

# European Union



## Annex 1

### European Union Police Mission in Afghanistan (EUPOL Afghanistan)

#### Advertisement for EU seconded/contracted staff members

<b>Organisation:</b>	<b>European Union Police Mission in Afghanistan</b>			
<b>Job Location:</b>	<b>As indicated below</b>			
<b>Availability:</b>	<b>As indicated below</b>			
<b>Staff Regime:</b>	<b>As indicated below</b>			
<b>Job Titles/Vacancy Notice:</b>	<b>Ref.</b>	<b>Name of the post</b>	<b>Location</b>	<b>Available on</b>
	<b><u>Seconded/Contracted</u></b>			
	AFG 010	Legal Adviser	Kabul	31/07/2010
	AFG 013	Internal Controller	Kabul	ASAP
	AFG 024	Head of Mission Support	Kabul	15/09/2010
	AFG 039	Chief of Human Resources	Kabul	15/07/2010
	AFG 043	Human Resources Officer	Kabul	ASAP
	AFG 049	CIS Officer	Kabul	ASAP
	AFG 064	Chief Logistics	Kabul	15/08/2010
	AFG 071	Chief Medical	Kabul	01/10/2010
	AFG 079	Security Officer	Kabul	31/08/2010
	AFG 228	Mentor Ministry of Justice	Kabul	ASAP
	AFG 234	Mentor to the Attorney General's Office *	Kabul	30/08/2010
	AFG 236	Mentor to the Attorney General's Office	Kabul	ASAP
	AFG 321	Administrative Officer **	Herat	ASAP
	AFG 323	Security Officer	Herat	ASAP
	AFG 381	Security Officer **	Bamyan	30/09/2010
	AFG 382	Security Officer	Kabul	ASAP
	<b><u>Seconded</u></b>			
	AFG 002	Deputy Head of Mission	Kabul	ASAP
	AFG 012	CPJP RoL Mentor/Adviser	Kabul	ASAP
	AFG 016	Press and Public Information Officer	Kabul	ASAP
	AFG 017	Technical Liaison Officer	Kabul	ASAP
	AFG 023	Project Management Officer	Kabul	ASAP
AFG 082	Head of Strategic Planning, Analysis and Reporting unit/MAC	Kabul	ASAP	
AFG 086	Strategic Planning, Analysis and Reporting Officer (Information Manager)/MAC	Kabul	ASAP	
AFG 090	Strategic Planning, Analysis and Reporting Officer (Planning)/MAC	Kabul	ASAP	
AFG 092	Deputy Head of Police Reform	Kabul	06/09/2010	
AFG 095	Advisor Deputy Minister Strategy and Policy (PC3)	Kabul	ASAP	
AFG 096	Mentor Anti-Crime Department MoI	Kabul	ASAP	

AFG 097	Mentor Criminal Investigation Department MoI (CID)	Kabul	ASAP
AFG 098	Mentor/Adviser Tashkeel	Kabul	03/09/2010
AFG 104	AU(C)P: Project Adviser	Kabul	ASAP
AFG 106	AU(C)P: Senior Uniform Police Mentor/Adviser	Kabul	ASAP
AFG 108	AU(C)P: Senior Uniform Police Mentor/Adviser (Disaster Police)	Kabul	ASAP
AFG 109	AU(C)P: Uniform Police Mentor/Adviser (Disaster Police)	Kabul	ASAP
AFG 111	AU(C)P: Uniform Police Mentor/Adviser (CPJP)	Kabul	ASAP
AFG 113	AU(C)P: Senior Mentor/Adviser (PC3)	Kabul	ASAP
AFG 117	CPJP AU(C)P: Mentor/Adviser (PC3)	Kabul	ASAP
AFG 120	AU(C)P: Senior Mentor/Adviser (ILP)	Kabul	16/08/2010
AFG 124	AU(C)P: Mentor/Adviser (ILP)	Kabul	ASAP
AFG 126	Senior Border Police Mentor/Adviser	Kabul	ASAP
AFG 127	Border Police Mentor/Adviser	Kabul	08/09/2010
AFG 129	Anti Crime: Chief Mentor/Adviser	Kabul	10/08/2010
AFG 146	CPJP Anti Crime: Specialist Trainer	Kabul	ASAP
AFG 149	Anti Crime: Police Intelligence Trainer	Kabul	10/09/2010
AFG 152	CPJP Anti Crime: Police Intelligence Trainer	Kabul	ASAP
AFG 157	CPJP Mentor/Adviser (Police)	Kabul	02/09/2010
AFG 161	CPJP Mentor/Adviser (Police)	Kabul	16/07/2010
AFG 162	CPJP Mentor/Adviser (Police)	Kabul	16/07/2010
AFG 175	Training Adviser	Kabul	30/07/2010
AFG 177	Training Adviser	Kabul	17/08/2010
AFG 180	Training Adviser	Kabul	ASAP
AFG 181	Training Adviser	Kabul	ASAP
AFG 182	Training Adviser	Kabul	02/09/2010
AFG 187	Training Adviser	Kabul	ASAP
AFG 188	Training Adviser	Kabul	ASAP
AFG 189	Head of Field Implementation Office	Kabul	ASAP
AFG 190	Deputy Head of Field Implementation Office	Kabul	ASAP
AFG 191	Field Implementation Officer	Kabul	ASAP
AFG 192	Field Implementation Officer	Kabul	ASAP
AFG 193	Field Implementation Officer	Kabul	ASAP
AFG 194	Field Implementation Officer	Kabul	01/09/2010
AFG 195	Field Implementation Officer	Kabul	ASAP
AFG 196	Head of IPCB Secretariat	Kabul	10/08/2010
AFG 197	Senior Reporting Officer IPCB-S	Kabul	ASAP
AFG 198	Senior Liaison Officer IPCB-S	Kabul	ASAP
AFG 201	Administration Officer IPCB-S	Kabul	ASAP
AFG 202	Head of RoL Reform	Kabul	ASAP
AFG 203	Chief of Mentors/Advisers (AC)	Kabul	ASAP
AFG 204	Deputy Chief of Mentors/Advisers (AC)	Kabul	ASAP
AFG 207	Mentor to the Ministry of Interior (IT team leader - AC)	Kabul	ASAP
AFG 210	Mentor to the Ministry of Interior (IT team member - AC)	Kabul	ASAP
AFG 213	Mentor to the Ministry of Interior (AC-Procurement and Finance)	Kabul	ASAP
AFG 214	Mentor to the Ministry of Interior (AC)	Kabul	ASAP
AFG 215	Mentor to the Ministry of Interior (AC)	Kabul	ASAP
AFG 216	Mentor to the Ministry of Interior (AC)	Kabul	ASAP
AFG 217	Mentor to the Ministry of Interior (AC)	Kabul	ASAP
AFG 218	Mentor to the Ministry of Interior (AC)	Kabul	ASAP
AFG 221	Mentor to the Ministry of Interior (Gender & Human Rights)	Kabul	17/08/2010
AFG 224	Mentor to the Ministry of Interior (Gender & Human Rights)	Kabul	ASAP
AFG 225	Mentor to the Ministry of Interior (Gender & Human	Kabul	ASAP

	Rights)		
AFG 229	Mentor Ministry of Justice	Kabul	ASAP
AFG 230	Mentor Ministry of Justice	Kabul	ASAP
AFG 231	Chief of Mentors Anti-Corruption AGO	Kabul	31/07/2010
AFG 237	Mentor to the Attorney General's Office	Kabul	ASAP
AFG 238	Mentor to the Attorney General's Office	Kabul	ASAP
AFG 239	Mentor to the Attorney General's Office	Kabul	ASAP
AFG 240	Justice Liaison Officer for Police	Kabul	31/08/2010
AFG 242	CPJP RoL Mentor/Adviser	Kabul	ASAP
AFG 243	CPJP RoL Mentor/Adviser Justice	Kabul	ASAP
AFG 244	CPJP RoL Mentor/Adviser Justice	Kabul	ASAP
AFG 245	CPJP RoL Mentor/Adviser	Kabul	ASAP
AFG 246	CPJP RoL Mentor/Adviser	Kabul	ASAP
AFG 251	Rule of Law Training Adviser	Kabul	ASAP
AFG 255	Brussels Support Element (HR and Administration Officer)	Brussels	ASAP
AFG 256	Head of CPJP Mazar-e-Sharif	Mazar-e-Sharif	30/09/2010
AFG 257	Deputy Head of CPJP Mazar-e-Sharif	Mazar-e-Sharif	ASAP
AFG 280	CPJP Mentor/Adviser (RoL)	Mazar-e-Sharif	ASAP
AFG 282	CPJP Mentor/Adviser (RoL)	Mazar-e-Sharif	ASAP
AFG 283	Head of CPJP Feyzabad **	Feyzabad	15/09/2010
AFG 285	CPJP Mentor/Adviser (Police) **	Feyzabad	15/09/2010
AFG 286	CPJP Mentor/Adviser (Police) **	Feyzabad	15/09/2010
AFG 287	CPJP Mentor/Adviser (Police) **	Feyzabad	15/09/2010
AFG 289	CPJP Mentor/Adviser (RoL) **	Feyzabad	15/09/2010
AFG 291	Head of CPJP Kunduz **	Kunduz	15/09/2010
AFG 295	CPJP Mentor/Adviser (Police) **	Kunduz	15/09/2010
AFG 297	CPJP Mentor/Adviser (RoL) **	Kunduz	15/09/2010
AFG 298	CPJP Mentor/Adviser (Police) (Border Police Adviser) **	Kunduz	15/09/2010
AFG 313	Head of CPJP Pol-e Khomri	Pol-e-Khomri	ASAP
AFG 319	Deputy Head of CPJP Herat	Herat	ASAP
AFG 324	CPJP Mentor/Adviser (Police)	Herat	ASAP
AFG 326	CPJP Mentor/Adviser (Police)	Herat	17/08/2010
AFG 330	CPJP Mentor/Adviser (Police)	Herat	ASAP
AFG 331	CPJP Mentor/Adviser (Police)	Herat	ASAP
AFG 332	CPJP RoL Mentor/Adviser Justice	Kabul	ASAP
AFG 333	CPJP Mentor/Adviser (Police) (Border Police Adviser)	Herat	ASAP
AFG 334	CPJP RoL Mentor/Adviser Justice	Kabul	ASAP
AFG 336	CPJP Mentor/Adviser (RoL)	Herat	ASAP
AFG 337	CPJP Mentor/Adviser (RoL)	Herat	ASAP
AFG 338	CPJP Mentor/Adviser (RoL)	Herat	ASAP
AFG 339	CPJP Mentor/Adviser (RoL)	Herat	ASAP
AFG 340	Head of CPJP Chaghcharan	Chaghcharan	ASAP

AFG 351	CPJP Mentor/Adviser (RoL)	Chaghcharan	ASAP
AFG 352	CPJP Mentor/Adviser (RoL)	Chaghcharan	ASAP
AFG 353	CPJP Mentor/Adviser (RoL)	Chaghcharan	ASAP
AFG 355	CPJP Mentor/Adviser (Police) (Border Police Adviser) **	Kandahar (KAF)	ASAP
AFG 359	CPJP Mentor/Adviser (Police) */**	Kandahar (Kandahar City)	17/08/2010
AFG 361	CPJP Mentor/Adviser (Police) */**	Kandahar (Kandahar City)	ASAP
AFG 362	CPJP Mentor/Adviser (RoL) **	Kandahar (Kandahar City)	ASAP
AFG 363	CPJP Mentor/Adviser (Police) (Border Police Adviser) **	Kandahar (KAF)	ASAP
AFG 364	CPJP RoL Mentor/Adviser	Kabul	ASAP
AFG 368	CPJP Mentor/Adviser (Police)	Lashkar Gah	ASAP
AFG 371	CPJP Mentor/Adviser (Police)	Lashkar Gah	ASAP
AFG 372	CPJP RoL Mentor/Adviser	Kabul	ASAP
AFG 373	Head of CPJP Tarin Kowt **	Tarin Kowt	ASAP
AFG 377	CPJP Mentor/Adviser (Police) **	Tarin Kowt	10/09/2010
AFG 378	CPJP Mentor/Adviser (RoL) **	Tarin Kowt	ASAP
AFG 384	CPJP Mentor/Adviser (Police) **	Bamyan	30/09/2010
AFG 385	CPJP Mentor/Adviser (Police) **	Bamyan	30/09/2010
AFG 386	CPJP Mentor/Adviser (Police) **	Bamyan	30/09/2010
AFG 389	CPJP Mentor/Adviser (Police) **	Bamyan	30/09/2010
AFG 391	CPJP Mentor/Adviser (RoL) **	Bamyan	30/09/2010
AFG 393	CPJP Mentor/Adviser (RoL) **	Bamyan	30/09/2010
AFG 394	Head of CPJP Pol-e-Alam **	Pol-e-Alam	ASAP
AFG 400	CPJP Mentor/Adviser (RoL) **	Pol-e-Alam	ASAP
<b>Deadline for applications:</b>	<b>12 July 2010</b>		
<b>E-mail address to send the Job Application Form/CV:</b>	<b>cpcc.eupolafghanistan@consilium.europa.eu</b>		
<b>Information:</b>	For more information relating to selection and recruitment, please contact the Civilian Planning and Conduct Capability, CPCC,  cpcc.cfc@consilium.europa.eu		

\* The availability of this position is subject to the non-confirmation of a request for extension  
\*\* The availability of this position is subject to the absorption capacity and other operational necessity  
KAF: Kandahar Air Field  
CPJP: City Police and Justice Programme  
IPCB-S: International Police Coordination Board-Secretariat

**Seconded Personnel** – For seconded positions, only personnel nominations received through official channels from Member/Contributing States will be considered. Member/Contributing 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). Personnel seconded from Third Contributing States is not entitled to receive allowances 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 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 of 12 months.

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

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

Member/Contributing 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) or of a Third Contributing State 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/Contributing 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**

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<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.

**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 Afghanistan** – 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 local languages will be an asset.

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

**Passport** – Seconding Member/Contributing States should provide their personnel with a service/diplomatic passport, and agree to have them accredited to their Embassies or Consulates as appropriate in the region.

**Visas** – Member/Contributing 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/Contributing 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 (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/Contributing 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/Contributing State will bear any related costs.

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

## **E. Job descriptions**

### **AFG 002 Deputy Head of Mission**

1 position

Proposed deployment start ASAP

#### **Main tasks:**

Under the overall supervision of the Head of Mission,

*The Deputy Head of Mission* will assist the Head of Mission to command, lead and control the EUPOL Afghanistan activities and contribute to strategic and programmatic planning. He/she will also help to ensure a proper flow of information within the mission and take into account overall political developments in Afghanistan. He/she will be part of the core leadership of the Mission.

*The Deputy Head of Mission* will be expected:

- To report to the EUPOL AFGHANISTAN Head of Mission (HoM).
- To deputise for the HoM in his/her absence and on his/her behalf, when so appointed by the HoM.
- Under the Head of Mission's guidance, to prioritise and delegate the day to day work required to his/her subordinate departments.
- To assist the Head of Mission to command, coordinate, manage and control the EUPOL AFGHANISTAN personnel, and to contribute to the development of strategies and plans, taking into account overall political developments in Afghanistan.
- To develop and implement on behalf of the HoM the necessary activities and competences to achieve objectives of the Mission, planning and maintaining timelines, allocating resources to ensure progress and success of the Mission mandate.
- To give guidance, oversee and coordinate the work of the Field Implementation Office to ensure delivery of City Police and Justice Programmes in an efficient and effective manner.
- To give guidance, oversee and coordinate the Heads of Components (Police and Rule of Law) and act as the interface between the Police and Rule of Law Components and the Head of Mission.
- To give guidance and oversee the Head of Mission Support to ensure efficiency and effectiveness of support functions in order to deliver operational outcomes.
- To assist the Head of Mission in overseeing the selection, appointment and deployment of personnel to address mission needs.
- On behalf of the HoM, to ensure standards are maintained of police officers, international and local civilian personnel, close cooperating with the National Contingent Commanders.
- To assist the HoM in his/her responsibility in all logistical and functional aspects of the mission, directing and coordinating the execution of all the activities of EUPOL AFGHANISTAN.
- To undertake any other tasks required by HoM.

#### **Qualifications and experience:**

- Advanced University Degree or equivalent experience, ideally in the police, military, judiciary or administrative field.
- Operational leadership experience and a proven record of operational delivery.
- Minimum of 15 years of effective and extensive operational experience desirable, with significant experience at strategic command and/or senior management level.
- Broad professional experience, both in operational and organisational aspects of police operations and/or a sound knowledge of judicial reform and wider Rule of Law is desired.
- Strong knowledge of the mechanisms for international and national police and judicial cooperation would be an asset.
- Excellent interpersonal skills and the ability to share the strategic vision of the HoM and communicate it to the Mission personnel and the ability to lead and motivate staff.
- Highly resilient under physical and mental pressure.

- International professional experience, particularly in crisis areas, such as Afghanistan or other areas within the same geopolitical context, with multi-national and international organisations.
- Good working knowledge of the political, cultural and security situation of Afghanistan is desired.
- Good command of English.
- To be in the possession of the appropriate level of security clearance.



## **AFG 010 Legal Adviser**

1 position

Proposed deployment start 31.07.2010

### **Main tasks:**

*Legal Adviser* reports to the Head of Mission. The Line Manager is the Head of the HoM's Office.

*Legal Adviser* is responsible for the following tasks:

- To provide advanced legal expertise and advice for the HoM on legal issues pertaining to the mission, its legal framework, and its mandate;
- To draft legal guidelines for the mission in accordance with instructions of the HoM;
- To ensure his/her involvement in all relevant legal aspects of the mission, including but not limited to operational issues, contracts of employment, and other personnel management related or administrative legal issues;
- To coordinate and liaise with other components of the mission on issues where legal expertise is required;
- To liaise with other international and Afghan stakeholders in the area of abovementioned legal issues;
- To draft assessments and recommendations for the HoM and/or duly authorised delegates in terms of internal disciplinary and administrative proceedings;
- To contribute to induction and other training with regard to general legal issues related to the mission, its legal framework and its mandate;
- To undertake any other tasks required by HoM

### **Qualifications and experience:**

- Advanced University degree on Law (Master of Laws or equivalent);
- A minimum of 10 years of relevant professional experience;
- Practical professional experience as a senior police official, prosecutor or legal counsellor to the police;
- Proven knowledge of and experience in criminal law, police law, labour law, contract law, international law, procedural law and administrative law;
- Proven skills and experience in drafting laws, SOPs, other regulations and assessments;
- Solid knowledge of and experience in ESDP mission related personnel and administrative procedures;
- Prior ESDP or equivalent mission experience in the field of Police, Rule of Law or Justice is highly desirable.

## **AFG 012 CPJP RoL Mentor/Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Rule of Law Mentor/Adviser will be responsible for:*

- Closely cooperating with the EUPOL HQ Human Rights and Gender Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on implementation, development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives;
- Engaging directly with the police and justice actors, including, but not limited to, key Ministry of Interior counterparts, criminal prosecutors, judges and investigative police corresponding to the territorial jurisdiction of the post through provision of mentoring and advising in strategic human rights and gender equality issues;
- Conducting training, mentoring and advising of police and justice actors, including but not limited to criminal prosecutors, judges and investigative police;
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivering of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, relevant government officials, regional, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations;
- Undertaking other relevant tasks required by the EUPOL HQ Human Rights and Gender Unit, as well as the City Police and Justice Programme team in support of the Mission strategic objectives;
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree or equivalent experience in Criminal or Procedural Law, Social Sciences, Human Rights or Gender or another relevant discipline;
- Knowledge of the functions and practices of criminal procedures including criminal investigation and prosecution;
- Knowledge of judicial reform process desirable;
- Experience in developing Human Rights and Gender Reform strategies;
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- An understanding or experience of Rule of Law and/or Civilian Crisis Management interventions;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 013 Internal Controller**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The Internal Controller will, under the supervision of the Head of Mission's Office, will be responsible for:*

- Establish a financial control function to be performed in compliance with the relevant international standards and EC guidelines.
- Control the legality and regularity of budgetary and financial operations, including monitoring the commitment and authorization of all expenditure and revenue.
- To control the fund's management, including receipt, recording, disbursement and investment of funds from all sources; control of assets' management.
- To control the classification and recording of financial transactions and advice on related problems.
- To control and verify accounts and book-keeping records.
- Control financial and treasury accounting systems in use at the mission under generally accepted principles, which include preparation, analysis and interpretation of financial statements and financial management reports.
- Advise the Head of Mission concerning financial control and budgetary issues.
- Supervise the implementation of financial and accounting policies, systems and procedures.
- Undertake any other related tasks as required by the Head of Mission.

### **Qualifications and experience:**

- Advanced University degree in Management, Economics, Accounting, Business Administration or a related field.
- Related experience of 10 years (of which minimum 5 years audit experience).
- Certification from an internationally recognised Internal Audit/Accounting body and professional qualification to act in accordance with the internationally established professional internal auditing standards.
- Excellent interpersonal and communication skills, including capacity to summarise complex issues and convey key messages efficiently
- Excellent intellectual and problem-solving and judgment skills and a capacity to make sound, logical and well-argued judgments.
- Knowledge and experience working with computerised financial systems in the area of accounting or financial management.
- Good knowledge of EC Financial Regulation and audit practices.
- Experience of working in a multicultural environment. International experience preferable, particularly in crisis area with multinational and international organisations, ideally in a related position.
- Experience in planning and implementing projects.
- Undertake any other related tasks as required by the Head of Mission

## **AFG 016 Press and Public Information Officer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The Press and Public Information Officer (PPIO) reports to the Chief Public Information Officer and will be responsible for the following tasks:*

- Assist in conducting and coordinating official visits according to the established protocol rules
- Manage the institutional image of the mission, providing advice and guidance on this issue
- To create and promote positive media campaigns in support of a transparent public image of the mission
- Draft press releases as required
- Assist in conducting and coordinating press conferences
- Analyze the public impact of the effectiveness of mission's activities
- Disseminate internally the daily media monitoring
- Create, develop and carry out basic maintenance of an Intranet and a web-site for the Mission
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree in Journalism, Communications, Political Sciences, Law, International Relations, Social Sciences or equivalent academic training relevant to the specific post
- To have a minimum of five years of professional experience
- Excellent analytical abilities and drafting skills
- Web-site building and design skills are regarded as an essential requirement for this post
- Knowledge of political, cultural and media specificities of Afghanistan
- Very good interpersonal skills
- Experience from working in the police/justice field will be an asset
- Experience from diplomacy, negotiations and field work in international organisations (desirable)
- Fluent in written and spoken English
- Knowledge of local languages will be an asset

## **AFG 017 Technical Liaison Officer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The Technical Liaison Officer will, under the supervision of the Head of Project Management, be responsible for:*

- Liaising with EUPOL's international partners, especially the EU delegation, as regards for example the construction of police training centers in Afghanistan
- Assisting in project planning and development and co-ordinate the implementation of the Mission's projects with other stakeholders;
- Act as the interface between project leaders and various elements of Mission Support.
- Assess project proposals and make recommendations on the feasibility and sustainability of projects;
- Ensure that project are properly coordinated within the Mission as well as with external stakeholders;
- Performing other tasks as assigned by supervisor
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Advanced university degree; technical/engineering background considered an advantage
- A minimum of five years of progressively responsible experience
- Extensive experience in project management
- Professional fluency in English with excellent drafting skills
- Demonstrated organizational and analytical skills
- Diplomacy, task orientation
- Ability to establish and maintain effective working relations with people of different national and cultural backgrounds, whilst maintaining impartiality and objectivity

## **AFG 023 Project Management Officer**

1 Position

Proposed deployment start ASAP

### **Main tasks:**

*The Project Management Officer will, under the supervision of the Senior Project Management Officer, be responsible for:*

- Assisting in project planning and development and co-ordinate the implementation of the Mission's projects with other stakeholders;
- Assess project proposals and make recommendations on the feasibility and sustainability of projects;
- Ensure that project proposals are properly coordinated within the Mission as well as with external Stakeholders;
- Act as the interface between project leaders and various elements of Mission Support.
- Develop a EUPOL Projects Database and maintain a record of EUPOL project history and ongoing activities;
- Upon project completion, ensure that post-project reporting and evaluation have been completed;
- Developing best practices on project management, make training recommendations and record lessons learnt;
- Performing other tasks as assigned by supervisor
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Advanced university degree in political science, international relations, business administration or another related field
- A minimum of five years of progressively responsible experience with a national or international organization
- Extensive experience in project management and evaluation
- Professional fluency in English with excellent drafting skills
- Demonstrated organizational, analytical and administrative skills
- Flexibility, task orientation
- Ability to establish and maintain effective working relations with people of different national and cultural backgrounds, whilst maintaining impartiality and objectivity.

