (MSML)
<b>Ref. Number:</b> MA 97***	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Mission Support/ Finance	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line

The Financial Accounting Officer reports to the Chief of Finance (CoF).

### 2. Main Tasks and Responsibilities

- To assist the Chief of Finance in maintaining the accountancy operations of the Mission.
- To manage on a daily base with the assistance of the finance team the accounting, including general ledger, accounts payable, receivables, Mission claims, purchases, bank accounts, payroll, funds and petty cash.
- To Manage the Invoice registry.
- To check the proper use of Mission credit cards and follows up with the proper documentation for each transaction.
- To check calculations and follows up on the disbursement of salaries, daily allowances and other payables and deductibles.
- To ensure the periodic reporting of accounts;
- Assists in the compilation of financial reports for senior management and EU policy makers.
- To provide guidance and advice in finance-related issues to Mission departments, sections and units.
- To assist in the budget preparation and reallocation of funds as required, in the development of financial procedures and policies.
- To propose improvements to the system and tools for the management of commitments (budgetary and legal).
- To liaise and cooperates on financial issues with the EU Supervising Authorities and all other relevant actors (banks, local authorities) under the supervision of the Chief of Finance.
- To identify risks and reports them under the Mission Annual Risk Management Plan.
- To follow up the reconciliation of bank statements with payroll and accounts.
- To devise new systems to improve the maintenance of accountants and financial documentation.
- To undertake any other related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

N/A

### 4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of Audit, Accounting, Business Administration, Economics, Finance; **AND**
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience in the field of finance or budget.
- Knowledge of accounting software.

- Proficiency in MS software, especially Excel.

**5. Desirable Qualifications and Experience**

- Excellent analytical, research and problem-solving skills.
- Good working knowledge of NAVISION.
- Knowledge of EU financial regulations.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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)				

**\*\*\* The availability of this position is pending decision on selection and recruitment of the present incumbent for another post.**

<b>Position Name:</b> Verification Officer	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Management Level (MSML)
<b>Ref. Number:</b> MA 100 MA 101	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Head of Mission	<b>Level of Security Clearance:</b> EU CONFIDENTIAL	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line

The Verification Officer reports to the Head of Mission.

### 2. Main Tasks and Responsibilities

- To perform, in coordination with the Finance Unit and other Units/Offices of the Mission, ex-ante checks put in place by the Authorising Officer responsible for verifying the operational and financial aspects of each operation.
- To control that each expense is in line with criteria of eligibility as well as with the requirements referred to in the applicable regulations, for example the Financial Regulations, Guide to Missions, European Commission's Communication related to the employment of international and local staff etc.
- To verify, in accordance with the provisions of the ex-post regimen, that the Mission procurement procedures are conducted in line with the rules of the Practical Guide to Contract Procedures for EC External Actions.
- To define and implement, with the aim of informing project managers and task officers from various areas of the Mission, a regular training schedule on the authorising and validation process.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

N/A

### 4. Essential and Qualifications Experience

- Successful completion of University studies of at least 3 years attested by a diploma **OR** a qualification at the level in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area e.g. Bachelor's degree. The qualification should be in one of the following fields of expertise: Law, Audit, Economics, Finance, Accounting or Banking and Insurance; **AND**
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience.

### 5. Desirable Qualifications and Experience

- Excellent analytical, research and problem-solving skills.
- Ability to operate spread sheets, or PC-based budget, accounting or human resource systems.
- Good knowledge and/or experience in strategic management and/or public administration.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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:</b> Transportation Assistant	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Assistant Level (MSAL)
<b>Ref. number:</b> MA 114	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Mission Support/ Human Resources	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Transportation Assistant reports to the Chief of Human Resources.

