

# European Union



## Annex 1

### **EU Police Mission and its Justice Interface in the Democratic Republic of Congo (EUPOL RD Congo)**

#### Advertisement for seconded/contracted staff members

<b>Organisation:</b>	EUPOL RD Congo		
<b>Job Location:</b>	Kinshasa, Goma (Democratic Republic of Congo), in accordance with the assignment indicated on each job description		
<b>Availability:</b>	As indicated below		
<b>Staff Regime:</b>	As indicated below		
<b>Job Titles/Vacancy Notice:</b>	<b>Ref.</b>	<b>Name of the post</b>	<b>Available on</b>
	<b><u>Seconded/Contracted</u></b>		
	POLRDC 022	Military Justice Expert	01/04/2011
	POLRDC 041	Procurement Officer: Project Management Unit	ASAP
	<b><u>Seconded</u></b>		
	POLRDC 012	Inter-Pillar Expert	ASAP
	POLRDC 014	(PNC) Training Expert	ASAP
	POLRDC 016	"PNC Organisation" Expert	ASAP
	POLRDC 017	"PNC Human Resources" Expert	ASAP
	POLRDC 018	Judiciary Police Adviser	ASAP
	POLRDC 024	Training Coordinator Expert	ASAP
	POLRDC 025	Trainer of Trainers	28/04/2011
	POLRDC 029	Judiciary Police Trainer	05/06/2011
	POLRDC 031	Crowd Control Trainer	05/06/2011
	POLRDC 044	Police Adviser	26/05/2011
POLRDC 046	Civilian Justice Expert	ASAP	
POLRDC 048	Human Rights and Child Protection Expert	ASAP	
<b>Deadline for applications:</b>	<b>Tuesday, 1 February 2011</b>		

**Seconded Personnel** – For seconded positions, only personnel nominations received through official channels from Member/Contributing States will be considered. Member States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to Council 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 European External Action Service (EEAS) requests that Member/Contributing States propose candidates for the following international expert positions for the EUPOL RD Congo, according to the requirements and profiles described below:

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

### **EUPOL RD CONGO is a French speaking Mission.**

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 Contributing Third 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 States.

**Ability to communicate effectively in French** – Mission members must be fully fluent in written and spoken French. 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.

---

<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.

## **B. Recommendable requirements**

**Knowledge of the EU Institutions** – To have knowledge of the EU Institutions and international standards, particularly related to the Common Foreign and Security Policy, including the European Security and Defence Policy.

**Knowledge of the Mission area** – 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 English and local languages will be an asset.

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

**Passport** – The participants must obtain a passport from the respective national authorities. 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.

**Security equipment** : Police officers shall be fitted with individual protection gears and armament, especially flack jackets (level 4) and bullet proof helmets, and their 9 mm duty side arm together with 100 rounds of ammo.

**Certificate/Booklet of vaccination** – To be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. To be vaccinated according to the required immunisations for the Mission area.

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

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

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

The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. The General Secretariat 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 State will bear any related costs.

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

## **MILITARY JUSTICE EXPERT (POLRDC 022)**

(1 position)

**Duty Station:** Kinshasa (capital)

**Proposed deployment:** 01/04/2011

### **Main tasks:**

- Under the supervision of the EUPOL RSS Coordinator;
- Monitor the general reform developments of the judicial bodies, namely the “Auditorat General” and the “Cours Militaires”;
- Establish regular contacts with relevant stakeholders of the military justice system in order to receive relevant information and to advise on relevant matters as appropriate;
- Identify shortcomings in the military justice system and propose solutions to improve the situation;
- Provide expertise and act as a reference in the field of military justice training and logistics for the PNC trainers;
- Monitor the evolution of the military justice reform;
- Help reinforce interaction between the police and the military judicial system;
- Any other tasks related to his/her specialization as requested by the Head of Mission.

### **Qualifications and experience:**

- Advanced university Degree in Law, preferably with the specialization in criminal procedure law;
- To have a minimum of 5 (five) years of professional experience in criminal legal matters;
- To have a minimum of 3 (three) years of experience working as a public prosecutor or similar experience in crime investigation or criminal procedure;
- Relevant experience in military justice matters (highly desirable);
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.

