



Annex 1

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

Advertisement for EU seconded/contracted staff members

Organisation:	EUPOL RD Congo			
Job Location:	Kinshasa, Goma or Bukavu (Democratic Republic of Congo), in accordance with the assignment indicated on each job description			
Availability:	As indicated below			
Contract Regime:	As indicated below			
Job Titles/Vacancy Notice:	Ref.	Name of the post	Nr of positions	Available on
	<u>Seconded/Contracted</u>			
	SSR 16	Press and Public Information Officer	1	1 July 09
	SSR 24	Financial Officer	1	1 July 09
	SSR 14	Human Resources/Procurement Officer	1	1 Nov 09
	<u>Seconded</u>			
	SSR 04/1	Deputy Head of Mission/Head of Operations	1	1 July 09
	SSR 25	Reporting/Statistics Officer	1	1 July 09
	SSR 26	Technical and Forensic Police Adviser	1	1 July 09
	SSR 17	Human Rights Expert/PDE (Kinshasa)	1	1 July 09
	SSR 20	Gender Expert (Bukavu & Kinshasa)	2	1 July 09 1 Aug 09
	SSR 05/6	CSRP Budget Expert	1	1 July 09
	SSR 05/7	CSRP Expert on Sexual Violence	1	1 July 09
	SSR 10/2	Civilian Justice Expert	1	1 July 09
	SSR 10/3	Military Justice Expert	1	1 July 09
	SSR 22	Paramedic (Bukavu)	1	1 July 09
	SSR 05/4	CSRP "PNC Human Resources" Expert	2	1 July 09 17 Sept 09
	SSR 09	Coordinator Assistant with PNC /Public Order/Liaison Officer with the General Inspectorate of PNC	1	1 July 09 ¹
	SSR 05/3	CSRP "PNC Organisation" Expert	1	1 July 09
	SSR 15/1	Deputy Mission Security Officer/MO (Kinshasa)	1	1 July 09
	SSR 21	Police Adviser (Goma)	1	1 July 09
	SSR 19	General Inspectorate /Audit Adviser	1	1 July 09
	SSR 05/2	CSRP "PNC Training" Expert	2	1 July 09 9 July 09
SSR 15	Mission Security Officer	1	15 Aug 09	

¹ Subject to confirmation of a request for extension.

	SSR 15/2	Deputy Mission Security Officer/Logistics, Personnel and Administration (Bukavu)	1	18 Aug 09
	SSR 05/1	CSRP "PNC Legislation" Expert	1	19 Aug 09
	SSR 19	Chief General Inspectorate/Audit Adviser	1	19 Aug 09
	SSR 08	Judiciary Police Adviser	2	20 Aug 09
	SSR 12	Logistics Coordinator/Transport Officer	1	3 Sept 09
	SSR 05/9	CSRP "Command, Control and Coordination Centre" Expert (C3C) for the PNC	1	3 Sept 09
	SSR 08	Chief Judiciary Police Adviser	1	5 Sept 09
	SSR 05/8	CSRP "PNC Evaluation" Expert	1	17 Sept 09
	SSR 21	Senior Police Adviser Goma	1	9 Oct 09
	SSR 04/2	Deputy Head of Mission/CSRP	1	25 Nov 09
Deadline for applications:	17 July 2009			
E-mail address to send the Job Application Form/CV:	cpcc.eupolrdcongo@consilium.europa.eu			
Information:	<p>For more information relating to selection and recruitment, please contact the General Secretariat of the Council of the European Union, CPCC:</p> <p style="text-align: center;">Mr Paulo VIDAL, Mission Support Unit Civilian Planning and Conduct Capability, CPCC e-mail: cpcc.cfc@consilium.europa.eu Tel: + 32 (0) 2 281 5802</p>			

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from Member States will be considered. Member States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to Council 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⁽²⁾. 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.

The General Secretariat of the EU, through CPCC – Civilian Planning and Conduct Capability, requests that Member 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 States are requested to ensure that the following essential requirements are strictly met and accepted in respect of civilian international experts to the Mission.

²

() Commission Communication on Specific Rules of Special Advisers entrusted with the implementation of operational CFSP actions and contracted international staff (C(2007) 1746 of 21 December 2007) sets out the conditions of employment of international contracted staff.

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

Integrity – The participants must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. Participants are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information relating to the Mission or respective tasks and activities. The participants shall carry out their duties and act in the interest of the Mission.

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

Flexibility and adaptability – Be able to work in arduous conditions with a limited network of support and with unpredictable working hours and a considerable workload. Ability to work professionally as a member of a team, in task forces and working groups with mixed composition (e.g. police, judicial, civilian and military staff). Be able to cope with extended separation from family and usual environment.

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

Physical and mental health – Physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission. To ensure duty of care in a non-benign environment, selected personnel should, in principle, be under the normal age of retirement in EU Member States.

Ability to communicate effectively in 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.

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

B. Recommendable requirements

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

Knowledge of the 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 ESDP 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 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 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.

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.

D. Additional information on the selection process

The EU strives for improved gender balance in ESDP operations in compliance with UNSCR 1325. The General Secretariat encourages Member States and European Institutions to take this into account when offering contributions.

Application form – Applications will be considered only when using the standard Application Form (Annex 2) to be returned in Word-format, and indicating which position(s) the candidate is applying for.

Selection process – The candidates considered to be most suitable will be short-listed and, if needed, interviewed in Brussels, at the Headquarters of the Mission or by phone, before the final selection is made. If seconded candidates are required to travel to Brussels/Mission Headquarters location for interviews, the Member State will bear any related costs.

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

E. Job descriptions

PRESS AND PUBLIC INFORMATION OFFICER (SSR 16)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Report to both Heads of Missions (HoM) regarding Press and Public Information aspects and support both missions in accordance with the guidelines on the joint and shared capacities between EUPOL RD Congo and EUSEC RD Congo.
- Advise HoMs on every issue dealing with information activities, including preparation for interviews.
- Develop and run an Information campaign in line with the Information Strategy approved by the PSC in order to promote the missions' credentials in DRC.
- Foster the missions' activities towards local and international media outlets.
- Establish a close coordination with Public Information or similar offices of all the EU actors on-site.
- Keep permanent contact with Spokesperson SG/HR and DG F in Brussels to get updated master messages and to report immediately to these offices in Brussels in case of any event that may have media impact.
- Coordinate with the DRC Public Information Office in order to monitor the information released on the ESDP engagements in DRC.
- Be kept abreast of the DRC-related press release and report to the HoMs accordingly.
- Support the missions POLADS in the reporting procedures.
- Establish contacts with local and international journalists in Kinshasa.
- Carry out any other tasks as delegated by the Heads of Missions.