### 2. Main Tasks and Responsibilities

- To manage the purchase of tickets and flight reservations, bookings and accommodation confirmations for the staff member's official travel.
- To ensure that the most effective travel connections are used.
- To provide the shortest and most economical access to destination and identify alternative routings if cost exceed established limits.
- To keep updated the travel activities records with regards to the procured air tickets and hotel bookings.
- To liaise with Finance Office on function's budget and obligations.
- To prepare the needed documentation for Procurement action for contracts to be managed by Human Resources Office.
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To prepare reports and analysis as required.
- To undertake any other related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To counsel staff members on the preparation of duty trip issues and to advise on most effective travel arrangements.
- To liaise with airlines representative, travel agents and hotels for all booking and billing-related issues.
- To evaluate services provided by the airlines companies and travel agencies.
- To contribute to the elaboration of Standard Operation Procedures.

### 4. Essential Qualifications and Experience

- Level of secondary education attested by diploma giving access to post-secondary education; **AND**
- After fulfilling the education requirements, a minimum of 5 years of relevant professional experience.

### 5. Desirable Qualifications and Experience

- Experience in professional travel planning within an Airline Company and/or Travel Agency.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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> Procurement Officer	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Management Level (MSML)
<b>Ref. Number:</b> MA 115	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Mission Support/ Procurement	<b>Level of Security Clearance:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line

The Procurement Officer reports to the Chief of Procurement.

### 2. Main Tasks and Responsibilities

- To conduct procurement processes for the Mission in line with legally established, professional and transparent procurement policies and procedures of European Commission legislation and regulations.
- To assist and advise the Chief of Procurement on all legal issues related to the procurement cycle (from the strategic planning to contract).
- To provide assistance to the Mission departments related with all contracting and procurement matters and procedures.
- To develop professional relationships and work partnership with European Commission and EEAS (CPCC and the Security Department) in the field of procurement for the Mission.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- Works in close cooperation with the requesting units on the procurement related aspects of the implementation of the Mission's mandate and activities.
- Carries out procurement and contracting processes.
- Assists in the development of internal Mission procurement procedures.

### 4. Essential Qualifications and Experience

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

### 5. Desirable Qualifications and Experience

- Experience in using legally established professional and transparent procurement policies and procedures in accordance with EU legislation and regulations.
- Experience in financial management of tendering processes and audits, preferably including EU procedures.

**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> Logistics Warehouse Assistant	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Assistant Level (MSAL)
<b>Ref. Number:</b> MA 116	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Mission Support/ Logistics	<b>Level of Security Clearance:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line

The Logistics Warehouse Assistant reports to the Logistics Officer.

### 2. Main Tasks and Responsibilities

- To be responsible for organising and managing the warehouse daily operations.
- To inspect received materiel and certify the acceptance or rejection of the items.
- To confirm that the quantity and quality (technical specifications) is as described in the contract/purchase order and that the items are free of damage.
- To ensure that all received materiel are properly verified and processed within the warehouse after receiving and inspection.
- To perform storage operations, labelling of the assets and of the shelves from the warehouse.
- To deposit items in the appropriate storage location and maintain appropriate location documentation.
- To maintain appropriate documentation for all the warehouse operations (receiving, issuing, shipping, write-off, obsolete, unserviceable etc.).
- To protect items and assets from damage and loss, performing location and inventory surveys.
- To prepare reports and make recommendations as necessary on logistics matters related to the warehouse (supply chain).
- To identify and report on lessons learned and best practices within the respective field of responsibility.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- To prepare and initiate requisitions for warehouse replenishment stocks.
- To separate items for stock replenishment from those for immediate issue.
- To initiate the write-off and disposal procedures for Mission's items and assets in accordance with EU rules and with Mission's Standard Operating Procedures.
- To keep records of all warranty documentation.
- To ensure that all transactions for property shall be supported by appropriate documentation in the form of vouchers or other relevant documents.
- To record the receipt, issue, shipping, disposal, serviceability and/or unserviceability, obsolete, write-off or surplus of property.
- To draft technical specifications for logistics items/ assets and to provide these specification to the Logistics Officer for further actions (e.g. market research, launch a new tender etc.).
- To respect and apply the safety rules and also the firefighting procedures within the warehouse area.

