

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

CALL FOR DEPLOYMENT/CONTRIBUTION FOR 18 CRT OR OTHER MEMBER STATE EXPERTS TO SUPPORT THE EUROPEAN UNION Advisory Mission for Civilian Security Sector Reform Ukraine (EUAM Ukraine)

1-2015 CRT Call for Contributions

Short term deployment:	Initial 3 months deployment with a possibility of extension			
Job Location:	Kyiv / Countrywide			
Availability:	As indicated below			
Staff regime	Seconded: CRT/MS short term Expert			
Job Titles:	Ref	Name of the post	Nr of positions	Available on
	CRT UA 25-26	Regional Outreach Border Guard Service Adviser	2	20 July 2015
	CRT UA 27-28	Regional Outreach Reporting Officer	2	20 July 2015
	CRT UA 29-30	Regional Outreach Prosecution and Judicial Reform Adviser	2	20 July 2015
	CRT UA 31	Regional Outreach Strategic Communication Adviser	1	20 July 2015
	CRT UA 32-33	Regional Outreach Rule of Law Adviser	2	20 July 2015
	CRT UA 34-35-36	Regional Outreach Post Conflict Community Policing Adviser	3	20 July 2015
	CRT UA 37-38	Regional Outreach Vetting Adviser	2	20 July 2015
	CRT UA 39-40-41	Regional Outreach Mission Security Officer	3	20 July 2015
	CRT UA 42	Regional Outreach Procurement Officer	1	20 July 2015
Deadline for applications:	Friday 3 July 2015 at 17:00 hours Brussels time			
E-mail address to send the Job Application Form/CV:	cpcc.crt@eeas.europa.eu			
Information:	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability, CPCC, Ms Ulla Bergqvist cpcc.crt@eeas.europa.eu +32 (0)2 584 8596			

Seconded Personnel – Only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel related costs for seconded personnel, including salaries, pre-mission medical care, medical coverage, travel expenses to and from the Mission area (including home leave where applicable), accommodation and allowances other than those paid according to the Council Documents 7291/09 (10 March 2009) and 9084/13 (30 April 2013). High risk insurance, applicable to all International staff members will also be covered by the Mission budget.

Tour of Duty/Contract Period – The duration of the deployment should be initially for 3 months with the possibility of extension.

Leave – The holiday arrangements are set at a national level and subject to change. The national arrangements as applied for regular secondments to CSDP Missions could be used as an indication for a proper holiday arrangement for CRT/Member State experts as well. Due to the nature of the short term assignment, it would be preferable that accrued holidays be taken after the deployment has ended.

As a rule there is no leave included during CRT deployments. Any leave will be considered as interruption of service, there will be no allowances of any kind paid by the Mission during any leave period and all travel costs related to the leave must be borne by the sending EU Member State or by the expert.

Co-location of Strategic Advisors – Posts relating to Strategic Advice to the Ukrainian authorities are likely to involve co-location with those authorities with the normal daily place of work of the post holder being within the premises of those they are advising. Personnel nominated should be made aware of this and that whilst generally working conditions within the premises of Ukrainian authorities are good, the Mission has little influence over them.

The Civilian Operations Commander requests that EU Member States propose candidates for the following international expert positions for EUAM Ukraine, according to the requirements and profiles described below:

A. Essential requirements

EU Member States are requested to ensure that the following essential requirements are strictly met and accepted in respect of the short term experts.

Citizenship – Citizenship of a Member State of the European Union (EU) and full rights as a citizen.

International Experience – International experience working in cooperation with multi-national organizations, particularly in crisis areas with multinational and international organizations combined with an understanding of the political, social, cultural and legal situation in a crisis situation.

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

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

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

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

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 field Mission. To ensure duty of care in a non-benign environment, selected personnel should, in principle, be under the normal age of retirement in EU Member States.

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

Computer Skills – Skills in word processing, spreadsheet and E-mail systems are essential. Knowledge of other IT tools will be an asset.