## **AFG 024 Head of Mission Support**

1 position

Proposed deployment start 15.09.2010

### **Main tasks:**

The *Head of Mission Support* is a member of the Mission's Senior Management Team and will report directly to the Head of Mission. He/She will be responsible for the following tasks:

- Command and coordination of the branch and support and advise to Mission Command, as well as development of inter-unit plans and coordination, setting goals and deadlines and defining procedures and responsibilities;
- Lead the process to define and address the global administrative requirements of the mission including, inter alia, finance and budgetary requirements, human resources, procurement and logistics;
- Lead the staff responsible for the effective security and control of designated funds allocated to the mission and all necessary internal and external administrative functions;
- Monitor and direct day-to-day personnel, financial and administrative operations of the ESDP Mission, as well as to lead the preparation of all related reports, including figures, statistics, inventories and analysis of current and future requirements;
- Assist and advise with the assistance of the appropriate technical staff, on all administrative, personnel, financial and logistical issues;
- Lead the staff responsible for providing training and assistance to the mission members related with all administrative, personnel and finance matters;
- Lead the process of developing suitable induction training packages on administrative matters for new members;
- Study and propose operational and management decisions that have the objective to increase the efficiency of the mission service;
- Produce, co-ordinate and decide about plans and reports related with the mission activities, namely related with the organisation and administrative services.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree or equivalent, as appropriate
- Senior expert with a solid background, at least ten years of professional experience in some of the specific field of expertise included in Mission Support
- Earlier professional experience as a manager of a multidisciplinary administrative unit
- International experience, particularly in crisis area with multinational organizations
- Experience in planning and implementing projects
- Fluent in written and spoken English

## **AFG 039 Chief of Human Resources**

1 position

Proposed deployment start 15.07.2010

### **Main tasks:**

The *Chief of Human Resources reports to the Head of Mission Support* and will be responsible for the following tasks:

- To manage and co-ordinate all human resources issues
- To create and update a Human Resource Policy for International and National staff in accordance with the OPLAN and Standard Operating Procedures
- To create the deployment plan for the deployment of the mission members with constant updates and follow up
- To provide advice and support to the HoM and DHoMs, line managers as well as all staff members on human resources related matters
- To create, manage and follow up the personnel database, lists and files for the mission members as well as to provide statistics and figures about mission members
- To organize and put into practice the mission recruitment and selection process of qualified applicants for the vacant positions for all international and national mission members in coordination with the CPCC Staff Selection Procedures
- To lead and follow up the deployment of personnel, contracts, selection letters, contract extensions, termination/ends of mission, leave and sick leave files as well as all relevant finance personnel related issues like payroll issues together with the finance office
- Establish the guidelines for transparent and objective performance assessment and evaluation system for the mission.
- Responsible for weekly, monthly and six months reports concerning all human resources and personnel issues
- To liaise with the EUPOL Afghanistan Support Team, CPCC and the European Commission on human resources related issues
- To develop and implement the existing personnel administration rules for ESDP operations
- To handle all special projects relating to personnel issues
- To undertake any other related tasks assigned by Head of Mission Support and Head of Mission

### **Qualifications and experience:**

- Advanced University Degree in Human Resources, Business Administration, Social Sciences or equivalent academic training
- Minimum of ten years of human resources management experience including at last five years of international professional experience from the human resources as well as 15 years of overall professional experience
- International experience, particularly from the ESDP and other international missions in the crisis areas as well as from multi-national and international organizations is highly desirable
- Experience in planning and implementing projects is essential
- Fluent in written and spoken English
- Ability to work and live in hardship conditions



## **AFG 043 Human Resources Officer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Human Resources Officer reports to the Chief of Human Resources* and will be responsible for the following tasks:

- Assist and advise the Chief Human Resources
- Assist in managing the mission recruitment and selection process of qualified applicants for the vacant positions for all international and national mission members in coordination with the CPCC Staff Selection Procedures
- Assist in publishing the Calls for Contributions
- Responsible for carrying out the recruitment process for the international and national staff, processing applications and together with the line managers for short listing of candidates and managing interviews, be a member of selection panels
- Assist in the development and coordination of Job Descriptions
- Ensure the daily management of the documentation and correspondence concerning the arrival, deployment, extensions, performance assessments and repatriation of the staff members
- Developing all personnel related files and databases as appropriate, to maintain all the records related to the personnel in the proper filing system, keeping all relevant documentation in secure and organized place
- Supervision, coordination and follow up of leave requests, travel requests and sick leave certificates, updating and improvement of Leave File and Sick leave roster
- Assist to handle all special projects relating to personnel issues
- Perform any other related tasks as required by the line manager
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree in Social Sciences, Human Resources, Business Administration or equivalent academic or professional training
- Minimum of five years of professional experience in recruitment, legal, administrative and operational aspects of human resources as well as ten years of overall professional experience
- International experience, particularly from the ESDP and other international missions in the crisis areas as well as from multi-national and international organizations is highly desirable
- Excellent administrative skills and attention to details
- Experience in planning and implementing projects is essential
- Fluent in written and spoken English
- Ability to work and live in hardship conditions

## **AFG 049 CIS Officer**

### **1 position**

Proposed deployment start ASAP

#### **Main tasks:**

The *CIS Officer reports to the Chief of CIS* and will be responsible for the following tasks:

- Assist, advise and replace (when absent and if required) the Chief of CIS
- To assist in the design and implementation, management and maintenance of CIS projects and applicable policies, technical reports, operating instructions, guidelines and procedures in the field
- To maintain and troubleshoot CIS equipment, servers, telephone, radio, network and software applications with respect to installation, systems support and security
- To provide technical support to Mission Members with regards to CIS equipment
- To ensure the proper functioning of all CIS equipment in his/her area of responsibility
- To assist in the selection and evaluation of cost-effective solutions for CIS hardware and software according to the Mission's requirements
- To maintain an adequate number of CIS equipment and spares
- To organize repair and replacement of CIS equipment as necessary
- To organize the prompt delivery of technical services by assigning the available technical resources, including providing Office Automation as help desk support, standardisation, preparation and maintenance of applications
- To seek out user information and their training needs and to arrange training for Mission Members with regards to the Mission's standard CIS hard- and software, while at the same time keeping up to date with new technologies and standards
- To maintain/troubleshoot local/wide area networks, telephone systems and radio communications and to assist in providing network, email, internet use, security and backup of Mission data
- To perform any other duties related to his/her assignment
- Undertake any other related tasks as required by the Head of Mission

#### **Qualifications and experience:**

- A minimum of 5 years of experience in information and communication technology support and implementation
- System administrator with ideally, experience in the Microsoft Environment, Server 2003 / 2008, Exchange, SQL, Office 2007 etc or Radio Technician with knowledge and experience with regard to information and communications VHF, UHF, HF, Satellite, GSM, Microwave, ECM (Motorola, Codan, Sectra) or Networking Expert with knowledge of Structured Cabling, Ethernet, TCP/IP, Switches, Routers, VPN, Firewall, IDS
- Relevant certifications are an asset
- Particular skill in fault finding technical problems and developing solutions
- Particular resilience under physical and mental pressure and resistance to stress
- Good knowledge of oral and written English
- Operational experience in national or international deployments in peace support issues (desirable)

#### **Additional requirement:**

**EU Security Clearance at Level Secret only. No equivalent is acceptable.**

## AFG 064 Chief Logistics

### **1 position**

Proposed deployment start 15.08.2010

#### **Main tasks:**

*The Chief Logistics reports to the Head of Mission Support through the Chief of General Service and is responsible for the following duties:*

- Directs coordinates and supervises the work of the Logistics Section
- Assumes responsibility for all logistical activity, including maintenance and repair of equipment within the logistic sections remit, control of supplies and accommodation.
- Plan, analyse, design, program and implement all aspects of logistical needs of the Mission in cooperation and coordination with relevant sections.
- Produce reports concerning logistical issues, propose/recommend changes and improvements, ensure accurate and comprehensive policies and guidelines to the logistics aspects..
- By-default, be the expert responsible for the identification of the logistical needs of the Mission. .
- Exercise managerial and supervisory control over all logistics support – Property Control and Inventory and General Logistics Sections
- Monitor and coordinate all multifunctional logistic requirements between PRTs and the Mission HQ in Afghanistan.
- Advise senior management on logistics management, structures and staffing levels to ensure that they are at all times adequate to meet the requirements of the logistics strategy;
- Lead logistic reconnaissance missions to the various locations in Afghanistan in order to monitor the logistics support improvement;
- Assume responsibilities of certifying officer when nominated;
- Develop a training program for logistics staff and the various administration units;
- Establish, implement and develop a proper asset control system throughout the whole EUPOL mission in accordance with standards provided.
- Manage analysis and performance monitoring of the effectiveness and execution of asset control procedures in the EUPOL mission to Afghanistan.
- To supervise all customs clearance issues related to equipment and supplies delivered to the mission.
- Perform any other assigned tasks or related duties as required.
- Undertake any other related tasks as required by the Head of Mission

#### **Qualifications and experience:**

- University degree in Logistics, Engineering, Administration or equivalent combination of education, training and practical experience..
- To have a minimum of 5 years of professional experience at middle and upper level management in logistics related matters and 15 years of overall professional experience. .
- Good working knowledge of MS Word, Power Point and Excel software's.
- To be familiar with the use of MS Access and specific logistics planning software's (desirable).
- To have experience in the implementation of EU procurement processes and regulations (desirable).
- International experience, particularly in crisis areas with multi-national and international organizations (desirable).
- Experience in planning and implementing projects.
- Proven ability to write and present in English in a clear and concise manner, including ability to prepare reports and conduct presentations.

## **AFG 071 Chief Medical**

### **1 position**

Proposed deployment start 01.10.2010

#### **Main tasks:**

The *Chief Medical reports to the Head of Mission through the Head of Mission Support* and will be responsible for following tasks:

- Assist and advice the HOM on health and medical matters
- Coordinate of evacuation and health related emergency issues
- Drafting of all internal instructions and standard medical operation procedures
- Plan, analyse, design and implement all the aspects of an update Emergency Medical Contingency Plan with other EUPOL departments (Security, Logistics) in coordination with the ISAF Units and other organisations in the theatre
- To organise training exercises and medical emergency assistance for all the emergency included mass causality cases and all the other issues related to repatriation and further treatment
- To ensure the quality of the medical service including diagnosis and treatment manage the daily clinical duties (24/7 hours) even in case of critical injuries or severe emergency cases
- To assess on regular basis existing in and outpatient medical treatment facilities and verify the update of the referral system
- To perform medical briefings and first aid training for the mission members, both internationals and nationals
- To explore options for joint procurement and warehousing of medical equipment and supplies according to the EU guidelines for EDSP missions
- To gather all the information related to security and health insurance including all the necessary administrative procedure
- To support advice and coordinate the other departments of the Mission
- To create databank to monitor incurrence of epidemics creating detailed statistics and reports in order to implement vaccination campaign
- To negotiate and provide agreements with medical board , International Agencies on behalf of the HOM on medical matters
- To counsel EUPOL staff personnel in medical matters in close cooperation with UN counsellor support in case of major traumatic incident
- Design of job descriptions and selection procedures for national health liaison officer and/or other staff
- To monitor epidemiological situation in the operational area, promoting preventive recommendation and specific hygienic measures
- Undertake any other related tasks as required by the Head of Mission

#### **Qualifications and experience:**

- Advanced University degree in Medicine with eventually Master in Public Health/ or specialisation in Emergency Surgery according to EU standards
- Knowledge and practice in Emergency Care Unit, and certified experience in the field of MEDEVAC and Flight Medical rescue
- Minimum ten years of experience in medical planning and administrative procedures
- International experience in crisis areas with international organisation
- International working experience in crisis areas with international organisations
- Experience in training on health care issues and Basic Trauma Life Support interpersonal skills , capabilities to work with people from different background\
- Previous experience as trainer/ teacher of national staff
- Excellent computer skills in MS Office applications (Excel, Word, Power Point, Access)
- Excellent spoken and written command of English language essential
- Absolute discretion and trustworthiness
- Ability to establish and to maintain effective working relationships as a team member
- Fluent in written and spoken English

## **AFG 079 Security Officer**

### **1 position**

Proposed deployment start 31.08.2010

#### **Main tasks:**

*The Security Officer (SO), under the supervision of the Senior Mission Security Officer (SMSO), will be responsible for following tasks:*

- Implement security requirements for EU-led civilian crisis management operations
- Assist the SMSO in the development of the Mission security plan, supporting security safety instructions and procedures
- Assess the security situation and maintain updated security and contingency plans ensuring that plans for relocation/evacuation to safe havens are current and able to be utilised at short notice
- Conduct or initiate security surveys of mission member's personal protective security requirements, transport security, residential and office security
- Ensure that all security and communications equipment is kept up-to-date and in a state of operational readiness
- Conduct regular security drills, communication tests and evacuation exercises
- Provide briefings to new staff when directed on matters affecting their security and ensure that all staff are properly prepared for emergencies
- Establish liaison as directed and co-operative closely with ISAF, other international organisations and national law enforcement agencies or other authorities in the member states and third states that the mission might operate alongside
- Provide comprehensive reports to the SMSO on any incidents affecting mission staff and initiate necessary follow up action with the appropriate authorities
- Generate elaborate, precise and accurate reports concerning information received that impacts upon the mission, providing appropriate analyses and assessment of all pertinent information
- Produce briefings and presentation relating to their sphere of work for the benefit of the mission
- Assist in the definition and implementation of the security and safety instructions for the mission (including risk assessment/evacuation/extraction plans), analysing and assessing the threat level and maintain updated security and contingency plans for the relocation/evaluation
- Report and assist the SMSO on the security level and state of alert for the mission staff
- Provide assistance and appropriate response to mission members in respect of security measures, ensuring that all necessary actions are provided in support of any related situation, particularly in emergency cases
- Undertake any other related tasks as required by the Head of Mission

#### **Qualifications and experience:**

- A minimum of three years overall professional experience including appropriate International experience in civilian/post conflict security management and/or other relevant areas of civilian crisis management operations
- Must maintain the highest standards of personal integrity, impartiality and self-discipline
- Exercise the highest level of personal and operational security, this includes not being 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 interest of the mission
- A minimum of three years overall professional experience including appropriate international experience in civilian/post conflict security management and/or other relevant areas of civilian crisis management operations
- Proven ability to successfully negotiate and liaise at all levels with military, police or civilian authorities responsible for security
- Ability to compile and analyze information with specific regard to security related aspects
- Very good organizational, planning, and time-management skills
- Good knowledge of the methods involved in the development of security strategies and procedures

- Fluent in written and spoken English

**Job requirements:**

- Experience of similar international Missions
- Knowledge of local languages desirable
- Experience of working in Afghanistan/post conflict environments
- Knowledge of health and safety in similar environment
- Experience and knowledge of firearms and associated issues

**Additional requirement:**

- **EU Security Clearance at Level Secret only. No equivalent is acceptable.**

## **AFG 082 Head of Strategic Planning, Analysis and Reporting unit/MAC**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*Under the Head of Missions authority, the Head of Strategic Planning, Analysis and Reporting unit (SPAR) presides over the entire planning, analysis, reporting, and information gathering processes as well as internal capacity building activities in close cooperation with the relevant units. More specifically, the Head of SPAR is responsible for the following tasks:*

- Support and provide analytical advice to Mission senior management for Mission decision-making in the implementation of its goals.
- Oversee and coordinate the Mission planning activities to facilitate achievement of Mission's strategic priorities and objectives.
- Develop a strategic process for the Mission in close cooperation with the Senior Management.
- Development of new projects according to the priorities and objectives of the Mission mandate in coordination with Deputy Head of Mission, Heads of Components Police and Rule of Law and all relevant Heads of Departments.
- Develop management and organisational measures with the objective of systematically improving the productivity, efficiency and efficacy of the Mission.
- Ensure that unit output is timely, quality-checked, focused and value added vis-à-vis Mission decision-making and goals.
- Prioritise tasks to unit staff in accordance with the needs of the Mission and pursuant to the progress of Mission goals.
- Supervise information analysis and develop/implement/improve analytical methods.
- Implement reporting system according to a regular reporting schedule and supervise all reports to be submitted to the chain of command, CPCC, EU Member States and other international stakeholders.
- Supervise unit's information data handling, ensuring rapid retrieval of documents and information, including access to classified material.
- Coordinate unit activities with Deputy Head of Mission, Head of Component Police, Head of Component RoL and Head of Mission Support.
- Coordinate regular meetings and exchange with Political Advisers, Security Office, Press and Information Office, and other key analytical functions for optimised coordination and synergy.
- Liaise with external partners in order to enhance information collection and analysis.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Advanced university degree (Master's degree or PhD) in political science, international relations, management or related field and/or equivalent police education.
- A minimum of 10 years of relevant professional experience.
- International experience, particularly in crisis areas with multi-national organisations.
- Previous experience from international policing, intelligence or diplomacy is considered an asset.
- Previous experience from strategic international planning and programme management is considered an asset.
- Excellent analytical capability and profound knowledge of information collection and analytical methods.
- Excellent skills in report compilation, drafting and editing.
- It is vital that the post holder has an excellent command of written and spoken English to a standard compatible with EU institutions. The post holder will be expected to give presentations and also to produce presentations and speeches.
- A thorough understanding of the functioning of European institutions and the ESDP framework is considered an asset.
- The ability to understand the cultural, social, religious, conflict and political situation in Afghanistan. Work experience in the region is considered an asset.

- Excellent interpersonal skills and ability to work in a dynamic team as well as on own initiative in a methodical manner.
- Ability to work under pressure in a hostile environment.
- Deep knowledge and understanding of staff management.
- The post holder will be responsible for dealing with sensitive information; therefore the higher standards of integrity are crucial.
- Preference is given to candidates with intention to serve at least 12 months in the Mission.



## **AFG 086 Strategic Planning, Analysis and Reporting Officer (Information Manager)/MAC**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*Under the authority of the Head of of Strategic Planning, Analysis and Reporting unit (SPAR), the Information Manager / Analysis Officer is responsible for the following tasks:*

- Create and maintain a ‘knowledge database’ for the Mission
- Coordinate information flow from Mission field offices, external partners and sources for analysis and dissemination.
- Monitor and collect information about phenomena and events that may have an impact on the Mission, including external mission critical issues, e.g. within the international military presence in Afghanistan as well as Afghan socioeconomic, political, military and law enforcement structures.
- Coordinate information requests to SPAR from other units
- Store relevant documents in such a way that it enables research and analysis
- Request information in order to fill identified gaps or focus information collection on prioritised areas of analysis.
- Assist in analysing and assessing the development and progress of police reform in Afghanistan.
- Assist in producing analytical Special Reports for submission to the chain of command, CPCC and EU Member States on Mission critical developments and issues.
- Liaise regularly with Mission operational staff, Political Advisers, Security Office, Press and Information Office and other key analytical functions – including external sources – for information exchange, coordination, and cooperation on relevant analytical issues.
- Communicate with key Mission staff members and Regional and Provincial Teams on unit information management, analysis and reporting procedures in order to ensure submission of high-quality information to unit.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 4 years of professional experience in information collection, analysis, report compilation, drafting and editing.
- University degree (Bachelor’s or higher) in political science, international relations or related field and/or relevant professional training in police/military structures.
- Excellent analytical skills are a necessity.
- Exceptional computing skills (e.g. Word, Power Point, Excel and Access) are essential.
- It is vital that the post holder has an excellent command of written and spoken English to a standard compatible with EU institutions. The post holder will be expected to give presentations and also to produce presentations and speeches on behalf of others.
- International experience is highly preferable, particularly in crisis areas with multi-national and international organisations.
- Previous experience from international policing, intelligence or diplomacy is an asset.
- The ability to understand the cultural, social, religious, conflict and political situation in Afghanistan. Work experience in the region is considered an asset.
- Excellent interpersonal skills and ability to work in a dynamic team as well as on own initiative in a methodical manner.
- Ability to work under pressure in a hostile environment.
- Preference is given to candidates with intention to serve at least 12 months in the Mission.

## **AFG 090 Strategic Planning, Analysis and Reporting Officer (Planning)/MAC**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*Under the authority of the Head of of Strategic Planning, Analysis and Reporting unit, the Planning Officer coordinates the Mission's planning processes. More specifically, the Planning Officer will be responsible for the following tasks:*

- Elaborate plans to facilitate achievements of Mission`s priorities and objectives to be submitted to the Head of Mission.
- Develop, implement and improve the planning methods for the Mission.
- Update/upgrade the Mission Implementation Plan in close cooperation with the relevant Heads of Department and other key stakeholders.
- Develop new projects according to the objectives of the Mission mandate, including carrying out SWOT analyses (assessment of Strengths, Weaknesses, Opportunities and Threats) and identifying new progress indicators and monitoring mechanism.
- Assist the Head of SPAR in the study and proposal of management and organisational measures with the objective of systematically improving the productivity, efficiency and efficacy of the Mission.
- Liaise with key Mission staff and Regional and Provincial Teams regarding the strategic direction of the Mission and to ensure all activities are in line with the strategic priorities and specific objectives of the Mission.
- Attend regular meetings and exchanges with Political Advisers, Security Office, Press and Information Office and other key functions for optimised coordination and synergy.
- Liaise frequently with external partners (CSTC-A, ISAF, UNAMA, IPCB, etc.) in order to enhance coordination and synergy.
- Follow internal and external developments relating to the Mission programmes and brief the head of SPAR accordingly.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Advanced university degree in political science, development studies, international relations, project management, business administration or other related field.
- A minimum of 5 years of relevant professional experience.
- Thorough knowledge and understanding of project management
- Exceptional computing skills (e.g. Word, Power Point, Excel and Access) are essential.
- Excellent analytical abilities and drafting skills.
- It is vital that the post holder has an excellent command of written and spoken English to a standard compatible with EU institutions. The post holder will be expected to give presentations and also to produce presentations and speeches on behalf of others.
- International experience, particularly in crisis areas with multi-national and international organisations.
- Previous experience from international policing, development policy, intelligence, international relations, or diplomacy is considered an asset.
- A thorough understanding of the functioning of European institutions and the ESDP framework is considered an asset.
- Broad international experience, particularly in crisis areas with multi-national and international organisations, and knowledge of the political, military, economic, social, infrastructure, and information structures of Afghanistan and the region are highly desirable.

- Excellent interpersonal and communication skills, ability to work in a dynamic team as well as, and in particular, on own initiative in a methodical manner, and capacity to relate with Mission senior-level personnel and international partners.
- Ability to work under pressure in a hostile environment.
- The post holder will be responsible for dealing with sensitive information; therefore the highest standards of integrity are crucial.
- Preference is given to candidates with intention to serve at least 12 months the Mission.

## **AFG 092 Deputy Head of Police Reform**

1 position

Proposed deployment start 06.09.2010

### **Main tasks:**

The *Deputy Head of Police Reform* will assist the Head of Police Reform in performing his/her duties by directing and coordinating the Reform/ Training Support component of the Mission. This involves advising, mentoring, training and development of trainings for the Mission as well as the strategic direction of the mission itself with including the Afghan Police.

*The Deputy Head of Police Reform will be responsible for the following tasks:*

- Report to the Head of Police Reform
- Conduct the overall direction of the Police Reform support process
- To coordinate the advisers, mentors and trainers
- Assist the MoI and the ANP at central level in improving their planning, management and performance capabilities in the identified areas
- Undertake any other tasks required by the Head of Police Component in support of the objectives of the Mission
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Advanced University Degree, or equivalent, in Police related matters
- Senior rank in a police force
- Minimum of 6 years of effective and extensive operational police experience, at least 3 of which at strategic level in his/her police organization
- 2 years experience regarding police trainings
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Ability to manage and coordinate a diversified and multidisciplinary team of mentors and advisers
- In-depth understanding of the following areas of activity within the team: general policing, criminal investigation, border police, training, logistics, administration, legal affairs
- Professional experience of projects related to police reform
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

### **Additional desirable requirements:**

- Experience in international co-operation
- Strategic liaison with international partners
- Strategic management and/or public administration
- Peacekeeping missions or in ESDP missions at senior level in the field of Rule of Law
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course

## **AFG 095 Adviser to Deputy Minister for Strategy and Policy (PC3)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Adviser to Deputy Minister for Strategy and Policy (PC3)* shall assist the Head of Police Reform in performing effective mentoring in favour of the Deputy Minister for Strategy and Policy.

The *Adviser to Deputy Minister for Strategy and Policy (PC3)* will be responsible for the following tasks:

- Report to the Head of Police Reform
- Assist the Deputy Minister (DM) in improving his/her managerial capabilities and general comprehension of tasks and responsibilities related to the current function, with special reference to the responsibilities over strategic direction of the MoI and ANP
- Assist the DM in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing as well as in elaborating and implementing policing strategies and best practices
- Assist the DM in implementing the National Police Strategy (NPS) and the National Police Plan (NPP) in the different departments of the MoI and ANP, in identifying the weaknesses and the areas for improvement and leading the DM in the adjustment of strategy and policy development
- Provide input on behalf of EUPOL into the NPS and NPP review and drafting process and ensure coordination with other stakeholders
- Support the HoM in the decision making process by drafting and submitting, through the Head of Police Reform, the relevant proposals regarding the NPS and NPP as well as a coherent mentoring strategy in favour of the MoI
- Liaise closely with other Mentors in the MoI in order to implement a joint coherent mentoring strategy
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, Head of Police Component and the Head of Police Reform in support of the objectives of the mission

### **Qualifications and experience:**

- Advanced University Degree or equivalent in police related matters.
- Senior rank in a police force or senior civil servant/senior civil servant expert
- If a senior rank in a police force, minimum of 12 years of effective and extensive operational police experience, at least eight of which at strategic level in his/her police organization
- If senior civil servant/senior civil servant expert, consolidated expertise in institutional reform
- Substantive knowledge of the functioning of the EU in particular the CFSP and CSDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent spoken and written English

### **Additional desirable requirements:**

- Experience in international cooperation
- Strategic liaison with international partners
- Strategic management and/or public administration
- Peacekeeping missions or in CSDP missions at senior level

## **AFG 096 Mentor Anti-Crime Department MoI**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Mentor Anti-Crime Department MoI*, working to the Head of Police Reform through the Chief Mentor/Adviser CID, shall perform effective mentoring at the MoI to the Head of Anti-Crime and the Head of Counter Terrorism, to support the implementation of an effective Anti Crime Department within the Afghan National Police.

### ***The Mentor Anti-Crime Department MoI will be responsible for the following tasks:***

- Report to the Head of Police Reform through the Chief Mentor/Adviser CID with the responsibility to develop an effective investigative capability within an Intelligence Led Policing model within the Afghan National Police in line with EUPOL's mandate and strategic priorities.
- To assist the mentees in improving their managerial and command and control capabilities and general comprehension of tasks and responsibilities related to the implementation of effective investigation capabilities across the ANP.
- Assist the mentees in enhancing their ability to carry out these reforms and to put in place modern administrative and management systems to enable democratic crime investigation at all levels as well as developing and implementing policing strategies and best practice.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for command and control of resources and the investigation of offences.
- To assist the mentees in developing fair and impartial human resources policies for recruitment, training and specialisation of those working in specialist investigative functions from a national perspective.
- Support the HoM, the Deputy Head of Mission and the Head of Police Component in the decision making process by drafting and submitting proposals through the Head of Mentors, for a coherent mentoring strategy in respect of the Anti Crime function and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Provide support to Regional and Provincial mentors on Anti Crime issues as required by the Mission.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, the Head of Police Component and the Head of Police Reform in support of the strategic objectives of the Mission.

### **Qualifications and experience:**

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- An excellent understanding of Criminal Investigation functions and in particular, the investigation of Serious and Major Crime and Counter Terrorism strategies.
- A very good knowledge of how all areas of the police operate in an Intelligence-led policing model and in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police force within the CID.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context

- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

**Additional requirements:**

- Experience in international co-operation
- Strategic liaison with international partners
- Strategic management and/or public administration
- Peacekeeping missions or in ESDP missions at senior level in the field of Rule of Law
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course

## **AFG 097 Mentor Criminal Investigation Department MoI (CID)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Mentor Criminal Investigation Department MoI (CID)*, working to the Head of Police Reform through the Chief Mentor/Adviser CID, shall perform effective mentoring at the MoI to the Head of Criminal Investigation department, to support the implementation of an effective Anti Crime Department within the Afghan National Police.

*The Mentor Criminal Investigation Department MoI (CID) will be responsible for the following tasks:*

- Report to the Head of Police Reform through the Chief Mentor/Adviser CID with the responsibility to develop an effective investigative capability within an Intelligence Led Policing model within the Afghan National Police in line with EUPOL's mandate and strategic priorities.
- To assist the mentee in improving his/hers managerial and command and control capabilities and general comprehension of tasks and responsibilities related to the implementation of effective investigation capabilities across the ANP.
- Assist the mentee in enhancing his/her ability to carry out these reforms and to put in place modern administrative and management systems to enable democratic crime investigation at all levels as well as developing and implementing policing strategies and best practice.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for command and control of resources and the investigation of offences.
- To assist the mentees in developing fair and impartial human resources policies for recruitment, training and specialisation of those working in specialist investigative functions from a national perspective.
- Support the HoM, the Deputy Head of Mission and the Head of Police Component in the decision making process by drafting and submitting proposals through the Head of Police Reform, for a coherent mentoring strategy in respect of the Anti Crime function and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Provide support to Regional and Provincial mentors on Anti Crime issues as required by the Mission.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, the Head of Police Component and the Head of Police Reform in support of the strategic objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- An excellent understanding of Criminal Investigation functions and in particular, the investigation of Serious and Major Crime and Counter Terrorism strategies.
- A very good knowledge of how all areas of the police operate in an Intelligence-led policing model and in particular, CID and Command and Control functions.
- Senior rank in a police force within the CID.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience



- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

**Additional requirements:**

- Experience in international co-operation
- Strategic liaison with international partners
- Strategic management and/or public administration
- Peacekeeping missions or in ESDP missions at senior level in the field of Rule of Law
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course

## **AFG 098 Mentor/Adviser Tashkeel**

1 position

Proposed deployment start 03.09.2010

### **Main tasks:**

- Conduct daily mentoring for the Director of Tashkil Department at Ministry of Interior (MoI) in cooperation with Mentors from Combined Security Transition Command–Afghanistan (CSTC-A)
- Workwise to be co located at CSTC-A.
- As the EUPOL Mentor Tashkil to be the EUPOL representative in all matters in regards to the Tashkil and one of three members of the Tashkil Commission which is lead by the Director of Tashkil Department at MoI.
- Advise and work closely with all EUPOL Mentors in all tasks in relation to the Tashkil.
- Collaborate closely with all external partners on all Tashkil related matters.
- Undertake any other related tasks as required by the Head of Mission, the Head of Police Component, the Chief of Police Reform in support of the objectives of the mission.

