



EUROPEAN UNION

SPECIAL REPRESENTATIVE IN BOSNIA AND HERZEGOVINA

Terms of Reference

Position Title:	International Advisor (Strategic/Policy Adviser on Security Sector Reform - Policing)
Position reference number:	IS 2018-5
Direct Supervisor:	Head of Rule of Law Section
Duty Station:	Sarajevo, Bosnia and Herzegovina
Position available:	ASAP

International Adviser is an expert advisory post at strategic-political level reporting to the Head of Rule of Law section under the EUSR. S/he represents the Rule of Law Section in all aspects of the EUSR mandate in accordance with the terms of reference of the section.

The powers and authorities of the EUSR and the powers and authorities of the Head of European Union Head of Delegation in Bosnia and Herzegovina are vested in the same person. The EUSR's mandate includes facilitating progress on political, economic and European priorities in close coordination with European Commission and EEAS in order to ensure consistency with other relevant activities falling within the competence of the Union. In particular, EUSR ensures the implementation of the Union's efforts in the whole range of activities in the field of rule of law and security sector reform by monitoring and advising the executive and legislative authorities at all levels of government in BiH.

The EUSR modus operandi and internal organisation will necessarily evolve in accordance with decisions of the Council and in relation to the challenges the EUSR meets in BiH. The outlined role and functions are therefore typical but not exclusive and the EUSR reserves the right to reasonably amend those stated here within in a view to ensure that all Union instruments in the field are applied coherently to attain the Union's policy objectives.

Typical Duties and Responsibilities

- Reports to the EUSR in BiH through the Head of Rule of Law Section
- Supports the Head of Section to deliver the EUSR mandate in BiH on security sector reform (SSR)
- Supports the EUSR in the effective delivery of EU projects in SSR
- Supports BiH authorities at a strategic, political and policy level into and through EU pre-accession and accession process
- Identifying and prioritising key areas of support with BiH authorities and agencies within an overall strategy, in collaboration with other EUSR/ EUD sections and European Commission
- Advising and supporting the Head of Section on issues related to strategy and policy in SSR
- Supports BiH in regional endeavours to improve international cooperation with EU, Regional and International cooperation institutions and mechanisms on SSR
- Collaborates closely with other EUD/EUSR internal sections as well as international actors to assist BiH security executives to develop workable solutions to the challenging issues of SSR

- Monitors and advises BiH executive authorities at the strategic - political level supporting their efforts to improve capacity and capability in related EU priority key areas on SSR
- monitors, collects and provides in depth analysis and action recommendations pertaining to SSR and the work of the local executive authorities at the strategic level
- other tasks as assigned by the Head of Section

Professional Requirements/Qualifications

- Minimum 8 years of extended experience in complex security environments, post-conflict and/or developing countries and communities, with policy level experience
- Advanced/first level university degree in political sciences, security or other suitable sciences related to the complex, post-conflict or development work, alternatively extensive track record in the field of Security Sector Reform
- Good knowledge of EU related policies for South East Europe, Western Balkans and BiH
- Knowledge of EU standards in relation to Security Sector
- Good knowledge of the European Union, the European Union institutions (e.g. EUROJUST, EUROPOL, FRONTEX, European Monitoring Centre for Drugs and Drug Addiction, European Anti-Fraud Office and CEPOL) with knowledge of relevant policies, including the CSDP and CFSP
- Knowledge of programme management (preferably EU programme management cycle) considered an advantage

Competencies & Attributes

- Proven track record of working at a national policy level, developing and delivering strategy
- Experience of interacting with interlocutors at strategic, political and policy level
- Team-player; taking initiative with high sense of confidentiality and flexibility
- Ability to work independently
- Excellent interpersonal skills, communication and reporting skills [English language], with the ability to present information in a clear and concise manner
- ICT skills commensurate with the scope of the post
- Knowledge of the official languages of Bosnia and Herzegovina considered an advantage;
- Knowledge of international organisations such as OSCE, UNDP, UNODC, IOM, ICITAP, Council of Europe considered an advantage

General conditions

- National of a Member State of the European Union;
- The Candidate will need to be in possession of a necessary level of security clearance (EU Secret or equivalent) for the post. Further advice may be provided upon request;
- The Candidate will need to be certified medically fit for employment by a competent authority/person in the country of the candidate's residence.

Potential tasks will include

- Liaison with police Directors / Commissioners and relevant Ministers
- Ensuring mechanisms for financial and political independence of the police are in place
- Monitoring the adoption of police related laws and by-laws on all levels of government
- Monitoring and advising Independent Boards for appointing police directors and commissioners



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- Developing coordination and communication between policing agencies at State, Entity and Canton levels
- Enhancing regional policing cooperation
- Supporting international police liaison donor and policy support group

