



Annex 1

European Union Police Mission in Afghanistan (EUPOL AFGHANISTAN)

Advertisement for seconded/contracted staff members

Organisation:	European Union Police Mission in Afghanistan			
Job Location:	As indicated below			
Availability:	As indicated below			
Staff Regime:	As indicated below			
Job Titles/Vacancy Notice:	Ref.	Name of the post	Location	Available on
	<u>Seconded/Contracted</u>			
	AFG 011	Adviser National Affairs	Kabul	Asap
	AFG 012	Internal Controller	Kabul	Asap
	AFG 020	Chief of Administrative Services	Kabul	Asap
	AFG 032	Chief of Procurement*	Kabul	Asap
	AFG 037	Chief of Human Resources	Kabul	Asap
	AFG 038	Human Resources Officer	Kabul	Asap
	AFG 040	Human Resources Officer*	Kabul	Asap
	AFG 041	Human Resources Officer*	Kabul	Asap
	AFG 042	Human Resources Officer	Kabul	Asap
	AFG 046	CIS Officer*	Kabul	Asap
	AFG 048	CIS Officer*	Kabul	Asap
	AFG 049	Documents and Records Officer	Kabul	Asap
	AFG 055	Transport Officer	Kabul	Asap
	AFG 061	Mechanics	Kabul	Asap
	AFG 067	Logistic Officer	Kabul	Asap
	AFG 072	Senior Mission Security Officer*	Kabul	Asap
	AFG 074	Security Officer	Kabul	Asap
	AFG 079	Security Officer	Kabul	Asap
	AFG 186	Reporting Systems Project Coordinator IPCB-S	Kabul	Asap
	AFG 188	Mentor to the Ministry of Interior (AC)	Kabul	Asap
	AFG 199	Mentor Ministry of Justice	Kabul	Asap
	AFG 200	Mentor to the Attorney General's Office	Kabul	Asap
	AFG 205	Chief of RoL Trainer Advisers	Kabul	Asap
	Seconded			
	AFG 005	Staff Officer	Kabul	Asap
	AFG 006	Staff Officer	Kabul	Asap
	AFG 007	Political Adviser	Kabul	15 February
	AFG 015	PPIO	Kabul	Asap
AFG 018	NTMA Liaison Officer	Kabul	Asap	
AFG 022	Sr. Project Management Officer	Kabul	Asap	
AFG 024	Project Management Officer*	Kabul	Asap	
AFG 085	Strategic Planning, Analysis and Reporting Officer	Kabul	Asap	
AFG 090	Head of Police Mentors	Kabul	Asap	
AFG 091	Deputy Head of Police Mentors*	Kabul	Asap	
AFG 092	Adviser Minister of Interior	Kabul	15 December	
AFG 093	Adviser Deputy Minister of Interior*	Kabul	15 January	
AFG 097	Mentor Border Police Department MoI*	Kabul	15 January	
AFG 098	Mentor Training Department MoI	Kabul	Asap	

AFG 103	Mentor Administration Department (PC3)	Kabul	Asap
AFG 114	Mentor/Adviser (PC3)*	Kabul	15 December
AFG 118	Mentor/Adviser (PC3)	Kabul	Asap
AFG 121	Mentor/Adviser (CID)	Kabul	Asap
AFG 129	Mentor/Adviser (CID)*	Kabul	15 January
AFG 131	Chief Mentor/Adviser (ILP)*	Kabul	15 January
AFG 132	Mentor/Adviser (ILP)*	Kabul	15 December
AFG 140	Mentor/Adviser (ILP)	Kabul	Asap
AFG 143	Chief Uniform Police Mentor/Adviser*	Kabul	15 January
AFG 144	Uniform Police Mentor/Adviser*	Kabul	Asap
AFG 145	Uniform Police Mentor/Adviser*	Kabul	Asap
AFG 153	Border police Mentor/Adviser*	Kabul	15 January
AFG 158	Head of Police Trainers	Kabul	Asap
AFG 159	Deputy Head of Police Trainers*	Kabul	Asap
AFG 161	Training Adviser	Kabul	15 January
AFG 165	Training Adviser*	Kabul	15 January
AFG 166	Training Adviser*	Kabul	15 February
AFG 175	Regional Policing Development and Coordination Administrator	Kabul	15 February
AFG 176	Regional Policing Development and Coordination Officer*	Kabul	15 February
AFG 179	Regional Policing Development and Coordination Officer	Kabul	15 January
AFG 180	Regional Rule of Law Development and Coordination Officer	Kabul	15 February
AFG 181	Head of IPCB Secretariat	Kabul	15 February
AFG 183	Reform Supervisor IPCB-S	Kabul	15 February
AFG 195	Mentor to the Ministry of Interior (Gender/Human Rights)	Kabul	Asap
AFG 197	Chief Mentors/Advisers (Justice)	Kabul	Asap
AFG 202	Mentor to the Attorney General's Office*	Kabul	15 December
AFG 203	Mentor to the Attorney General's Office	Kabul	Asap
AFG 225	Rule of Law Adviser (AC)	RC North	Asap
AFG 230	Mentor/Adviser (CID)	Fayzabad	15 January
AFG 232	Training Adviser*	Fayzabad	15 January
AFG 234	Rule of Law Adviser (AC)*	Fayzabad	15 February
AFG 235	Rule of Law Adviser (Justice)	Fayzabad	15 March
AFG 236	Mentor/Adviser (ILP)	Kunduz	15 March
AFG 239	Mentor/Adviser (PC3)	Kunduz	15 March
AFG 242	Rule of Law Adviser (AC)	Kunduz	15 March
AFG 243	Rule of Law Adviser (Justice)	Kunduz	15 March
AFG 258	Rule of Law Adviser (AC)	Meymaneh	Asap
AFG 273	Mentor/Adviser (ILP)	Pol-e-Khomri	Asap
AFG 274	Mentor/Adviser (CID)*	Pol-e-Khomri	15 January
AFG 275	Mentor/Adviser (PC3)*	Pol-e-Khomri	15 January
AFG 277	Rule of Law Adviser (Justice)	Pol-e-Khomri	Asap
AFG 284	Mentor/Adviser (ILP)	Mazar	15 January
AFG 285	Mentor/Adviser (CID)	Mazar	15 January
AFG 286	Mentor/Adviser (CID)	Mazar	15 January
AFG 290	Border Police Adviser	Mazar	Asap
AFG 301	Training Adviser	Herat	Asap
AFG 302	Border Police Adviser	Herat	Asap
AFG 303	Border Police Adviser	Herat	Asap
AFG 311	Training Adviser*	Qual-e-Now	15 December
AFG 315	Mentor/Adviser (ILP)	Chagcharan	15 March
AFG 316	Mentor/Adviser (CID)	Chagcharan	15 March
AFG 317	Mentor/Adviser (CID)	Chagcharan	15 February
AFG 319	Training Adviser	Chagcharan	15 March
AFG 322	Rule of Law Adviser (Justice)	Chagcharan	15 March
AFG 328	Training Adviser	Herat	Asap