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experiences.
- Senior professional in a police force with minimum of 8 years of effective police experience at operational level in his/her police organization.
- Good understanding of the political, cultural and security situation of Afghanistan.
- Highly resilient under physical and mental pressure and stress-resistant.
- Excellent interpersonal skills and ability to communicate internally and to relate with international organizations together with national partners.
- Relevant experience (minimum 5 years) in Force Management of a Police Service in a Member State
- Excellent interpersonal skills and ability to communicate internally and to relate with international stakeholders and national partners.
- To possess excellent oral and written communications skills (English).

## **AFG 104 AU(C)P: Project Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The AU(C)P Project Adviser shall assist the (Deputy) Chief Project Manager in performing effective advisory in favour of the AU(C)P Project on Civilian Police. The *AU(C)P Project Adviser* will be responsible for the following tasks:

- Assist in drafting program concepts to be included into the final implementation plan
- Assist in preparing the agenda and arrange project meetings
- Take notes/ minutes of project meetings and meetings with international stakeholders
- Prepare briefings (power point and other) for EUPOL morning briefing and meetings
- Assist in preparing weekly Police Coordinating report for SPAR and MIP meetings
- Disseminate project information to all stakeholders/ participants
- Follow up on timely feedback from other mission components (work packages)
- Maintain contact with other organizations, NGO's etc. on relevant project information
- Support the (Deputy) Chief Project Manager in drafting relevant proposals regarding project strategy, policy and implementation
- Assist the Afghan police project participants in enhancing their comprehension of democratic policing as well as in elaborating and implementing policing strategies and best practices
- Assist all participants, key partners and other involved organizations, in establishing the concept of a community policing model serving the people, in fighting the misuse of power and in improving the quality of police personnel and means, also with the aim of leading to a higher public perception of the Police.
- Undertake any other related tasks as required by the Head of Mission, the Deputy Head of Mission, the Head of Police Component and the (Deputy) Chief Project Management in support of the objectives of the mission

### **Qualifications and experience:**

- Advanced University Degree, or equivalent, in Police related matters.
- Senior rank in a police force
- Minimum of 8 years of effective and extensive operational police experience, at least 5 of which at strategic level in his/her police organization.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Knowledge and view of Community Policing issues.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

### **Additional desirable requirements:**

Experience in

- International co-operation.
- Strategic liaison with international partners.

- Strategic management and/or public administration.
- Peacekeeping missions or in ESDP missions at senior level.
- The field of Rule of Law.
- Practical experience in Community Policing.

## **AFG 106 AU(C)P: Senior Uniform Police Mentor/Advisor**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *AU(C)P: Senior Uniform Police Mentor/Advisor* shall support and assist closely the Chief Uniform Police Mentor/Advisor in leading the Uniform Police Mentors/Advisors. The *AU(C)P: Senior Uniform Police Mentor/Advisor* will be responsible for the following tasks:

- Report to the Chief Uniform Police Mentor/Advisor.
- To assist the mentored in improving their managerial capabilities and general comprehension of tasks and responsibilities related to the current function, including the full respect of the chain of command.
- To assist and advise the mentored in developing strategies and plans, which will strengthen the co-operation between the uniformed police and community with its stake-holders, thus increasing the trust of the citizens against the uniformed police.
- To assist the mentored in enhancing their comprehension of democratic policing as well as in elaborating and implementing policing strategies and best practices.
- To assist the mentored in implementing an effective coordination with the other departments of the ANP as well as an effective coordination with the Judicial system.
- To assist the mentored in establishing the concept of a community policing model serving the people, in fighting the misuse of power and in improving the quality of police personnel and means.
- Support the Chief Uniform Police Mentor/Advisor in his work by drafting and submitting proposals and plans, which will maintain and improve mentoring strategies of the Uniformed Police Mentors and have a positive effect in developing the professionalism of the ANP.
- Liaise closely with the Mentor of the DMOI in order to implement a joint coherent mentoring strategy
- Undertake any other related tasks as required by the Head of Mission, the Deputy Head of Mission, Head of Police Component, Head of Police Reform and Chief Uniform Police Mentor in support of the objectives of the Mission.

### **Qualifications and experience:**

- Advanced University Degree, or equivalent, in Police related matters.
- Senior rank in a police force
- Minimum of 10 years of effective and extensive operational police experience, at least 6 of which at strategic level in his/her police organization.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Knowledge and view regarding Community Policing issues.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

### **Additional desirable requirements:**

Experience in

- International co-operation.
- Strategic liaison with international partners.

- Strategic management and/or public administration.
- Peacekeeping missions or in ESDP missions at senior level.
- The field of Rule of Law.

Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 108 AU(C)P: Senior Uniform Police Mentor/Adviser (Disaster Police)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *AU(C)P: Senior Uniform Police Mentor/Adviser (Disaster Police)* shall make an assessment of existing Afghan emergency services. He/she shall create/start strategic development program and implementation program to increase capabilities of Afghan Disaster Police (Emergency Services/Fire and Rescue Department) on all levels nationwide as a part of the Afghan Uniform Civilian Police development process.

Mentoring/advisory work will be done mainly together with authorities in Ministry of Interior and Disaster Police HQ. Projects will be done in close co-operation with other EUPOL departments and with local and international counter partners.

### ***The AU(C)P: Senior Uniform Police Mentor/Adviser (Disaster Police) will be responsible for the following tasks:***

- Report to the Head of Police Reform
- To lead Disaster Police Mentors work
- To continue ongoing assessment of existing AUCP Disaster Police structure/functions
- To assist preparing new legislation and regulations related to fire and life safety
- To plan functional Disaster Police strategies/structure/organisation
- To plan and create functional chain of command system both for admin and operational purposes
- To plan and create functional human resources system: recruitment, HR admin and training
- To plan and create functional financial and material administration
- To plan and build up functional alarm/dispatch centre structure/organisation/facilities/functions
- To plan and supervise rebuilding of facilities: fire stations and command and control centres
- To plan/support/power up existing education/training system
- To help mentees to start contingency/preparedness planning for major catastrophes/natural disasters
- To assist the mentees in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Disaster Police resources.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Disaster Police command and control structures as well as in developing and implementing strategies and best practices to support this.
- Assist the Disaster Police in developing and implementing, an effective coordination amongst the different departments of the Afghan National Civilian Police AUCP in the use of resources.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the command levels of the Disaster Police.
- Assist all participants, key partners and other involved organizations, in establishing the concept of a community policing model serving the people, in fighting the misuse of power and, through these activities, contribute to improve the quality of Disaster Police, also with the aim of leading to a higher public perception.
- Support the HoM and Deputy Head of Mission in the decision making process by drafting and submitting proposals through the Head of Mentors, for a coherent mentoring strategy in respect of Disaster Police issues.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Provide support to other Mentors as required by the Mission.
- Undertake any other related tasks as required by the Head of Mission, the Deputy Head of Mission, Head of Police Component and the Head of Police Reform in support of the strategic objectives of the Mission.

### **Qualifications and experience:**

- University, Fire Academy, Rescue College or equivalent senior rank degree
- Senior rank in a fire brigade/rescue department with significant experience
- At least 12 years of effective and wide perspective fire/rescue/emergency medical service working experience
- Of which at least 5 years of professional experience in operative tasks in fire/rescue department and at least 5 years of experience in senior management position
- Good working experience/knowledge of alarm/dispatch centre operations
- Experienced in strategic/project management and/or public administration
- Experienced in giving education
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant
- Physically fit
- Excellent health status
- Fluent in written and spoken English.

### **Desirable requirements:**

- Experience in international co-operation
- Technical education
- Experience in working in Urban Search and Rescue Team USAR /on earthquake site
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region



## **AFG 109 AU(C)P: Uniform Police Mentor/Adviser (Disaster Police)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *AU(C)P: Uniform Police Mentor/Adviser (Disaster Police)* shall make an assessment of existing Afghan emergency services. He/she shall create/start strategic development program and implementation program to increase capabilities of AUCP Disaster Police (Emergency Services/Fire and Rescue Department) on all levels nationwide as a part of the Afghan Uniform Civilian Police AUCP development process.

Mentoring/advisory work will be done mainly together with authorities in Ministry of Interior and Disaster Police HQ. Projects will be done in close co-operation with other EUPOL departments and with local and international counter partners.

***The AU(C)P: Uniform Police Mentor/Adviser (Disaster Police) will be responsible for the following tasks:***

- Report to the Head of Disaster Police Mentors
- To continue ongoing assessment of existing Disaster Police structure/functions
- To assist preparing new legislation and regulations related to fire and life safety
- To plan functional Disaster Police strategies/structure/organisation
- To plan and create functional chain of command system both for admin and operational purposes
- To plan and create functional human resources system: recruitment, HR admin and training
- To plan and create functional financial and material administration
- To plan and build up functional alarm/dispatch centre structure/organisation/facilities/functions
- To plan and supervise rebuilding of facilities: fire stations and command and control centres
- To plan/support/power up existing education/training system
- To help mentees to start contingency/preparedness planning for major catastrophes/natural disasters
- To assist the mentees in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Disaster Police resources.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Disaster Police command and control structures as well as in developing and implementing strategies and best practices to support this.
- Assist the mentee/trainee in establishing the concept of a Community Policing model to serve the people and communities, improving the quality of Disaster Police (Emergency Services) response and service delivery with the aim of building trust, confidence and improved public perception in the Police
- Assist the Disaster Police in developing and implementing, an effective coordination amongst the different departments of the Afghan National Civilian Police AUCP in the use of resources.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the command levels of the Disaster Police.
- Assist all participants, key partners and other involved organizations, in establishing the concept of a community policing model serving the people, in fighting the misuse of power and, through these activities, contribute to improve the quality of Disaster Police, also with the aim of leading to a higher public perception.
- Support the HoM and Deputy Head of Mission in the decision making process by drafting and submitting proposals through the Head of Mentors, for a coherent mentoring strategy in respect of Disaster Police issues.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Provide support to other Mentors as required by the Mission.
- Undertake any other related tasks as required by the Head of Mission, the Deputy Head of Mission, Head of Police Component and the Head of Police Reform in support of the strategic objectives of the Mission.

### **Qualifications and experience:**

- University, Fire Academy, Rescue College or equivalent senior rank degree
- Senior rank in a fire brigade/rescue department with significant experience
- At least 10 years of effective and wide perspective fire/rescue/emergency medical service working experience
- Of which at least 5 years of professional experience in operative tasks in fire/rescue department  
Working experience/knowledge of alarm/dispatch centre operations
- Experienced in strategic/project management and/or public administration
- Experienced in giving education
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant
- Physically fit
- Excellent health status
- Fluent in written and spoken English.

### **Desirable requirements:**

- Experience in international co-operation
- Experience in senior management position
- Technical education
- Experience in working in Urban Search and Rescue Team USAR / on earthquake site
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region

## **AFG 111 AU(C)P: Uniform Police Mentor / Adviser (CPJP)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The AU(C)P: Uniform Police Mentor/Adviser (CPJP) shall assist the AU(C)P: Senior Uniform Police Mentor/Adviser by performing effective mentoring, advising and training in favour of the Uniformed Police Department within the City Police and Justice Program. The AU(C)P: Uniform Police Mentor/Adviser (CPJP) will be responsible for the following tasks:

- Report to the (CPJP) Senior Uniform Police Mentor/Adviser.
- To assist the mentee/trainee in improving his/her capabilities and general comprehension of tasks and responsibilities related to their current function, including the full respect of the chain of command
- Assist the mentee/trainee in enhancing his/her comprehension of democratic policing as well as in elaborating upon and implementing policing strategies and best practices in relation to operational policing.
- To assist the mentee/trainee in implementing effective coordination with the other departments of the ANP as well as effective coordination with the Judicial system
- Assist the mentee/trainee in establishing the concept of a Community Policing model to serve the people and communities, improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police
- Support the HoM in the decision making process by drafting and submitting, through the Senior Uniform Police Mentor/Adviser (CPJP), the relevant proposals for a coherent mentoring/training strategy in favour of the Uniformed Police.
- Undertake any other related tasks as required by the Head of Mission, the Deputy Head of Mission, Head of Police Component and the Head of Police Reform in support of the objectives of the mission.

### **Qualifications and experience:**

- Advanced University Degree, or equivalent, in Police related matters.
- Senior rank in a police force
- Minimum of 8 years of effective and extensive operational police experience, at least 5 of which at strategic level in his/her police organization.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

### **Additional desirable requirements:**

Experience in

- International co-operation.
- Strategic liaison with international partners.
- Strategic management and/or public administration.

- Peacekeeping missions or in ESDP missions at senior level.
- The field of Rule of Law.

Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 113 AU(C)P: Senior Mentor/Adviser (PC3)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *AU(C)P: Senior Mentor/Adviser PC3*, reporting to the Chief Mentor/Adviser PC3, will perform mentoring and advising duties in support of the implementation of Police Command, Control and Communications within the Afghan Uniform (Civilian) Police. The Senior Mentor/Adviser will also assist the Chief Mentor/Adviser PC3 in performing his/her duties, especially in the absence of the Chief Mentor/Adviser PC3.

### ***The AU(C)P: Senior Mentor/Adviser PC3 will be responsible for the following tasks:***

- Report to the Chief Mentor/Adviser PC3, or in his/her absence to the Head of Police Component;
- Assist the mentee in improving his/her managerial and command and control capabilities and general comprehension of tasks and responsibilities related to the command and control of police resources;
- Assist the mentee in enhancing his/her ability to carry out reforms, to put in place modern administrative and management systems, and to elaborate and implement policing strategies and best practices;
- Assist the ANP in developing and implementing effective coordination among the different departments of the ANP in the command and control of resources;
- Support the Head of Mission and Head of Police Component in their decision making processes by drafting and submitting proposals for coherent mentoring strategies in respect of Police Command, Control and Communications as well as the wider Mission strategic priorities;
- Liaise with other key mentors and EUPOL Departments in order to implement joint coherent mentoring strategies;
- Provide support to Regional and Provincial Mentors/Advisers on Police Command, Control and Communications issues as required by the Mission;
- Undertake any other related tasks as required by the Head of Mission, Head of Police Component and the Chief Mentor/Adviser PC3 in support of the strategic objectives of the Mission.

### **Qualifications and experience:**

- At least 8 years of effective police experience with command, control and communications.
- A good understanding of command and control functions including tasking and coordination of resources.
- A good understanding of how all areas of policing interact in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police service.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations and partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Fluent in written and spoken English.

**Additional requirements:**

- Experience in international co-operation.
- Strategic liaison with international partners.
- Strategic management and/or public administration.
- Peacekeeping missions or in ESDP missions at senior level in the field of Rule of Law.
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects, or a EU Civilian Crisis Management Course.

## **AFG 117 CPJP AU(C)P: Mentor/Adviser (PC3)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *CPJP AU(C)P Mentor/Adviser PC3* reporting to the Chief Mentor/Adviser PC3 will perform effective mentoring in support of the implementation of effective Police Command, Control and Communication as required by the Mission.

*The CPJP AU(C)P: Mentor/Adviser PC3 will be responsible for the following tasks:*

- Report to the Chief Mentor/Adviser PC3 or in his/her absence to the Senior Mentor/Adviser PC3;
- Assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Command and Control of police resources;
- Assist the mentee in enhancing his/her ability to carry out reforms, to put in place modern administrative and management systems, and to elaborate and implement policing strategies and best practices;
- Assist the ANP in developing and implementing effective coordination among the different departments of the ANP in the command and control of resources;
- Support the Head of Mission and Head of Police Component in their decision making processes by drafting and submitting proposals for coherent mentoring strategies in respect of Command, Control and Communications as well as the wider Mission strategic priorities;
- Liaise closely with other key mentors and EUPOL Units in order to implement joint coherent mentoring strategies;
- Provide support to Regional and Provincial Mentors/Advisers on Police Command, Control and Communications issues as required by the Mission;
- Undertake any other related tasks as required by the Head of Mission, the Head of Police Component and the Chief Mentor/Adviser PC3 in support of the strategic objectives of the Mission.

### **Qualifications and experience:**

- Senior rank in a police service with an excellent understanding of command, control and communications issues.
- At least 8 years of effective police experience.
- A good understanding of how all areas of the policing interact, in particular Uniform Police, CID, and Command and Control functions.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

**Additional requirements:**

- Experience in international co-operation
- Strategic liaison with international partners
- Strategic management and/or public administration
- Peacekeeping missions or in ESDP missions at senior level in the field of Rule of Law
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course



## **AFG 120 AU(C)P Senior Mentor/Adviser (ILP)**

1 position

Proposed deployment start 16.08.2010

### **Main tasks:**

The *AU(C)P Senior Mentor/Adviser ILP* (Intelligence Led Policing), working to the Chief Mentor/Adviser ILP shall perform effective mentoring and advising to support the implementation of Intelligence Led Policing model within Afghan Uniform (Civilian) Police. The senior Mentor/Adviser shall also assist Chief Mentor/Adviser ILP in performing his/her duties especially in the absence of Chief Mentor/Adviser ILP.

*The AU(C)P Senior Mentor/Adviser ILP will be responsible for the following tasks:*

- Report to the Chief Mentor/Adviser ILP or in his/her absence to Head of Police Component.
- To assist the mentee in improving his/her managerial and command and control capabilities and general comprehension of tasks and responsibilities related to Intelligence Led Policing.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic Intelligence Led Policing as well as in elaborating and implementing policing strategies and best practices.
- Assist the ANP developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for command and control of resources.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation of those working in specialist intelligence functions.
- Support the HoM and Head of Police Component in the decision making process by drafting and submitting proposals for a coherent mentoring strategy in respect of the Intelligence Led Policing and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Provide support to Regional and Provincial mentors and advisers on Intelligence Led Policing issues according to the City Police and Justice Program.
- Undertake any other tasks required by the Head of Mission, Head of Police Component and Chief Mentor/Adviser ILP in support of the strategic objectives of the Mission.

### **Qualifications and experience:**

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of command and control functions including tasking and coordination of resources.
- A good understanding of how all areas of policing operate in intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police force.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

**Additional requirements:**

- Experience in international co-operation
- Strategic liaison with international partners
- Strategic management and/or public administration
- Peacekeeping missions or in ESDP missions at senior level in the field of Rule of Law
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course

## **AFG 124 AU(C)P: Mentor/Adviser (ILP)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *AU(C)P Mentor/Adviser ILP*, working to the Head of Police Component shall perform effective mentoring and advising to support the implementation of Intelligence Led Policing model within the Afghan Uniform (Civilian) Police. The Mentor/Adviser is primarily dedicated to implementation of Intelligence Led Policing model.

*The AU(C)P: Mentor/Adviser ILP will be responsible for the following tasks:*

- Report to the Chief Mentor/Adviser ILP or in absence to Senior Mentor/Adviser or Head of Police Component.
- To assist the mentee in improving his/her managerial and command and control capabilities and general comprehension of tasks and responsibilities related to Intelligence Led Policing.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic Intelligence Led Policing as well as in elaborating and implementing policing strategies and best practices.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for command and control of resources.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation of those working in specialist intelligence functions.
- Support the HoM and Head of Police Component in the decision making process by drafting and submitting proposals through the Head of Mentors, for a coherent mentoring strategy in respect of the Intelligence Led Policing and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Provide support to Regional and Provincial mentors and advisers on Intelligence Led Policing issues.
- Undertake any other related tasks as required by the Head of Mission, Head of Police Component and Chief Mentor/Adviser in support of the strategic objectives of the Mission.

### **Qualifications and experience:**

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of command and control functions including tasking and co-ordination of resources.
- A good understanding of how all areas of policing operate in intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police force.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

**Additional requirements:**

- Experience in international co-operation
- Strategic liaison with international partners
- Strategic management and/or public administration
- Peacekeeping missions or in ESDP missions at senior level in the field of Rule of Law
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course

## **AFG 126 Senior Border Police Mentor/Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Senior Border Police Mentor/Adviser* shall assist the Chief Border Police Mentor/Adviser and the Head of Police Component in performing effective mentoring in favour of the ABP HQ and Kabul International Airport Officers.

### ***The Senior Border Police Mentor/Adviser will be responsible for the following tasks:***

- Report to Chief Border Police Mentor/ Adviser
- To assist the mentees in improving their managerial capabilities and general comprehension of tasks and responsibilities related to the current function, including the full respect of the chain of command
- Assist the mentees in enhancing their comprehension of democratic policing as well as in elaborating and implementing policing strategies and best practices
- To assist the mentees in implementing an effective coordination with the other departments of the ANP as well as an effective coordination with the Judicial system
- Advise, monitor and mentor the ABP HQ on the implementation of an effective border management system within the framework of the strategy developed centrally and enhancing their standards in the area concerned
- Support the HoM in the decision making process by drafting and submitting, through the Head of Police Mentors and in close coordination with the Mentor of the Border Police Department, the relevant proposals for a coherent mentoring strategy in favour of the Border Police
- Undertake any other related tasks as required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Component in support of the objectives of the Mission

### **Qualifications and experience:**

- University Degree, Police Academy Degree
- Senior rank in a police force
- Minimum of 8 years of effective and extensive operational police experience, at least 5 years of which at strategic level in his/her police organization
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Excellent knowledge and expertise in border policing
- Fluent in written and spoken English

**Additional requirements:**

- Experience in international cooperation
- Strategic liaison with international partners
- Strategic management and/or public administration
- Peacekeeping missions or in ESDP missions at senior level in the field of Rule of law
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course

## **AFG 127 Border Police Mentor/Adviser**

1 position

Proposed deployment start 08.09.2010

### **Main tasks:**

The EUPOL AFGHANISTAN Mentors of the Headquarters of Border Police (ABP HQ) and Kabul International Airport shall assist the Chief Border Police Mentor/Adviser and the Head of Police Component in performing effective mentoring in favour of the ABP Officers in Kabul.

### ***The Border Police Mentor/Adviser will be responsible for the following tasks:***

- Report to Chief Border Police Mentor/Adviser
- To assist the mentees in improving their managerial capabilities and general comprehension of tasks and responsibilities related to the current function, including the full respect of the chain of command
- Assist the mentees in enhancing their comprehension of democratic policing as well as in elaborating and implementing policing strategies and best practices
- To assist the mentees in implementing an effective coordination with the other departments of the ANP as well as an effective coordination with the Judicial system
- Advise, monitor and mentor the ABP on the implementation of an effective border management system within the framework of the strategy developed centrally and enhancing their standards in the area concerned
- Support the HoM in the decision making process by drafting and submitting, through the Head of Police Mentors and in close coordination with the Chief Border Police Mentor / Adviser, the relevant proposals for a coherent mentoring strategy in favour of the Border Police
- Undertake any other related tasks as required by the Head of Mission, the Deputy Head of Mission, Head of Police Component and the Head of Police Reform in support of the objectives of the Mission

### **Qualifications and experience:**

- University Degree, Police Academy Degree
- Senior rank in a police force
- Minimum of 8 years of effective and extensive operational police experience, at least 5 years of which at strategic level in his/her police organization
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Excellent knowledge and expertise in border policing
- Fluent in written and spoken English

**Additional requirements:**

- Experience in international cooperation
- Strategic liaison with international partners
- Strategic management and/or public administration
- Peacekeeping missions or in ESDP missions at senior level in the field of Rule of law
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course



## **AFG 129 Anti Crime: Chief Mentor/Adviser**

1 position

Proposed deployment start 10.08.2010

### **Main tasks:**

The *Anti Crime: Chief Mentor/Adviser* will lead the Anti Crime Mentors/Advisers in developing the operational capability of the anti-Crime department within ANP through effective mentoring, at both strategic and tactical level. He/she will assist the Head of Component Police in all aspects connected to the mentioned area of specialization. He/ she will report directly to the Head of Component Police, and will be responsible for the effective and efficient management of the unit's personnel and logistical assets.

*The Anti Crime: Chief Mentor/Adviser will be responsible for the following tasks:*

- To lead, support, coordinate and monitor the actions of Anti Crime Mentors/ Advisers in all aspects related to the performance of advising, mentoring and monitoring activities in the area of criminal investigations and intelligence.
- Advise, monitor and mentor the ANP counterpart on the implementation of the national strategy for criminal investigation and enhance their standards in the concerned area, including the operational capacity to effectively collect and analyse criminal intelligence and the ability to prevent and investigate crimes operating in close cooperation with the prosecution and judicial system.
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law.
- Maintain continuous liaison with the Anti Crime Mentors/ Advisers deployed within the PRTs, and coordinate their action in all anti-crime related issues.
- Implement directives from the Head of Mission and Head of Component Police, as well as regularly attend command structure meetings
- Liaise with Mission Support in order to address human resources and logistical needs
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission and the Head of Component Police in support of the objectives of the Mission.
- Regularly attend coordination meetings with Afghan/ International partners.
- Deliver presentations related to the anti-crime department development and progress.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experiences.
- Senior rank in a police force with minimum of 12 years of effective and extensive operational police experience, at least 6 of which at strategic level in his/her police organization.
- Excellent knowledge and expertise in criminal investigations.
- Substantive knowledge of the functioning of the EU institutions.
- Strong managerial and decision-making skills, flexibility and ability to establish priorities
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- International professional experience would be an asset.
- Professional experience of projects related to police reform.
- Good computer skills and excellent English language skills.

**Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the Justice system.
- Experience in the field of Rule of Law.

## **AFG 146 CPJP Anti Crime: Specialist Trainer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Anti Crime: Specialist Trainer* will assist the Anti Crime Chief Mentor/Adviser through effective and efficient training related mentoring and advising in all aspects connected to the mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/ she will report directly to the Anti Crime Chief Mentor/Adviser and Anti Crime Senior Mentor/Adviser.

The *Anti Crime: Specialist Trainer* will be responsible for the following tasks:

- To support the Anti Crime Chief Mentor/ Adviser in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training.
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity.
- Assist the ANP in developing and implementing a coherent training strategy.
- To coordinate with the Afghan and international counterparts in delivering tactical expertise and equipment.
- Assess the conditions and availability of training facilities, material and doctrine, and provide training needs assessments.
- Strengthen the capabilities of the members of the ANP Anti Crime up to the minimum skills to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law.
- Coordinate and liaise, through the immediate supervisor and/ or the Head of Field Implementation Office, with the Mentors/ Advisers/ Trainers deployed at central level and in the PRTs, in order to ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other related tasks as required by the Head of Mission, the Deputy Head of Mission and the Head of Component Police in support of the objectives of the Mission.

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experiences.
- Senior professional in a police force with minimum of 8 years of effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of the EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Substantive expertise in criminal investigations (either in general investigations, Organized Crime, Counter-Narcotics, Counter-Terrorism or economic crime).
- Experience in training delivery.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- Knowledge in institutional/ pedagogical techniques.
- Expertise in the field of Rule of Law.