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

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

B. Recommendable requirements

Knowledge of the EU and CSDP – The candidates should have a sound understanding of the aims, purposes and functioning of the EU's Common Foreign and Security Policy (CFSP) and Common Security and Defence (CSDP) Missions.

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

Knowledge and experience of SSR – The candidates should be acquainted with Security Sector Reform concepts and practices, especially in eastern and south Eastern Europe, Central Asia and the Caucasus (distinct advantage).

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

Language skills – Knowledge of Ukrainian/Russian will be an asset.

C. Essential documents for selected candidates

Passport – Seconding Member States should provide their personnel with a service/diplomatic passport, and agree to have them accredited to their Embassies or Consulates as appropriate in the region.

Visas – EU Member States and 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 area.

Personnel Security Clearance required – The selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job description. For seconded experts, the original certificate of the national security clearance or a proof of the initiation of the process must accompany them upon deployment. Access to EUCI will be limited to RESTRICTED until the issuance of the 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. To be vaccinated according to the required immunisations for the Mission area.

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

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

D. Additional information on the selection process

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

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

Selection process – The candidates considered to be most suitable will be short-listed and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by phone, before the final selection is made. If seconded candidates are required to travel to Brussels / Mission Headquarters for interviews, the EU Member States will bear any related costs.

Information on the outcome – EU Member States will be informed about the outcome of the selection process after its completion.

E. Job Descriptions

Seconded positions

Position Name: Regional Outreach Border Guard Service Adviser (2 positions)	Employment Regime: Seconded CRT	
Ref. Number: CRT UA25-26	Location: Kyiv/Countrywide	Availability: 20 July 2015
Department/Component/Unit: Operations/Regional Outreach Component	Level of Security Clearance: EU RESTRICTED	Open to contributing third States: No

Reporting Line:

The Regional Outreach Border Guard Service Adviser will report to Head of Regional Outreach Component.

Main Tasks:

- To gather information and conduct assessments on the specific needs in the designated area related to the Ukrainian Border Guard Service, including regional detachments, in accordance with stated objectives and tasks;
- To coordinate all activities on fact-finding, assessments and analysis closely with all other EU and international actors working in support of the Ukrainian border agencies, in particular EUBAM Moldova/Ukraine;
- To gather information and conduct assessments to identify changes required in order to help address the lack of public confidence in the Border Guard Service and law enforcement agencies generally;
- To gather information and conduct assessments at the regional and detachment level Border Guard Service in relation to their capacity to deliver, in the context of policy and training material in relation to community relations;
- To gather information and conduct assessments on harmonisation of reforms with broader security sector reforms, which are designed to facilitate and build closer mutual support, joint planning and coordinated and joint law enforcement operations;
- To gather information and conduct assessments regarding the development, implementation and exercising of effective operational procedures to facilitate timely coordination and cooperation between the Border Guard and other branches of the emergency services and law enforcement;
- To gather information and conduct assessments of the Ministry of Internal Affairs capacity to reintroduce the Border Guard Service in the former conflict areas;
- To contribute to Mission internal and external reporting;
- To contribute to lessons identification;
- To perform any other task assigned by the Line Manager.

Qualifications and Experience:

- Successful completion of a full course of university studies attested by a degree in Political Sciences, International Relations, Diplomacy, Law, Social Sciences or Public Administration or a closely related field of study, where the normal duration of university education in the country awarded is three (3) years or more or equivalent Police or/and Military education;
- At least five (5) years of relevant and proven professional experience after having completed his/her studies;
- Presently hold, or have held, the equivalent rank of Lieutenant Colonel/Major ~ Superintendent/Chief Inspector (OF 3/2) or above in an operational role;
- Experience of operational command of Border Police Units;
- Experience of managing the interface between civilian and uniformed personnel;
- Experience of change management, related outreach and consultation would be an significant advantage;
- Experience of managing police/public relations and community outreach;
- Ability to demonstrate political and diplomatic acumen;

- International experience in an organisation operating in a conflict or immediate post conflict situation and with geographically deployed teams would be beneficial;
- Ability to work proactively whilst adhering to the goals of the team he/she is a part of and to report efficiently both orally and in writing, while taking into account possible new guidance as situations evolve;
- Excellent managerial skills and ability to mentor and motivate staff, to review and edit the work of others;
- Excellent interpersonal and communication skills. Highly resilient under physical and mental pressure;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Knowledge of Integrated Border Management and Migration Control would be an asset.