	AFG 333	Regional Coordinator	Kandahar (KAF)	15 December
	AFG 354	Rule Of Law Adviser (AC)	Helmand	Asap
	AFG 355	Rule of Law Adviser (Justice)	Helmand	Asap
	AFG 356	Lead Mentor PTC	Uruzgan	15 March
	AFG 357	Mentor/Adviser (ILP)	Uruzgan	15 March
	AFG 358	Mentor/Adviser (CID)*	Uruzgan	15 March
	AFG 359	Mentor/Adviser (CID)	Uruzgan	15 March
	AFG 360	Mentor/Adviser (PC3)	Uruzgan	15 March
	AFG 361	Training Adviser	Uruzgan	15 March
	AFG 362	Training Adviser*	Uruzgan	15 March
	AFG 363	Rule of Law Adviser (Justice)	Uruzgan	15 March
	AFG 372	Senior Adviser (RT East)	Temp. based in Kabul	Asap
	AFG 373	Regional Coordinator (RT East)	Temp. based in Kabul	Asap
	AFG 385	Rule of Law Adviser (Justice)	Bamian	15 March
	AFG 386	Mentor/Adviser (ILP)*	Lowgar	Asap
	AFG 390	Rule of Law Adviser (Justice)*	Lowgar	Asap
	AFG 391	Head of Kabul City Police Project	Kabul	Asap
Deadline for applications:	20 November 2009			
E-mail address to send the Job Application Form/CV:	cpcc.eupolafghanistan@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>Paulo VIDAL, Mission Support Unit Civilian Planning and Conduct Capability, CPCC e-mail: cpcc.cfc@consilium.europa.eu Tel: + 32 (0) 2 281 5802 Rue de la Loi 175 B-1048 Brussels</p>			

* Availability of post subject to eventual non-confirmation of a request for extension or available absorption capacity

Seconded Personnel – For seconded positions, only personnel nominations received through official channels from Member/Contributing States will be considered. Member/Contributing States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to document 7291/09 (10 March 2009). Personnel seconded from contributing states are 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 contract¹). 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 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.

The General Secretariat of the EU, through CPCC – Civilian Planning and Conduct Capability, requests that Member/Contributing States propose candidates for the following international expert positions for the EUPOL AFGHANISTAN, according to the requirements and profiles described below:

A. Essential requirements

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

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

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

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

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

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

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

Ability to communicate effectively in English – Mission members must be fully fluent in written and spoken English. Report writing skills are especially needed.

Computer Skills – Skills in word processing, spreadsheet and E-mail systems are essential. Knowledge of other IT tools will be an asset.

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

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

Language skills – knowledge of local languages will be an asset.

C. Essential documents for selected candidates

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

Visas – Member/Contributing States and Mission members must ensure that visas are obtained for entry into the Mission area prior to departure from their home country. It is also essential to obtain any transit visas, which may be required for passage through countries en route to the Mission.

Security clearance required: The selected candidate will have to be in possession of the necessary level of security clearance when deployed.

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 country with whom the GSC does not yet have a full security agreement but an agreement exists relating to the participation/contribution of that third country which expressly addresses the obligations of that country towards the handling of EUCI.

The original certificate of the national security clearance must accompany deployed seconded experts.

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

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

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

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/Contributing States and European Institutions to take this into account when offering contributions.

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

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

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

E. Job descriptions

EUPOL AFGHANISTAN

Job Title

Staff Officer

Post number

AFG 005

Location

Kabul

Staff regime

Seconded

Job Description

The *Staff Officer*, placed in the Executive Officer's department, shall assist the Executive Officer in all administrative and operational matters.

The *Staff Officer* will be responsible for the following tasks:

- Support the Executive Officer's Office in the decision making process.
- If required may have to deputize for the Executive Officer.
- Support Executive Officer's department in preparing HoM's daily work and timetable.
- Prepare all visits to and by HoM in close coordination with Executive Officer's Office.
- Undertake any other tasks required by the Executive Officer or by HoM.
- Liaise with the Head of SPAR component on all reporting and special initiatives/projects matters in accordance with Executive Officers wishes/demands.
- Liaise with the Head of the Regional Coordination & Development Unit following the status of projects and strategic objectives, reporting progress to the Executive Officer
- Liaise with the Rule of Law Departments following the status of projects and strategic objectives reporting progress to the Executive Officer
- Liaise and work closely with the Head of Mentors following the status of projects and strategic objectives in the police pillar reporting progress to the Executive Officer
- To maintain contacts with local authorities, governmental organisations, non-governmental organisations or other external counterparts in order to collect and disseminate information.
- Deal with general correspondence within the office of the Executive Officer.

Qualifications and Experience

- University degree or equivalent in police related matters
- Police Officer with at least ten years of effective police experience of which five years at the middle management level
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as with international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context

- Ability to manage and coordinate a diversified and multidisciplinary team of advisers
- In-depth understanding of the following areas of activity within the team: general policing, criminal investigation, border police, training, logistics, administration, legal affairs
- Ability to organize all senior staff work at strategic level
- Professional experience of projects related to police reform
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Good command of English with the ability to draft reports and letters

Additional desirable requirements

- Experience in international cooperation and in strategic liaison with international partners
- Proven knowledge in strategic management and/or public administration
- Experience in peacekeeping missions or in ESDP missions at senior level
- Experience in training field including Senior Ranking Officers management

EUPOL AFGHANISTAN

Job Title

Staff Officer

Post number

AFG 006

Location

Kabul

Staff regime

Seconded

Job Description

The *Staff Officer*, placed in the Executive Officer's department, shall assist the Executive Officer in all administrative and operational matters.