Qualifications and experience:

- Extensive knowledge and experience in Public Information domain.
- Degree or an equivalent extensive practical experience in the working field.
- outstanding command of French (spoken and written) and knowledge of English language
- Knowledge of political, cultural and media specificities of DRC.
- International experience welcomed.
- 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 as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Experience in crisis management missions, preferably connected to Africa or other areas within the same geopolitical context.

FINANCIAL OFFICER (SSR 24)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Assist and advise the Administration and Finance Coordinator on financial matters.
- Responsibility for application of the financial accounting system and its procedures, in accordance with the European financial rules and the Mission's internal directives.
- Monitor and check the Mission's day-to-day financial operations and on that basis draw up annual reports, including graphs, statistics, inventories and analyses of current and future requirements.
- Help with training, information, and assistance to the members of the Mission on financial matters.
- As a member of the Mission's "Projects Unit", participate in the setting up of projects identified and provide technical assistance regarding the Unit's financial management.
- Any other administrative tasks as requested by the Administration and Finance Coordinator or the Head of Mission.

Qualifications and experience:

- University degree in business administration, economics, public administration or accounting/finance.
- Minimum of 5 years professional experience in accounting and finance.
- International experience, particularly in crisis management within multinational or international organisations.
- Experience in financial management and tendering procedures (preferably EU procedures).

HUMAN RESOURCES/PROCUREMENT OFFICER (SSR 14)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 November 2009

Main tasks:

- Prepare and manage deployment of personnel, contracts, letters of appointment, contract extensions, reassignments, redeployments, termination/ends of mission, rotation rosters, attendance records, duty rosters, pension funds, and all relevant finance personnel related issues.
- Set up the procedures for the management of National Staff including monitoring of registration with, and de-registration from the national Social Security System, Tax Office etc. in accordance with local legislation.
- Ensure the daily management of the documentation and correspondence concerning the arrival, deployment, redeployments, extensions and repatriation of the Staff Members
- Maintain all the records related to the Personnel in the proper filing system, keeping all relevant documentation in secure and organized place.
- Handle all special projects relating to personnel issues, including assisting in the development of Standard Operating Procedures.
- Develop, manage and co-ordinate the mission procurement processes in accordance with established professional and transparent procurement policies and procedures of EC legislation and regulations.
- Use legally established professional and transparent procurement policies and procedures in accordance with EC legislation and regulations.
- Liaise with other relevant institutions and organisations associated with procurement legislation.
- Develop professional relationships and work partnership with EC Commission in the field of procurement for the mission.
- Be responsible for the efficient monitoring and review of legal contracts relating to acquisition and maintenance/services contracts, including insurance issues.
- Be able to analyze and identify the technical specifications for logistics tenders, specially related with security equipment, furniture, car rental/services, supplies and stationary.
- Any other administrative tasks as requested by the administration and finance coordinator or the Head of Mission.

Qualifications and experience:

- University Degree in Human Resources, Business Administration or equivalent academic or professional training.
- To have a minimum of 8 years of professional experience in legal, administrative and operational aspects of human resources and training.
- Experience in using legally established professional and transparent procurement policies and procedures in accordance with European Union legislation and regulations.
- Experience in financial management of tendering processes and audits, preferably including EU procedures.
- International experience, particularly in crisis areas with multi-national and international organizations (desirable).
- Experience in planning and implementing projects.

DEPUTY HEAD OF MISSION (HoM) / HEAD OF OPERATIONS (SSR 04/1)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Manage and coordinate all mission operational activities and assist in the running of the day to day operations under the command and control of the HoM.
- Ensure, in close coordination with the liaison officer to the PNC (Police Nationale Congolaise) General Inspector, that all operational activities carried out by the mission in support of the PNC are efficiently and timely delivered.
- Coordinate and elaborate planning and reports relating to the operational activities of the mission.
- Advise the HoM on possible operational recommendations likely to improve the efficiency and functioning of the mission.
- Perform investigations into disciplinary cases as requested by the HoM (Head of Mission) and submit recommendations on Personnel issues to the HoM, as appropriate.
- Coordinate and follow on the "partnership programs" developed by the mission to raise police and civil society awareness about the Security Sector Reform (SSR).
- Support the action carried out by the mission adviser to the IG / Audit (Inspection générale d'Audit).
- Undertake any other tasks required by the Head of Mission.

Qualifications and experience:

- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training.
- To have a rank of Lieutenant-colonel / Major, Commissaire, Chief Inspector, or equivalent in a police service.
- To have a minimum of 12 years of police management experience, with broad professional experience, both in planning and organizational aspects at strategy and command and control level.
- To have international experience, particularly in crisis areas with multi-national and international organizations (desirable).
- To have attended a Civilian Crisis Management Course (CEPOL) or have participated in a ESDP mission (desirable).

REPORTING AND STATISTICS EXPERT (SSR 25)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Under the supervision of the HoM
- Collate, evaluate and process information relating to the mission, drawing up different types of reports.
- Assist the HoM with the management of statistics.
- Prepare reports and presentations.
- Organise visits, meetings and presentations on behalf of the HoM and his deputies.
- Undertake any other tasks required by the Head of Mission.

Qualifications and experience:

- University degree.
- Excellent oral, reading and writing skills in French.
- International experience, particularly in a crisis zone.
- Proven experience in the field of administrative management.
- Good knowledge of the Police and the DRC.
- Good interpersonal skills.
- Familiarity with IT tools, especially presentation software.
- Ability to manage a heavy workload and identify priorities.

TECHNICAL AND FORENSIC POLICE ADVISER (SSR 26)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Become acquainted with the tasks of the Criminal Justice Police under the DRC's present legal system.
- Assess the technical and forensic capabilities of the Congolese police.
- Study the technical and biological analysis capabilities of public and private, national and international, health institutions.
- Design forensic police training/retraining programmes.
- Monitor activities on the ground involving the preservation and collection of marks and evidence.
- Help to make the Technical and Forensic Police laboratory soon to be set up in Kinshasa an effective body.
- Any other tasks related to his/her specialisation as requested by the Head of Mission.