## **AFG 149 Anti Crime: Police Intelligence Trainer**

1 position

Proposed deployment start 10.09.2010

### **Main tasks:**

The *Anti Crime Police Intelligence Trainer* will assist the Anti Crime Chief Mentor/Adviser through effective and efficient training related mentoring and advising, in all aspects connected to the mentioned area of specialization. He/ she will report directly to the Anti Crime Chief Mentor/Adviser and Anti Crime Senior Mentor/Adviser.

The *Anti Crime Police Intelligence Trainer* will be responsible for the following tasks:

- To support the Anti Crime Chief Mentor/ Adviser in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training.
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity.
- Assist the ANP in developing and implementing a coherent training strategy.
- To coordinate with the Afghan and international counterparts in delivering tactical expertise and equipment.
- Assess the conditions and availability of training facilities, material and doctrine, and provide training needs assessments.
- Strengthen the capabilities of the members of the ANP Anti Crime up to the minimum skills to collect, validate, manage, process, store and disseminate information and criminal intelligence.
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law.
- Maintain continuous liaison with the other Anti Crime Mentors/ Advisers/ Trainers deployed within the same area of responsibility.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission and the Head of Component Police in support of the objectives of the Mission.

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experiences.
- Senior professional in a police force with minimum of 8 years of effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of the EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Sound expertise in criminal investigations/ intelligence and experience in training delivery.
- Good knowledge in the area of information and intelligence management.
- Good understanding of how the civilian police operate within an Intelligence Led Policing model.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- Knowledge in institutional/ pedagogical techniques.

## **AFG 152 CPJP Anti Crime: Police Intelligence Trainer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *CPJP Anti Crime Police Intelligence Trainer* will assist the Anti Crime Chief Mentor/Adviser through effective and efficient training related mentoring and advising, in all aspects connected to the mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/ she will report directly to the Anti Crime Chief Mentor/Adviser and Anti Crime Senior Mentor/Adviser.

The *CPJP Anti Crime Police Intelligence Trainer* will be responsible for the following tasks:

- To support the Anti Crime Chief Mentor/ Adviser in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training.
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity.
- Assist the ANP in developing and implementing a coherent training strategy.
- To coordinate with the Afghan and international counterparts in delivering tactical expertise and equipment.
- Assess the conditions and availability of training facilities, material and doctrine, and provide training needs assessments.
- Strengthen the capabilities of the members of the ANP Anti Crime up to the minimum skills to collect, validate, manage, process, store and disseminate information and criminal intelligence.
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law.
- Coordinate and liaise, through the immediate supervisor and/ or the Head of Field Implementation Office, with the Mentors/ Advisers/ Trainers deployed at central level and in the PRTs, in order to ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other related tasks as required by the Head of Mission, the Deputy Head of Mission and the Head of Component Police in support of the objectives of the Mission.

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experiences.
- Senior professional in a police force with minimum of 8 years of effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of the EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Sound expertise in criminal investigations/ intelligence and experience in training delivery.
- Good knowledge in the area of information and intelligence management.
- Good understanding of how the civilian police operate within an Intelligence Led Policing model.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- Knowledge in institutional/ pedagogical techniques.
- Expertise in the field of Rule of Law.

## **AFG 157 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 02.09.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission.

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 161 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 16.07.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission.

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 162 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 16.07.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission.

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.



## **AFG 175 Training Adviser**

1 position

Proposed deployment start 30.07.2010

### **Main tasks:**

*The Training Adviser shall assist Chief of Police Trainers in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:*

- To report to the Chief of Police Trainers through the Senior Training Advisor, respectively the Training Development Officer.
- To support the Chief of Police Trainers and Training Development Officer in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- Advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training Advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, the Head of Police Reform/and the Chief of Police Trainers

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experience
- Senior professional in a police force
- Minimum of 8 years of effective police experience at operational level in his/her police organization
- Adequate knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Substantive expertise in training
- Fluent in written and spoken English

### **Additional requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Professional experience of projects related to police reform

## **AFG 177 Training Adviser**

1 position

Proposed deployment start 17.08.2010

### **Main tasks:**

*The Training Adviser shall assist Chief of Police Trainers in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:*

- To report to the Chief of Police Trainers through the Senior Training Advisor, respectively the Training Development Officer.
- To support the Chief of Police Trainers and Training Development Officer in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- Advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training Advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, the Head of Police Reform/and the Chief of Police Trainers

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experience
- Senior professional in a police force
- Minimum of 8 years of effective police experience at operational level in his/her police organization
- Adequate knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Substantive expertise in training
- Fluent in written and spoken English

### **Additional requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Professional experience of projects related to police reform

## **AFG 180 Training Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The Training Adviser shall assist Chief of Police Trainers in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:*

- To report to the Chief of Police Trainers through the Senior Training Advisor, respectively the Training Development Officer.
- To support the Chief of Police Trainers and Training Development Officer in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- Advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training Advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, the Head of Police Reform/and the Chief of Police Trainers

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experience
- Senior professional in a police force
- Minimum of 8 years of effective police experience at operational level in his/her police organization
- Adequate knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Substantive expertise in training
- Fluent in written and spoken English

### **Additional requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Professional experience of projects related to police reform

## **AFG 181 Training Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The Training Adviser shall assist Chief of Police Trainers in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:*

- To report to the Chief of Police Trainers through the Senior Training Advisor, respectively the Training Development Officer.
- To support the Chief of Police Trainers and Training Development Officer in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- Advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training Advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, the Head of Police Reform/and the Chief of Police Trainers

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experience
- Senior professional in a police force
- Minimum of 8 years of effective police experience at operational level in his/her police organization
- Adequate knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Substantive expertise in training
- Fluent in written and spoken English

### **Additional requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Professional experience of projects related to police reform

## **AFG 182 Training Adviser**

1 position

Proposed deployment start 02.09.2010

### **Main tasks:**

*The Training Adviser shall assist Chief of Police Trainers in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:*

- To report to the Chief of Police Trainers through the Senior Training Advisor, respectively the Training Development Officer.
- To support the Chief of Police Trainers and Training Development Officer in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- Advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training Advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, the Head of Police Reform/and the Chief of Police Trainers

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experience
- Senior professional in a police force
- Minimum of 8 years of effective police experience at operational level in his/her police organization
- Adequate knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Substantive expertise in training
- Fluent in written and spoken English

### **Additional requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Professional experience of projects related to police reform

## **AFG 187 Training Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The Training Adviser shall assist Chief of Police Trainers in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:*

- To report to the Chief of Police Trainers through the Senior Training Advisor, respectively the Training Development Officer.
- To support the Chief of Police Trainers and Training Development Officer in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- Advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training Advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, the Head of Police Reform/and the Chief of Police Trainers

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experience
- Senior professional in a police force
- Minimum of 8 years of effective police experience at operational level in his/her police organization
- Adequate knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Substantive expertise in training
- Fluent in written and spoken English

### **Additional requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Professional experience of projects related to police reform

## **AFG 188 Training Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The Training Adviser shall assist Chief of Police Trainers in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:*

- To report to the Chief of Police Trainers through the Senior Training Advisor, respectively the Training Development Officer.
- To support the Chief of Police Trainers and Training Development Officer in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- Advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training Advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, the Head of Police Reform/and the Chief of Police Trainers

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experience
- Senior professional in a police force
- Minimum of 8 years of effective police experience at operational level in his/her police organization
- Adequate knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Substantive expertise in training
- Fluent in written and spoken English

### **Additional requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Professional experience of projects related to police reform

## **AFG 189 Head of Field Implementation Office**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Head of Field Implementation Office* shall be responsible for overseeing the implementation of the Mission's Mandate and its six strategic objectives (corresponding to programming in Intelligence Led Policing, CID, Police Command Control and Communications, Police-Justice Cooperation, Anti-Corruption, and Human Rights) through the delivery of the City Police and Justice Programmes (CPJP) in each of the provincial field offices.

In so doing, the Head of the Field Implementation Office shall be responsible for:

- Reporting to the Deputy Head of Mission and, closely cooperating with the Heads of both Police Rule of Law Components;
- Supporting provincial field offices CPJP in developing rational operational plans and ensuring their subsequent implementation is on time and on task;
- Monitoring CPJP progress;
- Providing field offices with and/or facilitating professional guidance with a view to effectively supporting all elements of the CPJP for delivery of maximum results;
- Establishing and managing professional working relationships with other EU actors as well as national, international, bilateral and multilateral organisations, including, but not limited to, representatives of the Government of Afghanistan (GoA), ISAF, CSTR-A, NTM-A, Provincial Reconstruction Teams, UNAMA, key NGOs, etc
- Undertaking frequent travel to the provinces;
- Undertaking any other related tasks as required by the Head of Mission and Deputy Head of Mission.

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of 12 years of professional experience, at least 8 of which at strategic level;
- Proven skills in strategic management, as well as results and/or process based project management;
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP, and of the wider international community;
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as with international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- Broad international professional experience;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- In-depth understanding of either police or justice reform, and one of the following areas of activity CID, Police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender);
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

### **Additional desirable requirements:**

- Experience in ESDP or similar missions at a senior level;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan, or other areas within the same geopolitical context;
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.



## **AFG 190 Deputy Head of Field Implementation Office**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Deputy Head of Field Implementation Office* shall be responsible for assisting the Head of Field Implementation Office in overseeing the implementation of the Mission's Mandate and its six strategic objectives (corresponding to programming in Intelligence Led Policing, CID, Police Command Control and Communications, Police-Justice Cooperation, Anti-Corruption, and Human Rights) through the delivery of the City Police and Justice Programmes (CPJP) in each of the provincial field offices.

In so doing, the Deputy Head of the Field Implementation Office shall be responsible for:

- Deputising for the Head of Field Implementation Office in her absence;
- Reporting to the Deputy Head of Mission and, closely cooperating with the Heads of both Police Rule of Law Components;
- Supporting provincial field offices CPJP in developing rational operational plans and ensuring their subsequent implementation is on time and on task;
- Providing field offices with and/or facilitating professional guidance with a view to effectively supporting all elements of the CPJP for delivery of maximum results;
- Monitoring CPJP progress;
- Establishing and managing professional working relationships with other EU actors as well as national, international, bilateral and multilateral organisations, including, but not limited to, representatives of the Government of Afghanistan (GoA), ISAF, CSTR-A, NTM-A, Provincial Reconstruction Teams, UNAMA, key NGOs, etc
- Undertaking frequent travel to the provinces;
- Undertaking any other related tasks as required by the Head of Mission and Deputy Head of Mission.

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of 12 years of professional experience, at least 8 of which at strategic level;
- Proven skills in strategic management, as well as results and/or process based project management;
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP, and of the wider international community;
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as with international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- Broad international professional experience;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- In-depth understanding of either police or justice reform, one of the following areas of activity CID, Police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender);
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

### **Additional desirable requirements:**

- Experience in ESDP or similar missions at a senior level;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan, or other areas within the same geopolitical context;
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 191 Field Implementation Officer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*Field Implementation Officers* shall be responsible for assisting the Field Implementation Office in overseeing the implementation of the Mission's Mandate and its six strategic objectives (corresponding to programming in Intelligence Led Policing, CID, Police Command Control and Communications, Police-Justice Cooperation, Anti-Corruption, and Human Rights) through the delivery of the City Police and Justice Programmes (CPJP) in key provincial field offices.

In so doing, the Field Implementation Officer shall be responsible for:

- Reporting to Head or the Deputy Head of Field Implementation Office;
- Acting as the main point of contact for supporting provincial field offices CPJP in developing rational operational plans and ensuring their subsequent implementation is on time and on task;
- Providing field offices with and/or facilitating professional guidance with a view to effectively supporting all elements of the CPJP for delivery of maximum results;
- Undertaking detailed monitoring of CPJP progress on the Mission's six strategic objectives;
- Gathering and storing information from the regions and develop routines for systematic correspondence with regions;
- Undertaking analytical reporting;
- Establishing and managing professional working relationships with other EU actors as well as national, international and multinational organisations
- Assisting the Head or the Deputy Head of Field Implementation Office on the appointment and deployment of personnel to address mission needs;
- Deputising for other Field Implementation Officers within the Office;
- Assisting the Head or the Deputy Head of Field Implementation Office with the execution of all the activities related to the Local Teams;
- Undertaking frequent travel to the provinces;
- Undertaking any other tasks required by Head or the Deputy Head of Field Implementation Office.
- Undertaking any other related tasks as required by the Head of Mission.

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of 8 years of professional experience, at least 8 of which at strategic level;
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- Proven skills in middle management and/or public administration;
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as with international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- International professional experience;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- In-depth understanding of either police or justice reform, and one of the following areas of activity CID, Police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender);
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

**Additional desirable requirements:**

- Experience in international co-operation;
- Experience in Peacekeeping missions or in ESDP missions;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 192 Field Implementation Officer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*Field Implementation Officers* shall be responsible for assisting the Field Implementation Office in overseeing the implementation of the Mission's Mandate and its six strategic objectives (corresponding to programming in Intelligence Led Policing, CID, Police Command Control and Communications, Police-Justice Cooperation, Anti-Corruption, and Human Rights) through the delivery of the City Police and Justice Programmes (CPJP) in key provincial field offices.

In so doing, the Field Implementation Officer shall be responsible for:

- Reporting to Head or the Deputy Head of Field Implementation Office;
- Acting as the main point of contact for supporting provincial field offices CPJP in developing rational operational plans and ensuring their subsequent implementation is on time and on task;
- Providing field offices with and/or facilitating professional guidance with a view to effectively supporting all elements of the CPJP for delivery of maximum results;
- Undertaking detailed monitoring of CPJP progress on the Mission's six strategic objectives;
- Gathering and storing information from the regions and develop routines for systematic correspondence with regions;
- Undertaking analytical reporting;
- Establishing and managing professional working relationships with other EU actors as well as national, international and multinational organisations
- Assisting the Head or the Deputy Head of Field Implementation Office on the appointment and deployment of personnel to address mission needs;
- Deputising for other Field Implementation Officers within the Office;
- Assisting the Head or the Deputy Head of Field Implementation Office with the execution of all the activities related to the Local Teams;
- Undertaking frequent travel to the provinces;
- Undertaking any other tasks required by Head or the Deputy Head of Field Implementation Office.
- Undertaking any other related tasks as required by the Head of Mission.

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of 8 years of professional experience, at least 8 of which at strategic level;
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- Proven skills in middle management and/or public administration;
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as with international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- International professional experience;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- In-depth understanding of either police or justice reform, and one of the following areas of activity CID, Police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender);
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

**Additional desirable requirements:**

- Experience in international co-operation;
- Experience in Peacekeeping missions or in ESDP missions;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 193 Field Implementation Officer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*Field Implementation Officers* shall be responsible for assisting the Field Implementation Office in overseeing the implementation of the Mission's Mandate and its six strategic objectives (corresponding to programming in Intelligence Led Policing, CID, Police Command Control and Communications, Police-Justice Cooperation, Anti-Corruption, and Human Rights) through the delivery of the City Police and Justice Programmes (CPJP) in key provincial field offices.

In so doing, the Field Implementation Officer shall be responsible for:

- Reporting to Head or the Deputy Head of Field Implementation Office;
- Acting as the main point of contact for supporting provincial field offices CPJP in developing rational operational plans and ensuring their subsequent implementation is on time and on task;
- Providing field offices with and/or facilitating professional guidance with a view to effectively supporting all elements of the CPJP for delivery of maximum results;
- Undertaking detailed monitoring of CPJP progress on the Mission's six strategic objectives;
- Gathering and storing information from the regions and develop routines for systematic correspondence with regions;
- Undertaking analytical reporting;
- Establishing and managing professional working relationships with other EU actors as well as national, international and multinational organisations
- Assisting the Head or the Deputy Head of Field Implementation Office on the appointment and deployment of personnel to address mission needs;
- Deputising for other Field Implementation Officers within the Office;
- Assisting the Head or the Deputy Head of Field Implementation Office with the execution of all the activities related to the Local Teams;
- Undertaking frequent travel to the provinces;
- Undertaking any other tasks required by Head or the Deputy Head of Field Implementation Office.
- Undertaking any other related tasks as required by the Head of Mission.

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of 8 years of professional experience, at least 8 of which at strategic level;
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- Proven skills in middle management and/or public administration;
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as with international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- International professional experience;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- In-depth understanding of either police or justice reform, and one of the following areas of activity CID, Police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender);
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

**Additional desirable requirements:**

- Experience in international co-operation;
- Experience in Peacekeeping missions or in ESDP missions;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 194 Field Implementation Officer**

1 position

Proposed deployment start 01.09.2010

### **Main tasks:**

*Field Implementation Officer* shall be responsible for assisting the Field Implementation Office in overseeing the implementation of the Mission's Mandate and its six strategic objectives (corresponding to programming in Intelligence Led Policing, CID, Police Command Control and Communications, Police-Justice Cooperation, Anti-Corruption, and Human Rights) through the delivery of the City Police and Justice Programmes (CPJP) in key provincial field offices.

In so doing, the Field Implementation Officer shall be responsible for:

- Reporting to Head or the Deputy Head of Field Implementation Office;
- Acting as the main point of contact for supporting provincial field offices CPJP in developing rational operational plans and ensuring their subsequent implementation is on time and on task;
- Providing field offices with and/or facilitating professional guidance with a view to effectively supporting all elements of the CPJP for delivery of maximum results;
- Undertaking detailed monitoring of CPJP progress on the Mission's six strategic objectives;
- Gathering and storing information from the regions and develop routines for systematic correspondence with regions;
- Undertaking analytical reporting;
- Establishing and managing professional working relationships with other EU actors as well as national, international and multinational organisations
- Assisting the Head or the Deputy Head of Field Implementation Office on the appointment and deployment of personnel to address mission needs;
- Deputising for other Field Implementation Officers within the Office;
- Assisting the Head or the Deputy Head of Field Implementation Office with the execution of all the activities related to the Local Teams;
- Undertaking frequent travel to the provinces;
- Undertaking any other tasks required by Head or the Deputy Head of Field Implementation Office.
- Undertake any other related tasks as required by the Head of Mission.

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of 8 years of professional experience, at least 8 of which at strategic level;
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- Proven skills in middle management and/or public administration;
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as with international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- International professional experience;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- In-depth understanding of either police or justice reform, and one of the following areas of activity CID, Police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender);
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.



**Additional desirable requirements:**

- Experience in international co-operation;
- Experience in Peacekeeping missions or in ESDP missions;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 195 Field Implementation Officer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*Field Implementation Officers* shall be responsible for assisting the Field Implementation Office in overseeing the implementation of the Mission's Mandate and its six strategic objectives (corresponding to programming in Intelligence Led Policing, CID, Police Command Control and Communications, Police-Justice Cooperation, Anti-Corruption, and Human Rights) through the delivery of the City Police and Justice Programmes (CPJP) in key provincial field offices.

In so doing, the Field Implementation Officer shall be responsible for:

- Reporting to Head or the Deputy Head of Field Implementation Office;
- Acting as the main point of contact for supporting provincial field offices CPJP in developing rational operational plans and ensuring their subsequent implementation is on time and on task;
- Providing field offices with and/or facilitating professional guidance with a view to effectively supporting all elements of the CPJP for delivery of maximum results;
- Undertaking detailed monitoring of CPJP progress on the Mission's six strategic objectives;
- Gathering and storing information from the regions and develop routines for systematic correspondence with regions;
- Undertaking analytical reporting;
- Establishing and managing professional working relationships with other EU actors as well as national, international and multinational organisations
- Assisting the Head or the Deputy Head of Field Implementation Office on the appointment and deployment of personnel to address mission needs;
- Deputising for other Field Implementation Officers within the Office;
- Assisting the Head or the Deputy Head of Field Implementation Office with the execution of all the activities related to the Local Teams;
- Undertaking frequent travel to the provinces;
- Undertaking any other tasks required by Head or the Deputy Head of Field Implementation Office.
- Undertaking any other related tasks as required by the Head of Mission.

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of 8 years of professional experience, at least 8 of which at strategic level;
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- Proven skills in middle management and/or public administration;
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as with international partners;
- Highly resilient under physical and mental pressure and stress-resistant;
- International professional experience;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- In-depth understanding of either police or justice reform, and one of the following areas of activity CID, Police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender);
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

**Additional desirable requirements:**

- Experience in international co-operation;
- Experience in Peacekeeping missions or in ESDP missions;
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 196 Head of IPCB Secretariat**

1 position

Proposed deployment start 10.08.2010

### **Main tasks:**

The *Head of IPCB Secretariat* will be responsible for the following tasks:

- Exercising managerial and supervisory control over the IPCB Secretariat and its staff
- Assisting the IPCB Board in the conduct of its work
- Facilitate and coordinate the activities of the IPCB at Working-Level and the Senior Police Advisory Group (SPAG)
- Responsible for the monitoring, information gathering and timely dissemination of information on police reform in Afghanistan to IPCB members so that they can coordinate their programmes effectively and set joint priorities
- Responsible for regular liaison with and in between key police reform stakeholders to develop effective working relationships that support a coordinated international approach to police development
- Responsible for organising and in some cases chairing regular, effective seminars and conferences of IPCB members including at Ambassador and Deputy Ambassador level that allow discussion of key policing issues and facilitating agreement on police policy priorities
- Encourage active participation of the MoI in all IPCB forums
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Advanced university degree. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree.
- Minimum 8 years of professional experience with at least five years in a leading position
- Considerable experience in diplomacy or within international organisations highly desirable
- Knowledge of or professional experience in policing highly desirable
- Experiences in the police reform of Afghanistan or other international policing missions are highly desirable
- Negotiation and mediation skills highly desirable
- Fluent spoken and excellent written English

## **AFG 197 Senior Reporting Officer IPCB-S**

1 position

Proposed deployment start ASAP

### **Main tasks:**

Under the direction of Head of the IPCB Secretariat the *Senior Reporting Officer IPCB-S* will be responsible for the following tasks:

- Responsible for producing a monthly report on police reform issues to IPCB members
- Drafting and maintaining accurate and detailed records of all IPCB meetings
- Preparing all IPCB meetings (agenda, documents)
- Supporting the Head of IPCB Secretariat in preparing high level meetings in the area of police reform
- Supporting the Head of the Secretariat in preparing seminars and conferences
- Researching and drafting of background and information papers on police reform
- Give guidance to Reporting Officer
- Replace the Head of Secretariat and/or the Deputy Head of Secretariat in their absence
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree. Other qualifications combined with sufficient professional experience may be accepted in lieu of a university degree.
- At least five years of professional experience preferably in an international environment
- Proven reporting and administrative skills
- Experience in organising events, seminars and conferences desirable
- Fluent spoken and excellent written English

## **AFG 198 Senior Liaison Officer IPCB-S**

1 position

Proposed deployment start ASAP

### **Main tasks:**

Under the direction of Head of the IPCB Secretariat the *The Senior Liaison Officer of the IPCB Secretariat* will be responsible for the following tasks:

- Liaison with Ministry of the Interior on a daily basis on issues relating to institutional, policy and programmatic developments
- Support the active participation of the Afghan Ministry of Interior in all IPCB forums
- Attending as an observer and reporting as appropriate on the Ministerial Development Coordination Meetings, Ministerial Development meetings, Ministerial Development Board Review, Ministerial Development Board
- Maintaining regular contacts with the relevant Afghan Government bodies and key stakeholders in police reform concerning current and planned activities
- Undertake any other tasks required by the Head of IPCB-S
- Give guidance to the Data Management Officer
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree. Other qualifications combined with sufficient professional experience may be accepted in lieu of a university degree.
- At least five years of professional experience
- Civil service, diplomatic and/or previous international work experience required
- Experiences in police reform highly desirable
- Experience in and/or knowledge of Afghanistan highly desirable
- Coordination skills are highly desirable
- Fluent in spoken and excellent written English

## **AFG 201 Administration Officer IPCB-S**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*Administration Officer, IPCB Secretariat will* be responsible for the following tasks:

- Supporting the IPCB Secretariat staff in administrative issues
- Logistical and administrative support to the IPCB Secretariat in organising meetings, seminars, and conferences
- Ensuring adherence to correct administrative procedures
- Supervising and giving direction to local staff
- Ensuring availability of a fully updated centralized archive
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Degree in business administration. Other qualifications combined with sufficient professional experience may be accepted in lieu of a relevant degree.
- At least five years of professional experience
- Experience in and/or knowledge of Afghanistan highly desirable
- Organisational and coordination skills are highly desirable
- Fluent in spoken and written English

## **AFG 202 Head of RoL Reform**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Head of RoL Reform* shall assist the Deputy Head of Mission / Rule of Law (DHoM/RoL) / Head of Component RoL in performing his/her duties by directing and coordinating the advising, mentoring, monitoring and training activities of the component of the mission.

The *Head of RoL Reform* will be responsible for the following tasks:

- Report to the HoM through the DHoM RoL / Head of Component RoL.
- Assist the DHoM RoL / Head of Component RoL in the overall direction of the advising & mentoring component.
- To coordinate the advisers/mentors and trainers deployed centrally.
- Support the HoM in the decision making process by drafting and submitting for approval the relevant plans, directives and orders, through the DHoM RoL / Head of Component RoL.
- To support the Executive Officer, when necessary, in drafting plans, directives and orders relevant to the latter's area of activity.
- Assist the MoI/ANP, Ministry of Justice, Supreme Court and Attorney General's Office in improving their planning, management, training and performance capabilities in identified areas.
- Identify projects in the different areas in cooperation with Afghan counterparts and implement them through the Mentors assigned to the different Ministries and donor assistance.
- Deputise the DHoM/RoL / Head of Component RoL in his\her absence.
- Undertake any other tasks required by the Head of Mission and Deputy Head of Mission/Head of Component RoL in support of the objectives of the mission.

### **Qualifications and experience:**

- Advanced University Degree in Law, or equivalent academic training, preferably in Criminal, Police, Procedural Law, International Law or other related matters. Knowledge on Human Rights/Gender and Anti-Corruption an asset.
- Ability to manage and coordinate a diversified and multidisciplinary team of mentors/advisers and trainers.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as national partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in project management in the field of Rule of Law.
- Relevant experience (minimum 8 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation or experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Ombudsman officer etc.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

### **Additional desirable requirements:**

Experience in

- International co-operation.
- Strategic liaison with international partners.
- Strategic management and/or public administration.
- Peacekeeping missions or in ESDP missions at senior level.



## **AFG 203 Chief of Mentors/Advisers (AC)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Lead a team of experts to provide technical advice on transparency and accountability measures to the Ministry of Interior (MOI) and advise on the development of national and sector policies.
- Assist the MOI in the development of an overall strategy for transparency and accountability within the Afghan National Police (ANP) and support its countrywide implementation, comprising measures of capacity building, prevention and enforcement.
- Mobilize, direct and manage funds to support EUPOL accountability and transparency projects.
- Closely work with the EUPOL regional RoL Advisers to ensure a coherent countrywide approach on accountability and transparency.
- Collaborate closely with the Anti-Corruption Unit within the AGO, the High Office of Oversight and other external partners.
- Lead project networking and partnership development with the aim to enhance coordination and cooperation among key parties concerned, such as UNDP, UNODC, US and others.
- Reporting to the Head of RoL Mentors on a daily and weekly basis on the developments and results of the activities undertaken.
- Undertake any other related tasks as required by the Head of Mission.