The *Staff Officer* will be responsible for the following tasks:

- Support the Executive Officer's Office in the decision making process.
- If required may have to deputise for the Executive Officer.
- Support Executive Officer's department in preparing HoM's daily work and timetable.
- Prepare all visits to and by HoM visits in close coordination with Executive Officer's Office.
- Undertake any other tasks required by the Executive Officer or by HoM himself.
- Liaise with the Head of Strategic Direction Capacity component on all reporting and special initiatives/projects matters in accordance with Executive Officers wishes/demands.
- Liaise with the Head of the Regional Police Coordination Unit following the status of projects and strategic objectives reporting progress to the Executive officer projects and strategic objectives in the police pillar reporting progress to the Executive officer
- Liaise with the Rule of Law Departments following the status of projects and strategic objectives reporting progress to the Executive officer projects and strategic objectives in the police pillar reporting progress to the Executive officer
- Liaise and work closely with the Head of Mentors following the status of
- To maintain contacts with local authorities, governmental organisations, non-governmental organisations or other external counterparts in order to collect and disseminate information.
- Deal with general correspondence within the office of the Executive Officer.

Qualifications and Experience

- University degree or equivalent in police related matters
- Police Officer with at least ten years of effective police experience of which five years at the middle management level
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as with international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience

- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Ability to manage and coordinate a diversified and multidisciplinary team of advisers
- In-depth understanding of the following areas of activity within the team: general policing, criminal investigation, border police, training, logistics, administration, legal affairs
- Ability to organize all senior staff work at strategic level
- Professional experience of projects related to police reform
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Good command of English with the ability to draft reports and letters

Additional desirable requirements

- Experience in international cooperation and in strategic liaison with international partners
- Proven knowledge in strategic management and/or public administration
- Experience in peacekeeping missions or in ESDP missions at senior level
- Experience in training field including Senior Ranking Officers management

EUPOL AFGHANISTAN

Job Title

Political Adviser

Post nr

AFG 007

Location

Kabul

Staff regime

Seconded

Job Description

The *Political Adviser* reports to the Head of Mission. The Line Manager is the Head of HoM's office. The political adviser provides political advice to HoM and will be responsible for the following tasks:

- Closely follow developments on the political scene in Afghanistan and keep in regular contact with EU Special Representative's Office in Kabul to get local political guidance ;
- Provide s analysis of political developments in Afghanistan and the region;
- Maintain a close relationship with relevant Afghan authorities and Government bodies relevant to police reform;
- Provide guidance and advice to the mission regarding Afghanistan's political structures and current political issues;
- Assist in conducting and co-ordinating official visits according to the established protocol rules;
- Prepare precise summaries and reports concerning political issues arising in the mission and advising mission members accordingly;
- Ensure liaison with international organisations, Member States and representatives of Contributing Third States; other States, in particular the United States; international organisations, in particular the UN (UNAMA); ISAF; NGOs; and others working on security and justice sector reform;
- Work closely with appropriate counterparts in the European Commission and its programmes, in particular on justice reform, and with the EU Special Representative's Office in Kabul;
- Work closely with appropriate counterparts in the European Commission and Council in Brussels;
- Contribute to the reporting of the HoM;
- Provide policy advice to support the effective function of the International Police Coordination Board and its Secretariat.

Qualifications and Experience

- Masters or equivalent degree in international relations, diplomacy, politics, law or other related studies;
- Be highly competent in and knowledgeable of issues related to stabilisation and police reform;
- Advanced University Degree in Political Sciences, International Relations, Diplomacy, Social Sciences or academic training relevant to the specific post;
- A minimum of 8 years of experience at middle management level;
- International experience preferable, particularly in the crisis area with multi-national and international organisations, ideally on a political advisory mission;
- Experience in matters relating to Afghanistan. Knowledge of the language, history, culture and the social and administrative structures of Afghanistan are an advantage;
- Excellent interpersonal and communications skills, familiarity with diplomatic protocol;

- Excellent drafting skills;
- Experience in working with the military, police, the judiciary, prosecution and defence authorities and courts of justice (desirable).
- Understanding and experience of the European Institutions and in particular European Security and Defence Policy.

EUPOL AFGHANISTAN

Job Title

Adviser National Affairs

Post number

AFG 011

Location

Kabul

Staff regime

Seconded/ Contracted

Category

1

Job Description

The *Adviser National Affairs*, placed in the Executive Officer's department, shall be responsible for the following;

- Act in a liaison capacity between the Government of Afghanistan and EUPOL, building on existing high level contacts;
- Maintain a close relationship with relevant Afghan authorities and Government bodies relevant to police reform
- Follow and analyse the Afghan political situation in close coordination with the Political Advisers;
- Advise mission command to operate in a manner which respects the local cultures and promotes Afghan ownership;
- Advise the mission on Afghan protocol issues;
- Facilitate the organization of high level National meetings and visits;

Qualifications and Experience

- Dual Afghan-European citizenship
- Minimum of 15 years of professional experience in a senior management position
- Higher University Degree in Diplomacy, Social Sciences or academic training relevant to the post or minimum of 15 years of experience in policing at the command level
- Command level rank in a police force or former high level position in the Afghan Government (e.g. Head of Department or Senior Adviser to Minister)
- Good network of contacts in Afghanistan is a prerequisite
- Good command of English with the ability to draft reports and letters

Additional desirable requirements

- Experience in international cooperation and in strategic liaison with international partners
- Proven knowledge in strategic management and/or public administration
- Experience in matters relating to Afghanistan. Knowledge of the history, culture, the social and administrative structures of Afghanistan is highly desirable

- Excellent interpersonal and communication skills
- Familiar with the Afghan Government system
- Excellent working knowledge of the political and security situation in Afghanistan
- Highly knowledgeable of issues related to stabilization and police reform
- Excellent language skills in both Dari and Pashtu

EUPOL AFGHANISTAN

Job Title

Internal Controller

Post nr

AFG 012

Location

Kabul

Staff regime

Seconded or Contracted

Category

2

Job Description

The *Internal Controller* will be responsible for the following tasks:

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

Qualifications and Experience

- Advanced University degree in Management, Economics, Accounting, Business Administration or a related field.
- Related experience of 10 years (of which minimum 5 years audit experience).
- Certification from an internationally recognised Internal Audit/Accounting body and professional qualification to act in accordance with the internationally established professional internal auditing standards.
- Excellent interpersonal and communication skills, including capacity to summarise complex issues and convey key messages efficiently
- Excellent intellectual and problem-solving and judgment skills and a capacity to make sound, logical and well-argued judgments.
- Knowledge and experience working with computerised financial systems in the area of accounting or financial management.
- Good knowledge of EC Financial Regulation and audit practices.