Language Skills:

- Fluent written and spoken English language skills are a requirement;
- Knowledge of the Ukrainian and/or Russian language are not a requirement but would be a strong asset.

Position Name: Regional Outreach Reporting Officer (2 positions)	Employment Regime: Seconded	Post Category:
Ref. Number: CRT UA27-28	Location: Kyiv/Countrywide	Availability: 20 July 2015
Department/Component/Unit: Operations/Regional Outreach Component	Level of Security Clearance: EU RESTRICTED	Open to contributing third States: No

Reporting Line:

The Reporting Officer reports to the Head of Regional Outreach Component.

Main Tasks:

- To gather and analyse information from the Regional Outreach Component, other relevant Mission components, relevant stakeholders and open sources, in order to maintain up-to-date knowledge of the situation.
- To identify informational needs and contribute to the planning of information gathering;
- To draft the Mission's reports for EU institutions in Brussels and EU Member State capitals, working to tight deadlines and guidelines;
- To deliver regular presentations and briefings to Mission staff and the diplomatic community in Kiev;
- To manage large amounts of information: checking, compiling and analysing reports received;
- To compile reports in line with the reporting SOP of the Mission;
- To maintain working relationships with Mission members and to ensure effective information flow;
- To contribute to Mission internal and external reporting;
- To contribute to lessons identification;
- To perform any other tasks assigned by the Line Manager.

Qualifications and Experience:

- Successful completion of a full course of university studies attested by a degree in Political Sciences, International Relations, Diplomacy, Law, Social Sciences or Public Administration or a closely related field of study, where the normal duration of university education in the country awarded is three (3) years or more or equivalent Police or/and Military education;
- At least five (5) years of relevant and proven professional experience after having completed his/her studies;
- Proven analytical capacity, political awareness and judgement;
- Excellent in checking, compiling and analysing complex information and developments;
- Excellent interpersonal, communication and drafting skills, self-driven and ability to work in a methodical manner;
- High level of computer literacy;
- Knowledge and experience of working in the Area of Responsibility would be an asset;
- A broad understanding of the multi-dimensional aspects of conflict management and/or knowledge of the region would be an asset.

Language Skills:

- Fluent written and spoken English language skills are a requirement.
- Written and spoken Ukrainian and/or Russian language skills are not a requirement, but would be an asset.

Position Name: Regional Outreach Prosecution and Judicial Reform Adviser (2 positions)	Employment Regime: Seconded	
Ref. Number: CRT UA29-30	Location: Kyiv/Countrywide	Availability: 20 July 2015
Department/Component/Unit: Operations / Regional Outreach Component	Level of Security Clearance: EU RESTRICTED	Open to contributing third States: No

Reporting Line:

The Regional Outreach Prosecution and Judicial reform Adviser will report to the Head of Regional Outreach Component.

Main Tasks:

- To gather information and conduct assessments on the effectiveness of the local level of the prosecutor's office/judiciary of Ukraine in support of the Ukrainian government reform policy and in accordance with Mission policy and guidelines. This will include assessments on policy relating to such matters as prosecutorial/judicial ethos, structural and operational organization of the prosecutor's office/judiciary, independency, self-governance, resource management and the vetting process of prosecutors and judges as the current situation in the oblasts;
- To assess the local level justice sector actors in accordance with EU and other international standards, models and approaches related to the justice sector and to inform the decisions, related to shaping Ukrainian justice reforms and their implementation;
- To provide an assessment of the local level justice sector leadership relating to the establishment of effective internal communication, human resources and disciplinary procedures;
- To contribute to the drafting and progressive upgrading of the Mission Implementation Plan by supporting the identification of mission operational requirements as the situation evolves as well as the design of Mission operational activities in support of tasks and objectives;
- To constantly assess progress, to identify actual and potential risks to attainment of the Administration of Justice Units tasks or activities, or delays against the Mission Implementation Plan;
- To regularly report internally against benchmarking, also assessing the consistency and sustainability of Mission operational activities across time and to provide recommendations for the improvement of Mission performance;
- To contribute to Mission external reporting;
- To take into account overall Security Sector Reform issues in order to ensure coherence between the CRT/Regional Outreach Unit's activities and wider SSR aspects;
- To contribute to Mission internal and external reporting;
- To contribute to lessons identification;
- To perform any other task assigned by the Line Manager.