Qualifications and experience:

- Thorough knowledge of the standard technical protocol for crime scene and evidence processing.
- Practical experience of forensic and criminal investigations.
- Familiarity with the technical equipment used both at the crime scene and in the laboratory (forensic investigation kit, print and latent evidence development techniques, photography).
- Experience in analysing and identifying prints of average difficulty.
- Experience in handling biological evidence (location, collection, packaging, preservation).
- IT skills (basic programme, databases, digital image processing).
- Experience of working in Africa or internationally, particularly in crisis management within multinational or international organisations.

HUMAN RIGHTS EXPERT/PDE (SSR 17)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Report to both Heads of Mission (HoM) regarding human rights aspects and on issues relating to children in armed conflicts and support both missions in accordance with the guidelines on the joint and shared capacities between EUPOL RD Congo and EUSEC RD Congo.
- Advise HoMs on every issue dealing with human rights / children in armed conflicts, including preparation for interviews.
- Liaise with the MONUC Human Rights department in order to identify the human rights violations especially by the armed forces and the police and to be kept abreast of the children in armed conflicts issues.
- Collect information on possible human rights abuses with various local as well as international counterparts.
- Report on specific human rights cases, trends and issues which could notably impact the work of both missions.
- Advise EUPOL and EUSEC on the children in armed conflicts issues in order to raise awareness on that topic.
- Assist EUPOL and EUSEC advisers in dealing with human rights and children in armed conflicts cases.
- Follow the proceedings that are linked to human rights violations, in coordination with the EUPOL crime investigation advisers.
- Make specific recommendations, as appropriate, to the relevant military and/or police authorities, in close coordination with the MONUC Human Rights department.
- Carry out any other tasks as delegated by the Heads of Mission.

Qualifications and experience:

- Extensive knowledge and experience in human rights domain and international human rights standards.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national as well as international partners.
- Experience in crisis management missions, preferably connected to Africa or other areas within the same geopolitical context.
- Knowledge of political, cultural, legal and social specificities of DRC (desirable).

GENDER EXPERT (SSR 20)

(2 positions)

Duty Station: 1 Bukavu (South Kivu), 1 Kinshasa (Capital)

Proposed deployment: Bukavu: 1 July 2009; Kinshasa: 1 August 2009

Main tasks:

- Provide technical assistance in the mainstreaming of gender in policies, programmes and projects in support of EUPOL and EUSEC RD Congo.
- Conduct projects in support of women (civil and military servants in the security remit or spouses) in the social field by using a dedicated budget, as appropriate.
- Be responsible for planning and for following up gender equality, especially within the framework of the CSRP (Comité de Suivi de Réforme de la Police).
- Promote gender equality, equal opportunities in the mission and the participation of women in conflict resolution, giving advice and guidance, setting standards for achievements and developing plans of action.
- Help promote policies aiming at ensuring a better protection of women in DRC.
- Support initiatives intended to raise the Congolese police, justice and army awareness on the gender and male/female discrimination issues.
- Facilitate contacts and co-operation on gender-issues with other international organisations and non-governmental organisations.
- Advise and monitor compliance with commitments to equal opportunities in recruitment, reviewing policies and reporting on findings.
- Promote gender equality within the missions and assist the heads of mission in defining training standards, content and material for the training of missions staff on gender-related issues.
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- Advanced university degree in social sciences with focus on gender.
- Knowledge of the latest international developments in gender methods, approaches and tools for mainstreaming gender and research in the field.
- Documented experience from gender mainstreaming, education and work in international organisations.
- Experience of advising, seminars, training and project management as well as collaborations, changes and developmental work.
- Experience working with international development tasks in other international organisations is desirable.
- Formal/informal networking with other experts in gender, at international level, experience from civilian crisis management operations will be an advantage.

CSRP BUDGET EXPERT (SSR 05/6)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Provide expert advice and serve as a point of reference on budgetary and financial matters in the context of police reform, at the Executive Secretariat of the Police Reform Monitoring Committee (SE/CSRP) and vis-à-vis external partners.
- Take part in meetings of the working party on budget and finance at the SE/CSRP and, as such, assist in the creation of financial bodies within the Congolese National Police.
- Help to draft financial and budgetary regulations.
- Maintain the necessary contacts with external bodies involved in the reform or service providers, on matters relevant to the area of expertise.
- Assist in drawing up budgets for Action Plans and assist the other SE/CSRP working parties in budgeting.
- Ensure budgetary and financial orthodoxy is adhered to in the different SE/CSRP projects and ensure that they are consistent with DRC financial rules.
- Report, through the DHOM/CSRP to the HOM on the developments relating to his/her working group.
- Any other tasks requested by the Head of Mission.

Qualifications and experience:

- Extensive experience in financial management, if possible with a university degree in business administration, economics, public administration or accounting/finance.
- Minimum of 5 years professional experience in accounting and finance.
- International experience, particularly in crisis management within multinational or international organisations.
- Fluent written and spoken French. Good knowledge of written and spoken English would be an advantage.
- Skills in chairing and heading working groups.
- Familiarity with IT tools, particularly word processing and spreadsheet software.
- Good organisational skills in a difficult environment, working under great pressure on a number of tasks, sometimes with very short deadlines.

CSRP EXPERT ON SEXUAL VIOLENCE (SSR 05/7)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Under the supervision of the CSRP Deputy HoM
- Provide expertise and specialist knowledge in the area of gender-based violence and human rights in the framework of the police reform, within the Executive Secretariat of the Police Reform Monitoring Committee (SE/CSRP) and vis-à-vis external partners.
- Maintain the necessary contacts with external partners of the reform or the service providers on issues relating to his/her area.
- Collaborate with the other partners concerned in the design of specialised units within the Police to deal with sexual violence.
- Represent the SE/CSRP and the EUPOL mission at national coordination fora on gender-based violence and human rights, in order to ensure that projects in the area are consistent with the reform strategy of the Congolese police.
- Make available to the other SE/CSRP working groups the statistics and information on gender-based violence and human rights issues in the DRC necessary for them to carry out their projects.
- Ensure the different SE/CSRP projects reflect concerns relating to the protection of minors, gender and human rights.
- Ensure synergy between the projects of the different SE/CSRP working groups.
- Report, through the DHOM/CSRP to the HOM on the developments relating to his/her working group.
- Any other tasks requested by the Head of Mission.