### **Qualifications and experience:**

- Advanced University degree in Public Policies or Public Management, Development Studies, Development Economics, Law, International Relations or another related field.
- A minimum of 8 years experience in public sector reform/governance with a focus on anti-corruption, accountability and transparency.
- Experience in program and project management, resource mobilization, monitoring and evaluation, as well as process facilitation.
- Ability to work effectively with government counterparts.
- Work experience and knowledge of the Afghan context (or other post-conflict /transitional countries) an advantage.
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable.
- Strong analytical, conceptual and management skills.
- Excellent oral and written communications skills (English).

## **AFG 204 Deputy Chief of Mentors/Advisers (AC)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Assist the Project Leader in leading a team of experts to provide technical advice on transparency and accountability measures to the Ministry of Interior (MOI) and advise on the development of national and sector policies.
- Assist the MOI in the development of an overall strategy for transparency and accountability within the Afghan National Police (ANP) and support its countrywide implementation, comprising measures of capacity building, prevention and enforcement.
- Mobilize, direct and manage funds to support EUPOL accountability and transparency projects.
- Closely work with the EUPOL regional RoL Advisers to ensure a coherent countrywide approach on accountability and transparency.
- Collaborate closely with the Anti-Corruption Unit within the AGO, the High Office of Oversight and other external partners.
- Assist the Project Leader in project networking and partnership development with the aim to enhance coordination and cooperation among key parties concerned, such as UNDP, UNODC, US and others.
- Reporting to the Project Leader on a daily and weekly basis on the developments and results of the activities undertaken.
- To Deputise for the Project Leader in his or her absence.
- Undertake any other related tasks as required by the Head of Mission.

### **Qualifications and experience:**

- University degree in Public Policies or Public Management, Development Studies, Development Economics, Law, International Relations or another related field.
- A minimum of 8 years experience in public sector reform/governance with a focus on anti-corruption, accountability and transparency.
- Ability to work effectively with government counterparts.
- Work experience and knowledge of the Afghan context (or other post-conflict /transitional countries) an advantage.
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable.
- Strong analytical, conceptual and management skills.
- Excellent oral and written communications skills (English).

## **AFG 207 Mentor to the Ministry of Interior (IT team leader-AC)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Organize and supervise the activity of the other IT and Training Team members on a daily basis in Kabul and, if required, in the regions.
- Work, in close collaboration with the Justice Sector Support Programme (JSSP), on the implementation of the Case Management System (CMS)
- Mentor Mobile Anti Corruption Team's members and while inserting corruption cases in the CMS.
- Execute training projects for Mobile Anti Corruption Team's members.
- Assist the Chief of Mentors (AC) to mobilize, direct and manage funds to support EUPOL projects regarding IT and Training.
- Collaborate closely with the Anti-Corruption Unit within the AGO, CSTC-A and ISAF and other external partners on all training programs.
- Report to the Chief of Mentors (AC) on a daily and weekly basis on the developments and results of the activities undertaken.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, the Head of RoL Component and the Chief of Mentors (AC) in support of the objectives of the mission

### **Qualifications and experience:**

- Advanced University Degree in Law, or equivalent academic training, preferably in a Police Academy in Criminal Police, Procedural Law, International Law or other related matters.
- Relevant experience (minimum 8 years) in real operational activity in the financial or economic crime sector as Criminal Police Officer in a Member State; professional experience in training and information technologies would be an advantage as well as experience in working with law enforcement and National criminal databases.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Highly resilient under physical and mental pressure and stress-resistant.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as national partners.
- Excellent oral and written communications skills (English)

## **AFG 210 Mentor to the Ministry of Interior (IT team member-AC)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Work in a Team of experts to provide Police Officers in the Ministry of Interior in Kabul and, if required, in its regional offices, with training in anti corruption related matters.
- Work, in close collaboration with the Justice Sector Support Programme (JSSP), on the implementation of the Case Management System (CMS).
- Mentor Mobile Anti Corruption Team's members and while inserting corruption cases in the CMS.
- Execute training projects for Mobile Anti Corruption Team's members.
- Assist the Chief of Mentors (AC) to mobilize, direct and manage funds to support EUPOL projects regarding IT and Training.
- Collaborate closely with the Anti-Corruption Unit within the AGO, CSTC-A and ISAF and other external partners on all training programs.
- Report to the Chief of Mentors (AC) and the IT and Training Team Leader on a daily and weekly basis on the developments and results of the activities undertaken.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, Head of RoL Component, the Chief of Mentors (AC) and the IT and Training Team Leader in support of the objectives of the mission.

### **Qualifications and experience:**

- Advanced University Degree in Law, or equivalent academic training, preferably in a Police Academy in Criminal Police, Procedural Law, International Law or other related matters.
- Relevant experience (minimum 5 years) in real operational activity in the financial or economic crime sector as Criminal Police Officer in a Member State; professional experience in training and information technologies would be an advantage as well as experience in working with law enforcement and National criminal databases.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Highly resilient under physical and mental pressure and stress-resistant.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as national partners.
- Excellent oral and written communications skills (English).

## **AFG 213 Mentor to the Ministry of Interior (AC-Procurement and Finance)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The Mentor to the Ministry of Interior (AC (Anti-Corruption) – procurement and finance) shall assist the Chief of Mentors (AC) and Mentor Team Leader (AC - Procurement/Finance) in all areas relevant to the Anti-Corruption efforts undertaken by the Mission. She / He will work under direct supervision of the Mentor Team Leader in a team of a highly motivated group of experts and will focus on:

- Reporting to Chief of Mentors (AC) and Mentor Team Leader (AC – Procurement / Finance);
- Contributing to the implementation of a strategy to fight corruption within the Afghan National Police (ANP);
- If requested, providing technical advice to Chief of Procurement / Chief of Legal Affairs / Chief of Logistics / Chief of Finance of MoI on procurement and/or financial management related issues ranging from logistics, contract drafting, payment modalities, budget issues, financial flows to contract management;
- If requested, drafting and assuring legal coherence (between legal acts in force) of any documents relative to MoI procurement activities or financial management;
- Identifying loopholes (procedural, legal etc.) in the current MoI procurement process as well as in MoI financial management;
- Developing requested training modules for public procurement or financial management related courses in the capital and/or regions/provinces;
- If requested, assisting in or conducting public procurement trainings or financial management related courses (Training of Trainers as well as trainings for MoI employees in the capital and regions/provinces);
- If required, assisting or leading the development of projects focusing on anti-corruption within public procurement and/ or financial management;
- If required, setting up and operating efficient and transparent procurement process or financial management;
- If required, collaborating closely with the Inspector General of MoI, Anti-corruption Unit within the Attorney General Office, the High Office of Oversight, Procurement Policy Unit of Ministry of Finance, Ministry of Finance, the Supreme Court of Afghanistan and other relevant Afghan institutions;
- Cooperating with the representatives of international partners active in anti-corruption efforts, as well as in public procurement reform, finance, logistics and legal assistance to the MoI (UNDP, NTM-A/CTSC-A, ISAF NATO, UNODC, national embassies, consultants as well as nongovernmental organizations);
- Working with the EUPOL regional staff to ensure a coherent countrywide approach on anti-corruption and public procurement and/or financial management;
- Performing other tasks as required by Head of Mission, Deputy Head of Mission, Head of RoL Component, and Chief of Mentors (AC) as well as by Mentor Team Leader (AC – procurement / finance) in support of the objectives of the mission.

### **Qualifications and experience:**

Required:

- Advanced university degree in Public Procurement or Law or Supply Chain Management or Public Management or Finance or Economics, from recognized international institution;
- A minimum of eight years professional experience with public administration and/or legal office, and/or international organization, and/or consultancy company specialized in public sector reform/governance and/or finance and/or law and/or public procurement (experience will be counted following the date of award of advanced university diploma);
- Practical experience of minimum five years (within requirement of professional experience) in: conduct of stages of procurement process (including contract management); and/or conduct of

training on public procurement / law / finance / supply chain management; and/or public financial management (involvement in collection of revenues, allocation of funds through the budgetary process, internal or external auditing of public spending and performance of public institutions); and/or developing legislative framework for state institutions; and/or designing procedural framework for public procurement or financial management and/or drafting and managing commercial contracts; and/or implementation of anti-corruption policy; and/or conducting audit / financial control.

- Good knowledge of best practices and regulations in area of public financial management (including procurement);
- Highly resilient under physical and mental pressure;
- Ability to work effectively with the Afghan and international counterparts;
- Strong analytical, conceptual and management skills;
- Excellent oral and written communications skills ;
- Fluency in English language.

Desirable:

- Post-graduate degree or specialized university / international organization course in public procurement, international commercial law, public expenditure management or supply chain management attested by a certificate or diploma;
- Experience in assessment (legal and/or financial and/or procedural) of public institutions;
- Experience in conducting trainings and presentations on legal or finance related subjects;
- Experience in project management certified by a certificate of project management;
- Professional experience in Afghanistan or other post-conflict / transitional countries.

## **AFG 214 Mentor to the Ministry of Interior (AC)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Conduct daily mentoring for the Anti-Corruption Mobile Teams, in Kabul and in the regions, in all investigations, inspections and activities, and liaison with the Prosecutors.
- Work as part of a team of experts to provide technical advice on transparency and accountability measures to the Ministry of Interior (MOI) and advise on the development of national and sector policies, in closer cooperation with the Mentor Mobile AC Team Leader, the Chief of Mentors (AC) and the Deputy .
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies and white-collar crime, bribery & financial investigations, case planning & management, prosecutors police co-ordination, strategies of covert surveillance & the handling of case materials & evidence
- Collaborate closely with the Anti-Corruption Unit within the AGO, CSTC-A and ISAF and other external partners on all intelligence related AC matters.
- Reporting to the Mobile AC Team Leader on a daily and weekly basis on the developments and results of the activities undertaken.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL, the Chief Mentors (AC) and the Mobile AC Team Leader in support of the objectives of the mission.

### **Qualifications and experience:**

- Advanced University Degree in Law, or equivalent academic training, preferably in a Police Academy and in Criminal Police, Procedural Law, International Law or other related matters.
- Good understanding of the political, cultural and security situation of Afghanistan.
- Highly resilient under physical and mental pressure and stress-resistant.
- Excellent interpersonal skills and ability to communicate internally and to relate with international organizations together with national partners.
- Relevant experience (minimum 5 years) in operational activity in the financial or economic crime sector as Criminal Police in a Member State
- Excellent interpersonal skills and ability to communicate internally and to relate with international stakeholders and national partners.
- To possess excellent oral and written communications skills (English).

## **AFG 215 Mentor to the Ministry of Interior (AC)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Conduct daily mentoring for the Anti-Corruption Mobile Teams, in Kabul and in the regions, in all investigations, inspections and activities, and liaison with the Prosecutors.
- Work as part of a team of experts to provide technical advice on transparency and accountability measures to the Ministry of Interior (MOI) and advise on the development of national and sector policies, in closer cooperation with the Mentor Mobile AC Team Leader, the Chief of Mentors (AC) and the Deputy .
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies and white-collar crime, bribery & financial investigations, case planning & management, prosecutors police co-ordination, strategies of covert surveillance & the handling of case materials & evidence
- Collaborate closely with the Anti-Corruption Unit within the AGO, CSTC-A and ISAF and other external partners on all intelligence related AC matters.
- Reporting to the Mobile AC Team Leader on a daily and weekly basis on the developments and results of the activities undertaken.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL, the Chief Mentors (AC) and the Mobile AC Team Leader in support of the objectives of the mission.

### **Qualifications and experience:**

- Advanced University Degree in Law, or equivalent academic training, preferably in a Police Academy and in Criminal Police, Procedural Law, International Law or other related matters.
- Good understanding of the political, cultural and security situation of Afghanistan.
- Highly resilient under physical and mental pressure and stress-resistant.
- Excellent interpersonal skills and ability to communicate internally and to relate with international organizations together with national partners.
- Relevant experience (minimum 5 years) in operational activity in the financial or economic crime sector as Criminal Police in a Member State
- Excellent interpersonal skills and ability to communicate internally and to relate with international stakeholders and national partners.
- To possess excellent oral and written communications skills (English).



## **AFG 216 Mentor to the Ministry of Interior (AC)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Conduct daily mentoring for the Anti-Corruption Mobile Teams, in Kabul and in the regions, in all investigations, inspections and activities, and liaison with the Prosecutors.
- Work as part of a team of experts to provide technical advice on transparency and accountability measures to the Ministry of Interior (MOI) and advise on the development of national and sector policies, in closer cooperation with the Mentor Mobile AC Team Leader, the Chief of Mentors (AC) and the Deputy .
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies and white-collar crime, bribery & financial investigations, case planning & management, prosecutors police co-ordination, strategies of covert surveillance & the handling of case materials & evidence
- Collaborate closely with the Anti-Corruption Unit within the AGO, CSTC-A and ISAF and other external partners on all intelligence related AC matters.
- Reporting to the Mobile AC Team Leader on a daily and weekly basis on the developments and results of the activities undertaken.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL, the Chief Mentors (AC) and the Mobile AC Team Leader in support of the objectives of the mission.

### **Qualifications and experience:**

- Advanced University Degree in Law, or equivalent academic training, preferably in a Police Academy and in Criminal Police, Procedural Law, International Law or other related matters.
- Good understanding of the political, cultural and security situation of Afghanistan.
- Highly resilient under physical and mental pressure and stress-resistant.
- Excellent interpersonal skills and ability to communicate internally and to relate with international organizations together with national partners.
- Relevant experience (minimum 5 years) in operational activity in the financial or economic crime sector as Criminal Police in a Member State
- Excellent interpersonal skills and ability to communicate internally and to relate with international stakeholders and national partners.
- To possess excellent oral and written communications skills (English).

## **AFG 217 Mentor to the Ministry of Interior (AC)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Work in a Team of experts to provide Police Officers in the Ministry of Interior in Kabul and, if required, in its regional offices, with training in anti corruption related matters.
- Work, in close collaboration with the Justice Sector Support Programme (JSSP), on the implementation of the Case Management System (CMS).
- Mentor Mobile Anti Corruption Team's members and while inserting corruption cases in the CMS.
- Execute training projects for Mobile Anti Corruption Team's members.
- Assist the Chief of Mentors (AC) to mobilize, direct and manage funds to support EUPOL projects regarding IT and Training.
- Collaborate closely with the Anti-Corruption Unit within the AGO, CSTC-A and ISAF and other external partners on all training programs.
- Report to the Chief of Mentors (AC) and the IT and Training Team Leader on a daily and weekly basis on the developments and results of the activities undertaken.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL, the Chief Mentors (AC) and the Mobile AC Team Leader in support of the objectives of the mission.

### **Qualifications and experience:**

- Advanced University Degree in Law, or equivalent academic training, preferably in a Police Academy in Criminal Police, Procedural Law, International Law or other related matters.
- Relevant experience (minimum 5 years) in real operational activity in the financial or economic crime sector as Criminal Police Officer in a Member State; professional experience in training and information technologies would be an advantage as well as experience in working with law enforcement and National criminal databases.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Highly resilient under physical and mental pressure and stress-resistant.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as national partners.
- Excellent oral and written communications skills (English).

## **AFG 218 Mentor to the Ministry of Interior (AC)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Work in a Team of experts to provide Police Officers in the Ministry of Interior in Kabul and, if required, in its regional offices, with training in anti corruption related matters.
- Work, in close collaboration with the Justice Sector Support Programme (JSSP), on the implementation of the Case Management System (CMS).
- Mentor Mobile Anti Corruption Team's members and while inserting corruption cases in the CMS.
- Execute training projects for Mobile Anti Corruption Team's members.
- Assist the Chief of Mentors (AC) to mobilize, direct and manage funds to support EUPOL projects regarding IT and Training.
- Collaborate closely with the Anti-Corruption Unit within the AGO, CSTC-A and ISAF and other external partners on all training programs.
- Report to the Chief of Mentors (AC) and the IT and Training Team Leader on a daily and weekly basis on the developments and results of the activities undertaken.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL, the Chief Mentors (AC) and the Mobile AC Team Leader in support of the objectives of the mission.

### **Qualifications and experience:**

- Advanced University Degree in Law, or equivalent academic training, preferably in a Police Academy in Criminal Police, Procedural Law, International Law or other related matters.
- Relevant experience (minimum 5 years) in real operational activity in the financial or economic crime sector as Criminal Police Officer in a Member State; professional experience in training and information technologies would be an advantage as well as experience in working with law enforcement and National criminal databases.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Highly resilient under physical and mental pressure and stress-resistant.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as national partners.
- Excellent oral and written communications skills (English).

## **AFG 221 Mentor to the Ministry of Interior (Gender & Human Rights)**

1 position

Proposed deployment start 17.08.2010

### **Main tasks:**

The *Mentor to the Ministry of Interior (Gender and Human Rights)* shall assist the Chief of Mentors/Advisers (Gender and Human Rights) in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to the Chief of Mentors/Advisers (Gender and Human Rights)
- Work in a team of experts to provide technical advice on capacity and institution building and administrative reform in the field of human rights and gender within the Ministry of Interior and the Afghan National Police, and support its countrywide implementation.
- Collaborate closely with the Department of Gender and Human Rights (Ministry of Interior), Inspector General's Office, Criminal Investigation Department and other external partners.
- Networking and partnership development with the aim to enhance coordination and cooperation among key parties concerned, such as UNDP/LOTFA, the Afghan Independent Human Rights Commission, Afghan Civil Society and others.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL, Head of Component RoL and the Chief of Mentors/Advisers (Gender and Human Rights) in support of the objectives of the mission.

### **Qualifications and experience:**

- Advanced University Degree in Law, Social Sciences or equivalent academic training.
- Experience in institution building, administrative procedures and administrative reform in a Member State or/and in a developmental, transitional or post-conflict situation.
- Experience in human rights and gender
- Relevant experience (minimum 5 years)
- Strong analytical and strategic skills.
- Excellent oral and written communication skills (English)
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as national partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Professional experience in project management in the field of Rule of Law.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

## **AFG 224 Mentor to the Ministry of Interior (Gender & Human Rights)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Mentor to the Ministry of Interior (Gender and Human Rights)* shall assist the Chief of Mentors/Advisers (Gender and Human Rights) in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to the Chief of Mentors/Advisers (Gender and Human Rights)
- Work in a team of experts to provide technical advice on capacity and institution building and administrative reform in the field of human rights and gender within the Ministry of Interior and the Afghan National Police, and support its countrywide implementation.
- Collaborate closely with the Department of Gender and Human Rights (Ministry of Interior), Inspector General's Office, Criminal Investigation Department and other external partners.
- Networking and partnership development with the aim to enhance coordination and cooperation among key parties concerned, such as UNDP/LOTFA, the Afghan Independent Human Rights Commission, Afghan Civil Society and others.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL, Head of Component RoL and the Chief of Mentors/Advisers (Gender and Human Rights) in support of the objectives of the mission.

### **Qualifications and experience:**

- Advanced University Degree in Law, Social Sciences or equivalent Police Academy training.
- Experience in institution building, administrative procedures and administrative reform in a Member State or/and in a developmental, transitional or post-conflict situation.
- Experience in human rights and gender
- Relevant experience (minimum 5 years)
- Strong analytical and strategic skills.
- Excellent oral and written communication skills (English)
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as national partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Professional experience in project management in the field of Rule of Law.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

## **AFG 225 Mentor to the Ministry of Interior (Gender and Human Rights)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Mentor to the Ministry of Interior (Gender and Human Rights)* shall assist the Chief of Mentors/Advisers (Gender and Human Rights) in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to the Chief of Mentors/Advisers (Gender and Human Rights)
- Work in a team of experts to provide technical advice on capacity and institution building and administrative reform in the field of human rights and gender within the Ministry of Interior and the Afghan National Police, and support its countrywide implementation.
- Collaborate closely with the Department of Gender and Human Rights (Ministry of Interior), Inspector General's Office, Criminal Investigation Department and other external partners.
- Networking and partnership development with the aim to enhance coordination and cooperation among key parties concerned, such as UNDP/LOTFA, the Afghan Independent Human Rights Commission, Afghan Civil Society and others.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL, Head of Component RoL and the Chief of Mentors/Advisers (Gender and Human Rights) in support of the objectives of the mission.

### **Qualifications and experience:**

- Advanced University Degree in Law, Social Sciences or equivalent academic training.
- Experience in institution building, administrative procedures and administrative reform in a Member State or/and in a developmental, transitional or post-conflict situation.
- Experience in human rights and gender
- Relevant experience (minimum 5 years)
- Strong analytical and strategic skills.
- Excellent oral and written communication skills (English)
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as national partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Professional experience in project management in the field of Rule of Law.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

## **AFG 228 Mentor Ministry of Justice**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Advise Ministry of Justice Legislative Department on the concepts, strategies and legislative alternatives, in particular focusing on the reform of the criminal and police related legislation, training, and other measures aimed at enhancement of mechanisms to ensure efficiency and effectiveness in improving the criminal justice system.
- Familiarize, assess and advise the MoJ/Prison Department with the operational concept and legal framework concerning the pre-trial detention and other relevant practices relating to deprivation of liberty before the conviction.
- Assist in the enhancement of cooperation between police and other justice officials (e.g. prosecutors, judges, defence lawyers).
- Support the MoJ in its task of legal awareness raising in regard to public perception of police.
- Develop strategies and supportive measures against corruption within the criminal justice sector.
- Advise the MoJ to develop a strategy for a witness protection program.
- Cooperate closely with the European delegation programmes and other institution building activities in the justice sector organised international organisations (e.g. UNAMA) and bilateral actors (e.g. Italy, US).
- Advise on measures to support effective ratification of the international conventions within the police and the prosecution service.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment;
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level;
- Sound decision-making skills, political judgement and ability to influence.
- Relevant experience (minimum 5 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Ombudsman officer etc.
- Proficiency in English.

## **AFG 229 Mentor Ministry of Justice**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Advise Ministry of Justice Legislative Department on the concepts, strategies and legislative alternatives, in particular focusing on the reform of the criminal and police related legislation, training, and other measures aimed at enhancement of mechanisms to ensure efficiency and effectiveness in improving the criminal justice system.
- Familiarize, assess and advise the MoJ/Prison Department with the operational concept and legal framework concerning the pre-trial detention and other relevant practices relating to deprivation of liberty before the conviction.
- Assist in the enhancement of cooperation between police and other justice officials (e.g. prosecutors, judges, defence lawyers).
- Support the MoJ in its task of legal awareness raising in regard to public perception of police.
- Develop strategies and supportive measures against corruption within the criminal justice sector.
- Advise the MoJ to develop a strategy for a witness protection program.
- Cooperate closely with the European delegation programmes and other institution building activities in the justice sector organised international organisations (e.g. UNAMA) and bilateral actors (e.g. Italy, US).
- Advice on measures to support effective ratification of the international conventions within the police and the prosecution service.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment;
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level;
- Sound decision-making skills, political judgement and ability to influence.
- Relevant experience (minimum 5 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Ombudsman officer etc.
- Proficiency in English.



## **AFG 230 Mentor Ministry of Justice**

1 position

Proposed deployment start ASAP

### **Main tasks:**

- Advise Ministry of Justice Legislative Department on the concepts, strategies and legislative alternatives, in particular focusing on the reform of the criminal and police related legislation, training, and other measures aimed at enhancement of mechanisms to ensure efficiency and effectiveness in improving the criminal justice system.
- Familiarize, assess and advise the MoJ/Prison Department with the operational concept and legal framework concerning the pre-trial detention and other relevant practices relating to deprivation of liberty before the conviction.
- Assist in the enhancement of cooperation between police and other justice officials (e.g. prosecutors, judges, defence lawyers).
- Support the MoJ in its task of legal awareness raising in regard to public perception of police.
- Develop strategies and supportive measures against corruption within the criminal justice sector.
- Advise the MoJ to develop a strategy for a witness protection program.
- Cooperate closely with the European delegation programmes and other institution building activities in the justice sector organised international organisations (e.g. UNAMA) and bilateral actors (e.g. Italy, US).
- Advise on measures to support effective ratification of the international conventions within the police and the prosecution service.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment;
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level;
- Sound decision-making skills, political judgement and ability to influence.
- Relevant experience (minimum 5 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Ombudsman officer etc.
- Proficiency in English.

## **AFG 231 Chief of Mentors Anti-Corruption AGO**

1 position

Proposed deployment start 31.07.2010

### **Main tasks:**

The *Chief of Mentors Anti-Corruption AGO* shall assist the Deputy Head of Mission/RoL/Head RoL Component in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to Deputy Head of Mission/RoL Guide the team of Mentors to the Attorney General's Office and lead their activities.
- Develop and implement milestones related to the Mission's strategic objectives.
- Mobilize, direct and manage funds to support EUPOL Anti-Corruption AGO projects.
- Closely work with the EUPOL regional RoL Advisers to ensure a coherent countrywide approach on anti-corruption projects.
- Collaborate closely with the Attorney General's Office, the Supreme Court and other external partners particularly in the Afghan judiciary including the Military Justice Sector.
- Enhance coordination and cooperation among key parties concerned, such as EU, EU member states, UNODC, ISAF, NTM-A/CSTC-A, US DoJ, JSSP and others.
- Identify and advise Attorney General's Office on activities where the EU Police Mission can make strategic differences in enhancing criminal investigations led by prosecutors.
- To consolidating EU activities across the criminal justice sector, including efforts to support the reform of criminal investigations, prosecutions and police - prosecutor cooperation.
- Provide strategic input into the reform of criminal procedures and restructuring relevant judicial or investigative institutions and bodies.
- Develop strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector).
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitors court trials.
- Cooperate closely with the EC programmes and other national and international stakeholders in the law enforcement and justice sector.
- Address the basic substantial and criminal legislation, including the immediate operational needs of the prosecution service and the police to resume their functions respecting international standards.
- To plan measures to support effective ratification of the international conventions and other instruments dealing for instance with human rights, judicial cooperation, corruption, money laundering, human trafficking, drugs and terrorism.
- Undertake any other tasks required by the Head of Mission and the Deputy Head of Mission/RoL in support of the objectives of the mission.

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Experience in program and project management, resource mobilization, monitoring and evaluation, as well as process facilitation.
- Strong analytical, conceptual, management and leadership skills.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests.
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment.
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level.

- Sound decision-making skills, political judgement and ability to influence.
- Relevant experience (minimum 8 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Investigative experience in corruption related cases is an advantage.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Excellent oral and written communications skills in English.

## **AFG 234 Mentor to the Attorney General's Office**

1 position

Proposed deployment start 30.08.2010

### **Main tasks:**

The *Mentor to the Attorney General's Office* shall assist the Deputy Head of Mission/RoL/Head RoL Component and the Chief of Mentors Anti-Corruption AGO in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to Deputy Head of Mission/RoL through Chief of Mentors Anti-Corruption AGO Identify and advise Attorney General's Office on activities where the EU Police Mission can make strategic differences in enhancing criminal investigations led by prosecutors.
- To consolidating EU activities across the criminal justice sector, including efforts to support the reform of criminal investigations, prosecutions and police - prosecutor cooperation.
- Provide strategic input into the reform of criminal procedures and restructuring relevant judicial or investigative institutions and bodies.
- Develop strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector).
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials.
- Cooperate closely with the EC programmes and other national and international stakeholders in the law enforcement and justice sector.
- Address the basic substantial and criminal legislation, including the immediate operational needs of the prosecution service and the police to resume their functions respecting international standards.
- To plan measures to support effective ratification of the international conventions and other instruments dealing for instance with human rights, judicial cooperation, corruption, money laundering, human trafficking, drugs and terrorism.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and the Chief of Mentors Anti-Corruption AGO in support of the objectives of the mission.