Qualifications and Experience:

- Successful completion of a full course of university studies attested by a degree in Law or Public Administration, where the normal duration of university education in the country awarded is four (3) years or more;
- At least five (5) years of relevant and proven professional experience after having completed his/her studies, preferably as a judge, prosecutor, lawyer or legal advisor;
- Extensive experience of change management within the justice sector;
- Experience of managing the interface between the justice sector and the general public;
- Experience of Human Resources Management and career management and development;
- Experience of advising on Security Sector Reform at the local level, preferably within the CIS and or in an international justice related Mission, including experience in planning the implementation of reform strategies, related outreach, consultation and change management experience would be a significant advantage;
- Experience of advising on managing justice sector/public relations and community outreach;

- Ability to demonstrate political and diplomatic acumen;
- Excellent interpersonal skills and the ability to communicate the strategic vision of the HoM, to establish priorities, to plan and to exercise control;
- Experience in an international organization operating in a conflict or immediate post conflict situation and with geographically deployed teams would be beneficial;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Ability to work proactively whilst adhering to the goals of the team he/she is a part of and to report efficiently both orally and in writing, while taking into account possible new guidance as situations evolve;
- Excellent interpersonal and communication skills.
- Highly resilient under physical and mental pressure;
- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;

Language Skills:

- Fluent written and spoken English language skills are a requirement;
- Knowledge of the Ukrainian and/or Russian language are not a requirement but would be a strong asset.

Position Name: Regional Outreach Strategic Communications Adviser (1 position)	Employment Regime: Seconded	
Ref. Number: CRT UA31	Location: Kyiv/Countrywide	Availability: 20 July
Department/Component/Unit: Chief of Staff Office / Public Information Department	Level of Security Clearance: EU RESTRICTED	Open to contributing third States: No

Reporting Line:

The Regional Outreach Strategic Communications Adviser will report to the Head of Public Information Department/ Senior Spokesperson.

Main Tasks:

- To act as a Mission's spokesperson in the regional deployment area;
- To engage and interact with the regional media (press) and social media in the area of deployment, paying special attention to each regions sensitivity and challenges, paying particular attention not to interfere with the work of OSCE SMM;
- To contribute through permanent public information monitoring his/her regional input to the development and continuous adaptation of the Mission's press lines;
- To feed regional print and audio-visual contents to the Mission's web and social media tools;
- To engage with the local PR community;
- To suggest, organize and implement regional public information campaigns, EUAM, EU and topic related events, Mission promotional materials, town hall meetings and conferences;
- To assist in conducting and coordinating official visits to the deployment area according to protocol rules;
- To contribute to regular Mission reporting and to other reports, papers and briefings in relation to the implementation of the Mission Mandate;
- To contribute to Mission internal and external reporting;
- To perform any other task assigned by the Line Manager.

Qualifications and Experience:

- Successful completion of a full course of university studies attested by a degree in communication / social media marketing, where the normal duration of university education in the country awarded is three (3) years or more;
- After having fulfilled the above requirements, a minimum of three (3) years relevant and proven professional experience, ideally in an international environment;
- Knowledge and experience in the field of Security Sector Reform;
- International experience, particularly in crisis areas with multinational and/or international organizations, ideally in a media related capacity;
- Excellent understanding of the media and social media environment;
- Excellent interpersonal and communication skills;
- Excellent drafting skills.