Qualifications and experience:

- University Degree.
- Excellent oral, reading and writing skills in French.
- International experience, particularly in a crisis zone.
- Proven experience in the field of the protection of minors, gender or human rights.
- Ability to coordinate and lead a working group.
- Ability to work with other entities on the same programme.
- Good knowledge of the Police and the DRC.
- Good interpersonal skills.
- Ability to manage a heavy workload and identify priorities.

CIVILIAN JUSTICE EXPERT (SSR 10/2)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Under the supervision of the Justice Senior Expert / Advisor, assist the advisors to the Kinshasa Crime Investigation, notably the "Serious Crimes Unit", in 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 the Kinshasa Crime investigation advisors, identify shortcomings in the criminal procedural system and the overall civil criminal justice system.
- Help draft recommendations on improving the applicable criminal legislation to be submitted to the Justice Senior Expert.
- Monitor the handling of selected crime cases by the Kinshasa Crime Investigation advisors up to the prosecutor in charge.
- 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 Kinshasa crime investigators, notably within the "Serious Crimes 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 and criminal procedure law.
- To have a minimum of 10 years of professional experience in criminal legal matters, of which a minimum of 8 years of experience in working as a judge, a public prosecutor or similar experience in crime investigation or criminal procedure.
- To have international experience, particularly in crisis areas with multi-national and international organizations, preferably in Africa.
- To have strong inter-personal communication skills.

MILITARY JUSTICE EXPERT (SSR 10/3)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Under the supervision of the Justice Senior Expert / Advisor, monitor the general reform developments of the judicial bodies, namely the “Auditorat General” and the “Cours militaires”.
- Establish regular contact with relevant key players of the military justice system in order to receive relevant information and advise on relevant matters, as appropriate.
- Identify shortcomings in the military justice system and propose solutions to improve the situation.
- Draft recommendations on improving the applicable military criminal and criminal procedure legislation to be submitted to the Justice Senior Expert.
- Focus on relevant inter-linkages between the civil and the military criminal justice system.
- Assist the Justice Senior Expert / Advisor in participating in the sessions of the "Comité Mixte de Défense", as appropriate, in order to facilitate coordination of issues of common interest for the different security sectors.
- 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 and criminal procedure law.
- To have a minimum of 10 years of professional experience in criminal legal matters, of which a minimum of 8 years of experience in working as a judge or as a public prosecutor or similar experience in crime investigation or criminal procedure.
- To have relevant experience in military justice matters is highly desirable.
- To have international experience, particularly in crisis areas with multi-national and international organizations, preferably in Africa.
- To have strong inter-personal communication skills.

PARAMEDIC (SSR 22)

(1 position)

Duty Station: Bukavu (South Kivu)

Proposed deployment: 1 July 2009

Main tasks:

- To contribute to the execution of the health and medical support of the Mission.
- To advise the mission members in medical matters, deliver a first aid induction training and issue a documentation on relevant medical protocol and first aid in DRC.
- To be able to deliver first aid assistance in case of life threatening situation until a medical support is provided.
- To support, monitor and co-ordinate in case of disease or injury of a mission member in close contact and co-operation with all involved health care and medical transportation providers, accompanying all elements of the medical evacuation chain, from the beginning until the place of definitive treatment.
- To regularly check the content of First Aid/Trauma Kits in his/her area of responsibility.
- To perform Medical briefings and First Aid Training for Mission members.
- To contribute to the establishment and regularly update of medical emergency plans in co-ordination with all relevant elements of the Mission Headquarters, including international, civilian and military organisations in the area of responsibility.
- To monitor the epidemiological and overall medical situation in his/her area of responsibility.
- To promote and implement preventive measures including hygiene and recommendations for immunizations in his/her area of responsibility.
- To contribute to the production of reports and information concerning the medical status of the Mission, and to attend meetings related to the subject.
- Any other tasks related to his/her specialization as requested by the Head of Mission.

Qualifications and experience:

- To be registered as a nurse or certified paramedic with experience in emergency medicine.
- To have experience as a trainer.
- To be able to work independently and in a multinational environment.
- To have previous experience in missions with similar profile.
- To have some knowledge in tropical medicine (desirable).
- To have some logistic skills and knowledge of the use of modern information technology (desirable).

CSRP WORKING GROUP "PNC HUMAN RESOURCES" EXPERT (SSR 05/4)

(2 positions)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 on 1 July 2009, 1 on 17 September 2009

Main tasks:

- 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 MONUC, 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 his/her 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, through the MIDS adviser, 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:

- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training.
- To have a rank of Lieutenant-colonel / Major, Commissaire / Chief Inspector, or equivalent in a police service.
- To have a minimum of 10 years of police management experience, with broad professional experience in Human resources.
- To have proven analysis and drafting capacities in the French language.
- To have international experience, particularly in crisis areas with multi-national and international organisations (desirable).
- To have attended a Civilian Crisis Management Course (CEPOL) or have participated in an ESDP mission (desirable).

COORDINATOR ASSISTANT WITH PNC /PUBLIC ORDER / LIAISON OFFICER
WITH THE GENERAL INSPECTORATE OF PNC (SSR 09)

(1 Position)³

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Assist and advise the Operations Officers of the "Centre National des Opérations" (CNO), in public order management and decision making process.
- Assist the Operations Officers within the CNO in planning and coordinating public order operations in the Kinshasa province and countrywide as appropriate.
- Coordinate an multidisciplinary team in SGVB field.
- Manage and supervise training in the specific field of criminal investigation or others
- Coordinate small mobile police unit training team.
- Provide advice and guidance relating to the tactical employment of the crowd control units.
- Advise the Operations planners on how to collate, process, analyse and disseminate public order information and intelligence.
- Advise the Operations planners on how to follow up on a crisis situation and to report to the PNC leadership.
- Help promote advanced or refresher courses in support of the crowd control capacity.
- Advice on the reform and restructuring of the PNC public order department regarding the distribution, employment and assignment of the crowd control units nationwide, implying in-country travels as required, within the framework of the Security Sector Reform.
- Carry out any other tasks as delegated by the Head of Mission.