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests.
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment.
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level.
- Sound decision-making skills, political judgement and ability to influence.
- Relevant experience (minimum 5 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Investigative experience in corruption related cases is an advantage.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proficiency in English.

## AFG 236 Mentor to the Attorney General's Office

1 position

Proposed deployment start ASAP

### Main tasks:

The *Mentor to the Attorney General's Office* shall assist the Deputy Head of Mission/RoL / Head of RoL Component and the Chief of Mentors Anti-Corruption AGO in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to Deputy Head of Mission/RoL through Chief of Mentors Anti-Corruption AGO Identify and advise Attorney General's Office on activities where the EU Police Mission can make strategic differences in enhancing criminal investigations led by prosecutors.
- To consolidating EU activities across the criminal justice sector, including efforts to support the reform of criminal investigations, prosecutions and police - prosecutor cooperation.
- Provide strategic input into the reform of criminal procedures and restructuring relevant judicial or investigative institutions and bodies.
- Develop strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector).
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials.
- Cooperate closely with the EC programmes and other national and international stakeholders in the law enforcement and justice sector.
- Address the basic substantial and criminal legislation, including the immediate operational needs of the prosecution service and the police to resume their functions respecting international standards.
- To plan measures to support effective ratification of the international conventions and other instruments dealing for instance with human rights, judicial cooperation, corruption, money laundering, human trafficking, drugs and terrorism.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL/ Head of RoL Component and the Chief of Mentors Anti-Corruption AGO in support of the objectives of the mission.

### Qualifications and experience:

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests.
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment.
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level.
- Sound decision-making skills, political judgement and ability to influence.
- Relevant experience (minimum 5 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Investigative experience in corruption related cases is an advantage.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proficiency in English.

## **AFG 237 Mentor to the Attorney General's Office**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Mentor to the Attorney General's Office* shall assist the Deputy Head of Mission/RoL / Head of RoL Component and the Chief of Mentors Anti-Corruption AGO in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to Deputy Head of Mission/RoL through Chief of Mentors Anti-Corruption AGO Identify and advise Attorney General's Office on activities where the EU Police Mission can make strategic differences in enhancing criminal investigations led by prosecutors.
- To consolidating EU activities across the criminal justice sector, including efforts to support the reform of criminal investigations, prosecutions and police - prosecutor cooperation.
- Provide strategic input into the reform of criminal procedures and restructuring relevant judicial or investigative institutions and bodies.
- Develop strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector).
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials.
- Cooperate closely with the EC programmes and other national and international stakeholders in the law enforcement and justice sector.
- Address the basic substantial and criminal legislation, including the immediate operational needs of the prosecution service and the police to resume their functions respecting international standards.
- To plan measures to support effective ratification of the international conventions and other instruments dealing for instance with human rights, judicial cooperation, corruption, money laundering, human trafficking, drugs and terrorism.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL/ Head of RoL Component and the Chief of Mentors Anti-Corruption AGO in support of the objectives of the mission.

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests.
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment.
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level.
- Sound decision-making skills, political judgement and ability to influence.
- Relevant experience (minimum 5 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Investigative experience in corruption related cases is an advantage.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proficiency in English.

## **AFG 238 Mentor to the Attorney General's Office**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Mentor to the Attorney General's Office* shall assist the Deputy Head of Mission/RoL / Head of RoL Component and the Chief of Mentors Anti-Corruption AGO in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to Deputy Head of Mission/RoL through Chief of Mentors Anti-Corruption AGO Identify and advise Attorney General's Office on activities where the EU Police Mission can make strategic differences in enhancing criminal investigations led by prosecutors.
- To consolidating EU activities across the criminal justice sector, including efforts to support the reform of criminal investigations, prosecutions and police - prosecutor cooperation.
- Provide strategic input into the reform of criminal procedures and restructuring relevant judicial or investigative institutions and bodies.
- Develop strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector).
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials.
- Cooperate closely with the EC programmes and other national and international stakeholders in the law enforcement and justice sector.
- Address the basic substantial and criminal legislation, including the immediate operational needs of the prosecution service and the police to resume their functions respecting international standards.
- To plan measures to support effective ratification of the international conventions and other instruments dealing for instance with human rights, judicial cooperation, corruption, money laundering, human trafficking, drugs and terrorism.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL/ Head of RoL Component and the Chief of Mentors Anti-Corruption AGO in support of the objectives of the mission.

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests.
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment.
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level.
- Sound decision-making skills, political judgement and ability to influence.
- Relevant experience (minimum 5 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Investigative experience in corruption related cases is an advantage.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proficiency in English.

## **AFG 239 Mentor to the Attorney General's Office**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Mentor to the Attorney General's Office* shall assist the Deputy Head of Mission/RoL / Head of RoL Component and the Chief of Mentors Anti-Corruption AGO in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to Deputy Head of Mission/RoL through Chief of Mentors Anti-Corruption AGO Identify and advise Attorney General's Office on activities where the EU Police Mission can make strategic differences in enhancing criminal investigations led by prosecutors.
- To consolidating EU activities across the criminal justice sector, including efforts to support the reform of criminal investigations, prosecutions and police - prosecutor cooperation.
- Provide strategic input into the reform of criminal procedures and restructuring relevant judicial or investigative institutions and bodies.
- Develop strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector).
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials.
- Cooperate closely with the EC programmes and other national and international stakeholders in the law enforcement and justice sector.
- Address the basic substantial and criminal legislation, including the immediate operational needs of the prosecution service and the police to resume their functions respecting international standards.
- To plan measures to support effective ratification of the international conventions and other instruments dealing for instance with human rights, judicial cooperation, corruption, money laundering, human trafficking, drugs and terrorism.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL/ Head of RoL Component and the Chief of Mentors Anti-Corruption AGO in support of the objectives of the mission.

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests.
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment.
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level.
- Sound decision-making skills, political judgement and ability to influence.
- Relevant experience (minimum 5 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Investigative experience in corruption related cases is an advantage.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proficiency in English.



## **AFG 240 Justice Liaison Officer for Police**

1 position

Proposed deployment start 31.08.2010

### **Main tasks:**

The *Justice Liaison Officer for Police* will assist the Deputy Head of Mission/RoL with the following tasks:

- Report to Deputy Head of Mission/RoL
- In coordination with other EUPOL components, to study the Afghan relevant justice and police structures with a view to their professional and operational effectiveness, in accordance with the goals of the ESDP mission.
- To monitor ANP symbiosis with judicial authorities and to conduct situation or process analysis particularly in the field of investigations and to support and facilitate the operational cooperation between police and judicial authorities.
- To establish and maintain contacts with relevant bodies in parliament, government institutions and the Supreme Court.
- To liaise with other planning and operational support elements of EUPOL to share useful information in the assigned field of responsibility as directed by the DHoM/RoL.
- Ensure coordination of investigations between MOI Inspector General and AGO and subsequently monitor court trials.
- Coordinate proper flow of information and cases detected by the MOI Mobile Anti-Corruption Teams to the AGO for further investigations and prosecution at court.
- Liaise with Embassies in case support from foreign countries is needed related to investigations.
- Liaise with Europol/Interpol in order to facilitate exchange of relevant information.
- To deal with any requests or tasks assigned by the DHoM/RoL within the area of assignment.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experiences:**

- Advanced University Degree in Law, International Relations, Police Sciences or equivalent academic or professional training.
- A minimum of 5 years of relevant experience and professional qualifications in the field of policing and and/or Criminal Investigation, proven liaison and training skills.
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports.
- Excellent report writing skills.
- Innovative, good problem solving skills and able to maintain excellent relationships with key stakeholders.
- Ability to develop and maintain effective relationships with high level authorities, public sector officials and non-government stakeholders.
- Ability to use own initiative when working individually as well as being an integral team member within a multi-national environment.
- Experience in criminal investigations is an advantage.
- International experience, particularly in crisis areas with multi-national and international organizations' (desirable).
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable.
- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions.
- Proficiency in English.

## **AFG 242 CPJP RoL Mentor/Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Rule of Law Mentor/Adviser will be responsible for:*

- Closely cooperating with the EUPOL HQ Human Rights and Gender Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on implementation, development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives;
- Engaging directly with the police and justice actors, including, but not limited to, key Ministry of Interior counterparts, criminal prosecutors, judges and investigative police corresponding to the territorial jurisdiction of the post through provision of mentoring and advising in strategic human rights and gender equality issues;
- Conducting training, mentoring and advising of police and justice actors, including but not limited to criminal prosecutors, judges and investigative police;
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivering of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, relevant government officials, regional, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations;
- Undertaking other relevant tasks required by the EUPOL HQ Human Rights and Gender Unit, as well as the City Police and Justice Programme team in support of the Mission strategic objectives;
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree or equivalent experience in Criminal or Procedural Law, Social Sciences, Human Rights or Gender or another relevant discipline;
- Knowledge of the functions and practices of criminal procedures including criminal investigation and prosecution;
- Knowledge of judicial reform process desirable;
- Experience in developing Human Rights and Gender Reform strategies;
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- An understanding or experience of Rule of Law and/or Civilian Crisis Management interventions;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 243 CPJP RoL Mentor/Adviser Justice**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP RoL Mentor/Adviser Justice will report to one of the Chiefs of Mentors within the Mission's Rule of Law pillar, and will be responsible for tasks including:*

- Supporting implementation of justice programmes in the regions through the City Police and Justice Programme;
- Advising counterparts in public institutions including, the Attorney General's Office, the Ministry of Interior, and the Ministry of Justice on justice related matters with strategic relevance to the EUPOL Mission;
- Consolidating EU activities across the criminal justice sector, including efforts to support the reform of criminal investigations, prosecutions and police - prosecutor cooperation
- Providing strategic input into the reform of criminal procedures and restructuring relevant judicial or investigative institutions and bodies;
- Address the basic substantive and criminal legislation, including the immediate operational needs of the prosecution service and the police to resume their functions respecting international standards;
- Developing strategies and supportive measures against corruption within the criminal justice sector;
- Delivery of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice institutions;
- Planning measures to support effective ratification and implementation of the international conventions and other instruments pertaining to matters including gender equality and other human rights standards, as well as judicial cooperation and development, and anti-corruption;
- Cooperating closely with the EU Delegation programmes and other national and international stakeholders in the law enforcement and justice sectors;
- Undertaking other tasks as required by the Deputy Head of Mission/RoL and designated Chief of Mentors, in support of the Strategic Objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related disciplines;
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc;
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution;
- Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation desirable;
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment;
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level;
- Sound decision-making skills, political judgement and ability to influence;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- Approximately five years of relevant professional experience;
- Strong proficiency in English.

## **AFG 244 CPJP RoL Mentor/Adviser Justice**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP RoL Mentor/Adviser Justice will report to one of the Chiefs of Mentors within the Mission's Rule of Law pillar, and will be responsible for tasks including:*

- Supporting implementation of justice programmes in the regions through the City Police and Justice Programme;
- Advising counterparts in public institutions including, the Attorney General's Office, the Ministry of Interior, and the Ministry of Justice on justice related matters with strategic relevance to the EUPOL Mission;
- Consolidating EU activities across the criminal justice sector, including efforts to support the reform of criminal investigations, prosecutions and police - prosecutor cooperation
- Providing strategic input into the reform of criminal procedures and restructuring relevant judicial or investigative institutions and bodies;
- Address the basic substantive and criminal legislation, including the immediate operational needs of the prosecution service and the police to resume their functions respecting international standards;
- Developing strategies and supportive measures against corruption within the criminal justice sector;
- Delivery of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice institutions;
- Planning measures to support effective ratification and implementation of the international conventions and other instruments pertaining to matters including gender equality and other human rights standards, as well as judicial cooperation and development, and anti-corruption;
- Cooperating closely with the EU Delegation programmes and other national and international stakeholders in the law enforcement and justice sectors;
- Undertaking other tasks as required by the Deputy Head of Mission/RoL and designated Chief of Mentors, in support of the Strategic Objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related disciplines;
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc;
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution;
- Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation desirable;
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment;
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level;
- Sound decision-making skills, political judgement and ability to influence;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- Approximately five years of relevant professional experience;
- Strong proficiency in English.

## **AFG 245 CPJP RoL Mentor/Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Rule of Law Adviser will be responsible for:*

- Closely cooperating with the Anti Corruption Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on the development and implementation the activities and achievement of results undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Providing expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected and appointed government officials and police officers;
- Mentoring and advising individual prosecutors and other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's Office and Ministry of Interior;
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies and so-called "white-collar crime", bribery and financial investigations, case planning and management, prosecutor-police co-ordination, strategies of covert surveillance and the handling of case materials and evidence;
- Liaising with other judicial, police, and government officials in anti-corruption efforts, including the Inspector General, High Office of Oversight and the Supreme Court of Afghanistan;
- Collaborating with EUPOL and other international prosecutors and lawyers assisting the Anti Corruption Unit, in advice and mentoring;
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors;
- Undertaking other relevant tasks required by the Anti Corruption Unit and the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Specific qualifications:**

- Investigation techniques in corruption and bribery involving police;
- Judiciary, and central government officials;
- Criminal investigation analysis and assessment;
- Prosecutor- police co-ordination;
- Financial investigations;
- Use of covert surveillance techniques.

### **General qualifications and experience:**

- University degree related to criminal law;
- Anti-corruption experience or professional expertise in government anti-corruption agency;
- Experience of advising at government levels in a developing country or conflict affected fragile state is highly desirable;
- Demonstrated experience in training, coaching and mentoring would be considered an advantage;
- Excellent inter-personal and communication skills;
- International experience, particularly in crisis areas with multi-national and international organizations (desirable);
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 246 CPJP RoL Mentor/Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Rule of Law Mentor/Adviser will be responsible for:*

- Closely cooperating with the Anti Corruption Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on the development and implementation the activities and achievement of results undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Providing expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected and appointed government officials and police officers;
- Mentoring and advising individual prosecutors and other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's Office and Ministry of Interior;
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies and so-called "white-collar crime", bribery and financial investigations, case planning and management, prosecutor-police co-ordination, strategies of covert surveillance and the handling of case materials and evidence;
- Liaising with other judicial, police, and government officials in anti-corruption efforts, including the Inspector General, High Office of Oversight and the Supreme Court of Afghanistan;
- Collaborating with EUPOL and other international prosecutors and lawyers assisting the Anti Corruption Unit, in advice and mentoring;
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors;
- Undertaking other relevant tasks required by the Anti Corruption Unit and the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Specific qualifications:**

- Investigation techniques in corruption and bribery involving police;
- Judiciary, and central government officials;
- Criminal investigation analysis and assessment;
- Prosecutor- police co-ordination;
- Financial investigations;
- Use of covert surveillance techniques.

### **General qualifications and experiences:**

- University degree related to criminal law;
- Anti-corruption experience or professional expertise in government anti-corruption agency;
- Experience of advising at government levels in a developing country or conflict affected fragile state is highly desirable;
- Demonstrated experience in training, coaching and mentoring would be considered an advantage;
- Excellent inter-personal and communication skills;
- International experience, particularly in crisis areas with multi-national and international organizations (desirable);
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 251 Rule of Law Training Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *RoL Training Adviser* shall assist the Head of RoL Trainers in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to the DHoM/RoL through the Head of RoL Trainers
- To support the Head of RoL Trainers in developing and designing training courses and work experience secondments for Afghan senior and middle level management police, judicial officials, judges and prosecutors.
- Advice, monitor and mentor on the development and implementation of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned.
- Participate in the design and evaluation of curricula for a range of specialised courses.
- Assess the training requirements of judicial staff in senior management skills, and propose programs and projects for adequate training.
- Maintain continuous liaison with the other Training advisers deployed within the same area of responsibility.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission, Head of RoL Component and the Head of RoL Trainers in support of the objectives of the mission.

### **Qualifications and experiences:**

- An advanced University Degree in Law, Public or Business Administration, Police Sciences, Pedagogic Sciences, Human Rights/Gender or equivalent academic training.
- A minimum of 5 years of working experience in training, human rights, gender, legal affairs, policing, public administration or in criminal investigations.
- Experience in planning or/and management training.
- Professional experience in project management in the field of Rule of Law.
- To have working experience at national or international level as a Judge, Public Prosecutor, or to have been a Lecturer/Trainer in such areas (desirable).
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Proficiency in English.

## **AFG 255 Brussels Support Element (HR and Administration Officer)**

1 position

Proposed deployment start ASAP

The Brussels Support Element (HR and Administration Officer) reports to the Head of Mission but is embedded in the CPCC in Brussels and functionally cooperates closely with the Mission Administration Team.

### **Main tasks:**

- Prepares the Calls for Contributions and participates in its distribution
- In coordination with the Council Secretariat/CPCC, participates in the recruitment, selection, deployment and rotation of international seconded staff; processes applications and maintains rosters and databases as appropriate
- Participates in the recruitment, selection and deployment of international contracted staff; processes applications and maintains rosters and databases as appropriate
- Establishes and maintains contacts with Contributing States facilitating the participation of their nationals to the Mission
- Carries out assignments in management and co-ordination of all human resources related issues
- Applies Human Resources/Personnel Policies and Procedures
- Advises in preparation of Job Descriptions
- Advises in the development of Standard Operating Procedures
- Implements the selection staff policies and processes job applications as per CPCC rules. Maintains records related to the staff selection
- Advises in preparing and managing deployment of personnel, contracts, letters of appointment, contracts, reassignments, redeployments, termination
- Provides briefings, advice and assistance on human resources and other administrative issues to Member States
- Participates in the preparation of administration related plans and reports
- Undertakes any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Advanced university degree in Human Resources, Law or related field.
- Minimum of 10 years of overall professional experience out of which 5 years in Human Resources or other relevant field.
- Familiarity with mission support of CSDP missions.
- International experience, particularly in crisis areas and crisis management with multinational and international organisations (desirable).
- Have a security clearance at the level EU secret.



## **AFG 256 Head of City Police and Justice Programme (CPJP) Mazar-e-Sharif**

1 position

Proposed deployment start 30.09.2010

### **Main tasks:**

Reporting to the Field Implementation Office in HQ Kabul, the *Head of the City Police and Justice Programme (CPJP)* shall head up the Mazar-e Sharif provincial team and have overall responsibility for ensuring the implementation of the Mission's six strategic objectives through the delivery of the Mazar-e Sharif CPJP.

### ***The Head of the City Police and Justice Programme will be responsible for:***

- Reporting to the Field Implementation Office on the development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives and CPJP action plans;
- Overseeing provincial programme planning, reporting, implementation and monitoring as well as ensuring the maintenance of programme and office administration;
- Directing, facilitating and providing technical guidance to ensure the smooth operation of the Mazar-e Sharif team in the programmatic delivery of monitoring, mentoring, advising and training duties;
- Representing the Mission by facilitating the establishment, building of, and maintenance of constructive relationships with police and justice sector interlocutors within the international and local communities, as well as those within the political sphere;
- Undertake any other related tasks required by the Head of Mission and the Field Implementation Office in support of the Mission's Strategic Objectives.

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of ten years of relevant professional experience, at least five years in a senior leadership and management position;
- Proven skills in strategic management, as well as results and/or process based project management;
- International professional experience;
- Excellent interpersonal and communications skills, and the ability to work effectively local and international partners, including multinational organisations;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- Highly resilient under physical and mental pressure and stress-resistant;
- Substantial knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- In-depth understanding of either police or justice reform, and more than one of the following areas of activity CID, police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender) Strong proficiency in written and spoken English.

### **Additional desirable requirements:**

- Experience in ESDP or similar missions at a senior level;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan, or other areas within the same geopolitical context;
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 257 Deputy Head of CPJP Mazar-e Sharif**

1 position

Proposed deployment start ASAP

### **Main tasks:**

Reporting to the Field Implementation Office in HQ Kabul, the *Deputy Head of the City Police and Justice Programme (CPJP)* shall assist the *Head of the City Police and Justice Programme* in heading up the Mazar-e Sharif provincial team and carrying out overall responsibility of ensuring the implementation of the Mission's six strategic objectives through the delivery of the Mazar-e Sharif CPJP.

***The Deputy Head of the City Police and Justice Programme will be responsible for:***

- Deputising for the Head of Field Implementation Office in case of absence;
- Assisting in reporting to the Field Implementation Office on the development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives and CPJP action plans;
- Assisting in overseeing provincial programme planning, reporting, implementation and monitoring as well as ensuring the maintenance of programme and office administration;
- Assisting in the direction, facilitation and provision of technical guidance to ensure the smooth operation of the Mazar-e Sharif team in the programmatic delivery of monitoring, mentoring, advising and training duties;
- Representing the Mission by facilitating the establishment, building of, and maintenance of constructive relationships with police and justice sector interlocutors within the international and local communities, as well as those within the political sphere;
- Undertaking any other tasks required by the Field Implementation Office in support of the Mission's Strategic Objectives.

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of ten years of relevant professional experience, at least five years in a senior leadership and management position;
- Proven skills in strategic management, as well as results and/or process based project management;
- International professional experience;
- Excellent interpersonal and communications skills, and the ability to work effectively local and international partners, including multinational organisations;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- Highly resilient under physical and mental pressure and stress-resistant;
- Substantial knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- In-depth understanding of either police or justice reform, and more than one of the following areas of activity CID, police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender) Strong proficiency in written and spoken English.

### **Additional desirable requirements:**

- Experience in ESDP or similar missions at a senior level;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan, or other areas within the same geopolitical context;
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 280 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the EUPOL HQ Human Rights and Gender Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on implementation, development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives;
- Engaging directly with the police and justice actors, including, but not limited to, key Ministry of Interior counterparts, criminal prosecutors, judges and investigative police corresponding to the territorial jurisdiction of the post through provision of mentoring and advising in strategic human rights and gender equality issues;
- Conducting training, mentoring and advising of police and justice actors, including but not limited to criminal prosecutors, judges and investigative police;
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivering of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, relevant government officials, regional, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations;
- Undertaking other relevant tasks required by the EUPOL HQ Human Rights and Gender Unit, as well as the City Police and Justice Programme team in support of the Mission strategic objectives;
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree or equivalent experience in Criminal or Procedural Law, Social Sciences, Human Rights or Gender or another relevant discipline;
- Knowledge of the functions and practices of criminal procedures including criminal investigation and prosecution;
- Knowledge of judicial reform process desirable;
- Experience in developing Human Rights and Gender Reform strategies;
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- An understanding or experience of Rule of Law and/or Civilian Crisis Management interventions;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 282 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the EUPOL HQ Human Rights and Gender Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on implementation, development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives;
- Engaging directly with the police and justice actors, including, but not limited to, key Ministry of Interior counterparts, criminal prosecutors, judges and investigative police corresponding to the territorial jurisdiction of the post through provision of mentoring and advising in strategic human rights and gender equality issues;
- Conducting training, mentoring and advising of police and justice actors, including but not limited to criminal prosecutors, judges and investigative police;
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivering of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, relevant government officials, regional, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations;
- Undertaking other relevant tasks required by the EUPOL HQ Human Rights and Gender Unit, as well as the City Police and Justice Programme team in support of the Mission strategic objectives;
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree or equivalent experience in Criminal or Procedural Law, Social Sciences, Human Rights or Gender or another relevant discipline;
- Knowledge of the functions and practices of criminal procedures including criminal investigation and prosecution;
- Knowledge of judicial reform process desirable;
- Experience in developing Human Rights and Gender Reform strategies;
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- An understanding or experience of Rule of Law and/or Civilian Crisis Management interventions;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 283 Head of City Police and Justice Programme (CPJP) Feyzabad**

1 position

Proposed deployment start 15.09.2010

### **Main tasks:**

Reporting to the Field Implementation Office in HQ Kabul, the *Head of the City Police and Justice Programme (CPJP)* shall head up the Feyzabad provincial team and have overall responsibility for ensuring the implementation of the Mission's six strategic objectives through the delivery of the Feyzabad CPJP.

### ***The Head of the City Police and Justice Programme will be responsible for:***

- Reporting to the Field Implementation Office on the development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives and CPJP action plans;
- Overseeing provincial programme planning, reporting, implementation and monitoring as well as ensuring the maintenance of programme and office administration;
- Directing, facilitating and providing technical guidance to ensure the smooth operation of the Mazar-e Sharif team in the programmatic delivery of monitoring, mentoring, advising and training duties;
- Representing the Mission by facilitating the establishment, building of, and maintenance of constructive relationships with police and justice sector interlocutors within the international and local communities, as well as those within the political sphere;
- Undertake any other tasks required by the Field Implementation Office in support of the Mission's Strategic Objectives.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of ten years of relevant professional experience, at least five years in a senior leadership and management position;
- Proven skills in strategic management, as well as results and/or process based project management;
- International professional experience;
- Excellent interpersonal and communications skills, and the ability to work effectively local and international partners, including multinational organisations;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- Highly resilient under physical and mental pressure and stress-resistant;
- Substantial knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- In-depth understanding of either police or justice reform, and more than one of the following areas of activity CID, police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender) Strong proficiency in written and spoken English.

### **Additional desirable requirements:**

- Experience in ESDP or similar missions at a senior level;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan, or other areas within the same geopolitical context;
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 285 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 15.09.2010

### **Main tasks:**

The *City Police Justice Programme Mentor/Adviser (Police)* will assist the Head of CPJP, through effective and efficient mentoring, advising and comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/ she will report directly to the Head of CPJP or his/her deputy.

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the Head of CPJP in all aspects related to the performance of mentoring, advising and monitoring activities in various fields of criminal investigations and intelligence (Anti-Crime).
- Mentor, advise and monitor the ANP counterpart on the implementation of the national strategy for anti-crime and enhance their operational capacity to effectively collect and analyse criminal intelligence, and prevent and investigate crimes operating in close cooperation with the prosecution and judicial system.
- Enhance the ANP standards in the concerned area through comprehensive training delivery in all aspects of criminal investigation.
- To coordinate with the mentee and eventually representatives from international counterparts in delivering tactical expertise and equipment.
- Strengthen the capabilities of the members of the ANP Anti Crime up to the minimum skills to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Police Academy Degree or equivalent skills and experiences.
- Professional in a police force with minimum of 8 years of effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of the EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Substantive expertise in criminal investigations (either in general investigations, Organized Crime, Counter-Narcotics, Counter-Terrorism, Juvenile crime or economic crime).
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- Expertise in forensic science or in the field of Rule of Law.
- Experience in operating at a strategic level would be a bonus.

## **AFG 286 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 15.09.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the Head of CPJP, through effective and efficient mentoring, advising and comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the Head of CPJP or his/her deputy.

The *CPJP Anti Crime Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the Head of CPJP in all aspects related to the performance of mentoring, advising and monitoring activities in various fields of criminal investigations and intelligence (Anti-Crime).
- Mentor, advise and monitor the ANP counterpart on the implementation of the national strategy for anti-crime and enhance their operational capacity to effectively collect and analyse criminal intelligence, and prevent and investigate crimes operating in close cooperation with the prosecution and judicial system.
- Enhance the ANP standards in the concerned area through comprehensive training delivery in all aspects of criminal investigation.
- To coordinate with the mentee and eventually representatives from international counterparts in delivering tactical expertise and equipment.
- Strengthen the capabilities of the members of the ANP Anti Crime up to the minimum skills to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Police Academy Degree or equivalent skills and experiences.
- Professional in a police force with minimum of 8 years of effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of the EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Substantive expertise in criminal investigations (either in general investigations, Organized Crime, Counter-Narcotics, Counter-Terrorism, Juvenile crime or economic crime).
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- Expertise in forensic science or in the field of Rule of Law.
- Experience in operating at a strategic level would be a bonus.