**PROCUREMENT OFFICER: PROJECT MANAGEMENT UNIT**  
**(POLRDC 041)**  
(1 position)

**Duty Station:** Kinshasa (Capital)

**Proposed deployment:** As soon as possible

**Main tasks:**

- Work under the supervision of the Project Manager and of the Procurement Officer (Responsible d'Achats);
- *Assist* and advise the Project Manager and of the Procurement Officer (Responsible d'Achats) on all Mission procurement processes in accordance with established professional and transparent procurement policies and procedures of EC legislation and regulations, as adapted to the specific context of ESDP missions;
- Develop professional relationships and work partnership with EC Commission in the field of procurement for the mission;
- To manage all internal mission procurement requirements and activities;
- Perform any other related tasks and duties as required by the Head of Mission.

**Qualifications and experience:**

- Advanced University Degree in Law, Public Administration, Business Administration or equivalent;
- To have a minimum of 5 (five) years of relevant working experience;
- Experience in financial management of tendering processes and audits, preferably including EU procedures;
- (desirable) Experience in using legally established professional and transparent procurement policies and procedures in accordance with European Union legislation and regulations;
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- Good knowledge of IT tools, particularly word and excel processing tools;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) Knowledge of English;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.

## **INTER-PILLAR EXPERT (POLRDC 012)**

(1 position)

**Duty Station:** Kinshasa

**Proposed deployment:** As soon as possible

### **Main Tasks:**

- Work under the supervision of the EUPOL RSS Coordinator.
- Work along with EUSEC RD Congo and Commission experts in a joint team in support of the SSR inter-pillar coordination mechanism, in close connection with the other international actors engaged in SSR
- Support the SSR inter-pillar coordination mechanism in order to facilitate coherence and consistency between the EU actors and the Defense/Police/Justice sectors.
- Advise on the SSR overall strategy and policy to be devised by DRC, in accordance with the views of the Congolese government and in close connection with the other international actors engaged in SSR.
- Help the Congolese government devise the political and legal framework for the various security sectors, in accordance with the views of the Congolese government and in close connection with the other international actors engaged in SSR.
- Support the Head of CSRP (Comité de Suivi de la Réforme de la Police) adviser on all issues relating to the SSR cross-pillar activities.
- Report to the HoM on the SSR coordination issues, especially those concerning the police reform process and its justice interface.

### **Qualifications and experience:**

- Advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training;
- To be an expert in internal security and law enforcement systems and/or in Foreign Affairs;
- Minimum of 3 (three) years of experience both in planning and organizational aspects at strategy or a proven academic and field experience in the area of security and foreign affairs;
- To be familiar with diplomatic protocol;
- Fluency in both oral and written French;
- Excellent interpersonal and communications skills and teamwork capabilities;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.

## **(PNC) TRAINING EXPERT (POLRDC 014)**

(1 position)

**Duty Station:** Kinshasa

**Proposed deployment:** As soon as possible

### **Main Tasks:**

- Work under the supervision of the EUPOL RSS Coordinator;
- Provide expertise and act as a reference in the field of training for the Mission Implementation Structure as well as for the external partners:
- To be part of the Training working group of the Mission Implementation Structure and participating in the implementation of training projects and installation of Training Centers within the PNC;
- Participate in the drafting of regulations within its field of expertise;
- Maintain the necessary contacts with external bodies involved in the reform or service providers, on matters relevant to the area of expertise;
- Provide support for the training of the PNC in the preparation of Action Plans;
- To support other working groups of the Mission Implementation structure;
- Monitor projects in its field of action;
- Carry out any other tasks as delegated by the Heads of Mission.

### **Qualifications and experience:**

- Rank of Major / Commissaire / Chief Inspector and proven experience in the field of RSS;
- Experience in planning, implementation and management of projects;
- Minimum of 5 (five) years of international experience particularly in crisis areas with multi-national and/or international organizations (desirable);
- Knowledge of the Congolese Police and the DRC (desirable);
- Proven experience in educational organization and management of police training;
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.



## **"PNC ORGANISATION" EXPERT (POLRDC 016)**

(1 position)

**Duty Station:** Kinshasa (Capital)

**Proposed deployment:** As soon as possible

### **Main tasks:**

- Work under the supervision of the EUPOL RSS Coordinator;
- Help record all documentation relating to the PNC Organization and police departments;
- Assist the PNC in the conceptual and doctrinal framework underlying the PNC restructuring and reform process;
- Assist in identifying priorities in restructuring the PNC and help facilitate the integration of the various law enforcement agencies within one single, integrated police institution;
- Assist in outlining the framework for organization, management, command and control of the PNC;
- Help installing a new concept of Communication System within the PNC;
- Provide expertise regarding the reform and restructuring process of a law enforcement agency in its area of competence;
- Report to the HoM on the developments relating to its Working Group;
- Carry out any other tasks as delegated by the Head of Mission.