- Experience of working in a multicultural environment. International experience preferable, particularly in crisis area with multinational and international organisations, ideally in a related position.
- Experience in planning and implementing projects.

EUPOL AFGHANISTAN

Job Title

Press and Public Information Officer (PPIO)

Post number

AFG 015

Location

Kabul

Staff regime

Seconded

Job Description

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

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

Qualifications and Experience

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

EUPOL AFGHANISTAN

Job Title

NTMA Liaison Officer

Post number

AFG 018

Location

Kabul

Staff regime

Seconded

Job Description:

The *NTMA Liaison Officer* will be responsible for the following tasks:

- Reports to HoM and Deputy Head of Mission/Police
- Establish and maintain effective, regular and cooperative relationship with NTMA
- Supports the leadership of the mission with all required information from NTMA
- Supports the leadership of the mission in the coordination process with NTMA
- Participate in NTMA morning briefings and inform the participants of EUPOL initiatives and achievements.
- Whenever possible participate in EUPOL daily staff meetings – NTMA meetings have priority.
- Ensures the information flow between NTMA and the mission
- Keeps the Senior Advisors informed on NTMA related issues in the respective area of responsibility
- Undertakes any other tasks required by the Deputy Head of Mission/Police
- The post holder will be responsible for dealing with sensitive information and so the highest standards of integrity are crucial
- Undertake any other tasks required

Qualifications and Experience

- Status of a police officer with a minimum of 10 years of professional experience.
- Excellent interpersonal skills and able to work dynamically on own initiative in a methodical manner with a flexible approach
- Excellent analytical abilities and drafting skills
- Understanding of the political situation in Afghanistan
- Work experience in international organisations preferably in a planning capacity
- The post holder will be expected to give presentations and also to produce presentations;
- The post holder will be responsible for dealing with sensitive information and so the highest standards of integrity are crucial
- Deep knowledge and understanding of staff work and experience in a military or police staff
- Excellent command of English
- Military background is desirable
- Knowledge about NATO structures is desirable
- International experience within NATO is desirable
- Fluent in written and spoken English

Specific Requirement:

- Owning a valid NATO security clearance up to NATO SECRET

EUPOL AFGHANISTAN

Job Title

Chief of Administrative Services

Post number

AFG 020

Location

Kabul

Staff regime

Seconded/Contracted

Category

1

Job Description:

The *Chief of Administrative Services* will be responsible for the following tasks:

- Report to the Head of Mission Support
- Works very closely and liaises with the Chief of GSS on all aspects concerning General Support/Administration interface.
- Is responsible for strategic financial and human resources management, efficient procurement and consistency with EC rules and regulations.
- Constant monitoring and analysis of the administrative environment, apply quick readjustments as required, advice on legal considerations and risk assessment
- Exercise managerial and supervisory control over all Administrative Services elements – finance, procurement, HR – required by the mission
- Plan, analyze, design, program and implement all aspects of Administrative Services needs of the Mission in cooperation and coordination with relevant members of the Team
- Develop the Administrative Services systems necessary for reaching the main objective of the Mission and suitable for the needs of all personnel
- Develops standard operating procedures (SOP) for all administrative processes
- Sets policies and methods to maximize the administrative performance, demonstrating capacity for innovation and creativity, and providing advice to the HoMS on readjustment of the administration to take into account changes in the operating environment as and when needed.
- Ensure accuracy and comprehensive policies and guidelines to the finance, procurement and HR aspects
- Oversight of financial and administrative reports
- Undertake any other tasks required by the Head of Mission Support

Qualifications and Experience

- An advanced University degree in Administration, Finance, Law or equivalent
- To have a minimum of five years of professional experience at middle and upper level management in Administration related matters
- 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
- Good working knowledge of MS Word, Power Point and Excel software
- Experience in planning and implementing projects
- To be familiar with the use of MS Access and relevant planning software (desirable)
- International experience, particularly in crisis areas with multi-national and international organizations
- Fluent in written and spoken English

EUPOL AFGHANISTAN

Job Title

Senior Project Management Officer

Post number

AFG 022

Location

Kabul

Staff regime

Seconded

Job Description

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

- Establishing EUPOL project management procedures in line with applicable EU rules and regulations;
- Assisting in project planning and development and co-ordinate the implementation of the Mission's projects with other stakeholders;
- Assess project proposals and make recommendations on the feasibility and sustainability of projects;
- Ensure that project proposals are properly coordinated within the Mission as well as with external stakeholders;
- Develop a EUPOL Projects Database and maintain a record of EUPOL project history and ongoing activities;
- Upon project completion, ensure that post-project reporting and evaluation have been completed;
- Developing best practices on project management, make training recommendations and record lessons learnt;
- Establishing and maintaining contacts with International Organisations and NGOs to identify potential project partners and funding;
- Performing other tasks as assigned by supervisor

Qualifications and Experience

- Advanced university degree in political science, international relations or international business administration
- A minimum of eight years of progressively responsible experience with a national or international organisation
- Extensive experience in project management and evaluation desirable.
- Excellent communication skills and experience in networking
- Demonstrated organisational, analytical and administrative skills
- Professional fluency in English with excellent drafting skills
- Ability to operate windows applications, including word processing, e-mail and internet
- Ability to establish and maintain effective working relations with people of different national and cultural backgrounds, whilst maintaining impartiality and objectivity

EUPOL AFGHANISTAN

Job Title

Project Management Officer

Post number

AFG 024

Location

Kabul

Staff regime

Seconded

Job Description

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

- Assisting in project planning and development and co-ordinate the implementation of the Mission's projects with other stakeholders;
- Assess project proposals and make recommendations to Head of Mission on the feasibility and sustainability of projects;
- Ensure that project proposals are properly coordinated within the Mission as well as with external stakeholders;
- Develop an EUPOL Projects Database and maintain a record of EUPOL project history and ongoing activities;
- Upon project completion, ensure that post-project reporting and evaluation have been completed;
- Developing best practices on project management, make training recommendations and record lessons learnt;
- Establishing and maintaining contacts with International Organisations and NGOs to identify potential project partners and funding;
- Performing other tasks as assigned by supervisor

Qualifications and Experience

- Advanced university degree in political science, international relations or related field
- A minimum of eight years of progressively responsible experience with a national or international organisation
- Extensive experience in project management and evaluation desirable.
- Excellent communication skills and experience in networking
- Demonstrated organisational, analytical and administrative skills
- Professional fluency in English with excellent drafting skills
- Ability to operate windows applications, including word processing, e-mail and internet
- Ability to establish and maintain effective working relations with people of different national and cultural backgrounds, whilst maintaining impartiality and objectivity