Qualifications and experience:

- To have a vocational degree or equivalent training in relevant police management, namely with special police units (Anti Riot Unit, VIP Protection/Security, Bomb Squad, Anti-Terrorism Unit, SWAT Team, Judiciary police intervention squad, etc).
- To have a rank of Lieutenant-Colonel, Major, Commissaire, Chief inspector equivalent in a police service.
- To have a minimum of 10 years of police experience.
- To have experience in sensitive criminal investigation management and in intelligence processing.
- To have international experience, particularly in crisis areas with multi-national and international organisations, preferably in Africa (desirable).

³ Subject to confirmation of a request for extension

CSRP "PNC ORGANISATION" EXPERT (SSR 05/3)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- 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 outline a timeline for implementation of the restructuring and the set up of a new police organization.
- Provide his/her 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, through the DHOM/CSRP, 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:

- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training.
- To have a rank of Lieutenant-colonel / Major, Commissaire / Chief Inspector, or equivalent in a police service.
- To have a minimum of 10 years of police management experience, with broad professional experience, both in planning and organisational aspects at strategy and command and control level.
- To have proven analysis and drafting capacities in the French language.
- To have international experience, particularly in crisis areas with multi-national and international organisations (desirable).
- To have attended a Civilian Crisis Management Course (CEPOL) or have participated in an ESDP mission (desirable).

DEPUTY MISSION SECURITY OFFICER/MO (SSR 15/1)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Working under the orders of the Senior Mission Security Officer (SMSO) of the EUPOL Mission as defined in the EU's Policy on the security of personnel deployed (Title 5 of the TEU), ensure management of the safety and security of mission personnel and mission activity, including all assets, resources and information.
- Report to the SMSO on all security aspects of the mission.
- Assist the SMSO in the management of all the Mission's security aspects, for example: drafting the Mission's security plan, the emergency and evacuation plan, ensuring the implementation of communication and information security measures and the protection of the staff.
- Participate on an ongoing basis in the development, implementation and update of the Mission security plan, including a system for keeping track of the movements of personnel.
- Ensure that the security policies and procedures are followed as per the Standard Operating Procedures.
- Ensure that information on security is given to Mission members travelling outside the capital.
- Take part in assessing the threat level and keep a record of incidents and security, ensuring that plans for evacuation and relocation to safe havens are updated and able to be implemented at short notice.
- In case of public order disturbances, closely monitor the situation in Kinshasa, reporting to the SMSO and disseminating information to all Mission members.
- Ensure compliance with the basic principles and minimum standards provided for in Council Decision 2001/264/EC regarding the protection of EU Classified Information.
- Help to organise and conduct training sessions or rehearsals of security and evacuation plans.
- Stand in for the Senior Mission Security Officer of the EUPOL Mission when he/she is absent or not available.
- Carry out any other missions at the request of the HoM.

Qualifications and experience:

- University degree or graduate of a national police or military academy.
- Police or gendarmerie officer.
- Minimum of 10 years' experience in an operational field service.
- Good knowledge of the functioning of the EU Institutions, in particular the CFSP and/or the EDSP.
- Proven experience in first aid and of security in a hostile environment.

- Excellent ability to communicate internally and with multinational and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Perfect knowledge of all aspects concerning security, in particular the EU's Policy on the security of EU staff deployed outside Europe in an operational capacity under Title V of the TEU and its supporting documentation.
- Experience in field security with other international crisis management actors (i.e. UN, OSCE, etc...), especially in Africa, will be considered an asset.
- Having or being in the position to obtain, a national security clearance equivalent to the level EU SECRET.

POLICE ADVISER (SSR 21)

(1 position)

Duty Station: Goma (North Kivu)

Proposed deployment: 1 July 2009

Main tasks:

- Participate in the Stabilization and Reform Committees ("Plan Amani" and "Plan de l'ONU pour la stabilisation de l'est" and Governmental plan for the stabilization of the East) established to support the stabilization efforts in eastern DRC and help ensure proper linkages and harmonization with 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 DRC.
- Advise and assist the Provincial Inspectors in providing expertise on the security developments and policing arrangements in eastern DRC, especially in the Kivus.
- 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 which want 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 in eastern DRC.
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:

- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training.
- To have a rank of Inspector, Sergeant, Lieutenant or equivalent in a police service.
- To have a minimum of 5 years of police management experience, with broad professional experience in all policing areas.
- To have proven analysis and drafting capacities in the French language.
- To have international experience, particularly in crisis areas with multi-national and international organizations (desirable).
- To have attended a Civilian Crisis Management Course (CEPOL) or have participated in an ESDP mission (desirable).

GENERAL INSPECTORATE/AUDIT ADVISER (SSR 19)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009

Main tasks:

- Advise the General Inspector of the "Inspection générale d'Audit" on the strategies, policies, command and control required to set up his unit.
- Advise the Audit General Inspector and his two deputies on the management and leadership role.
- Advise the Audit General Inspector on the strategic aspects and on the implementation of the General Inspectorate policies, in coordination with the Provincial Inspections and in accordance with the Interior Minister's guidance and its founding Decree.
- Facilitate contacts with bilateral actors which want to support the "Inspection générale d'Audit".
- Advise on the establishment of inspection and audit reports, as appropriate, and on the collection and processing of citizens' complaints against the PNC (Police Nationale Congolaise).
- Help identify shortcomings in the handling of audit proceedings and internal affairs investigations and make recommendations to improve them.
- Advise on the technical and logistics needs and the set up of a data base allowing the "Inspection générale d'Audit" to properly record inspection, investigation and audit reports.
- Help the Audit General Inspector establish contacts with Human Rights NGOs, notably dealing with police abuse and violence.
- Undertake any other tasks required by the Head of Mission.

Qualifications and experience:

- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training.
- To have a rank of Major - Commissaire – Chief Inspector or equivalent in a police service.
- To have a minimum of 12 years of police management experience, with broad professional experience, both in planning, operational and organisational aspects of police services.
- To have a proven experience in an Inspectorate or audit service of a police service or in the field of Internal Affairs.
- To have international experience, particularly in crisis areas with multi-national and international organisations (desirable).
- To have attended a Civilian Crisis Management Course (CEPOL) or have participated in an ESDP mission (desirable).