### 4. Qualifications and Experience

- Level of secondary education attested by a diploma giving access to post-secondary education; **AND**
- After fulfilling the education requirements, a minimum of 5 years of relevant professional experience.
- Sound knowledge of current technologies and procedures for Warehousing and Supply Chain Management.

### 5. Desirable Qualifications and Experience

- Proficiency in use of standard Microsoft Office package, maintenance related software and data entry processes, knowledge of logistics databases and inventory procedures.
- International experience, particularly in crisis areas with multinational and international organisations.

### 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:</b> Armed Protection Team Leader	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Management Level (MSML)
<b>Ref. Number:</b> MA 117	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Security/ Armed Protection Unit	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line

The Armed Protection Team Leader reports to the Senior Mission Security Officer (SMSO).

### 2. Main Tasks and Responsibilities

- To manage the armed protection security set up of the EUCAP Sahel Mali staff in coordination with the Host government armed protection forces assigned to the Mission protection.
- To be responsible for planning and execution of operational Armed Protection (A/P) operations, in line with the firearms policy stated in the OPLAN.
- To carry out daily administration and operational planning for the Armed Protection Team (APT).
- To assist in the oversight of all APT staff, providing instructions, support and assistance as required.
- To develop Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary.
- To provide comprehensive procedural documents with respect to A/P activities and a clear understanding of the legal framework of the firearms policy.
- To participate in preparing and conducting firearms training for the APT.
- To provide personal security advice to members of the organisation.
- To identify Mission staff's personal security training needs and to ensure development and delivery of necessary training.
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control.
- To develop professional contacts with the local police, military and security managers of other international organisations.
- To liaise with civilian and military organisations for an assessment of current and possible future threats.
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- Authorised to carry and issued a personal weapon used for purposes of self-defense.

### 4. Essential Qualifications and Experience

- Successful completion of University studies of at least 3 years attested by a diploma at Bachelor's level **OR** equivalent to level 6 in the European Qualifications Framework and the first cycle under the framework of qualifications of the European Higher Education Area **OR** equivalent and attested police/military education or training or equivalent rank; **AND**
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience, in the military, police or security field.
- A minimum of 3 years' experience as a Team Leader in the military/police or security field.
- Trained in basic life support (medical training).

- Pistol & Rifle Instructor certification/accreditation from a recognised institution.
- Advanced driving training (defensive driving).
- Ability to operate a variety of communication systems.

**5. Desirable Qualifications and Experience**

- A minimum of 10 years of relevant professional experience in firearms training.
- Ability to contribute creatively to the development of security strategies and procedures.
- Trained and certified in close protection techniques (theory and practice).
- Ability to perform under stress and in difficult circumstances.
- Validated license for armoured vehicle or civilian driving licence class C.
- International experience, particularly in crisis areas with multi-national and international organisations.

**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:</b> Armed Protection Operator	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category for Contracted:</b> Mission Support - Assistant Level (MSAL)
<b>Ref. Number:</b> MA 118-128 (11 positions)	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Security/ Armed Protection Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line

The Armed Protection Operator reports to the Senior Mission Security Officer (SMSO).

### 2. Main Tasks and Responsibilities

- To be responsible for operational Armed Protection (A/P) operations.
- To contribute to the armed protection security set up of the EUCAP Sahel Mali staff.
- To provide personal security advice to members of the organisation.
- To assist in identifying staff's personal security training needs and to assist in developing and delivering necessary training, under the supervision of the team leader of the Armed Protection Team (APT).
- To carry out daily administration and operational planning for daily A/P activities.
- To provide comprehensive procedural documents with respect to A/P activities.
- To maintain a high operational effectiveness and equipment husbandry of all associated equipment under their control.
- To develop professional contacts with the local police, military and security managers of other international organisations.
- To liaise with civilian and military organisations for an assessment of current and possible future threats.
- To aid in the development of Mission A/P policies and procedures ensuring they are followed and updated or amended when necessary.
- To carry out threat assessments to ensure appropriate security measures are put in place, in a timely and effective manner.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- Authorised to carry and issued a personal weapon, used for purposes of self-defense.