EUPOL AFGHANISTAN

Job Title

Chief of Procurement

Post number

AFG 032

Location

Kabul

Staff regime

Seconded/Contracted

Category

1

Job Description

The *Chief of Procurement* will be responsible for the following tasks:

- Report to Chief of Administrative Services
- Supervise and coordinate activities aimed at acquiring the equipment, infrastructures and services that are necessary to the mission. This includes tenders, action related to re-deployment of equipment from and to other missions, agreements with other institutions.
- Liaise with the Commission on procurement-related matters
- Assist and advise on all procurement issues
- Lead, develop, manage and co-ordinate the procurement processes in accordance with established professional and transparent procurement policies and procedures of EC legislation and regulations
- Lead, develop, manage and co-ordinate the ESDP 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 acting in the field of Rule of Law and associated procurement legislation
- Develop professional relationships and work partnership with EC Commission in the field of procurement for the mission
- Develop, manage and coordinate the mission procurement processes. To manage internal mission procurement requires and activities
- Provide assistance to the mission members related with all procurement matters
- Assist and advise the Chief of Administrative Services on all procurement issues

Qualifications and Experience

- Advanced University Degree in Law, Public Administration, Business Administration or equivalent
- To have a minimum of five years of effective and extensive operational experience at middle management levels and ten years of overall professional experience
- 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 organisations (desirable)
- Experience in planning and implementing projects

EUPOL AFGHANISTAN

Job Title

Chief of Human Resources

Post Number

AFG 037

Location

Kabul

Staff regime

Seconded/Contracted

Category

1

Job Description

The *Chief of Human Resources* will be responsible for the following tasks:

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

Qualifications and Experience

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

EUPOL AFGHANISTAN

Job Title

Human Resources Officer

Post Number

AFG 038

Location

Kabul

Staff regime

Seconded/Contracted

Category

2

Job Description

The *Human Resources Officer* will be responsible for the following tasks:

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

Qualifications and Experience

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

- Fluent in written and spoken English
- Ability to work and live in hardship conditions

EUPOL AFGHANISTAN

Job Title

Human Resources Officer

Post Number

AFG 040

Location

Kabul

Staff regime

Seconded/Contracted

Category

2

Job Description

The *Human Resources Officer* will be responsible for the following tasks:

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

Qualifications and Experience

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

- Fluent in written and spoken English
- Ability to work and live in hardship conditions

EUPOL AFGHANISTAN

Job Title

Human Resources Officer

Post Number

AFG 041

Location

Kabul

Staff regime

Seconded/Contracted

Category

2

Job Description

The *Human Resources Officer* will be responsible for the following tasks:

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

Qualifications and Experience

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

- Fluent in written and spoken English
- Ability to work and live in hardship conditions

EUPOL AFGHANISTAN

Job Title

Human Resources Officer

Post Number

AFG 042

Location

Kabul

Staff regime

Seconded/Contracted

Category

2

Job Description

The *Human Resources Officer* will be responsible for the following tasks:

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

Qualifications and Experience

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

- Fluent in written and spoken English
- Ability to work and live in hardship conditions

EUPOL AFGHANISTAN

Job Title

CIS Officer

Post number

AFG 046

Location

Kabul

Staff regime

Seconded /Contracted

Category

2

Job Description:

The *CIS Officer* will be responsible for the following tasks:

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

Qualifications and Experience

- A minimum of 5 years of experience in information and communication technology support and implementation
- System administrator with ideally, experience in the Microsoft Environment, Server 2003 / 2008, Exchange, SQL, Office 2007 etc or Radio Technician with knowledge and experience with regard to

information and communications VHF, UHF, HF, Satellite, GSM, Microwave, ECM (Motorola, Codan, Sectra) or Networking Expert with knowledge of Structured Cabling, Ethernet, TCP/IP, Switches, Routers, VPN, Firewall, IDS

- Relevant certifications are an asset
- Particular skill in fault finding technical problems and developing solutions
- Particular resilience under physical and mental pressure and resistance to stress
- Good knowledge of oral and written English
- Operational experience in national or international deployments in peace support issues (desirable)

Specific Requirement:

- **EU Security clearance to level secret only.**

EUPOL AFGHANISTAN

Job Title

CIS Officer

Post number

AFG 048

Location

Kabul

Staff regime

Seconded /Contracted

Category

2

Job Description:

The *CIS Officer* will be responsible for the following tasks:

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

Qualifications and Experience

- A minimum of 5 years of experience in information and communication technology support and implementation
- System administrator with ideally, experience in the Microsoft Environment, Server 2003 / 2008, Exchange, SQL, Office 2007 etc or Radio Technician with knowledge and experience with regard to information and communications VHF, UHF, HF, Satellite, GSM, Microwave, ECM (Motorola,

Codan, Sectra) or Networking Expert with knowledge of Structured Cabling, Ethernet, TCP/IP, Switches, Routers, VPN, Firewall, IDS

- Relevant certifications are an asset
- Particular skill in fault finding technical problems and developing solutions
- Particular resilience under physical and mental pressure and resistance to stress
- Good knowledge of oral and written English
- Operational experience in national or international deployments in peace support issues (desirable)

Specific Requirement:

- **EU Security clearance to level secret only.**

EUPOL AFGHANISTAN

Job Title

Documents and Records Officer

Post number

AFG 049

Location

Kabul

Staff regime

Seconded/Contracted

Category

2

Job Description

The Documents and Records Officer will be responsible for the following tasks:

- The Documents and Records Officer will report to the Chief of CIS
- To develop a record management policy to incorporate physical and electronic records
- Administer the records management program and provide assistance to department heads in its implementation
- Plan, formulate, and prescribe records disposition policies, systems, standards, and procedures
- In cooperation with department heads identify essential records and establish a disaster plan for each department to ensure maximum availability of the records in order to re-establish operations quickly and with minimum disruption and expense
- To study the feasibility of and, if appropriate, establish a uniform filing system and a forms design and control system for the Mission
- To monitor records retention schedules and administrative rules issued by the Head of Mission to determine if the records management program and the records control schedules are in compliance with regulations
- To disseminate to the department heads information concerning administrative rules relating to records
- To maintain records on the volume of records destroyed under approved records control schedules or through records destruction authorization requests, the volume of records microfilmed or stored electronically, and the estimated cost and space savings as the result of such disposal or disposition
- To bring to the attention of the Head of Mission non-compliance by department heads or other personnel with the policies and procedures of the records management program
- To work closely with the CIS section to ensure that their electronic filing systems are in line with mission Requirements and Policies