### **Qualifications and experience:**

- Minimum Rank of Major/ Commissaire / Chief Inspector, or equivalent in a police service;
- To have a minimum of 5 (five) years of police management experience, with broad professional experience, both in planning and organizational aspects at strategy and command and control level.
- Advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training (desirable).
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.

## **"PNC HUMAN RESOURCES" EXPERT (POLRDC 017)**

(1 position)

**Duty Station:** Kinshasa (Capital)

**Proposed deployment:** As soon as possible

### **Main tasks:**

- Work under the supervision of the EUPOL RSS Coordinator;
- Help record all documentation relating to the PNC personnel management;
- Help review and re-visit the current regulations and policies relating to Human resources to bring it up to modern standards;
- Assist in outlining a new Human resources management system fitting into the PNC requirements;
- Follow the developments relating to the qualitative and quantitative census carried out by the European Commission supported by MONUSCO, and closely interact with the Delegation of the Commission;
- Advise on the implementation of a computerized Human resources management system and help set priorities;
- Provide expertise regarding the reform and restructuring process of a law enforcement agency in his/her area of competence;
- Help the CSRP Executive Secretariat adviser prepare the CSRP meetings relating to the topics dealt with by his/her Working Group;
- Report to the HoM on the developments relating to his/her Working Group;
- Carry out any other tasks as delegated by the Head of Mission.

### **Qualifications and experience:**

- Rank of Major/ Commissaire / Chief Inspector or equivalent in a police service or a civilian with relevant experience in this matter;
- To have a minimum of 5 (five) years of police management experience, with broad professional experience in Human Resources;
- University Degree in management or related field (desirable);
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.

## **JUDICIARY POLICE ADVISER (POLRDC 018)**

(1 position)

**Duty Station:** Kinshasa (capital)

**Proposed deployment:** As soon as possible

### **Main tasks:**

- Under the supervision of the EUPOL RSS Coordinator;
- Assist and advise the "Officiers de Police Judiciaire" (OPJ) of the PNC. Monitor and mentor the crime investigation capability of the OPJ, notably the "Crime Unit", when operational;
- Assist and advise the OPJ capacity of the "Crime Unit" in investigating crimes, in order to enhance the effectiveness and efficiency of the crime police, in accordance with the local legal framework and with full respect for Human Rights;
- Help enhance criminal procedures and reporting, in compliance with the DRC Criminal Procedure Code;
- Advise on crime intelligence collection and assist in gathering and updating criminal police data;
- Help identify the PNC crime investigation shortcomings and propose solutions and projects to improve the situation;
- Advise on the technical and logistics needs supporting the enhancement of the "Police Judiciaire" in Congo, in close partnership with potential international contributors, and facilitate the implementation of projects aimed at upgrading the "Police Judiciaire";
- Carry out any other tasks as delegated by the Head of Mission.

### **Qualifications and experience:**

- Rank of Major/ Commissaire/ Chief Inspector or equivalent in a police service;
- To have a minimum of 5 (five) years of police experience;
- To have a vocational degree or equivalent training in relevant police management, namely with crime investigation units and forensics;
- To have experience in crime investigations and crime intelligence processing;
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.

## **TRAINING COORDINATOR EXPERT (POLRDC 024)**

(1 position)

**Duty Station:** Kinshasa (capital)

**Proposed deployment:** as soon as possible

### **Main tasks:**

- Work under the supervision of the Head of Mission;
- Provide expertise and act as a reference in the field of development of future policy and strategy of the PNC training unit;
- Work in close coordination with EUPOL staff involved in PNC/CSRP;
- Supervise the work of EUPOL trainers and in that capacity be actively engaged in the implementation of RSS;
- Maintain the necessary contacts with external bodies or service providers involved in the reform, on matters relevant to his/hers area of expertise;
- Represent EUPOL in meetings related to training issues;
- Centralize information and convey it to the HoM as required;
- Carry out any other tasks as assigned by the Head of Mission.