## **AFG 287 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 15.09.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.



## **AFG 289 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start 15.09.2010

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the Police-Justice Cooperation Unit (through the Chief of Mentors - Anti-Corruption- Attorney General's Office and/or Chief of Mentors - Justice), the Advisor will report to the Head of City Police and Justice Programme on implementation, development and results of the activities undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Engaging directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues;
- Conduct regular training sessions with criminal prosecutors, judges and investigative police relevant to the territorial jurisdiction of the post, specifically focused towards investigatory and trial advocacy skills;
- Assisting in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivery of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Assisting the Police-Justice Cooperation Unit in programme monitoring and reporting to ensure analysis of the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system;
- Developing strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector);
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government; officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors.
- Undertaking other relevant tasks required by the Police-Justice Cooperation Unit, the Chief of Mentors Anti-Corruption AGO as well as the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or another related discipline;
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution;
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;

- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 291 Head of CPJP Kunduz**

1 position

Proposed deployment start 15.09.2010

### **Main tasks:**

Reporting to the Field Implementation Office in HQ Kabul, the *Head of the City Police and Justice Programme (CPJP)* shall head up the Kunduz provincial team and have overall responsibility for ensuring the implementation of the Mission's six strategic objectives through the delivery of the Kunduz CPJP.

### ***The Head of the City Police and Justice Programme will be responsible for:***

- Reporting to the Field Implementation Office on the development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives and CPJP action plans;
- Overseeing provincial programme planning, reporting, implementation and monitoring as well as ensuring the maintenance of programme and office administration;
- Directing, facilitating and providing technical guidance to ensure the smooth operation of the Mazar-e Sharif team in the programmatic delivery of monitoring, mentoring, advising and training duties;
- Representing the Mission by facilitating the establishment, building of, and maintenance of constructive relationships with police and justice sector interlocutors within the international and local communities, as well as those within the political sphere;
- Undertake any other tasks required by the Field Implementation Office in support of the Mission's Strategic Objectives.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experiences:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of ten years of relevant professional experience, at least five years in a senior leadership and management position;
- Proven skills in strategic management, as well as results and/or process based project management;
- International professional experience;
- Excellent interpersonal and communications skills, and the ability to work effectively local and international partners, including multinational organisations;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- Highly resilient under physical and mental pressure and stress-resistant;
- Substantial knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- In-depth understanding of either police or justice reform, and more than one of the following areas of activity CID, police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender) Strong proficiency in written and spoken English.

### **Additional desirable requirements:**

- Experience in ESDP or similar missions at a senior level;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan, or other areas within the same geopolitical context;
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 295 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 15.09.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 297 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start 15.09.2010

### **Main tasks:**

- Closely cooperating with the Anti Corruption Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on the development and implementation the activities and achievement of results undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Providing expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected and appointed government officials and police officers;
- Mentoring and advising individual prosecutors and other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's office and Ministry of Interior;
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies and so-called "white-collar crime", bribery and financial investigations, case planning and management, prosecutor-police co-ordination, strategies of covert surveillance and the handling of case materials and evidence;
- Liaising with other judicial, police, and government officials in anti-corruption efforts, including the Inspector General, High Office of Oversight and the Supreme Court of Afghanistan;
- Collaborating with EUPOL and other international prosecutors and lawyers assisting the Anti Corruption Unit, in advice and mentoring;
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors;
- Undertaking other relevant tasks required by the Anti Corruption Unit and the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Specific qualifications:**

- Investigation techniques in corruption and bribery involving police;
- Judiciary, and central government officials;
- Criminal investigation analysis and assessment;
- Prosecutor- police co-ordination;
- Financial investigations;
- Use of covert surveillance techniques.

### **General qualifications and experiences:**

- University degree related to criminal law;
- Anti-corruption experience or professional expertise in government anti-corruption agency;
- Experience of advising at government levels in a developing country or conflict affected fragile state is highly desirable;
- Demonstrated experience in training, coaching and mentoring would be considered an advantage;
- Excellent inter-personal and communication skills;
- International experience, particularly in crisis areas with multi-national and international organizations (desirable);
- Approximately eight years of professional experience;
- Strong proficiency in English.

## AFG 298 CPJP Mentor/Adviser (Police) (Border Police Adviser)

1 position

Proposed deployment start 15.09.2010

### Main tasks:

The EUPOL AFGHANISTAN CPJP Mentor/Adviser (Police) **Border Police Adviser** shall assist his respective Head of CPJP and Deputy Head of CPJP in all aspects connected to the mentioned area of specialization

The **Border Police Adviser** will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Police Coordinator
- Support the Head of CPJP and Deputy Head of CPJP in all aspects related to the performance of advising, mentoring and monitoring activities in the area of border policing with reference to the concerned ANP Command
- Advise, monitor and mentor the Border Police on the establishment of an effective border management system within the framework strategy developed centrally and enhancing their standards in the area concerned
- Monitor, in the relevant area, the Border Police compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law
- Maintain continuous liaison with the other Border Police Advisers deployed within the same ANP Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Head Component Police, Head of Field Implementation Office and the Head of CPJP in support of the objectives of the mission

### Qualifications and experience:

- University Degree, Police Academy Degree or equivalent skills and experiences
- Senior professional in a police force
- Minimum of 8 years of effective police experience at operational level in his/her police organization
- Adequate knowledge of the functioning of the EU in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Substantive expertise in border policing
- Adequate knowledge of the international law concerning human rights
- Fluent in spoken and written English

### Additional desirable requirements:

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Adequate working knowledge of the Afghan law concerning the management of borders and border policing as well as the justice system

## **AFG 313 Head of City Police and Justice Programme (CPJP) Pol -e Khomri**

1 position

Proposed deployment start ASAP

### **Main tasks:**

Reporting to the Field Implementation Office in HQ Kabul, the *Head of the City Police and Justice Programme (CPJP)* shall head up the Pol-e-Komri provincial team and have overall responsibility for ensuring the implementation of the Mission's six strategic objectives through the delivery of the Mazar-e Sharif CPJP.

### ***The Head of the City Police and Justice Programme will be responsible for:***

- Reporting to the Field Implementation Office on the development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives and CPJP action plans;
- Overseeing provincial programme planning, reporting, implementation and monitoring as well as ensuring the maintenance of programme and office administration;
- Directing, facilitating and providing technical guidance to ensure the smooth operation of the Mazar-e Sharif team in the programmatic delivery of monitoring, mentoring, advising and training duties;
- Representing the Mission by facilitating the establishment, building of, and maintenance of constructive relationships with police and justice sector interlocutors within the international and local communities, as well as those within the political sphere;
- Undertake any other tasks required by the Field Implementation Office in support of the Mission's Strategic Objectives.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of ten years of relevant professional experience, at least five years in a senior leadership and management position;
- Proven skills in strategic management, as well as results and/or process based project management;
- International professional experience;
- Excellent interpersonal and communications skills, and the ability to work effectively local and international partners, including multinational organisations;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- Highly resilient under physical and mental pressure and stress-resistant;
- Substantial knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- In-depth understanding of either police or justice reform, and more than one of the following areas of activity CID, police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender) Strong proficiency in written and spoken English.

### **Additional desirable requirements:**

- Experience in ESDP or similar missions at a senior level;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan, or other areas within the same geopolitical context;
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 319 Deputy Head of CPJP Herat**

1 position

Proposed deployment start ASAP

### **Main tasks:**

Reporting to the Field Implementation Office in HQ Kabul, the *Deputy Head of the City Police and Justice Programme (CPJP)* shall assist the *Head of the City Police and Justice Programme* in heading up the Herat provincial team and carrying out overall responsibility of ensuring the implementation of the Mission's six strategic objectives through the delivery of the Herat CPJP.

### ***The Deputy Head of the City Police and Justice Programme will be responsible for:***

- Deputising for the Head of Field Implementation Office in case of absence;
- Assisting in reporting to the Field Implementation Office on the development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives and CPJP action plans;
- Assisting in overseeing provincial programme planning, reporting, implementation and monitoring as well as ensuring the maintenance of programme and office administration;
- Assisting in the direction, facilitation and provision of technical guidance to ensure the smooth operation of the Mazar-e Sharif team in the programmatic delivery of monitoring, mentoring, advising and training duties;
- Representing the Mission by facilitating the establishment, building of, and maintenance of constructive relationships with police and justice sector interlocutors within the international and local communities, as well as those within the political sphere;
- Undertaking any other tasks required by the Field Implementation Office in support of the Mission's Strategic Objectives.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of ten years of relevant professional experience, at least five years in a senior leadership and management position;
- Proven skills in strategic management, as well as results and/or process based project management;
- International professional experience;
- Excellent interpersonal and communications skills, and the ability to work effectively local and international partners, including multinational organisations;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- Highly resilient under physical and mental pressure and stress-resistant;
- Substantial knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- In-depth understanding of either police or justice reform, and more than one of the following areas of activity CID, police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender) Strong proficiency in written and spoken English.

### **Additional desirable requirements:**

- Experience in ESDP or similar missions at a senior level;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan, or other areas within the same geopolitical context;
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.



## **AFG 321 Administrative Officer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *Administrative Officer reports to the Head of Mission Support* and will be responsible for the following tasks:

- Acting as a link between EUPOL administration in the headquarters in Kabul and the regional/provincial offices.
- Manage all administrative tasks in the regional office that are related to human resources, procurement, finance, CIS and logistics according to the requirements from EUPOL Headquarters and needs from regional office
- Ensure the daily management of the documentation and correspondence concerning the arrival, deployment, redeployments, extensions and end of missions of the international staff members
- Develop and update an organigram about the organisation structure in the region
- Responsible of keeping record in the regional office on leave days of personnel, filling in and sending leave requests, transportation requests, extension requests and performance assessments to HQ in Kabul
- Assist in the maintaining all the records related to the personnel in the region in the proper filing system, keeping all relevant documentation in secure and organized place and passing the information to the administration office in Kabul
- Responsible of national staff issues in the region including recruitment and national staff administrative tasks
- Liaise and cooperate on financial issues with relevant actors between HQ and regional/provincial offices
- Identify needs of goods and/or services specifically required for its area of responsibility and to technically define the appropriate requirements of the means required to cover these needs and to participate, as appropriate, in the correspondent processes to procure these goods and services
- To develop, manage and coordinate the mission procurement processes
- To manage internal mission procurement requires and activities
- Ensure the effective management of logistics databases, inventories and lists of equipment on the items related to his/her field of expertise
- Manage all files and email related to the mission, including archiving in cooperation with the mission
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree in Business Administration or equivalent academic or professional training
- A minimum of four years working experience in general administration preferably including experience from the human resources, finance, procurement, logistics and CIS tasks
- Extensive capacity to work with multiple tasks at the same time including attention to the details
- Strong experience in word processing and Excel as well as in handling databases
- International experience, preferably from field operations is desirable
- Familiarity with Council working procedures in civilian ESDP is an advantage
- Experience in planning and implementing the projects
- Fluent spoken and written English

## **AFG 323 Security Officer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The Security Officer, under the direction of the Senior Mission Security Officer, will:*

- Implement security requirements for EU - led civilian crisis management operations
- Assist the SMSO in the development of The Mission security plan, supporting security safety instructions and procedures
- Assess the security situation and maintain updated security and contingency plans ensuring that plans for relocation/evacuation to safe havens are current and able to be utilised at short notice.
- Conduct or initiate security surveys of mission member's personal protective security requirements, transport security, residential and office security
- Ensure that all security and communications equipment is kept up-to-date and in a state of operational readiness
- Conduct regular security drills, communication tests and evacuation exercises
- Provide briefings to new staff when directed on matters affecting their security and ensure that all staff are properly prepared for emergencies
- Establish liaison as directed and co-operative closely with ISAF, other international organisations and national law enforcement agencies or other authorities in the member states and third states that the mission might operate alongside
- Provide comprehensive reports to the SMSO on any incidents affecting mission staff and initiate necessary follow up action with the appropriate authorities
- Generate elaborate, precise and accurate reports concerning information received that impacts upon the mission, providing appropriate analyses and assessment of all pertinent information
- Produce briefings and presentation relating to their sphere of work for the benefit of the mission
- Assist in the definition and implementation of the security and safety instructions for the mission (including risk assessment/evacuation/extraction plans), analysing and assessing the threat level and maintain updated security and contingency plans for the relocation/evaluation
- Report and assist the MSO on the security level and state of alert for the mission staff
- Provide assistance and appropriate response to mission members in respect of security measures, ensuring that all necessary actions are provided in support of any related situation, particularly in emergency cases
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Must maintain the highest standards of personal integrity, impartiality and self-discipline.
- Exercise the highest level of personal and operational security. This includes not being 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 interest of the mission.
- A minimum of 3 years overall professional experience including appropriate International experience in civilian/post conflict security management and/or other relevant areas of civilian crisis management operations
- Proven ability to successfully negotiate and liaise at all levels with military, police or civilian authorities responsible for security
- Ability to compile and analyze information with specific regard to security related aspects.
- Very good organizational, planning, and time-management skills
- Good knowledge of the methods involved in the development of security strategies and procedures

**Job requirements - desirable:**

- Experience of Similar International Missions
- Knowledge of local languages
- Experience of working in Afghanistan/post conflict environments
- Knowledge of health and safety in similar environment
- Experience and knowledge of firearms and associated issues

**Additional requirement:**

- **EU Security Clearance at Level Secret only. No equivalent is acceptable.**

## **AFG 324 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 326 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 17.08.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 330 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *CPJP Mentor/Adviser (Anti-Crime)* will assist the Head of CPJP, through effective and efficient mentoring, advising and comprehensive training delivery, in all aspects connected to Anti-Crime. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the Head of CPJP or his/her deputy.

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the Head of CPJP in all aspects related to the performance of mentoring, advising and monitoring activities in various fields of criminal investigations and intelligence.
- Mentor, advise and monitor the ANP counterpart on the implementation of the national strategy for anti-crime and enhance their operational capacity to effectively collect and analyse criminal intelligence, and prevent and investigate crimes operating in close cooperation with the prosecution and judicial system.
- Enhance the ANP standards in the concerned area through comprehensive training delivery in all aspects of criminal investigation.
- To coordinate with the mentee and eventually representatives from international counterparts in delivering tactical expertise and equipment.
- Strengthen the capabilities of the members of the ANP Anti Crime up to the minimum skills to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Police Academy Degree or equivalent skills and experiences.
- Professional in a police force with minimum of 8 years of effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of the EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Substantive expertise in criminal investigations (either in general investigations, Organized Crime, Counter-Narcotics, Counter-Terrorism, Juvenile crime or economic crime).
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- Expertise in forensic science or in the field of Rule of Law.
- Experience in operating at a strategic level would be a bonus.

## **AFG 331 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the Head of CPJP, through effective and efficient mentoring, advising and comprehensive training delivery, in all aspects connected to Anti-Crime. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/ she will report directly to the Head of CPJP or his/her deputy.

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the Head of CPJP in all aspects related to the performance of mentoring, advising and monitoring activities in various fields of criminal investigations and intelligence.
- Mentor, advise and monitor the ANP counterpart on the implementation of the national strategy for anti-crime and enhance their operational capacity to effectively collect and analyse criminal intelligence, and prevent and investigate crimes operating in close cooperation with the prosecution and judicial system.
- Enhance the ANP standards in the concerned area through comprehensive training delivery in all aspects of criminal investigation.
- To coordinate with the mentee and eventually representatives from international counterparts in delivering tactical expertise and equipment.
- Strengthen the capabilities of the members of the ANP Anti Crime up to the minimum skills to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Police Academy Degree or equivalent skills and experiences.
- Professional in a police force with minimum of 8 years of effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of the EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Substantive expertise in criminal investigations (either in general investigations, Organized Crime, Counter-Narcotics, Counter-Terrorism, Juvenile crime or economic crime).
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- Expertise in forensic science or in the field of Rule of Law.
- Experience in operating at a strategic level would be a bonus.

## **AFG 332 CPJP RoL Mentor/Adviser Justice**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP RoL Mentor/Adviser Justice will report to one of the Chiefs of Mentors within the Mission's Rule of Law pillar, and will be responsible for tasks including:*

- Advising counterparts in public institutions including, the Attorney General's Office, the Ministry of Interior, and the Ministry of Justice on justice related matters with strategic relevance to the EUPOL Mission;
- Consolidating EU activities across the criminal justice sector, including efforts to support the reform of criminal investigations, prosecutions and police - prosecutor cooperation
- Providing strategic input into the reform of criminal procedures and restructuring relevant judicial or investigative institutions and bodies;
- Address the basic substantive and criminal legislation, including the immediate operational needs of the prosecution service and the police to resume their functions respecting international standards;
- Developing strategies and supportive measures against corruption within the criminal justice sector;
- Delivery of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice institutions;
- Planning measures to support effective ratification and implementation of the international conventions and other instruments pertaining to matters including gender equality and other human rights standards, as well as judicial cooperation and development, and anti-corruption;
- Cooperating closely with the EU Delegation programmes and other national and international stakeholders in the law enforcement and justice sectors;
- Supporting implementation of justice programmes in the regions;
- Undertaking other tasks as required by the Deputy Head of Mission/RoL and designated Chief of Mentors, in support of the Strategic Objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related disciplines;
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc;
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution;
- Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation desirable;
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment;
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level;
- Sound decision-making skills, political judgement and ability to influence;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- Approximately five years of relevant professional experience;
- Strong proficiency in English.



## **AFG 333 CPJP Mentor/Adviser (Police) (Border Police Adviser)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The EUPOL Afghanistan **CPJP Mentor/Adviser (Police) (Border Police Adviser)** shall assist his respective Head of CPJP and Deputy Head of CPJP in all aspects connected to the mentioned area of specialization.

The **CPJP Mentor/Adviser (Police) (Border Police Adviser)** will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Police Coordinator
- Support the Head of CPJP and Deputy Head of CPJP in all aspects related to the performance of advising, mentoring and monitoring activities in the area of border policing with reference to the concerned ANP Command
- Advise, monitor and mentor the Border Police on the establishment of an effective border management system within the framework strategy developed centrally and enhancing their standards in the area concerned
- Monitor, in the relevant area, the Border Police compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law
- Maintain continuous liaison with the other Border Police Advisers deployed within the same ANP Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Head Component Police, Head of Field Implementation Office and the Head of CPJP in support of the objectives of the mission

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experiences
- Senior professional in a police force
- Minimum of 8 years of effective police experience at operational level in his/her police organization
- Adequate knowledge of the functioning of the EU in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Substantive expertise in border policing
- Adequate knowledge of the international law concerning human rights
- Fluent in spoken and written English

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Adequate working knowledge of the Afghan law concerning the management of borders and border policing as well as the justice system

## **AFG 334 CPJP RoL Mentor/Adviser Justice**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP RoL Mentor/Adviser Justice will report to one of the Chiefs of Mentors within the Mission's Rule of Law pillar, and will be responsible for tasks including:*

- Advising counterparts in public institutions including, the Attorney General's Office, the Ministry of Interior, and the Ministry of Justice on justice related matters with strategic relevance to the EUPOL Mission;
- Consolidating EU activities across the criminal justice sector, including efforts to support the reform of criminal investigations, prosecutions and police - prosecutor cooperation
- Providing strategic input into the reform of criminal procedures and restructuring relevant judicial or investigative institutions and bodies;
- Address the basic substantive and criminal legislation, including the immediate operational needs of the prosecution service and the police to resume their functions respecting international standards;
- Developing strategies and supportive measures against corruption within the criminal justice sector;
- Delivery of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice institutions;
- Planning measures to support effective ratification and implementation of the international conventions and other instruments pertaining to matters including gender equality and other human rights standards, as well as judicial cooperation and development, and anti-corruption;
- Cooperating closely with the EU Delegation programmes and other national and international stakeholders in the law enforcement and justice sectors;
- Supporting implementation of justice programmes in the regions;
- Undertaking other tasks as required by the Deputy Head of Mission/RoL and designated Chief of Mentors, in support of the Strategic Objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related disciplines;
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc;
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution;
- Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation desirable;
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment;
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level;
- Sound decision-making skills, political judgement and ability to influence;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- Approximately five years of relevant professional experience;
- Strong proficiency in English.

## **AFG 336 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the Police-Justice Cooperation Unit (through the Chief of Mentors - Anti-Corruption- Attorney General's Office and/or Chief of Mentors - Justice), the Advisor will report to the Head of City Police and Justice Programme on implementation, development and results of the activities undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Engaging directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues;
- Conduct regular training sessions with criminal prosecutors, judges and investigative police relevant to the territorial jurisdiction of the post, specifically focused towards investigatory and trial advocacy skills;
- Assisting in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivery of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Assisting the Police-Justice Cooperation Unit in programme monitoring and reporting to ensure analysis of the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system;
- Developing strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector);
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government; officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors.
- Undertaking other relevant tasks required by the Police-Justice Cooperation Unit, the Chief of Mentors Anti-Corruption AGO as well as the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or another related discipline;
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution;
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;

- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 337 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the Anti Corruption Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on the development and implementation the activities and achievement of results undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Providing expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected and appointed government officials and police officers;
- Mentoring and advising individual prosecutors and other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's office and Ministry of Interior;
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies and so-called "white-collar crime", bribery and financial investigations, case planning and management, prosecutor-police co-ordination, strategies of covert surveillance and the handling of case materials and evidence;
- Liaising with other judicial, police, and government officials in anti-corruption efforts, including the Inspector General, High Office of Oversight and the Supreme Court of Afghanistan;
- Collaborating with EUPOL and other international prosecutors and lawyers assisting the Anti Corruption Unit, in advice and mentoring;
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors;
- Undertaking other relevant tasks required by the Anti Corruption Unit and the City Police and Justice Programme team in support of objectives of the Mission.
- Undertaking other relevant tasks required by the Anti Corruption Unit and the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Specific qualifications:**

- Investigation techniques in corruption and bribery involving police;
- Judiciary, and central government officials;
- Criminal investigation analysis and assessment;
- Prosecutor- police co-ordination;
- Financial investigations;
- Use of covert surveillance techniques.

### **General qualifications and experiences:**

- University degree related to criminal law;
- Anti-corruption experience or professional expertise in government anti-corruption agency;
- Experience of advising at government levels in a developing country or conflict affected fragile state is highly desirable;
- Demonstrated experience in training, coaching and mentoring would be considered an advantage;
- Excellent inter-personal and communication skills;
- International experience, particularly in crisis areas with multi-national and international organizations (desirable);
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 338 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the EUPOL HQ Human Rights and Gender Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on implementation, development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives;
- Engaging directly with the police and justice actors, including, but not limited to, key Ministry of Interior counterparts, criminal prosecutors, judges and investigative police corresponding to the territorial jurisdiction of the post through provision of mentoring and advising in strategic human rights and gender equality issues;
- Conducting training, mentoring and advising of police and justice actors, including but not limited to criminal prosecutors, judges and investigative police;
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivering of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, relevant government officials, regional, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations;
- Undertaking other relevant tasks required by the EUPOL HQ Human Rights and Gender Unit, as well as the City Police and Justice Programme team in support of the Mission strategic objectives;
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experiences:**

- University degree or equivalent experience in Criminal or Procedural Law, Social Sciences, Human Rights or Gender or another relevant discipline;
- Knowledge of the functions and practices of criminal procedures including criminal investigation and prosecution;
- Knowledge of judicial reform process desirable;
- Experience in developing Human Rights and Gender Reform strategies;
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- An understanding or experience of Rule of Law and/or Civilian Crisis Management interventions;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 339 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the Anti Corruption Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on the development and implementation the activities and achievement of results undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Providing expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected and appointed government officials and police officers;
- Mentoring and advising individual prosecutors and other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's office and Ministry of Interior;
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies and so-called "white-collar crime", bribery and financial investigations, case planning and management, prosecutor-police co-ordination, strategies of covert surveillance and the handling of case materials and evidence;
- Liaising with other judicial, police, and government officials in anti-corruption efforts, including the Inspector General, High Office of Oversight and the Supreme Court of Afghanistan;
- Collaborating with EUPOL and other international prosecutors and lawyers assisting the Anti Corruption Unit, in advice and mentoring;
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors;
- Undertaking other relevant tasks required by the Anti Corruption Unit and the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Specific qualifications:**

- Investigation techniques in corruption and bribery involving police;
- Judiciary, and central government officials;
- Criminal investigation analysis and assessment;
- Prosecutor- police co-ordination;
- Financial investigations;
- Use of covert surveillance techniques.

### **General qualifications and experiences:**

- University degree related to criminal law;
- Anti-corruption experience or professional expertise in government anti-corruption agency;
- Experience of advising at government levels in a developing country or conflict affected fragile state is highly desirable;
- Demonstrated experience in training, coaching and mentoring would be considered an advantage;
- Excellent inter-personal and communication skills;
- International experience, particularly in crisis areas with multi-national and international organizations (desirable).

## **AFG 340 Head of CPJP Chaghcharan**

1 position

Proposed deployment start ASAP

### **Main tasks:**

Reporting to the Field Implementation Office in HQ Kabul, the *Head of the City Police and Justice Programme (CPJP)* shall head up the Chaghcharan provincial team and have overall responsibility for ensuring the implementation of the Mission's six strategic objectives through the delivery of the Chaghcharan CPJP.

### ***The Head of the City Police and Justice Programme will be responsible for:***

- Reporting to the Field Implementation Office on the development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives and CPJP action plans;
- Overseeing provincial programme planning, reporting, implementation and monitoring as well as ensuring the maintenance of programme and office administration;
- Directing, facilitating and providing technical guidance to ensure the smooth operation of the Mazar-e Sharif team in the programmatic delivery of monitoring, mentoring, advising and training duties;
- Representing the Mission by facilitating the establishment, building of, and maintenance of constructive relationships with police and justice sector interlocutors within the international and local communities, as well as those within the political sphere;
- Undertake any other tasks required by the Field Implementation Office in support of the Mission's Strategic Objectives.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of ten years of relevant professional experience, at least five years in a senior leadership and management position;
- Proven skills in strategic management, as well as results and/or process based project management;
- International professional experience;
- Excellent interpersonal and communications skills, and the ability to work effectively local and international partners, including multinational organisations;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- Highly resilient under physical and mental pressure and stress-resistant;
- Substantial knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- In-depth understanding of either police or justice reform, and more than one of the following areas of activity CID, police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender) Strong proficiency in written and spoken English.

### **Additional desirable requirements:**

- Experience in ESDP or similar missions at a senior level;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan, or other areas within the same geopolitical context;
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.