Qualifications and Experience

- A Third Level qualification preferably in the area of Archives or IT
- Excellent knowledge of computer programs with an emphasis on databases
- Fluent in written and spoken English
- It is preferable to have previous experience in the working area

Specific Requirement:

- Owning a valid EU Security Clearance to level Secret

EUPOL AFGHANISTAN

Job Title

Transport Officer

Post number

AFG 055

Location

Kabul

Staff regime

Seconded or Contracted

Category

2

Job Description

The *Transport Officer* will be responsible for the following tasks:

- Assist, advise and replace (when absent and if required) the Chief of Transport
- Registration of official vehicles; insurance and driving licences. Maintain registration records for EUPOL official motor vehicles and drivers; obtain import tax exemption for all duty free entitlements of EUPOL vehicles and transport related supplies
- Identify material needs related with repairs and maintenance of EUPOL fleet and initiate and follow up procurement procedures for its acquisition
- Keep updated records on procurement of spares and other materials
- Manage the EUPOL database of vehicles; keep updated records on vehicles' allocation, mileage and fuel & oil consumption
- Process; on request of Chief of Transport all necessary documentation for the sign off of EUPOL vehicles and further disposal in coordination with Logistics Department
- Ensure that the vehicles maintenance program is duly performed in terms of time and quality
- Arrange vehicles repairs at EUPOL workshop and private mechanic offices following the established financial/administrative procedures
- Assist and advise Chief of Transport on fleet renewal planning and its implementation
- Undertake any other tasks required

Qualifications and Experience

- Technical Specialization in Logistics, Engineering, Administration or equivalent combination of training and practical experience
- To have a minimum of three years professional experience in middle level management in logistics related matters and be familiar with project environment
- Proficiency use of Access, Microsoft Excel and Word programs
- Knowledge of logistics databases and inventory procedures
- Good awareness of different product and services markets related to vehicles
- International experience, particularly in crisis areas with multi-national and international organizations (desirable)
- To be in possession of security clearance at the level of EU Confidential
- Ability to analyse data

- Motivation and flexibility: willingness to learn new skills, take initiative, undertake a range of duties as essential, work independently (with minimal supervision) and as a member of a team
- Interpersonal skills: ability to form positive working relationships with colleagues, visitors and clients of the EUPOL; willingness to participate as a committed member of a small and busy professional team
- Fluent in written and spoken English

EUPOL AFGHANISTAN

Job Title

Mechanic

Post number

AFG 061

Location

Kabul

Staff regime

Seconded/Contracted

Category

3

Job Description

The *Mechanic* will be responsible for following tasks:

- Reports to the Chief of Transport
- Maintenance, servicing and repairing EUPOL-vehicles
- Administration regarding EUPOL-vehicles (vehicle documents, repair history)
- Driver-training for armoured vehicles
- Undertake any other tasks assigned by the Line Manager

Qualifications and Experience

- Skilled craftsman
- Experience in the use of vehicle testing equipment and vehicle electronics
- Experience in welding, body works and engine, gearbox and brake technology
- Good knowledge of English
- Skilled in organisation
- Capability to handle maintenance work under difficult situations in Afghanistan
- Capability to work on different types of armoured vehicles
- Proficient in use of Microsoft Office products
- Experience with 4x4 vehicles of Daimler, Toyota & Mitsubishi

EUPOL AFGHANISTAN

Job Title

Logistics Officer

Post number

AFG 067

Location

Kabul

Staff regime

Seconded/ Contracted

Category

2

Job Description:

The *Logistics Officer (special responsibility for catering)* is responsible for the following duties:

- Report to the Chief of Logistics
- Assist, advise and replace if required the Chief of Logistics/other logistic colleagues.
- The primary responsibility of this logistic post is to formulate, manage and implement logistic plans and draft logistical reports and procurement requests in relation to the area of catering.
- Assist the Chief of Logistics to plan, analyse, design, program and implement all aspects of logistical needs of the Mission, in cooperation and coordination with relevant members of the Team with particular reference to dining facilities within the Mission.
- Prepare logistics and support plans, deployment timelines and budget requirements for planned or new operations with particular reference to dining facilities within the Mission.
- Develop logistics contingency plans for expansion, downsizing or liquidation;
- Formulate Standard Operating Procedures as required.
- Ensure that supervised staff members are adequately trained
- Coordinate logistics activities with procurement, finance sections
- Prepare reports on logistics issues as required.
- Receive, review, analyse, assign, process and track certified requisitions submitted for procurement action.
- Prepare Tender specification details for procurement department.
- Perform other related tasks as required

Qualifications and Experience

- Secondary school or high school diploma or equivalent combination of education, training and practical experience in cooking and kitchen management.
- A minimum of 5 years of professional working experience in kitchen management.
- Thorough knowledge of cooking and kitchen management, with proficiency of standards codes of practice and hygienic standards. Awareness of legal regulations and safety and hygienic issues.
- Ability to establish priorities and to plan, coordinate and monitor work plans.
- Fluency in spoken and written English.
- Good leadership and interpersonal skills as well as teamwork skills.

- Good working knowledge of MS Word and Excel software
- Good oral and written presentation skills to prepare and make oral presentations as well as written documents, reports, correspondence updates and other documentation.
- International experience, particularly in crisis areas with multi-national and international organizations (desirable). Previous mission experience is regarded as an asset.

EUPOL AFGHANISTAN

Job Title

Senior Mission Security Officer

Post number

AFG 072

Location

Kabul

Staff regime

Seconded/contracted

Category

1

Job Description

The *Senior Mission Security Officer (SMSO)*, administratively belonging to Head of Head of Missions Office, shall assist the Head of Mission (HoM), who will remain responsible for the security of EUPOL AFGHANISTAN, in performing his/her duties connected to the security of the mission.