CSRP WORKING GROUP "PNC TRAINING" EXPERT (SSR 05/2)

(2 positions)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 on 1 July, 1 on 9 July 2009

Main tasks:

- Help record all documentation relating to the training and curriculum for the PNC.
- Help review and re-visit the current legal framework to fit it into the PNC reform and restructuring process.
- Assist the PNC in the conceptual and doctrinal framework underlying the PNC reform process.
- Assist in updating the training curricula for the PNC in accordance with the PNC reform and restructuring process.
- Assist the PNC in outlining the framework for organisation, management, command and control of the PNC training centers.
- Help outline a timeline for implementation of the new training curricula.
- Provide his/her 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, through the DHOM/CSRP adviser, to the HoM on the developments relating to his/her Working Group.
- Undertake any other tasks required by the Head of Mission.

Qualifications and experience:

- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training.
- To have a rank of Lieutenant-colonel / Major, Commissaire / Chief Inspector, or equivalent in a police service.
- To have a minimum of 10 years of police management experience, with broad professional experience in training activities.
- To have proven analysis and drafting capacities in the French language.
- To have international experience, particularly in crisis areas with multi-national and international organisations (desirable).
- To have attended a Civilian Crisis Management Course (CEPOL) or have participated in an ESDP mission (desirable).

MISSION SECURITY OFFICER (SSR 15)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 15 August 2009

Main tasks:

- Report to respective Head of Missions (HoM) regarding the security aspects of his/her mission.
- Under the responsibility of HoM (as defined in the EU's Policy on the security of staff deployed in an operational capacity under Title V of the TEU, manage the safety and security mission personnel and mission activity, including that of its assets, resources and information.
- Support the mission in accordance with the guidelines on the joint and shared capacities between EUPOL RD Congo and EUSEC RD Congo from level 3 of security.
- Assist the HoMs with the general management of both missions' security aspects (i.e. drafting the missions' security plan, their emergency and evacuation plans, ensuring secure communication & information security measures, force protection, etc., this in accordance with the requirement of the Joint Action to closely co-ordinate with the Council Security Office. The S-MSO will be assisted in this accountability by 3 deputies, each assigned to a specific mission.
- Draft standing operating procedures, directives to support the mission security plan and emergency plans and submit them to the HoM for approval and endorsement.
- Liaise with MONUC and the Commission's and Member States delegations in order to keep abreast of the security developments in DRC in order to make security recommendations and inform HoM accordingly.
- Be responsible for the continued development, implementation and update of the Mission security plan including an effective warden and movement of personnel system.
- Ensure that the security policies and procedures are followed as per mission SOP.
- Ensure personal security advice is given to members of the mission traveling into the countryside as required.
- Ensure an effective system of security audits in relation to EU mission properties and buildings and recommends changes if necessary, in close coordination with the Council Security Office.
- Assess the threat level and maintain updated security and contingency plans ensuring that plans for relocation/evacuation to safe havens are updated and able to be implemented at short notice.
- Work in close cooperation with the Administration coordinator in matters related to the purchasing of necessary security related equipment and services.
- Ensure compliance with the basic principles and minimum standards of Council decision 2001/264/EC regarding the protection of EU Classified Information.
- Organize and conduct security training and rehearsals of security/evacuation plans etc.
- Carry out any other tasks as delegated by the Heads of Mission.

Qualifications and experience:

- Advanced University Degree, or being a graduate of a national police or military academy.
- Senior rank in a police service.
- Minimum of 10 years of effective and extensive operational police experience in the security field.
- Knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Have experience of health and safety issues in low level environment.
- 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.
- Excellent knowledge of all aspects concerning security and, in particular, the EU's Policy on the security of EU staff deployed outside the EU in an operational capacity under Title V of the TEU and its supporting documentation.
- Experience in field security with other international crisis management actors (i.e. UN, OSCE, ...), especially in Africa, will be considered an asset.
- Having - or being in the position to obtain - an national security clearance equivalent to the level EU SECRET.

**DEPUTY MISSION SECURITY OFFICER/LOGISTICS, PERSONNEL AND
ADMINISTRATION (SSR 15/2)**

(1 position)

Duty Station: Bukavu (South Kivu)

Proposed deployment: 18 August 2009

Main tasks:

- Working under the orders of the Senior Mission Security Officer (SMSO) of the EUPOL Mission as defined in the EU's Policy on the security of personnel deployed (Title 5 of the TEU), manage the safety and security of mission personnel and activities, including all assets, resources and information.
- Report to the SMSO on all security aspects of the mission.
- Participate on an ongoing basis in the development, implementation and update of the security plan at the Mission's Antenna, including a to safeguard the movements of personnel.
- Ensure that the security policies and procedures are followed as per the Standard Operating Procedures.
- Ensure that information on security is given to Mission members travelling outside the Antenna.
- Take part in assessing the threat level and keep a record of incidents and security, ensuring that plans for evacuation and relocation to safe havens are updated and able to be implemented at short notice.
- In case of public order disturbances, closely monitor the situation in the area, reporting to the SMSO and disseminating the information to all members of the Mission's Antenna.
- Ensure compliance with the basic principles and minimum standards provided for in Council Decision 2001/264/EC regarding the protection of EU Classified Information.
- Help to organise and conduct training sessions or rehearsals of security and evacuation plans.
- Working closely with the Heads of Administration and Finance, facilitate the preparation, implementation and follow-up of all the management measures relating to staff, administration, logistics and transport.
- Carry out any other missions at the request of the HoM.

Qualifications and experience:

- University degree or graduate of a national police or military academy.
- Police or gendarmerie officer.
- Minimum of 10 years experience in an important operational field service.
- Good knowledge of the functioning of the EU Institutions, in particular the CFSP and/or the EDSP.
- Proven experience in first aid and of security in a hostile environment.
- Excellent ability to communicate internally and with multinational and international organisations as well as international partners.

- Highly resilient under physical and mental pressure and stress-resistant.
- Perfect knowledge of all aspects concerning security, in particular the EU's Policy on the security of EU staff deployed outside Europe in an operational capacity under Title V of the TEU and its supporting documentation.
- Experience in field security with other international crisis management actors (i.e. UN, OSCE, etc.), especially in Africa, will be considered an asset.
- Having, or being in the position to obtain, a national security clearance equivalent to the level EU SECRET.