## **AFG 351 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the Police-Justice Cooperation Unit (through the Chief of Mentors - Anti-Corruption- Attorney General's Office and/or Chief of Mentors - Justice), the Advisor will report to the Head of City Police and Justice Programme on implementation, development and results of the activities undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Engaging directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues;
- Conduct regular training sessions with criminal prosecutors, judges and investigative police relevant to the territorial jurisdiction of the post, specifically focused towards investigatory and trial advocacy skills;
- Assisting in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivery of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Assisting the Police-Justice Cooperation Unit in programme monitoring and reporting to ensure analysis of the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system;
- Developing strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector);
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government; officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors.
- Undertaking other relevant tasks required by the Police-Justice Cooperation Unit, the Chief of Mentors Anti-Corruption AGO as well as the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or another related discipline;
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution;
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;

- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 352 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the Anti Corruption Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on the development and implementation the activities and achievement of results undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Providing expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected and appointed government officials and police officers;
- Mentoring and advising individual prosecutors and other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's office and Ministry of Interior;
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies and so-called "white-collar crime", bribery and financial investigations, case planning and management, prosecutor-police co-ordination, strategies of covert surveillance and the handling of case materials and evidence;
- Liaising with other judicial, police, and government officials in anti-corruption efforts, including the Inspector General, High Office of Oversight and the Supreme Court of Afghanistan;
- Collaborating with EUPOL and other international prosecutors and lawyers assisting the Anti Corruption Unit, in advice and mentoring;
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors;
- Undertaking other relevant tasks required by the Anti Corruption Unit and the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Specific qualifications:**

- Investigation techniques in corruption and bribery involving police;
- Judiciary, and central government officials;
- Criminal investigation analysis and assessment;
- Prosecutor- police co-ordination;
- Financial investigations;
- Use of covert surveillance techniques.

### **General qualifications and experiences:**

- University degree related to criminal law;
- Anti-corruption experience or professional expertise in government anti-corruption agency;
- Experience of advising at government levels in a developing country or conflict affected fragile state is highly desirable;
- Demonstrated experience in training, coaching and mentoring would be considered an advantage;
- Excellent inter-personal and communication skills;
- International experience, particularly in crisis areas with multi-national and international organizations (desirable);
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 353 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the EUPOL HQ Human Rights and Gender Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on implementation, development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives;
- Engaging directly with the police and justice actors, including, but not limited to, key Ministry of Interior counterparts, criminal prosecutors, judges and investigative police corresponding to the territorial jurisdiction of the post through provision of mentoring and advising in strategic human rights and gender equality issues;
- Conducting training, mentoring and advising of police and justice actors, including but not limited to criminal prosecutors, judges and investigative police;
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivering of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, relevant government officials, regional, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations;
- Undertaking other relevant tasks required by the EUPOL HQ Human Rights and Gender Unit, as well as the City Police and Justice Programme team in support of the Mission strategic objectives;
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree or equivalent experience in Criminal or Procedural Law, Social Sciences, Human Rights or Gender or another relevant discipline;
- Knowledge of the functions and practices of criminal procedures including criminal investigation and prosecution;
- Knowledge of judicial reform process desirable;
- Experience in developing Human Rights and Gender Reform strategies;
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- An understanding or experience of Rule of Law and/or Civilian Crisis Management interventions;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 355 CPJP Mentor/Adviser (Police) (Border Police Adviser)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The EUPOL Afghanistan **CPJP Mentor/Adviser (Police) (Border Police Adviser)** shall assist his respective Head of CPJP and Deputy Head of CPJP in all aspects connected to the mentioned area of specialization

The **CPJP Mentor/Adviser (Police) (Border Police Adviser)** will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Police Coordinator
- Support the Head of CPJP and Deputy Head of CPJP in all aspects related to the performance of advising, mentoring and monitoring activities in the area of border policing with reference to the concerned ANP Command
- Advise, monitor and mentor the Border Police on the establishment of an effective border management system within the framework strategy developed centrally and enhancing their standards in the area concerned
- Monitor, in the relevant area, the Border Police compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law
- Maintain continuous liaison with the other Border Police Advisers deployed within the same ANP Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Head Component Police, Head of Field Implementation Office and the Head of CPJP in support of the objectives of the mission
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experiences
- Senior professional in a police force
- Minimum of 8 years of effective police experience at operational level in his/her police organization
- Adequate knowledge of the functioning of the EU in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Substantive expertise in border policing
- Adequate knowledge of the international law concerning human rights
- Fluent in spoken and written English

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Adequate working knowledge of the Afghan law concerning the management of borders and border policing as well as the justice system

## **AFG 359 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 17.08.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police).

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 361 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 362 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the Anti Corruption Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on the development and implementation the activities and achievement of results undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Providing expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected and appointed government officials and police officers;
- Mentoring and advising individual prosecutors and other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's office and Ministry of Interior;
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies and so-called "white-collar crime", bribery and financial investigations, case planning and management, prosecutor-police co-ordination, strategies of covert surveillance and the handling of case materials and evidence;
- Liaising with other judicial, police, and government officials in anti-corruption efforts, including the Inspector General, High Office of Oversight and the Supreme Court of Afghanistan;
- Collaborating with EUPOL and other international prosecutors and lawyers assisting the Anti Corruption Unit, in advice and mentoring;
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors;
- Undertaking other relevant tasks required by the Anti Corruption Unit and the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Specific qualifications:**

- Investigation techniques in corruption and bribery involving police;
- Judiciary, and central government officials;
- Criminal investigation analysis and assessment;
- Prosecutor- police co-ordination;
- Financial investigations;
- Use of covert surveillance techniques.

### **General qualifications and experience:**

- University degree related to criminal law;
- Anti-corruption experience or professional expertise in government anti-corruption agency;
- Experience of advising at government levels in a developing country or conflict affected fragile state is highly desirable;
- Demonstrated experience in training, coaching and mentoring would be considered an advantage;
- Excellent inter-personal and communication skills;
- International experience, particularly in crisis areas with multi-national and international organizations (desirable);
- Approximately eight years of professional experience;
- Strong proficiency in English.



## **AFG 363 CPJP Mentor/Adviser (Police) (Border Police Adviser)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The EUPOL Afghanistan *CPJP Mentor/Adviser (Police) (Border Police Adviser)* shall assist his respective Head of CPJP and Deputy Head of CPJP in all aspects connected to the mentioned area of specialization

The *CPJP Mentor/Adviser (Police) (Border Police Adviser)* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Police Coordinator
- Support the Head of CPJP and Deputy Head of CPJP in all aspects related to the performance of advising, mentoring and monitoring activities in the area of border policing with reference to the concerned ANP Command
- Advise, monitor and mentor the Border Police on the establishment of an effective border management system within the framework strategy developed centrally and enhancing their standards in the area concerned
- Monitor, in the relevant area, the Border Police compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law
- Maintain continuous liaison with the other Border Police Advisers deployed within the same ANP Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Head Component Police, Head of Field Implementation Office and the Head of CPJP in support of the objectives of the mission
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University Degree, Police Academy Degree or equivalent skills and experiences
- Senior professional in a police force
- Minimum of 8 years of effective police experience at operational level in his/her police organization
- Adequate knowledge of the functioning of the EU in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Substantive expertise in border policing
- Adequate knowledge of the international law concerning human rights
- Fluent in spoken and written English

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Adequate working knowledge of the Afghan law concerning the management of borders and border policing as well as the justice system

## **AFG 364 CPJP RoL Mentor/Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP RoL Mentor/Adviser will be responsible for:*

- Closely cooperating with the Police-Justice Cooperation Unit (through the Chief of Mentors - Anti-Corruption- Attorney General's Office and/or Chief of Mentors - Justice), the Advisor will report to the Head of City Police and Justice Programme on implementation, development and results of the activities undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Engaging directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues;
- Conduct regular training sessions with criminal prosecutors, judges and investigative police relevant to the territorial jurisdiction of the post, specifically focused towards investigatory and trial advocacy skills;
- Assisting in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivery of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Assisting the Police-Justice Cooperation Unit in programme monitoring and reporting to ensure analysis of the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system;
- Developing strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector);
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government; officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors.
- Undertaking other relevant tasks required by the Police-Justice Cooperation Unit, the Chief of Mentors Anti-Corruption AGO as well as the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or another related discipline;
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution;
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;

- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 368 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 371 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 372 CPJP RoL Mentor/Adviser**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Rule of Law Mentor/Adviser will be responsible for:*

- Closely cooperating with the Police-Justice Cooperation Unit (through the Chief of Mentors - Anti-Corruption- Attorney General's Office and/or Chief of Mentors - Justice), the Advisor will report to the Head of City Police and Justice Programme on implementation, development and results of the activities undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Engaging directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues;
- Conduct regular training sessions with criminal prosecutors, judges and investigative police relevant to the territorial jurisdiction of the post, specifically focused towards investigatory and trial advocacy skills;
- Assisting in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivery of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Assisting the Police-Justice Cooperation Unit in programme monitoring and reporting to ensure analysis of the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system;
- Developing strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector);
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government; officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors.
- Undertaking other relevant tasks required by the Police-Justice Cooperation Unit, the Chief of Mentors Anti-Corruption AGO as well as the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or another related discipline;
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution;
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;

- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 373 Head of City Police and Justice Programme (CPJP) Tarin Kowt**

1 position

Proposed deployment start ASAP

### **Main tasks:**

Reporting to the Field Implementation Office in HQ Kabul, the Head of the City Police and Justice Programme (CPJP) shall head up the Tarin Kowt provincial team and have overall responsibility for ensuring the implementation of the Mission's six strategic objectives through the delivery of the Tarin Kowt CPJP.

### ***The Head of the City Police and Justice Programme will be responsible for:***

- Reporting to the Field Implementation Office on the development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives and CPJP action plans;
- Overseeing provincial programme planning, reporting, implementation and monitoring as well as ensuring the maintenance of programme and office administration;
- Directing, facilitating and providing technical guidance to ensure the smooth operation of the Mazar-e Sharif team in the programmatic delivery of monitoring, mentoring, advising and training duties;
- Representing the Mission by facilitating the establishment, building of, and maintenance of constructive relationships with police and justice sector interlocutors within the international and local communities, as well as those within the political sphere;
- Undertake any other tasks required by the Field Implementation Office in support of the Mission's Strategic Objectives.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of ten years of relevant professional experience, at least five years in a senior leadership and management position;
- Proven skills in strategic management, as well as results and/or process based project management;
- International professional experience;
- Excellent interpersonal and communications skills, and the ability to work effectively local and international partners, including multinational organisations;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- Highly resilient under physical and mental pressure and stress-resistant;
- Substantial knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- In-depth understanding of either police or justice reform, and more than one of the following areas of activity CID, police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender) Strong proficiency in written and spoken English.

### **Additional desirable requirements:**

- Experience in ESDP or similar missions at a senior level;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan, or other areas within the same geopolitical context;
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.



## **AFG 377 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 10.09.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 378 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the Police-Justice Cooperation Unit (through the Chief of Mentors - Anti-Corruption- Attorney General's Office and/or Chief of Mentors - Justice), the Advisor will report to the Head of City Police and Justice Programme on implementation, development and results of the activities undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Engaging directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues;
- Conduct regular training sessions with criminal prosecutors, judges and investigative police relevant to the territorial jurisdiction of the post, specifically focused towards investigatory and trial advocacy skills;
- Assisting in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivery of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Assisting the Police-Justice Cooperation Unit in programme monitoring and reporting to ensure analysis of the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system;
- Developing strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector);
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government; officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors.
- Undertaking other relevant tasks required by the Police-Justice Cooperation Unit, the Chief of Mentors Anti-Corruption AGO as well as the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or another related discipline;
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution;
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;

- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 381 Security Officer**

1 position

Proposed deployment start 30.09.2010

### **Main tasks:**

*The Security Officer, under the direction of the Senior Mission Security Officer, will:*

- Implement security requirements for EU - led civilian crisis management operations
- Assist the SMSO in the development of The Mission security plan, supporting security safety instructions and procedures
- Assess the security situation and maintain updated security and contingency plans ensuring that plans for relocation/evacuation to safe havens are current and able to be utilised at short notice.
- Conduct or initiate security surveys of mission member's personal protective security requirements, transport security, residential and office security
- Ensure that all security and communications equipment is kept up-to-date and in a state of operational readiness
- Conduct regular security drills, communication tests and evacuation exercises
- Provide briefings to new staff when directed on matters affecting their security and ensure that all staff are properly prepared for emergencies
- Establish liaison as directed and co-operative closely with ISAF, other international organisations and national law enforcement agencies or other authorities in the member states and third states that the mission might operate alongside
- Provide comprehensive reports to the SMSO on any incidents affecting mission staff and initiate necessary follow up action with the appropriate authorities
- Generate elaborate, precise and accurate reports concerning information received that impacts upon the mission, providing appropriate analyses and assessment of all pertinent information
- Produce briefings and presentation relating to their sphere of work for the benefit of the mission
- Assist in the definition and implementation of the security and safety instructions for the mission (including risk assessment/evacuation/extraction plans), analysing and assessing the threat level and maintain updated security and contingency plans for the relocation/evaluation
- Report and assist the MSO on the security level and state of alert for the mission staff
- Provide assistance and appropriate response to mission members in respect of security measures, ensuring that all necessary actions are provided in support of any related situation, particularly in emergency cases
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Must maintain the highest standards of personal integrity, impartiality and self-discipline.
- Exercise the highest level of personal and operational security. This includes not being 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 interest of the mission.
- A minimum of 3 years overall professional experience including appropriate International experience in civilian/post conflict security management and/or other relevant areas of civilian crisis management operations
- Proven ability to successfully negotiate and liaise at all levels with military, police or civilian authorities responsible for security
- Ability to compile and analyze information with specific regard to security related aspects.
- Very good organizational, planning, and time-management skills
- Good knowledge of the methods involved in the development of security strategies and procedures

**Job requirements - desirable:**

- Experience of Similar International Missions
- Knowledge of local languages
- Experience of working in Afghanistan/post conflict environments
- Knowledge of health and safety in similar environment
- Experience and knowledge of firearms and associated issues

**Additional requirement:**

- **EU Security Clearance at Level Secret only. No equivalent is acceptable.**

## **AFG 382 Security Officer**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The Security Officer, under the direction of the Senior Mission Security Officer, will:*

- Implement security requirements for EU - led civilian crisis management operations
- Assist the SMSO in the development of The Mission security plan, supporting security safety instructions and procedures
- Assess the security situation and maintain updated security and contingency plans ensuring that plans for relocation/evacuation to safe havens are current and able to be utilised at short notice.
- Conduct or initiate security surveys of mission member's personal protective security requirements, transport security, residential and office security
- Ensure that all security and communications equipment is kept up-to-date and in a state of operational readiness
- Conduct regular security drills, communication tests and evacuation exercises
- Provide briefings to new staff when directed on matters affecting their security and ensure that all staff are properly prepared for emergencies
- Establish liaison as directed and co-operative closely with ISAF, other international organisations and national law enforcement agencies or other authorities in the member states and third states that the mission might operate alongside
- Provide comprehensive reports to the SMSO on any incidents affecting mission staff and initiate necessary follow up action with the appropriate authorities
- Generate elaborate, precise and accurate reports concerning information received that impacts upon the mission, providing appropriate analyses and assessment of all pertinent information
- Produce briefings and presentation relating to their sphere of work for the benefit of the mission
- Assist in the definition and implementation of the security and safety instructions for the mission (including risk assessment/evacuation/extraction plans), analysing and assessing the threat level and maintain updated security and contingency plans for the relocation/evaluation
- Report and assist the MSO on the security level and state of alert for the mission staff
- Provide assistance and appropriate response to mission members in respect of security measures, ensuring that all necessary actions are provided in support of any related situation, particularly in emergency cases
- Be assigned to different locations within the mission area depending on the operational needs
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Must maintain the highest standards of personal integrity, impartiality and self-discipline.
- Exercise the highest level of personal and operational security. This includes not being 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 interest of the mission.
- A minimum of 3 years overall professional experience including appropriate International experience in civilian/post conflict security management and/or other relevant areas of civilian crisis management operations
- Proven ability to successfully negotiate and liaise at all levels with military, police or civilian authorities responsible for security
- Ability to compile and analyze information with specific regard to security related aspects.
- Very good organizational, planning, and time-management skills
- Good knowledge of the methods involved in the development of security strategies and procedures

**Job requirements - desirable:**

- Experience of Similar International Missions
- Knowledge of local languages
- Experience of working in Afghanistan/post conflict environments
- Knowledge of health and safety in similar environment
- Experience and knowledge of firearms and associated issues

**Additional requirement:**

- **EU Security Clearance at Level Secret only. No equivalent is acceptable.**

## **AFG 384 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 30.09.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the Head of CPJP, through effective and efficient mentoring, advising and comprehensive training delivery, in all aspects connected to Anti-Crime. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/ she will report directly to the Head of CPJP or his/her deputy.

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the Head of CPJP in all aspects related to the performance of mentoring, advising and monitoring activities in various fields of criminal investigations and intelligence.
- Mentor, advise and monitor the ANP counterpart on the implementation of the national strategy for anti-crime and enhance their operational capacity to effectively collect and analyse criminal intelligence, and prevent and investigate crimes operating in close cooperation with the prosecution and judicial system.
- Enhance the ANP standards in the concerned area through comprehensive training delivery in all aspects of criminal investigation.
- To coordinate with the mentee and eventually representatives from international counterparts in delivering tactical expertise and equipment.
- Strengthen the capabilities of the members of the ANP Anti Crime up to the minimum skills to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Police Academy Degree or equivalent skills and experiences.
- Professional in a police force with minimum of 8 years of effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of the EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Substantive expertise in criminal investigations (either in general investigations, Organized Crime, Counter-Narcotics, Counter-Terrorism, Juvenile crime or economic crime).
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- Expertise in forensic science or in the field of Rule of Law.
- Experience in operating at a strategic level would be a bonus.



## **AFG 385 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 30.09.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 386 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 30.09.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the Head of CPJP, through effective and efficient mentoring, advising and comprehensive training delivery, in all aspects connected to Anti-Crime. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/ she will report directly to the Head of CPJP or his/her deputy.

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the Head of CPJP in all aspects related to the performance of mentoring, advising and monitoring activities in various fields of criminal investigations and intelligence.
- Mentor, advise and monitor the ANP counterpart on the implementation of the national strategy for anti-crime and enhance their operational capacity to effectively collect and analyse criminal intelligence, and prevent and investigate crimes operating in close cooperation with the prosecution and judicial system.
- Enhance the ANP standards in the concerned area through comprehensive training delivery in all aspects of criminal investigation.
- To coordinate with the mentee and eventually representatives from international counterparts in delivering tactical expertise and equipment.
- Strengthen the capabilities of the members of the ANP Anti Crime up to the minimum skills to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, the ANP compliance with Afghanistan's obligations under the international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- Police Academy Degree or equivalent skills and experiences.
- Professional in a police force with minimum of 8 years of effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of the EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Substantive expertise in criminal investigations (either in general investigations, Organized Crime, Counter-Narcotics, Counter-Terrorism, Juvenile crime or economic crime).
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- Expertise in forensic science or in the field of Rule of Law.
- Experience in operating at a strategic level would be a bonus.

## **AFG 389 CPJP Mentor/Adviser (Police)**

1 position

Proposed deployment start 30.09.2010

### **Main tasks:**

The *CPJP Mentor/Adviser (Police)* will assist the CPJP Senior Mentor/Adviser (Police), through effective and efficient mentoring, advising or comprehensive training delivery, in all aspects connected to the above mentioned area of specialization. These actions will be conducted in compliance with the guidelines of the City Police and Justice Programme. He/she will report directly to the CPJP Senior Mentor/Adviser (Police.)

The *CPJP Mentor/Adviser (Police)* will be responsible for the following tasks:

- To support the CPJP Senior Mentor/Adviser (Police), in all aspects related to the performance of mentoring, advising, training and monitoring activities in various fields such as Criminal Investigation, Intelligence Led Policing, Command and Control, Traffic Police, Disaster Police and general police duties.
- Assist in implementing the concept of a Community Policing model to serve the people and communities in Afghanistan, thereby improving the quality of policing response and service delivery with the aim of building trust, confidence and improved public perception in the Police.
- Mentor, advise and monitor their Afghan National Police (ANP) counterpart thereby enhancing their operational policing skills, capability and capacity.
- Enhance ANP standards in the areas outlined above through comprehensive training delivery.
- Strengthen the capabilities of members of the ANP up to the minimum skills required to initiate and conduct a lawful and effective investigation process.
- Monitor, in the relevant area, ANP compliance with Afghanistan's obligations under international human rights law as well as the ANP working within the framework of the rule of law.
- Ensure a coherent rollout and implementation of the City Police Justice Programme.
- Undertake any other tasks required by the Head of CPJP in support of the objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- A minimum of 8 years effective police experience at operational level in his/her police organization.
- Adequate knowledge of the functioning of EU institutions.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress resistant.
- International professional experience would be an asset.
- Adequate knowledge of the international law concerning human rights.
- Good computer and English language skills.

### **Additional desirable requirements:**

- Adequate working knowledge of the political, cultural and security situation in Afghanistan or other areas within the same geopolitical region.
- Adequate working knowledge of the Afghan criminal law as well as the justice system.
- In addition to general policing duties, knowledge and experience in relation to either Command and Control, Intelligence Led Policing or Criminal Investigation would be desirable.

## **AFG 391 CPJP Mentor/Adviser (RoL)**

1 position

Proposed deployment start 30.09.2010

### **Main tasks:**

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the Police-Justice Cooperation Unit (through the Chief of Mentors - Anti-Corruption- Attorney General's Office and/or Chief of Mentors - Justice), the Advisor will report to the Head of City Police and Justice Programme on implementation, development and results of the activities undertaken in delivery against the EUOPL Mission's programmatic strategic objectives;
- Engaging directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues;
- Conduct regular training sessions with criminal prosecutors, judges and investigative police relevant to the territorial jurisdiction of the post, specifically focused towards investigatory and trial advocacy skills;
- Assisting in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivery of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Assisting the Police-Justice Cooperation Unit in programme monitoring and reporting to ensure analysis of the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system;
- Developing strategies and supportive measures against corruption within the criminal justice sector including the prosecution offices and courts with jurisdiction over the Afghan National Police officers (Military Justice Sector);
- Mentor the prosecutors of the Anti-Corruption Unit and Military Anti-Corruption Unit within the Attorney General's Office and subsequently monitor court trials;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government; officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors.
- Undertaking other relevant tasks required by the Police-Justice Cooperation Unit, the Chief of Mentors Anti-Corruption AGO as well as the City Police and Justice Programme team in support of objectives of the Mission.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or another related discipline;
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution;
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;

- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## AFG 393 CPJP Mentor/Adviser (RoL)

1 position

Proposed deployment start 30.09.2010

### Main tasks:

*The CPJP Mentor/Adviser (RoL) will be responsible for:*

- Closely cooperating with the EUPOL HQ Human Rights and Gender Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on implementation, development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives;
- Engaging directly with the police and justice actors, including, but not limited to, key Ministry of Interior counterparts, criminal prosecutors, judges and investigative police corresponding to the territorial jurisdiction of the post through provision of mentoring and advising in strategic human rights and gender equality issues;
- Conducting training, mentoring and advising of police and justice actors, including but not limited to criminal prosecutors, judges and investigative police;
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivering of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, relevant government officials, regional, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations;
- Undertaking other relevant tasks required by the EUPOL HQ Human Rights and Gender Unit, as well as the City Police and Justice Programme team in support of the Mission strategic objectives;
- Undertake any other related tasks as required by the Head of Mission

### Qualifications and experience:

- University degree or equivalent experience in Criminal or Procedural Law, Social Sciences, Human Rights or Gender or another relevant discipline;
- Knowledge of the functions and practices of criminal procedures including criminal investigation and prosecution;
- Knowledge of judicial reform process desirable;
- Experience in developing Human Rights and Gender Reform strategies;
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- An understanding or experience of Rule of Law and/or Civilian Crisis Management interventions;
- Approximately eight years of professional experience;
- Strong proficiency in English.

## **AFG 394 Head of City Police and Justice Programme (CPJP) Pol-e-Alam**

1 position

Proposed deployment start ASAP

### **Main tasks:**

Reporting to the Field Implementation Office in HQ Kabul, the *Head of the City Police and Justice Programme (CPJP)* shall head up the Pol-e-Alam provincial team and have overall responsibility for ensuring the implementation of the Mission's six strategic objectives through the delivery of the Mazar-e Sharif CPJP.

### ***The Head of the City Police and Justice Programme will be responsible for:***

- Reporting to the Field Implementation Office on the development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives and CPJP action plans;
- Overseeing provincial programme planning, reporting, implementation and monitoring as well as ensuring the maintenance of programme and office administration;
- Directing, facilitating and providing technical guidance to ensure the smooth operation of the Mazar-e Sharif team in the programmatic delivery of monitoring, mentoring, advising and training duties;
- Representing the Mission by facilitating the establishment, building of, and maintenance of constructive relationships with police and justice sector interlocutors within the international and local communities, as well as those within the political sphere;
- Undertake any other tasks required by the Field Implementation Office in support of the Mission's Strategic Objectives.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- An advanced university degree (or equivalent experience) in criminal justice and police science, law, international relations, or another relevant discipline;
- A minimum of ten years of relevant professional experience, at least five years in a senior leadership and management position;
- Proven skills in strategic management, as well as results and/or process based project management;
- International professional experience;
- Excellent interpersonal and communications skills, and the ability to work effectively local and international partners, including multinational organisations;
- Ability to manage a diverse multinational and multidisciplinary team with a relatively high number of posts;
- Highly resilient under physical and mental pressure and stress-resistant;
- Substantial knowledge of the functioning of the EU, in particular the CFSP and ESDP;
- In-depth understanding of either police or justice reform, and more than one of the following areas of activity CID, police Intelligence, Police Command Control and Communications, Corruption Investigation, Police Justice Cooperation, Criminal Prosecutions Procedure, Human Rights (with an emphasis on Gender) Strong proficiency in written and spoken English.

### **Additional desirable requirements:**

- Experience in ESDP or similar missions at a senior level;
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan, or other areas within the same geopolitical context;
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

## **AFG 400 CPJP Mentor Adviser (RoL)**

1 position

Proposed deployment start ASAP

### **Main tasks:**

*The CPJP Mentor Adviser (RoL) will be responsible for:*

- Closely cooperating with the EUPOL HQ Human Rights and Gender Unit, the Advisor will report to the Field Implementation Office through the Head of the City Police and Justice programme on implementation, development and results of the activities undertaken in delivery against the Mission's programmatic strategic objectives;
- Engaging directly with the police and justice actors, including, but not limited to, key Ministry of Interior counterparts, criminal prosecutors, judges and investigative police corresponding to the territorial jurisdiction of the post through provision of mentoring and advising in strategic human rights and gender equality issues;
- Conducting training, mentoring and advising of police and justice actors, including but not limited to criminal prosecutors, judges and investigative police;
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials;
- Delivering of other programmes aimed at enhancing the awareness and adherence to gender equality, children's rights and other human rights principles and standards within competent Afghan National Police and Justice Institutions;
- Liaising with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, relevant government officials, regional, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations;
- Undertaking other relevant tasks required by the EUPOL HQ Human Rights and Gender Unit, as well as the City Police and Justice Programme team in support of the Mission strategic objectives.
- Undertake any other related tasks as required by the Head of Mission

### **Qualifications and experience:**

- University degree or equivalent experience in Criminal or Procedural Law, Social Sciences, Human Rights or Gender or another relevant discipline;
- Knowledge of the functions and practices of criminal procedures including criminal investigation and prosecution;
- Knowledge of judicial reform process desirable;
- Experience in developing Human Rights and Gender Reform strategies;
- Proven liaison and training skills;
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions;
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports;
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment;
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable;
- An understanding or experience of Rule of Law and/or Civilian Crisis Management interventions;
- Approximately eight years of professional experience;
- Strong proficiency in English.