### **Qualifications and experience:**

- Rank of Major / Commissaire / Chief Inspector and proven experience in the field of RSS;
- To possess a vocational degree or equivalent training in relevant police management, particularly with police training and training of trainers
- To possess specific training and recognized experience in the area of training the trainers within a police service with broad professional experience;
- To have a minimum of 5 (five) years of police experience;
- To have 2 (two) years experience in police training and training of trainers;
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.

## **TRAINER OF TRAINERS (POLRDC 025)**

(1 position)

**Duty Station:** Kinshasa (Capital)

**Proposed deployment:** 28/04/2011

### **Main tasks:**

- Work under the supervision of EUPOL SRS Coordinator;
- Help identify the PNC needs in terms of training of trainers;
- Help enhance training capabilities in compliance with the guidelines of the Comité de Suivi de la Réforme de la Police Nationale Congolaise;
- Assist the recruitment and train the trainers for the PNC in various fields of police activity, as well as prepare and implement training for trainers;
- Assist and advise the trainers of the PNC at central level on trainings methods and techniques, as well as develop new methods of trainings;
- Monitor the trainers of the PNC;
- Advise the trainers of the Mission on pedagogic methods;
- Carry out any other tasks as delegated by the Head of Mission.

### **Qualifications and experience:**

- To have a rank of Inspector, Sergeant, Lieutenant or equivalent in a police force;
- To possess a vocational degree or equivalent training in relevant police management, particularly with police training and training of trainers
- To possess specific training and recognized experience in the area of training the trainers within a police service with broad professional experience;
- To have a minimum of 3 (three) years of police experience;
- To have 2 (two) years experience in police training and training of trainers;
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.

## **JUDICIARY POLICE TRAINER (POL RDC 029)**

(1 position)

**Duty Station:** Mobile Team (Kinshasa)

**Proposed deployment:** 05/06/2011

### **Main tasks:**

- Under the supervision of the EUPOL RSS Coordinator;
- Train and advise the Police Nationale Congolaise (PNC) on Judiciary Police issues;
- Assist and train the PNC in the crime investigation capability of the OPJ, notably the "Crime Unit", when operational.
- Advise and train the PNC on the OPJ capacity of the "Crime Unit" in investigating crimes, in order to enhance the effectiveness and efficiency of the crime police, in accordance with the local legal framework and with full respect for Human Rights.
- Assist and provide training in criminal procedures and reporting, in compliance with the DRC Criminal Procedural Code.
- Help develop a crime intelligence collection system and assist in gathering and updating criminal police data.
- Provide Training on how to collate process and analyze evidence, when appropriate.
- Performing any other task linked to his technical specification as requested by the Head of Mission.

### **Qualifications and experience:**

- To have a rank of Lieutenant, Captain, Major, Inspector Chief in a police force;
- To have a degree or equivalent training in relevant police management, namely with crime investigation units and forensics;
- To have a minimum of 5 (five) years of police experience.
- To have experience in crime investigations and crime intelligence processing.
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.

## **CROWD CONTROL TRAINER (POL RDC 031)**

(1 position)

**Duty Station:** Mobile Team (Kinshasa)

**Proposed deployment:** 05/06/2011

### **Main tasks:**

- Under the supervision of the EUPOL RSS Coordinator;
- Train and advise the Police Nationale Congolaise (PNC) in Crowd Control operations planning.
- Assist and train the PNC in public order management and public security missions.
- Advise the PNC on the technical needs and technical specifications concerned, in partnership with potential international contributors.
- Facilitate the implementation of donors-sponsored projects in support of the Crowd Control.
- Help develop a public security intelligence processing system.
- Help develop a public order and crisis-related management system.
- Advise and train the Operations planners on how to collate process, analyze and disseminate public order information and intelligence, when appropriate.
- Advise the Operations planners on how to follow up on a crisis situation and to report to the PNC chain of command, when appropriate.
- Performing any other task linked to his technical specification as requested by the Head of Mission.

### **Qualifications and experience:**

- To have a rank of Lieutenant, Captain, Major, Inspector Chief in a police force;
- To have a degree or equivalent training in relevant police management, namely with special police units (Anti Riot Unit...)
- To have a minimum of 5 (five) years of police experience.
- To have experience in public order, crisis management and intelligence processing at an operations centre level.
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.