CSRP WORKING GROUP "PNC LEGISLATION" EXPERT (SSR 05/1)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 19 August 2009

Main tasks:

- Help record all documentation relating to the laws and regulations for the PNC.
- Help review and re-visit the current legal framework to fit it into the PNC reform and restructuring process.
- Assist the PNC in the conceptual and doctrinal framework underlying the PNC reform process.
- Assist in drafting regulations deriving from the "Loi Organique portant organisation de la PNC".
- Assist the PNC in outlining the future legal and professional status of the police personnel.
- Help outline a timeline for implementation of the new laws and regulations.
- Provide his/her 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, through the DHOM/CSRP, 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:

- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training.
- To have a rank of Lieutenant-colonel / Major, Commissaire, or equivalent in a police service.
- To have a minimum of 10 years of police management experience, with broad professional experience in police rules and regulations.
- To have proven analysis and drafting capacities in the French language.
- To have international experience, particularly in crisis areas with multi-national and international organisations (desirable).
- To have attended a Civilian Crisis Management Course (CEPOL) or have participated in an ESDP mission (desirable).

CHIEF GENERAL INSPECTORATE/AUDIT ADVISER (SSR 19)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 19 August 2009

Main tasks:

- Advise the General Inspector of the "Inspection générale d'Audit" on the strategies, policies, command and control required to set up his unit.
- Advise the Audit General Inspector and his two deputies on the management and leadership role.
- Advise the Audit General Inspector on the strategic aspects and on the implementation of the General Inspectorate policies, in coordination with the Provincial Inspections and in accordance with the Interior Minister's guidance and its founding Decree.
- Facilitate contacts with bilateral actors which want to support the "Inspection générale d'Audit".
- Advise on the establishment of inspection and audit reports, as appropriate, and on the collection and processing of citizens' complaints against the PNC (Police Nationale Congolaise).
- Help identify shortcomings in the handling of audit proceedings and internal affairs investigations and make recommendations to improve them.
- Advise on the technical and logistics needs and the set up of a data base allowing the "Inspection générale d'Audit" to properly record inspection, investigation and audit reports.
- Help the Audit General Inspector establish contacts with Human Rights NGOs, notably dealing with police abuse and violence.
- Undertake any other tasks required by the Head of Mission.

Qualifications and experience:

- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training.
- To have a rank of Lt Colonel – Commissaire, Chief Inspector - or equivalent in a police service.
- To have a minimum of 12 years of police management experience, with broad professional experience, both in planning, operational and organisational aspects of police services.
- To have a proven experience in an Inspectorate or audit service of a police service or in the field of Internal Affairs.
- To have international experience, particularly in crisis areas with multi-national and international organisations (desirable).
- To have attended a Civilian Crisis Management Course (CEPOL) or have participated in an ESDP mission (desirable).

JUDICIARY POLICE ADVISER (SSR 08)

(2 positions)

Duty Station: Kinshasa (Capital)

Proposed deployment: 20 August 2009

Main tasks:

- Assist and advise the "Officiers de Police Judiciaire" (OPJ) of the PNC.
- Monitor and mentor the crime investigation capability of the OPJ, notably the "Serious Crimes Unit", when operational.
- Assist and advise the OPJ capacity of the "Serious Crimes Unit" in investigating crimes in the Capital, 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 Procedural 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 Kinshasa, 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:

- To have a vocational degree or equivalent training in relevant police management, namely with crime investigation units and forensics.
- To have a rank of Inspector, Sergeant, Lieutenant or equivalent in a police service.
- To have a minimum of 5 years of police experience.
- To have experience in crime investigations and crime intelligence processing.
- To have international experience, particularly in crisis areas with multi-national and international organisations, preferably in Africa (desirable).

LOGISTICS COORDINATOR/TRANSPORT OFFICER (SSR 12)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 3 September 2009

Main tasks:

- Plan, analyze, design, program and implement all aspects of logistical needs of the Mission.
- Develop the logistical systems necessary for the Mission, with the adequate logistical support related to computers, vehicles, furniture, telecommunications, etc, suitable for the needs of all personnel.
- Coordinate and manage the distribution and reallocation of all logistical resources provided for the Mission, ensuring systems in place for replacement and repair.
- Ensure the production of reports concerning logistical issues, propose/recommend changes and improvements, ensure accuracy and comprehensive policies and guidelines to the logistics aspects.
- 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.
- Coordinate the provision of material and office space.
- Receive, review, analyze, assign, process and track certified requisitions submitted for procurement action.
- Be responsible for establishing a transport management system which incorporates controls of speed and mileage, fuel consumption, damages in the vehicles, road accidents and insurance cover.
- Provide advice, support and training to staff on transport related matters, ensuring the necessary storage, distribution and allocation of motor vehicles and associated equipment to mission members.
- Ensure the efficient execution of contracts relating to acquisition and maintenance/services contracts, including car insurance issues.
- Establish a management system that includes coordination and supervision of storage, allocation and distribution, consumption and future needs.
- Fulfill other tasks in the related field to be requested by the Head of Mission.

Qualifications and experience:

- University in Logistics, Engineering, Administration or equivalent combination of education, training and practical experience.
- To have a minimum of 5 years of professional experience.
- Good awareness of different product and services markets and industrial business networks.
- 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).

**CSRP "COMMAND, CONTROL AND COORDINATION CENTRE" EXPERT (C3C)
FOR THE CNP - (SSR 05/9)**

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 3 September 2009

Main tasks:

- To work under the supervision of the Deputy Head of Mission in charge of Operations, in cooperation with the commanding structures and the Transmission Service of the Congolese National Police, at national and at DRC provinces levels.
- To work in close cooperation with the MONUC Civil Police and with the partners directly involved in the ongoing projects, like DFID (Department For International Development), the European Commission Delegation in Kinshasa and the Republic of South Africa.
- To work in priority on the creation of C3C for the CNP in the Democratic Republic of Congo's capital Kinshasa, and in the provinces of North Kivu, in Goma and of South Kivu in Bukavu.
- To participate in the drafting of an action plan on implementing the envisaged Centres, where the different implementation phases and financial quotations are described.
- To participate to the conception of training modules for radio operators and all other staff from C3C in coordination with Human Resources cell from the Comité de Suivi pour la Réforme de la PNC/ CNP Reform follow up comity (establishment of the organigram, job descriptions, certification and drafting of selection procedures of C3C operators).
- To carry any other task, linked to his/her technical specialisation as required by the Head of Mission.