Language Skills:

- Fluent written and spoken English language skills are a requirement;
- Knowledge of the Ukrainian and/or Russian language are not a requirement but would be a strong asset.

Position Name: Regional Outreach Rule of Law Adviser (2 positions)	Employment Regime: Seconded	
Ref. Number: CRT UA32-33	Location: Kyiv/Countrywide	Availability: 20 July 2015
Department/Component/Unit: Operations / Regional Outreach Component	Level of Security Clearance: EU RESTRICTED	Open to contributing third States: No

Reporting Line:

The Regional Outreach Rule of Law Adviser will report to the Head of Regional Outreach Component.

Main Tasks:

- To gather information and conduct assessments on the specific needs related to the Rule of Law and Law Enforcement Agencies, including in the regional detachments, in the designated area in accordance with stated objectives and tasks, Mission policy and guidelines and Ukrainian national security sector reform policy;
- To coordinate all activities on information and assessments closely with all other EU and international actors working in support of the Rule of Law and Law Enforcement Agencies;
- To gather information and conduct assessments to identify changes required in order to help address the lack of public confidence in Rule of Law and Law Enforcement Agencies, and unclear implementation of chain of command between centre and oblast;
- To provide information and conduct assessments at the regional and detachment level Rule of Law and Law Enforcement Agencies in relation to their capacity to deliver, in the context of EU guiding principles and values, policy and training material in relation to community relations;
- To gather information and conduct assessments on harmonisation of reforms with broader security sector reforms, which are designed to facilitate and build closer mutual support, joint planning and coordinated and joint law enforcement operations;
- To gather information and conduct assessments regarding the development, implementation and exercising of effective operational procedures to facilitate timely coordination and cooperation between the Rule of Law and Law Enforcement Agencies and other branches of the emergency services;
- To gather information and conduct assessments of the Ministry of Internal Affairs capacity to reintroduce the Rule of Law and Law Enforcement Agencies in the former conflict areas;
- To contribute to Mission internal and external reporting;
- To contribute to lessons identification;
- To perform any other task assigned by the Line Manager.

Qualifications and Experience:

- Successful completion of a full course of university studies attested by a degree in Political Sciences, International Relations, Diplomacy, Law, Social Sciences or Public Administration or a closely related field of study, where the normal duration of university education in the country awarded is three (3) years or more or equivalent Police or/and Military education;
- At least five (5) years of relevant and proven professional experience after having completed his/her studies;
- Experience of stabilisation in post-conflict environments;
- Experience of engaging directly with community leaders and groups, to build understanding and to identify and agree joint approaches and initiatives;
- Experience of working with formal and informal, governance structures, to build capacity and ensure the delivery of key services;
- Experience of strategic conflict assessment, planning and programming;
- Experience of developing and managing complex programmes;
- Experience of managing and working in diverse teams, to deliver against an agreed Plan;

- Experience in Project Management;
- Experience in Change Management;
- Experience of developing training courses and course curriculum;
- Ability to plan and manage own work with limited guidance;
- Ability to develop quickly positive working relationships with a diverse range of people and negotiate effectively;
- Ability to maintain effective relationships under difficult, complex and evolving circumstances;
- Ability to facilitate diverse group of stakeholders towards common understanding of problems and solutions;
- Ability to communicate clearly and effectively both orally and in writing and vary style dependent upon target audience;
- Ability to generate a range of options and recommend the best course of action based on evidence; uses information to develop and apply lessons learnt;
- Ability to work hard, under pressure, to tight and moving deadlines;
- Experience of stabilisation, conflict and/or peace building work, both conceptual and practical, in hostile environments;
- Programme design and implementation in a conflict or stabilisation environment;
- Experience of working in the field and/or with local communities in a low income conflict-affected/fragile state setting;
- Conflict (including conflict analysis/assessment) and/or Governance and/or Security Sector Reform (SSR) experience and expertise;
- High level of resilience and self-motivation.

