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| LogoConsEuropean Union  Team of the EUSR for Afghanistan |

Advertisement for International Seconded Staff Members

**ANNEX 1**

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| **Organisation:** | EUSR Office for Afghanistan |
| **Job Location:** | Kabul, Afghanistan |
| **Availability:** | Rule of Law Adviser (\*):  ASAP until 31 October 2015  (Potentially extendible into next Mandate from 1 November 2015) |
| **Contract Regime:** | Seconded by the Member State or European Institution |
| **Job Titles/Vacancy** | Rule of Law Adviser |
| **Number of posts:** | 2 |
| **Deadline for applications:** | **17:00 hrs, 20 July 2015** |
| **Email address to send the CV:** | **Office of the European Union Special Representative for Afghanistan**  E-mail: [delegation-afghanistan-eusr-recruitment@eeas.europa.eu](mailto:delegation-afghanistan-eusr-recruitment@eeas.europa.eu) |
| **Information:** | For more information related to the selection and recruitment, please contact:  Office of the European Union Special Representative in Afghanistan  Kabul, Afghanistan  Ion Stan Tel: +93 729 90 96 25 or Asif Farhat +93 799 70 27 66  Email: [Ion.Stan@ext.eeas.europa.eu](mailto:Ion.Stan@ext.eeas.europa.eu) or [Asif.Farhat@ext.eeas.europa.eu](mailto:Asif.Farhat@ext.eeas.europa.eu) |

The European External Action Service requests Member States and EU Institutions to consider seconding one Political Adviser for the team of the EUSR in Afghanistan, according to the described requirements and profiles:

**A. Essential Requirements**

**Citizenship -** Citizen of a member state of the European Union (EU) and enjoying full rights as a citizen.

**Integrity -** The participants must maintain the highest standards of personal integrity, impartiality and self-discipline. Participants are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information related to the mission or respective tasks and activities. The participants shall carry out their duties and act in the interests of the mission.

**Physical and mental health** - Physically fit and in good health without any physical or mental problems or substance dependency which can impair operational performance in the mission.

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

**Flexibility and adaptability** - Be able to work in arduous conditions with a limited network of support. Strong interpersonal and communication skills. Good networking abilities.

**Ability to communicate effectively in English** – The candidates must be fully fluent in written and oral English language. Report writing ability, analysis, drafting and editing skills are especially needed.

**Computer Skills** - Skills in word processing, spreadsheets and email systems are essential. Knowledge of other IT tools will be an asset.

**B. Recommended Requirements or Experience**

**Knowledge of the EU Institutions** - To have knowledge of the EU Institutions and international standards, particularly related to the Common Foreign and Security Policy, including the Common Security and Defence Policy (desirable).

**International Experience** - To have international experience, particularly in crisis areas with multi-national and international organisations.

**Local Experience** – To have strong familiarity with the political, historical and cultural context of Afghanistan.

**Language skills** - knowledge of Dari or Pashtu will be a distinct advantage.

**C. Essential Documents and Requirements for the Selected Candidates**

**Visas** - Contributing countries and mission members, for seconded staff, must ensure that visas are obtained for entry into the mission area prior to departure from their home country. For contracted staff, visas are facilitated by the EUSR Office.

**Security Clearance required** - To have a national security clearance at "EU SECRET" level or equivalent. Or to obtain this on arrival in case of successful contracted candidate, in which case a basic security clearance will be requested in advance.

**Driving Licence** – Be in possession of a valid civilian driving licence for motor vehicles (Category B or equivalent).

**D. Desirable**

Diplomatic Status - To facilitate free movement, credibility and access.

Diplomatic or Service Passport - From their respective national authorities.

**E. Job Description**

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| Job Title | **Rule of Law Adviser** |
| Job Description | With the aim of implementing the EUSR's political mandate and by following his guidance, the Rule of Law Adviser will directly report to the Head of the Political Section of the EUSR Office and will:   * Focus on the broader RoL sector, included but not limited to building on EUPOLs achievements in the areas of Justice and RoL; * Liaise with the Afghan counterparts regarding the police-prosecutors cooperation; * Be involved in helping and supporting the relevant ministerial counterparts (MoI, MoJ) in legal drafting when appropriate; * Liaise closely with his EUPOL counterparts; * Be able to interact at high level and maintain close working relations with a variety of international and national stakeholders; * Work in close coordination with the EUSR Human Rights and Gender Adviser, as well as with the colleagues of the Development Cooperation Section of EU Delegation in Kabul working on corresponding portfolio/s.   The position of Rule of Law Adviser is new for the EUSR team and the content and scope of the position will be evaluated for possible changes after 6 months. In view of the current political, economic and security situation in Afghanistan, the contents and scope of the position may therefore change during the posting accordingly. |
| Education and Experience | Successful completion of a full course of university studies attested by a degree in Law, International Relations or Diplomacy, Political or Social Sciences, International Relations or Development, where the normal duration of university education in the country awarded is four (4) years or more and, after having obtained the university degree at least 10 years of relevant and proven full-time professional experience. |
| Specification of experience | **Essential**  **General professional experience:** International experience, particularly in crisis areas or post-conflict setting, with multi-national and/or international organisations. Experience in home country working as public prosecutor, judge, practicing lawyer or other professional legal position, having worked on developing strategies in a Member State and/or in a developmental, transitional or post-conflict situation.   * Strong experience (10 - 15 years of relevant proven full-time experience) in judicial and/or rule of law reform programs, preferably in post-conflict context. * Strong knowledge of professional standards in justice institutions; as well as of mechanisms for justice – police sector cooperation. * Knowledge of the EU Institutions, particularly related to the Common Foreign and Security Policy. * Knowledge and understanding of rule of law standards; * Ability to provide with a regular assessment of capacities, ability to identify gaps and assess progress in the relevant domains (Ministry of Justice / Attorney's General Office). * Full working knowledge of English and excellent drafting skills (the ability to draft and edit reports). |
| Specification of experience | **Advantageous**   * Master's degree in Law or International Relations, Social Sciences, or other related area; * Local experience or good knowledge of Afghanistan: strong familiarity with the political, historical and cultural context of Afghanistan, subject matter expertise in domestic and regional Afghan political dynamics; government of Afghanistan Governance structures at national and sub-national level. Knowledge of Sharia law, traditional dispute resolution mechanisms, gender and human rights; * Knowledge of the EU Institutions, related to the Common Security and Defence Policy and the EU Development Cooperation instrument; * Knowledge and understanding of rule of law standards in Islamic environment; * At minimum of two years of professional experience in a similar position in an international environment (diplomacy, research or political analysis) with a strong preference for candidates having worked in similar positions with documented successful results; * Knowledge of Dari or Pashto is an asset. |