Qualifications and experience:

- University degree in police sciences or social sciences from military or police high schools, or an equivalent academic training.
- To have the rank of Major or Commissaire, Chief inspector or an equivalent rank in a police service.
- To have a minimum professional experience of 5 years in a job position within a police organisation or Gendarmerie, added to a global professional experience in operational matters and organisational matters of police special units, police operations and training in these areas. A good strategic analysis capacity is also required.
- Excellent level in French, written and spoken. A good knowledge of English language written and spoken would be an asset.
- To be familiar with the use of IT tools such as Word and Excel.
- Good organisational capacity in a difficult environment, working capacity under heavy pressure and multi tasks requirements within very small delays of execution.
- To have acquired a diversified experience in missions abroad, in crisis areas in particular, on behalf of multi-national organisations and international ones (preferred).
- To have attended a civil crisis management course (CEPOL) or participated in a ESDP mission (desirable).

CHIEF JUDICIARY POLICE ADVISER (SSR 08)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 5 September 2009

Main tasks:

- Assist and advise the "Officiers de Police Judiciaire" (OPJ) of the PNC.
- Monitor and mentor the crime investigation capability of the PNC OPJ, notably the "Serious Crimes Unit", when operational.
- Assist and advise the OPJ capacity of the "Serious Crimes Unit" in investigating crimes in the Capital, 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 Procedural 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 Kinshasa, 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:

- To have a vocational degree or equivalent training in relevant police management, namely with crime investigation units and forensics.
- To have a rank of Captain, Lieutenant Inspector, Sergeant, Lieutenant or equivalent in a police service.
- To have a minimum of 10 years of police experience.
- To have experience in crime investigations and crime intelligence processing.
- To have international experience, particularly in crisis areas with multi-national and international organisations, preferably in Africa (desirable).

CSRP "PNC EVALUATION" EXPERT (SSR 05/8)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 1 July 2009-2009

Main tasks:

- Work with the CSRP Evaluation Working Group under the guidance of the Deputy Executive Secretary of the CSRP (Police Reform Monitoring Committee) and the Deputy Head of Mission and in close cooperation with the Head of Administration and Finance.
- In the framework of the SSR, determine the needs linked to the plan to reform and restructure the PNC and contribute his/her expertise to help monitor projects in progress.
- Keep an up-to-date record of the stage reached in the preparation and implementation of these projects.
- Indicate any incident or irregularity in the implementation of these projects.
- Draw up reports on his/her activities on a regular weekly and monthly basis and when requested.
- Maintain the necessary contacts with external reform partners or service providers on issues relating to his/her area.
- Assist the Executive Secretary of the CSRP to prepare meeting topics relating to his/her area of competence.
- Carry out any other task requested by the Executive Secretary of the CSRP (Police Reform Monitoring Committee) or his Deputy and EUPOL Deputy Head of Mission or by the Head of Mission.

Qualifications and experience:

- Proven experience in management, preferably with a University Degree in Economics, Public Administration or Accountancy/Finance.
- Minimum of 5 years' professional experience in a management role.
- International experience, particularly in the area of crisis management with multinational or international organisations.
- Excellent spoken and written French. A good knowledge of English, both written and spoken, would be an advantage.
- Ability to coordinate and lead a working group.
- Familiarity with IT tools, in particular word-processing and spreadsheet software.
- Good organisational capacity in a difficult environment and ability to work under intense pressure on a multitude of tasks, often with very short deadlines.

SENIOR POLICE ADVISER (SSR 21)

(1 position)

Duty Station: Goma (North Kivu)

Proposed deployment: 9 October 2009

Main tasks:

- Participate in the Stabilization and Reform Committees ("Plan Amani" and "Plan de l'ONU pour la stabilisation de l'est" and Governmental plan for the stabilization of the East) established to support the stabilization efforts in eastern DRC and help ensure proper linkages and harmonization with 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 DRC.
- Advise and assist the Provincial Inspectors in providing expertise on the security developments and policing arrangements in eastern DRC, especially in the Kivus.
- 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 which want 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 in eastern DRC.
- Help ensure the linkage between the CSRP and the various projects on RSS matters.

Qualifications and experience:

- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training.
- To have a rank of Major, Commissaire, Chief Inspector or equivalent in a police service.
- To have a minimum of 8 years of police management experience, with broad professional experience in all policing areas.
- To have proven analysis and drafting capacities in the French language.
- To have international experience, particularly in crisis areas with multi-national and international organizations (desirable).
- To have attended a Civilian Crisis Management Course (CEPOL) or have participated in an ESDP mission (desirable).

ADVISER TO THE EXECUTIVE SECRETARIAT OF THE CSRP/ DEPUTY HEAD OF MISSION (SSR 04/2)

(1 position)

Duty Station: Kinshasa (Capital)

Proposed deployment: 25 November 2009

Main tasks:

- Assist the Executive Secretary in the running of the CSRP Executive Secretariat.
- Help develop the conceptual approach of the PNC reform and restructuring based on the recommendations from the GMRRR (Groupe Mixte de Réflexion sur la Réforme et la Réorganisation de la PNC).
- Help develop the strategy and budgetary document intended to set out the framework for the PNC reform and restructuring.
- Assist the Executive Secretary in the preparation of the CSRP meetings and help ensure that all actors concerned are on board.
- Help ensure that the Working Groups comply with their terms of reference and deliver on their tasks in time.
- Follow up on the main actions and projects implemented in support of the PNC reform and restructuring.
- Assist in recording the outcome of the meetings and help ensure that appropriate action follows.
- Help ensure the proper interaction between the CSRP decisions regarding the reform and restructuring process and the implementation by the PNC.
- Report to the Head of CSRP (Comité de Suivi de la Réforme de la Police) Adviser on the developments relating to the Executive Secretariat's work and Working Groups' activities.
- Take over the mission when the HoM is out of the AOR.
- Undertake any other tasks required by the Head of Mission.

Qualifications and experience:

- An advanced University Degree in Police Sciences, Social Sciences, Law or equivalent academic training.
- To have a rank of Lieutenant-colonel / Major, Commissaire, Superintendent / Chief Inspector, or equivalent in a police force.
- To have a minimum of 12 years of police management experience, with broad professional experience, both in planning and organisational aspects at strategy and command and control level.
- To have international experience, particularly in crisis areas with multi-national and international organisations (desirable).
- To have attended a Civilian Crisis Management Course (CEPOL) or have participated in a ESDP mission (desirable).