

# EUROPEAN EXTERNAL ACTION SERVICE



## Annex 1

### EU Border Assistance Mission for the Rafah Crossing Point (EUBAM Rafah)

#### Advertisement for EU seconded staff member

<b>Organisation:</b>	EUBAM Rafah		
<b>Job Location:</b>	Ashkelon, Israel and/or Gaza strip		
<b>Availability:</b>	As soon as possible		
<b>Staff Regime:</b>	Seconded		
<b>Job titles/vacancy notice:</b>	<b>Ref.</b>	<b>Name of the post</b>	<b>Available on</b>
	<b><u>Seconded</u></b>		
	EUBAM OPS5	Border Police Expert	As soon as possible
<b>Deadline for applications:</b>	<b>30 December 2011</b>		
<b>E-mail address to send the job application form:</b>	cpcc.eubamrafah@eeas.europa.eu		
<b>Information:</b>	<p>For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability, CPCC,</p> <p><b>Joern Laursen, Mission Support Unit</b>  e-mail: cpcc.cfc@eeas.europa.eu  Tel: + 32 (0) 2 281 3289  Rue de la Loi 175  B-1048 Brussels</p>		

**Seconded Personnel** – For seconded positions, only personnel nominations received through official channels from Member States will be considered. Member States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to document 7291/09 (10 March 2009).

**Contracted Personnel** – The Head of Mission may recruit international staff on a contractual basis as required, through an employment contract<sup>(1)</sup>. The employment contract with the Head of Mission

<sup>(1)</sup> Commission Communication on Specific Rules of Special Advisers entrusted with the implementation of operational CFSP actions and contracted international staff (C(2009) 9502 of 30 November 2009) sets out the conditions of employment of international contracted staff.

establishes the conditions of employment, rights and obligations, remuneration, allowances, travel and removal expenses and the applicable high risk insurance policy.

**Tour of Duty/Contract Period** – Subject to the adoption of the Council Decision extending the Mission mandate and approving the appropriate Financial Statement, the duration of the deployment should be until **30 June 2012**.

The Civilian Planning and Conduct Capability, CPCC, requests that Member States propose candidates for the following international expert positions for the EUBAM Rafah, according to the requirements and profiles described below:

#### **A. Essential requirements**

Member States are requested to ensure that the following essential requirements are strictly met and accepted in respect of civilian international experts to the Mission.

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

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

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

**Flexibility and adaptability** – Be able to work in arduous conditions with a limited network of support and with unpredictable working hours and a considerable workload. 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). Be able to cope with extended separation from family and usual environment.

**Availability** – To undertake any other administrative tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of the Mission.

**Physical and mental health** – Physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the 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** – Mission members 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://ehest.consilium.europa.eu> ) or equivalent.

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

#### **B. Recommendable requirements**

**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 European Security and Defence Policy.

**Knowledge of the Middle East** – To have a good knowledge of the history, culture, social and political situation of the country. To have knowledge of the police, judiciary and governmental structures (distinct advantage).

**Training and experience** – To have attended a Civilian Crisis Management Course or have participated in an CSDP Mission (desirable).

**Language skills** – knowledge of Arabic and Hebrew will be an asset.

### **C. Essential documents for selected candidates**

**Passport** – The participants must obtain a passport from the respective national authorities; diplomatic passports granted from the respective national authorities are desirable

**Visas** – Member States and Mission members 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.

**Security clearance required:** The selected candidate will have to be in possession of the necessary level of security clearance (EU SECRET or equivalent) when deployed. The original certificate of the national security clearance must accompany deployed seconded experts.

Unless mentioned otherwise in the specific job description, the **necessary level of security clearance** is:

- (1) EU Security Clearance to level Secret; or
- (2) Equivalent level security clearance issued by a national security agency of a country with whom the GSC has a full security agreement or arrangement with; or
- (3) Equivalent level security clearance issued by a national security agency of a participating/contributing Third State with whom the GSC does not yet have a full security agreement but an agreement exists relating to the participation/contribution of that Third State which expressly addresses the obligations of that country towards the handling of EU CI.

**Certificate/Booklet of vaccination** – To 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** – All selected personnel should undergo an extensive medical examination and be certified medically fit for Mission duty by a competent authority from the Member State. A copy of this certification must accompany deployed seconded/contracted personnel.

**Driver's licence** – Be in possession of a valid – including Mission area – civilian driver's licence for motor vehicles (Category B or equivalent). Able to drive any 4-wheel drive vehicle. Category C driving license is mandatory in Israel for driving armoured cars, therefore, it is desirable.

### **D. Additional information on the selection process**

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The Civilian Planning and Conduct Capability, CPCC encourages Member States and European Institutions 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 location for interviews, the Member State will bear any related costs.

**Information on the outcome** – Member States and candidates (for contracted personnel) will be informed about the outcome of the selection process after its completion.

## **BORDER POLICE EXPERT (BPE) (EUBAM OPS5)**

### **Main tasks:**

Under the overall supervision of the Chief of Operations (CoO),

- Advise CoO/DHoM about Border Police matters and related activities.
- Participate in working groups and meetings on Border Police issues.
- Maintain operational contacts on appropriate level with parties and international key stakeholders.
- Maintain, update and refine all operational plans and operational induction trainings.
- Cooperate, assist and support the CoO in the event of RCP re-open; advise and train Border Monitors new in Mission.
- Share knowledge about relevant Border Police related legislation with Legal Advisor.
- Provide comprehensive reports on any and all incidents affecting team members and initiate necessary follow up action with appropriate authorities.
- Produce reports following the Reporting Guidelines for CSDP Civilian Missions as Routine Reports (Daily - Weekly – Monthly – 6 monthly) or non routine report like Special reports or incident reports.
- Create and maintain databases with relevant information regarding the Mission tasks.
- Collaborate in the preparation of documents / reports / presentations for HoM and CoO, in particular related to Border Operations.
- Undertake any other tasks required through the Chain of Command.

### **Qualifications and experience:**

- Captain, lieutenant or equivalent dealing with border police management.
- Degree in border police management or equivalent combination of education, training and practical experience as executive class officer.
- Training in Methodic/Didactics.
- Minimum 5 years of professional experience in Border Police/Security operations and effective Border Management as well as extensive operational planning.
- International experience, particularly from the CSDP and other international Missions in crisis areas with multi-national and international organizations highly desirable.
- Fluency in English (spoken, read, written, understood) mandatory.
- Arabic and/or Hebrew as well as other European Languages an asset.
- Ability to operate Windows and Power Point applications, including Word processing and e-mail and in particular extremely confident with spreadsheets (Excel)
- Ability to establish priorities and to plan and co-ordinate own work.
- Good interpersonal skills, ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Highly resilient under mental pressure (stress-resistant) and willingness to work extra hours when required.
- Civilian driving license class B is mandatory and C is desirable .
- Diplomatic Passport.