Language Skills:

- Fluent written and spoken English language skills are a requirement;
- Knowledge of the Ukrainian and/or Russian language are not a requirement but would be a strong asset.

Position Name: Regional Outreach Post Conflict Community Policing Adviser (3 positions)	Employment Regime: Seconded	
Ref. Number: CRT UA34-35-36	Location: Kyiv/Countrywide	Availability: 20 July 2015
Department/Component/Unit: Operations / Regional Outreach Component	Level of Security Clearance: EU RESTRICTED	Open to contributing third States: No

Reporting Line:

The Regional Outreach Post Conflict Community Policing Adviser will report to the Head of Regional Outreach Component.

Main Tasks:

- To provide post conflict community policing advice to senior management teams operating at the Oblast level and provide guidance regarding community engagement and Problem Oriented Policing.
- To assess and report upon the potential for the development of a police led community engagement strategy within individual Oblasts;
- To assess and report upon the potential for implementation of individual community engagement plans as part of the broader community engagement strategy;
- To participate in multiagency meetings with local community representatives and key stakeholders;
- To assess and report upon the potential for development of Problem Oriented Policing principles;
- To assess and report upon the potential for the introduction of Police Tasking and Coordinating Group meetings to make effective use of community information (creating a responsive police service);
- To assess and report upon the potential for the introduction of the implementation of Intelligence Led Policing;
- To assess and report upon the potential for the introduction of workshops and the development of table top exercises to highlight the value of community policing ethos;
- To contribute to Mission internal and external reporting;
- To perform any other task assigned by the Line Manager.

Qualifications and Experience:

- Successful completion of a full course of university studies attested by a degree in Political Sciences, International Relations, Diplomacy, Law, Social Sciences or Public Administration or a closely related field of study, where the normal duration of university education in the country awarded is three (3) years or more or equivalent Police or/and Military education;
- At least five (5) years of relevant and proven professional experience after having completed his/her studies;
- Experience of implementing Community Policing in post-conflict environments;
- Experience of implementing Community Policing and developing Community Engagement strategies as a Police Commander (middle management level);
- Experience of engaging directly with community leaders and groups, to build understanding and to identify and agree joint approaches and initiatives;
- Experience of working with formal and informal, governance structures, to build trust and confidence in policing services;
- Experience of managing and working in diverse teams, to deliver against an agreed Plan;
- Ability to plan and manage own work with limited guidance;
- Ability to develop quickly positive working relationships with a diverse range of people and negotiate effectively;
- Ability to maintain effective relationships under difficult, complex and evolving circumstances;
- Ability to facilitate diverse group of stakeholders towards common understanding of problems and solutions;

- Ability to communicate clearly and effectively both orally and in writing and vary style dependent upon target audience;
- Ability to generate a range of options and recommend the best course of action based on evidence; uses information to develop and apply lessons learnt;
- Ability to work hard, under pressure, to tight and moving deadlines;
- Experience of Community Policing and Community Engagement, both conceptual and practical, in hostile environments;
- Experience of working in the field and/or with local communities in a low income conflict-affected/fragile state setting;
- High level of resilience and self-motivation.

Language Skills:

- Fluent written and spoken English language skills are a requirement;
- Knowledge of the Ukrainian and/or Russian language are not a requirement but would be a strong asset.

Position Name: Regional Outreach Vetting Adviser (2 positions)	Employment Regime: Seconded	
Ref. Number: CRT UA37-38	Location: Kyiv/Countrywide	Availability: 20 July 2015
Department/Component/Unit: Operations / Strategic SSR Component / Strategic SSR Advisory Unit	Level of Security Clearance: EU RESTRICTED	Open to contributing third States: No

Reporting Line:

The Regional Outreach Vetting Adviser will report to the Head of Strategic SSR Advisory Unit.