The *Senior Mission Security Officer (SMSO)* will be responsible for the following tasks:

- Report to the Head of Mission (HoM)
- In his/her capacity of Senior Mission Security Officer, to be responsible for the general management of all mission security aspects (such as drafting the EUPOL security plan, ensuring secure communication & information security measures, force protection, etc.), under the authority granted to the HoM and in close consultation with the Council Security Office
- Draft plans, standing operating procedures, directives and to submit them to the HoM for approval and endorsement
- Maintain the HoM updated on the situation of security in Afghanistan with regards to EUPOL
- To relate with all Afghan and international organizations, notably ISAF, in support of EUPOL security
- Undertake any other tasks required by the Head of Mission and the Deputy Head of Mission in support of the objectives of the mission

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters.
- Security clearance “EU secret” or equivalent
- Senior rank in a police force or equivalent in a military organisation
- Minimum of ten years of effective and extensive operational police experience, at least 5 of which at upper management level in his/her police organization
- Substantial knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Extensive international experience in the concerned functional area

- 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 document
- Fluent in written and spoken English

Additional desirable requirements

- Experience in Peacekeeping missions or in ESDP missions at upper level
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Previous international experience in the assignment

Specific Requirement:

- **EU Security clearance to level secret only.**

EUPOL AFGHANISTAN

Job Title

Security Officer

Post number

AFG 074

Location

Kabul

Staff regime

Seconded/Contracted

Category

2

Job Description

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

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

Qualifications and Experience

- A minimum of three years overall professional experience including appropriate International experience in civilian/post conflict security management and/or other relevant areas of civilian crisis management operations
- Must maintain the highest standards of personal integrity, impartiality and self-discipline
- Exercise the highest level of personal and operational security, this includes not being allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information related to the mission or respective tasks and activities, the participants shall carry out their duties and act in the interest of the mission
- A minimum of three years overall professional experience including appropriate international experience in civilian/post conflict security management and/or other relevant areas of civilian crisis management operations
- Proven ability to successfully negotiate and liaise at all levels with military, police or civilian authorities responsible for security
- Ability to compile and analyze information with specific regard to security related aspects
- Very good organizational, planning, and time-management skills
- Good knowledge of the methods involved in the development of security strategies and procedures
- Fluent in written and spoken English
- Security clearance “EU secret” or equivalent

Additional desirable requirements

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

EUPOL AFGHANISTAN

Job Title

Security Officer

Post number

AFG 079

Location

Kabul

Staff regime

Seconded/Contracted

Category

2

Job Description

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

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

Qualifications and Experience

- A minimum of three years overall professional experience including appropriate International experience in civilian/post conflict security management and/or other relevant areas of civilian crisis management operations
- Must maintain the highest standards of personal integrity, impartiality and self-discipline
- Exercise the highest level of personal and operational security, this includes not being allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information related to the mission or respective tasks and activities, the participants shall carry out their duties and act in the interest of the mission
- A minimum of three years overall professional experience including appropriate international experience in civilian/post conflict security management and/or other relevant areas of civilian crisis management operations
- Proven ability to successfully negotiate and liaise at all levels with military, police or civilian authorities responsible for security
- Ability to compile and analyze information with specific regard to security related aspects
- Very good organizational, planning, and time-management skills
- Good knowledge of the methods involved in the development of security strategies and procedures
- Fluent in written and spoken English
- Security clearance “EU secret” or equivalent

Additional desirable requirements

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

EUPOL AFGHANISTAN

Job Title

Strategic Planning, Analysis and Reporting Officer

Post number

AFG 085

Location

Kabul

Staff regime

Seconded

Job Description

Under the authority of the Senior Strategic Planning, Analysis and Reporting Officer, the *Strategic Planning, Analysis and Reporting Officer* is responsible for the following tasks:

- Collect and collate information from across the Mission for analysis.
- Coordinate information flow from Mission field offices, external partners and sources for analysis and dissemination.
- Provide analytical support to the Mission's operations.
- Analyse and assess the development and progress of priorities and milestones set in the Mission Business Plan (in close cooperation with the planning component of SPAR).
- Analyse and assess the development and progress of police reform in Afghanistan.
- Produce quantitative and qualitative analysis of Afghan National Police structures and activities, taking into account local cultural, social and political dimensions.
- Request information in order to fill identified gaps or focus information collection on prioritised areas of analysis.
- Produce analytical Special Reports for submission to the chain of command, CPCC and EU Member States on Mission critical developments and issues.
- Assist in SDC's information management, ensuring rapid retrieval of documents and information, including access to classified material.
- Monitor and collect information about phenomena and events that may have an impact on the Mission, including external mission critical issues, e.g. within the international military presence in Afghanistan as well as Afghan socioeconomic, political, military and law enforcement structures.
- Liaise regularly with Mission operational staff, Political Advisers, Security Office, Press and Information Office and other key analytical functions – including external sources – for information exchange, coordination, and cooperation on relevant analytical issues.
- Communicate with key Mission staff members and Regional and Provincial Teams on unit information management, analysis and reporting procedures in order to ensure submission of high-quality information to unit.
- Provide timely feedback to information providers within the Mission.
- Any other tasks as required by the line of management.

Qualifications and Experience

- A minimum of 4 years of professional experience in information collection, analysis, report compilation, drafting and editing.

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

EUPOL AFGHANISTAN

Job Title

Head of Police Mentors

Post number

AFG 090

Location

Kabul

Staff regime

Seconded

Job Description

The *Head of Police Mentors* will assist the Deputy Head of Mission/Police in performing his/her duties by directing and coordinating the advising and mentoring component of the Mission.

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

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

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters
- Senior rank in a police force
- Minimum of 12 years of effective and extensive operational police experience, at least 8 of which at strategic level in his/her police organization
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Ability to manage and coordinate a diversified and multidisciplinary team of mentors and advisers
- In-depth understanding of the following areas of activity within the team: general policing, criminal investigation, border police, training, logistics, administration, legal affairs
- Professional experience of projects related to police reform
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional desirable Requirements

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

EUPOL AFGHANISTAN

Job Title

Deputy Head of Police Mentors

Post number

AFG 091

Location

Kabul

Staff regime

Seconded

Job Description

The *Deputy Head of Police Mentors* will assist the Head of Police Mentors in performing his/her duties by directing and coordinating the advising and mentoring component of the Mission.

