

## END/SNE – JOB DESCRIPTION

### Job Framework

<u>Job Title:</u>	END/SNE
<u>Job Location:</u>	European Union Office in Kosovo, Pristina
<u>Job Number:</u>	323806
<u>Area of activity:</u>	Rule of law
<u>Category:</u>	AD
<u>Duration of secondment:</u>	2 years (extension possible up to 4 years)

### Job Content

#### Overall purpose:

Under the direct supervision of the Head of Section and/or Head of Office (HoO), to monitor, mentor and advise Kosovo Police and relevant Kosovo institutions in the area of police operation and on identifying and supporting those at risk from violent extremist recruitment and radicalization.

#### Functions and duties:

*POLICY DEVELOPMENT* - Contribution to policy development

- To advise on identifying specific geographic, institutional or social “communities” of concern from a violent extremism vulnerability perspective
- To advise on understanding the drivers and dynamics of violent extremism within these communities - including both underlying vulnerabilities (push factors) and how these are exploited by violent extremism organizations (pull factors)
- To advise on addressing vulnerabilities in these communities in a targeted way, including identifying where developmental approaches can add value
- To assist in donor mapping, including by identifying areas of duplication, potential for greater synergy and critical gaps
- To identify best practice and lesson learned within the field of efficiently lead police operations
- To advise the Kosovo Police how to develop and improve implementation of risk analyses, better profiling
- To undertake any other related tasks as requested by the Head of Section

### *INTERNAL COMMUNICATION* (general) - Reporting to Headquarters

- To identify best practice and lessons learned within the field 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

### *INSTITUTION REPRESENTATION and NEGOTIATION* - Representation activities

- To contribute in his/her field of expertise to the EU Office mandate implementation by monitoring, mentoring and advising the institutions addressing the risk from violent extremist recruitment and radicalization
- To liaise closely with the EU funded projects
- To liaise, as appropriate, with other external stakeholders

## **Job Requirements**

### Education and Training:

The expert should have professional experience pertinent to the duties to be carried out of at least fifteen years. The expert should be a senior officer from a Member State's Ministry of Interior, or the police, with international experience, particularly in areas with multi-national and international organizations. The qualification should be in the field of police education and training. Experience from previous work in Kosovo is an advantage.

### Knowledge and Experience:

- A minimum of 15 years of relevant professional experience after having fulfilled the educational requirements
- Knowledge of the drivers of radicalization and terrorism
- Knowledge of counter-terrorism and preventing/countering violent extremism as well as those organisations engaged in these activities
- Experience with conducting interviews, workshops and building relationships ensuring high quality, influential research
- The ability to produce concise and tailored written reports for a policy audience
- International experience, particularly in crisis areas with multi-national and international organisations
- Knowledge of EU institutions, related decision processes, CFSP-CFSD, JFS, EU external action and related EU external policies (geographic and thematic); of geographic area in question and relevant regional integration processes

### Linguistic skills:

Thorough knowledge (capacity to write and speak) in English is required. Knowledge of German is an advantage. Knowledge of the (official/working) language of the host country (or of the region) is an advantage.

### Communication skills:

Capacity to work and communicate under time constraints in an international diplomatic and multilingual environment. Very good communication skills, both written and oral.

Interpersonal skills:

Teamwork and coordination. Proven ability to mentor and motivate local counterparts.

Intellectual skills:

Solid analytical capability as well as drafting and reporting skills. Rapid grasp of problems and capacity to identify issues and solutions.

Management skills:

Track record in change management.

Personal Qualities:

Dynamic. Motivated and flexible personality. Able to adapt quickly to new situations and deal with new challenges.