Main Tasks:

- To assess and report upon the potential and commitment of the leadership of the relevant Ukrainian entities at the oblast level to implement national level vetting procedures;
- To assess and report upon the potential of the relevant Ukrainian authorities at the oblast level to introduce transparent models and standards for vetting procedures;
- To assess and report upon the potential for the introduction of developing transparency in the vetting process and procedures for appealing decisions;
- To assess and report upon the potential for the introduction of vetting authorities to ensure compliance with legislation, Human Rights and European standards;
- To conduct analysis of applied vetting procedures and report to the Head of Strategic SSR Advisory Unit;
- To inform and otherwise contribute towards the Mission's policy towards, and advisory input to the relevant Ukrainian authorities;
- To contribute to the drafting and progressive upgrading of the Mission Implementation Plan by supporting the identification of Mission operational requirements as the situation evolves as well as the design of Mission operational activities in support of tasks and objectives;
- To constantly assess progress, to identify actual and potential risks to attainment of the Strategic SSR Advisory Unit tasks or activities, or delays against the Mission Implementation Plan, and to raise issues to the Head of Unit;
- To regularly report internally against benchmarking, also assessing the consistency and sustainability of Mission operational activities across time, and to provide recommendations for the improvement of Mission performance;
- To contribute to Mission internal and external reporting;
- To contribute to the induction of Mission personnel;
- To contribute to lessons identification;
- To perform any other task assigned by the Line Manager.

Qualifications and Experience:

- Successful completion of a full course of university studies attested by a degree in Political Sciences, International Relations, Diplomacy, Law, Social Sciences or Public Administration or a closely related field of study, where the normal duration of university education in the country awarded is three (3) years or more or equivalent Police or/and Military education;
- At least five (5) years of relevant and proven professional experience after having completed his/her studies;
- Experience of managing the interface between civilian and uniformed personnel;
- Experience of Human Resources Management, vetting of personnel and career management and development;
- Experience of change management, related outreach and consultation would be an significant advantage;
- Operational and strategic experience with, or in assistance of Security Sector agencies under Ministry of Internal Affairs and/or Ministry of Justice (Police, Gendarmerie, Intelligence, General-Prosecutor's

Office and/or related democratic oversight or regulatory structures (independent inspectorate, parliamentary oversight committee or ombudsman);

- Ability to engage with senior officials, to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Proven ability to address these subjects to national, governmental level decision makers;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- International experience in an international organizations operating in a conflict or immediate post conflict situation and with geographically deployed teams would be beneficial;
- Knowledge of the political, cultural and security situation of the Mission area or other areas within the same geopolitical region is desirable as well as the EU accession agenda.

Language Skills:

- Fluent written and spoken English language skills are a requirement;
- Written and spoken Ukrainian and/or Russian language skills are not a requirement but would be an asset.

Position Name: Mission Security Officer (3 positions)	Employment Regime: Seconded	
Ref. Number: CRT UA39-40-41	Location: Kyiv/Countrywide	Availability: ASAP
Department/Component/Unit: Mission Security	Level of Security Clearance: EU RESTRICTED	Open to contributing third States: No

Reporting Line:

In line with the EU's Policy on the Security of EU staff deployed outside the EU in an operational capacity under Title V of the TEU (Field Security Policy) the MSO will report to the Senior Mission Security Officer (SMSO).

Main Tasks:

