



## Annex 1

### EUMM GEORGIA

Advertisement for EU seconded and/or contracted staff members

<b>Organization:</b>	<b>EUMM GEORGIA</b>
<b>Job Location:</b>	<b>GEORGIA</b>
<b>Availability:</b>	<b>By 1 February 2009 at the latest</b>
<b>Staff Regime:</b>	<b>Seconded by Member States / Contracted (see below)</b>
<b>Job Titles/Vacancy Notice:</b>	<p style="text-align: center;"><b><u>Seconded/Contracted</u></b></p> <ul style="list-style-type: none"><li>• <b>1 Procurement Officer/MHQ</b> (Ref. GEO 051)</li><li>• <b>1 Fleet Maintenance Officer/MHQ</b> (Ref. GEO 065)</li></ul> <p style="text-align: center;"><b><u>Seconded</u></b></p> <ul style="list-style-type: none"><li>• <b>1 Legal Adviser/MHQ</b> (GEO 14)</li><li>• <b>1 Information Security Officer/MHQ</b> (Ref. GEO 077)</li><li>• <b>1 Executive Officer to DHOM/MHQ</b> (Ref. GEO 004)</li><li>• <b>1 Deputy Head of Operations/MHQ</b> (Ref. GEO 018)</li><li>• <b>1 Head of Information/Reporting Office/MHQ</b> (Ref. GEO 034)</li><li>• <b>2 Reporting Officers/MHQ</b> (Ref. GEO 035 &amp; 039)</li><li>• <b>2 Watchkeepers/MHQ (Duty Officers)</b> (Ref. GEO 029 &amp; 030)</li><li>• <b>1 Human Rights Field Office Coordinator/MHQ</b> (Ref. GEO 033)</li><li>• <b>62 Field Monitors</b> (Ref. GEO 83, 84, 91, 92, 95, 101, 124, 130, 132, 136, 137, 140, 145, 148-160, 167, 168, 171, 176, 177, 179, 185, 200, 210, 242, 243, 246, 251, 252, 253, 254, 263, 270-285, 306, 307, 329)</li></ul>
<b>Deadline for applications:</b>	<b>19 December 2008, 17h00</b>
<b>E-mail address to send the Job Application Form:</b>	<a href="mailto:cpcc.georgia@consilium.europa.eu">cpcc.georgia@consilium.europa.eu</a>

<b>Information:</b>	<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;"><b>Guillermo MARTINEZ ERADES</b>  Civilian Planning and Conduct Capability, CPCC  e-mail: guillermo.martinez-erades@consilium.europa.eu  Tel: + 32 (0) 2 281 2669  Fax: + 32 (0) 2 281 2010  Rue de la Loi 175  B-1048 Brussels</p> <p>For questions on employment terms and conditions:</p> <p style="text-align: center;"><b>Paulo VIDAL, Mission Support Unit</b>  Civilian Planning and Conduct Capability, CPCC  e-mail: paulo.vidal@consilium.europa.eu  Tel: + 32 (0) 2 281 5802  Fax: + 32 (0) 2 281 3135  Rue de la Loi 175  B-1048 Brussels</p>
---------------------	--

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 possible ESDP mission in Georgia, according to the requirements and profiles described below:

**A. Essential requirements**

**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 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. Must be able to cope with extended separation from family and usual environment.

**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. Selected personnel should, in principle, be under the normal age of retirement in EU Member States.

**Computer Skills** – Skills in word processing and spreadsheets are essential. Knowledge of other IT tools will be an asset.

## **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 Georgia. To have knowledge of the security sector including police, military, judiciary and governmental structures (distinct advantage).

**Language skills** – good command of written and spoken **Georgian and Russian** languages will be an asset.

## **C. Essential documents and requirements for the selected candidates**

**Passport** – The participants must obtain a passport from the respective national authorities. A service/diplomatic passport is advisable.

**Visas** – Seconded members may obtain a transit visa as appropriate.

**Security clearance required:** To have or obtain a national security clearance "EU SECRET" level or equivalent.

**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** – To be in possession of a valid certificate declaring the participant fit for the mission.

**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**

**Application form** – Applications will be considered only when using the standard Application Form (Annex 2) and indicating which position(s) the candidate is applying for.

**Selection process** – The candidates considered to be the most suitable will be short-listed and invited to an interview before the final selection is made.

**Information on the outcome** – Candidates will be informed about the outcome of the selection process after its completion.

## **E. Additional information on staff regime**

**Seconded personnel** – Contributing States will bear all personnel-related costs for seconded personnel, including salaries medical coverage, travel expenses to and from the mission area (including home leave) and allowances other than those paid according to the document 14239/06 (19 October 2006) and document 12898/08 (12 September 2008).

**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.

---

1 Commission Communication on Specific Rule on 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.

### **Field Monitors**

**(Ref. Ref. GEO 83, 84, 91, 92, 95, 101, 124, 130, 132, 136, 137, 140, 145, 148-160, 167, 168, 171, 176, 177, 179, 185, 200, 210, 242, 243, 246, 251, 252, 253, 254, 263, 270-285, 306, 307, 329)**

(62 positions)

### **Main Tasks**

- To monitor the full compliance of all parties with the Agreements of 12 August and 8 September, ending hostilities in Georgia.
- To monitor, report and analyse issues pertaining to the stabilisation of the situation, especially regarding the security environment.
- To monitor, report and analyse the ongoing normalization process of civil governance focusing on rule of law, effective law enforcement structures and adequate public order.
- To monitor, report and analyse the situation of IDPs, Refugees and Returnees.
- To monitor the security of transport links, energy infrastructures and public utilities.
- To monitor human rights issues and the implementation of the human rights measures in conformity with EUMM's mandate and tasks.
- To report on findings in the field of human rights as concerns possible violations in conformity with the mission mandate and tasks.
- To propose, for approval by HoOM/DHoM, confidence-building activities and measures.
- To co-operate with all relevant authorities, local and international organizations.
- To contribute to the production of accurate required reports, making recommendations for improvement and including non-compliance reports, as necessary.
- To assist, advise and update the Field Office Commanders and HoOPS, especially for critical or emergency events that require immediate action/reaction in all mandate/essential areas

### **Qualifications and Experience**

- University Degree or equivalent training in the police or military field.
- Experience in police, military, public administration, political science, human rights or humanitarian organizations.
- Knowledge of forensics/ballistic/IOD investigation would be an advantage.
- Knowledge of Russian and/or Georgian is an advantage.
- Drivers' license category "C" (permission to drive vehicles in excess of 3.6 tons) would be an additional asset (Please note, that monitors will have to drive the vehicles used in patrols).
- Previous International experience, particularly in crisis management (desirable).