## **POLICE ADVISER (POLRDC 044)**

(1 position)

**Duty Station:** Goma (North Kivu)

**Proposed deployment:** 26/05/2011

### **Main tasks:**

- Work under the supervision of the Chef d'Antenne de Goma;
- Participate in the Stabilization and Reform plans established to support the stabilization efforts in eastern DRC and help ensure proper linkages and harmonization for the overall reform process of the Congolese police;
- Help ensure proper liaison and connection between the police-related activities in eastern DRC and the activities within the CSRP (Comité de Suivi de réforme de la Police);
- Facilitate any EU actions in support of the restoration of the Rule of Law in eastern RDC;
- Advise and assist the Provincial Inspectors in providing expertise on security developments and policing arrangements in north Kivu;
- Advise the Provincial Inspectors on the reform process of the Congolese police, notably concerning deployment, organization and training, as appropriate;
- Facilitate contacts with bilateral actors in order to support the police reform process in eastern DRC;
- Help ensure that the goals and objectives set by the CSRP are adequately implemented at the Provincial Inspection level;
- Help ensure the linkage between the CSRP and the various projects on RSS matters;
- Carry out any other tasks as delegated by the Head of Mission.

### **Qualifications and experience:**

- Rank of Inspector, Sergeant, Lieutenant or equivalent in a police force;
- Advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training;
- Minimum of 5 (five) years of police management experience, with broad professional experience in all policing areas.
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- (desirable) Knowledge of English;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.



## **CIVILIAN JUSTICE EXPERT (POLRDC 046)**

(1 position)

**Duty Station:** Goma (North Kivu)

**Proposed deployment:** As soon as possible

### **Main tasks:**

- Work under the supervision of the “Chef d’Antenne” EUPOL de Goma”;
- Help improving the crime investigation capacities of the PNC "Police Judiciaire";
- Advise the PNC Crime Investigation Advisors on all legal matters related to crime investigation;
- In cooperation with Crime investigation advisors, identify shortcomings in the criminal procedural system and the overall civil criminal justice system.
- Monitor the evolution of the civil justice reform;
- Facilitate and establish interaction with relevant representatives from the prosecution in order to address shortcomings identified in the crime investigation.
- Propose appropriate solutions in order to improve the investigative skills and capacities of the Goma crime investigators, notably within the "Crime Unit" and the law enforcement system in general.
- Any other tasks related to his/her specialization as requested by the Head of Mission.

### **Qualifications and experience:**

- To have an advanced university Degree in Law, preferably with the specialization in criminal procedure law.
- To have a minimum of 5 (five) years of professional experience in criminal legal matters;
- To have a minimum of 2 (two) years of experience working as a judge, a public prosecutor or similar experience in crime investigation or criminal procedure;
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- (desirable) Knowledge of English;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.

## **HUMAN RIGHTS AND CHILD PROTECTION EXPERT (POLRDC 048)**

(1 position)

**Duty Station:** Goma (North Kivu)

**Deployment Date:** As soon as possible

### **Main Tasks:**

- Work under the supervision of the “Chef d’antenne” EUPOL of GOMA.
- Provide expertise and act as a reference in the field of Human Rights and Child Protection within the police reform sector at the “antenne de Goma” both for EUPOL and others external partners;
- Maintain the necessary contacts with external bodies involved in the reform or service providers, on matters relevant to the area of expertise
- To represent EUPOL in Human Rights and Child Protection coordination forums in order to ensure consistency between projects to be implemented in the field of the Congolaise Police reform;
- Provide information and statistics to EUPOL in the field of Human Rights and Child Protection;
- Assist in maintaining consistency between different SE/CSRP and EUPOL “antenne de Goma” projects in the field of Human Rights and Child Protection.

### **Qualifications and experience:**

- Posses an advanced university degree;
- To have proven experience in the field of Human Rights and Child Protection;
- Minimum of 3 (three) years of relevant experience;
- To have excellent interpersonal and communications skills and teamwork capabilities;
- Fluency in both oral and written French;
- (desirable) Knowledge of English;
- Familiarity with basic IT tools, particularly word and excel processing tools;
- (desirable) To have international experience, preferably in Africa, particularly in crisis areas with multi-national and international organizations, and be knowledgeable in the DRC political and legal context;
- To be able to manage an important volume of work and to prioritize tasks;
- (desirable) To possess a training in Civilian Crisis Management – CEPOL or having served in another CSDP Mission.