- To assist the SMSO in the development, implementation and updating of the Mission Security Plan, and all supporting security and safety instructions and procedures;
- To assess the security situation and maintain updated all relevant security related documents;
- To conduct or initiate security surveys of Mission member's personal protective security requirements, transport security, residential and office security;
- To ensure that all security and communications equipment is kept up-to-date and in a state of operational readiness;
- To conduct regular security drills, communication tests and evacuation exercises;
- To provide briefings on matters affecting the security and safety of Mission members and ensure that they are properly prepared for emergencies;
- To liaise as directed and co-operate closely with other international organizations and national law enforcement agencies in the field of security or other relevant authorities;
- To provide comprehensive reports to the SMSO on all incidents affecting Mission members and initiate necessary follow up action with the appropriate authorities;
- To produce briefings and presentations relating to his/her sphere of work for the benefit of the Mission;
- To report and assist the SMSO on the security level and state of alert for the Mission staff;
- To provide assistance and appropriate response to Mission members in respect of security measures, ensuring that all necessary actions are provided in support of any related situation, particularly in emergency cases;
- To collect, analyse and maintain all incoming security and operational reports/information from different sources within Mission area;
- To prepare situation summaries for the Mission in their areas of responsibility;
- To carry out duty officer's duties during silent hours, weekends and holidays;
- To review incoming messages, determine urgency and alert the relevant Mission elements and responsible staff members;
- If required, to work in close cooperation with the Department of Mission Support in matters related to the procurement of necessary security related equipment and services;
- To elaborate in-depth planning and execution of security operations;
- To travel to areas with higher than Low risk rating, if required, and to conduct security duties;
- To undertake any other task required by the SMSO in support of the objectives of the Mission.

Qualifications and Experience:

- Successful completion of a full course of university studies attested by a degree in Police Sciences, Military Sciences, Social Sciences, security or related studies, where the normal duration of university education in the country awarded is three (3) years or more Or equivalent education in Police/Military or civilian security organization with specialized training in field operations, force protection and/or security;
- After having fulfilled the above requirements, minimum of 5 years of progressively responsible professional experience at management level in the civilian security sector in the military/police, in particular with regard to the security/protection of personnel, facilities and assets;

- Ability to work in a demanding, deadline-driven environment and to establish and maintain effective working relationships with people of different national and cultural backgrounds;
- Demonstrated ability to contribute creatively to the development of security policies and procedures;
- Excellent organizational, planning, and time-management skills;
- Experience in planning and implementing projects;
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Highly resilient under mental pressure and willingness to work extra hours when required;
- Solid knowledge of the Mission area and potential security threats;
- Ability to operate Windows and Power Point applications, including Word processing, e-mail, and spreadsheets (Excel);
- Civilian driving license class B and C mandatory;
- Successful completion of the EU Mission Security Officer Certification Course (desirable);
- International experience of an ESDP/CSDP Mission, together with experience of multi-national and international organizations / Missions (desirable).

Language Skills:

- Fluent written and spoken English language skills are a requirement;
- Written and spoken Ukrainian and/or Russian language skills re not a requirement but would be a strong asset.

Position Name: Regional Outreach Procurement Officer (1 position)	Employment Regime: Seconded	
Ref. Number: CRT UA42	Location: Kyiv/Countrywide	Availability: ASAP
Department/Component/Unit: Mission Support Department / Procurement Unit	Level of Security Clearance: EU RESTRICTED	Open to contributing third States: No

Reporting Line:

The Regional Outreach Procurement Officer will report to the Chief of Procurement Unit.

Main Tasks:

- To carry out procurement and contracting processes, related to the Regional Outreach (RO) activities;
- To use established professional and transparent procurement policies and procedures of EU legislation and regulations, as adopted by the CSDP Mission;
- 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 RO in relation to procurement matters;
- To develop professional relationships and work partnerships with European Commission and EEAS (CPCC and the Security Department) in the field of procurement for the Mission;
- To contribute to lessons identification;
- To perform any other task assigned by the Line Manager.

Qualifications and Experience:

- Successful completion of a full course of university studies attested by a degree in Law, Business or Public Administration, Economics, Finance or closely related field, where the normal duration of university education in the country awarded is three (3) years or more;
- After having fulfilled the above requirements, at least three (3) years of relevant and proven professional experience;
- Knowledge of the EU financial rules;
- Experience in using established professional and transparent procurement policies and procedures in accordance with European Union legislation and regulations;
- Experience in management of tendering processes, preferably including EU procedures;
- Good drafting and reporting skills;
- Good working knowledge of MS Office software;
- Previous experience in CSDP Missions or in EU Delegations would be an advantage.

Language Skills:

- Fluent written and spoken English language skills are a requirement;
- Written and spoken Ukrainian and/or Russian language skills are not a requirement, but would be an asset.