### 4. Essential Qualifications and Experience

- Successful completion of the secondary education attested by a diploma, complemented by Police or Military training; **AND**
- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience, in the military, police or security field.
- Trained in basic life support (medical training).
- Advanced driving training (defensive driving).
- Ability to operate a variety of communication systems.

### 5. Desirable Qualifications and Experience

- Ability to perform under stress and in difficult circumstances (hostile situation experience).
- Discreet, diplomatic and flexible.
- Trained and certified in close protection techniques (theory and practice).

- Validated license for armoured car or civilian driving license of category C.
- International experience, particularly in crisis areas with multi-national and international organisations.

### 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:</b> Armed Protection Instructor/Armourer	<b>Employment Regime:</b> Seconded/Contracted	<b>Post Category:</b> Mission Support - Assistant Level (MSAL)
<b>Ref. Number:</b> MA 129	<b>Location:</b> Bamako	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Security/ Armed Protection Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line

The Armed Protection Instructor/Armourer reports to the Senior Mission Security Officer (SMSO).

### 2. Main Tasks and Responsibilities

- To support, assist and advise the SMSO on all training and evaluation issues pertinent to firearms regarding Armed Protection Team.
- To assist in the conceptual development of internal standards and guidelines for firearms training.
- To plan, organise and deliver firearms training.
- To produce training materials.
- To evaluate and prepare summaries and analytical reports on weapons/firearms training activities document and ensure proper record of shooting training and tests, including use of ammunition.
- To conduct regular assessment of weapons handling and shooting skills of armed Mission staff, as well as perform their certification and recertification where applicable.
- To ensure firing sites/ranges are maintained in the required conditions, taking into consideration the security and safety standards relevant to shooting training.
- To coordinate the use of available shooting ranges.
- To facilitate the smooth and accountable operations of the Mission designated armouries, to assist in identifying Mission armoury needs and provide technical support in his/her area of responsibility to staff members.
- To conduct technical assessment of Mission owned weapons and firearms and to ensure a high operational effectiveness and equipment husbandry of all such associated equipment under his/her control.
- To maintain relevant Health and Safety principles in relation to the areas of his/her responsibility.
- To facilitate training needs analysis and reviews upon direction, in relation to the Mission's use of force policy, and firearms training in compliance with the Mission OPLAN and Standard Operating Procedures.
- To coordinate import and export procedures of all firearms and ammunition into/from the Mission area.
- To draft technical specifications/terms of reference for procurement activities in his/her area of expertise, participating in the evaluation of tenders as required.
- To undertake any other job related tasks as requested by the Line Managers.

### 3. Mission Specific Tasks and Responsibilities

- Authorised to carry and issued a personal weapon, used for purposes of self-defense.

### 4. Essential Qualifications and Experience

- A level of secondary education attested by a diploma, complemented by Police or Military Training;  
**AND**

- After having fulfilled the education requirements, a minimum of 5 years of relevant professional experience, in the military, police or security field.
- Training in teaching and maintenance of the Mission owned firearms, such as HK G36 rifles and Glock pistols.
- Pistol & Rifle Instructor certification/accreditation from a recognised institution.
- Excellent knowledge of applicable international standards/best practices and human rights regulations relevant to the use of firearms and use of force.
- Excellent technical knowledge of side arms and long barrelled weapons.

**5. Desirable Qualifications and Experience**

- A minimum of 10 years of relevant professional experience in firearms training.
- Training in teaching and maintenance of the Mission owned weapons systems, such as HK G36 rifles and Glock pistols.
- Experience delivering training to an international audience.
- Excellent knowledge and proven skills in the area of delivering firearms training, including a high standard of physical fitness.
- Discreet, diplomatic and flexible.
- Ability to perform under stress and in difficult circumstances.
- Validated license for armoured vehicle or civilian driving licence class C.
- International experience, particularly in crisis areas with multi-national and/or international organisations.

**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)				