

END/SNE – JOB DESCRIPTION

Job Framework

<u>Job Title:</u>	END/SNE – Police Advisor on post conflict stabilization, police reform and training.
<u>Job Location:</u>	Delegation of the European Union to Somalia, Mogadishu, Political Section
<u>Job Number:</u>	285044
<u>Area of activity:</u>	Police and Security Affairs, Somalia
<u>Category:</u>	AD
<u>Duration of Secondment:</u>	2 years

Job Content

Overall purpose:

Provide experienced, professional and strategic advice to the Head of Political, Press and Information Section in the execution of his/her tasks. Assist and advise the EU Delegation to Somalia (EUDEL) in its support to the police and security sectors and contribute to the overall engagement of the Delegation in the fields of Security and Rule of Law. The police advisor will be integrated within the EUDEL's Political section and will work very closely with the RoL/SSR Programme Manager and EUDEL's governance team under the overall authority of EU Head of Delegation to Somalia. He/she will be based in Mogadishu, Somalia, with occasional travel to the Somali Federal Member States (when relevant), and will be integrated in the Delegation's set-up.

The SNE will work in close collaboration with the CSDP missions, in particular EUCAP Somalia, the UN's Rule of Law and Security Institutions Group (ROLSIG - Police Section) and other partners. The EU police advisor will be responsible for providing strategic advice to the Federal Somali Police Force. The provision of advice to the Federal Member States will be of particular importance - he/she will also engage with FMS police forces. Close consultation with the UN and AMISOM Police Commissioners and other international partners supporting the Somali police will also be required.

He/she will monitor and contribute to the reporting by the EU Delegation in the relevant area.

Functions and Duties:

Under the guidance of the Head of Political, Press and Information Section, the END/SNE will:

1. Provide policy advice to the Somali Police Force (SPF) Commissioner and his senior staff in consultation and as part of a common approach with other partners. He/she will also provide advisory support and assistance to the relevant national authorities to further develop the Somali law enforcement institutions to enable them to function in accordance with internationally acceptable standards of democratic policing. Within the limits of delegated authority, the advisor will be responsible for the performance of the following duties:

-Advise the Somali Police Force Commissioner and the Senior leadership on police related issues;

-Participate in developing and implementing plans to restructure, (re)train and sustain SPF and FSM police in close cooperation with other key donors and partners and in conjunction with agreed and endorsed policy and programmes as guided by the SPF;

-Develop a close professional relationship with the SPF at federal and FMS level, relevant FMS authorities, as well as with government (e.g. Ministries of Internal Security and Justice, as well as their agencies), community leaders and other relevant bodies;

-Provide advice and guidance to national authorities on the holistic reform and development of their police system including, but not limited to, police legislative review, implementing efficient and effective administrative and management procedures, drafting and implementing operational policies and guidelines and assisting in the rehabilitation of infrastructures and facilities and the human resource development through training and mentoring;

-Provide advisory support and assistance to the SPF in the development of overall strategic planning and assisting with the implementation of those plans through a wide range of consultation process in coordination with international, national and regional partners;

-Contribute to a holistic law enforcement reform and development initiatives through close coordination and collaboration with crosscutting rule of law components managed and/or implemented by EUDEL and other international partners;

-Work to integrate and maintain SPF in wider regional / international police networks;

-Develop mechanisms for the collection and institutionalisation of best practices and lessons learned;

-Advise on the strengthening of accountability structures and measures to facilitate support to the police sector that should increasingly be channelled through governmental mechanisms and structures. Support the monitoring of the police stipends programme and other EU support to the police;

-Perform other functions agreed with EUDEL and partners and consistent with the mandates provided by the EU Council and UN Security Council;

2. The SNE will also contribute to the development, implementation and consistency of EU policies on the Somali police sector development as part of a broader SSR agenda including DDR programmes, coherence with CSDP missions deployed in Somalia, AMISOM operations, EU Justice and Governance programmes and stabilisation activities;

- Monitoring & Reporting regularly and timely to/through the EUDEL on the above mentioned topics; ensuring close coordination with relevant sectors of Cooperation section;

- Analysis & Advice: contribute to briefings and/or organise visits; advise on improved implementation of EU comprehensive approach and policy objectives;

- Develop and maintain **relations with regional and/or international organisations** active in Somalia such as, UN, AU, AMISOM and IGAD but also with other relevant partner countries such as, but not limited to, US, Norway, Japan, Turkey, China, UAE;

- Participate in all relevant police related working groups and policy and coordination fora;

- Presentation, information and communication: contribute to explaining, contextualising, and defending EU policies, as mandated by and under the EUDEL's supervision, to domestic audiences, particularly politicians, press, business and academics; contribute to the Press and Information activities of the EUDEL in all relevant areas;

- Undertake **any other duties**, under the supervision of the Head of Political, Press and Information Section that may be required by the EEAS in political related matters via the including **support to** missions from EU institutions, EU visibility activities, and **briefing dossiers**;

- Contribute to the planning, programming and monitoring activities of the EUDEL in the Rule of Law area.

Job Requirements

Education and Training:

University diploma in law, political science, economy, business administration or any other related issue or equivalent. The SNE will be required to undergo HEAT or SAFE training if not already undergone.

Knowledge and Experience:

Senior police officer with experience of at least 5 years in the above mentioned areas at institutional level, analysis and reporting; in third countries (Embassy, International organization, NGO, etc.); Knowledge of EU institutions, related decisional processes, EU external action and related EU external policies (geographic and thematic); of Somalia and the sub-region.

Skills

<u>Linguistic skills:</u>	Thorough knowledge (capacity to write and speak) in English is required. Knowledge of other EU working languages is an advantage.
<u>Communication skills:</u>	Capacity to work and communicate under time constraints in an international diplomatic and multilingual environment. Intercultural sensitivity skills are required.
<u>Interpersonal skills:</u>	Teamwork, coordination and communication skills as well as a flexible and hands on attitude.
<u>Intellectual skills:</u>	Experience in leading strategic policy development processes; solid analytical capability as well as drafting and reporting skills. Rapid grasp of problems and capacity to identify issues and solutions. Experience in negotiations.
Management skills:	Experience in leading and motivating teams and of working in multi-disciplinary and multi-cultural environment.

Personal Qualities

Dynamic. Motivated and flexible personality. Able to adapt quickly to new situations and deal with new challenges. Capacity to network and develop a wide range of contacts. Readiness and ability to work in a stressful and hostile environment. Readiness to travel on a regular basis. High sense of duty, discretion and loyalty to the organisation.