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

- Report to the Head of Mentors
- Assist the Head of Police Mentors in the overall direction of the advising and mentoring
- Support Head of Police Mentors to coordinate the advisers and mentors
- Assist the MoI and the ANP at central level in improving their planning, management and performance capabilities in the identified areas
- Deputise the Head of Police Mentors Component in his/her absence
- Undertake any other tasks required by the Head of Police Mentors in support of the objectives of the Mission

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters
- Senior rank in a police force
- Minimum of 12 years of effective and extensive operational police experience, at least 8 of which at strategic level in his/her police organization
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Ability to manage and coordinate a diversified and multidisciplinary team of mentors and advisers
- In-depth understanding of the following areas of activity within the team: general policing, criminal investigation, border police, training, logistics, administration, legal affairs
- Professional experience of projects related to police reform
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional desirable Requirements

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

EUPOL AFGHANISTAN

Job Title

Adviser Minister of Interior

Post number

AFG 092

Location

Kabul

Staff regime

Seconded

Job Description

The EUPOL AFGHANISTAN *Adviser of the Minister of Interior (MoI)* shall assist the Head of Police Mentors in performing effective mentoring/advising in favour of the MoI.

The Advisor will be responsible for the following tasks:

- Report to the Head of Police Mentors
- To assist the mentee in improving his/her managerial capabilities and general comprehension of tasks and responsibilities related to the current function, with special reference to the responsibilities over the ANP
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing as well as in elaborating and implementing policing strategies and best practices, including the fight against the misuse of power and the improvement of the quality of police personnel and means
- Assist the mentee in elaborating and implementing, through the Deputy MoI, an effective coordination amongst the different departments of the ANP
- To assist the mentee in implementing an effective coordination between the ANP
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training, specialisation, promotion and discipline
- Support the HoM in the decision making process by drafting and submitting, through the report to the Head of Police Mentors, the relevant proposals for a coherent mentoring strategy in favour of the MoI
- Liaise closely with the Mentor of the Deputy MoI in order to implement a joint coherent mentoring strategy
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Mentors in support of the objectives of the Mission

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters
- Senior rank in a police force or senior civil servant/senior civil servant expert
- If a senior rank in a police force, minimum of 8 years of effective and extensive operational police experience, at least 5 years of which at strategic level in his/her police organization
- If senior civil servant/senior civil servant expert, consolidated expertise in institutional reform

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Adviser Deputy Minister of Interior

Post number

AFG 093

Location

Kabul

Staff regime

Seconded

Job Description

The EUPOL AFGHANISTAN *Adviser of the Minister of Interior (MoI)* shall assist the Head of Police Mentors in performing effective mentoring in favour of the MoI.

The *Adviser Deputy Minister of Interior* will be responsible for the following tasks:

- Report to the Head of Police Mentors
- To assist the mentee in improving his/her managerial capabilities and general comprehension of tasks and responsibilities related to the current function, with special reference to the responsibilities over the ANP
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing as well as in elaborating and implementing policing strategies and best practices, including the fight against the misuse of power and the improvement of the quality of police personnel and means
- Assist the mentee in elaborating and implementing, through the Deputy MoI, an effective coordination amongst the different departments of the ANP
- To assist the mentee in implementing an effective coordination between the ANP
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training, specialisation, promotion and discipline
- Support the HoM in the decision making process by drafting and submitting, through the Head of Police Mentors, the relevant proposals for a coherent mentoring strategy in favour of the MoI
- Liaise closely with the Mentor Minister of Interior in order to implement a joint coherent mentoring strategy
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Mentors in support of the objectives of the mission

Qualifications and Experience

- Advanced University Degree or equivalent in police related matters.
- Senior rank in a police force or senior civil servant/senior civil servant expert
- If a senior rank in a police force, minimum of 12 years of effective and extensive operational police experience, at least eight of which at strategic level in his/her police organization
- If senior civil servant/senior civil servant expert, consolidated expertise in institutional reform
- Substantive knowledge of the functioning of the EU in particular the CFSP and ESDP

- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent spoken and written English

Additional desirable requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor Border Police Department (MoI)

Post number

AFG 097

Location

Kabul

Staff regime

Seconded

Job Description

The **EUPOL AFGHANISTAN *Mentor of the Border Police Department*** shall assist the Head of Police Mentors in performing effective mentoring in favour of the BPD high ranking officers.

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

- Report to the Head of Police Mentors
- To assist the mentees in improving their managerial capabilities and general comprehension of tasks and responsibilities related to the current function, including the full respect of the chain of command
- Assist the mentees in enhancing their comprehension of democratic policing as well as in elaborating and implementing policing strategies and best practices
- To assist the mentees in implementing an effective coordination with the other departments of the ANP as well as an effective coordination with the judicial system
- Advise, monitor and mentor the BPD on the development and the implementation of an effective border management system
- Support the HoM in the decision making process by drafting and submitting, through the Head of Police Mentors, the relevant proposals for a coherent mentoring strategy in favour of the Border Police
- Liaise closely with the Mentor of the Deputy MoI in order to implement a joint coherent mentoring strategy
- Functionally co-ordinate the Mentors of the Headquarters of Border Police
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Mentors Component in support of the objectives of the Mission

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters
- Senior rank in a police force
- Minimum of 8 years of effective and extensive operational police experience, at least 5 years of which at strategic level in his/her police organization
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant

- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Professional experience of projects related to police reform
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Excellent knowledge and expertise in border policing
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor Training Department (MoI)

Post number

AFG 098

Location

Kabul

Staff regime

Seconded

Job Description

The **EUPOL AFGHANISTAN Mentor Training Department (MoI)** shall assist the Head of Police Mentors in performing effective mentoring in favour of the Training Department high ranking officers.

The *Mentor of Training Department* will be responsible for the following tasks:

- Report to the Head of Police Mentors
- Act in close coordination with the Head of Police Training Component in support of training performed by the ANP under the advice of the training component of the mission
- To assist the mentees in improving their managerial capabilities and general comprehension of tasks and responsibilities related to the current function, including the full respect of the chain of command
- Assist the MoI and the ANP at central level in identifying the weaknesses and the areas for improvement and leading them to adjustment/development of a national training strategy, programmes and methods, in close coordination with the Head of Central Training Unit to assist the ANP in implementing a national training strategy, in close coordination with the Head of Police Training Component
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity throughout the country
- Support the HoM, DHoM/Police in the decision making process by drafting and submitting, through the Head of Police Mentors Component, the relevant proposals for a coherent mentoring strategy in favour of the Training Department
- Liaise closely with the Mentor of the DMoI in order to implement a joint coherent mentoring strategy
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Mentors Component in support of the objectives of the Mission

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters
- Senior rank in a police force
- Minimum of 8 years of effective and extensive operational police experience, at least 5 years of which at strategic level in his/her police organization
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP

- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Excellent professional experience in training
- Professional experience of projects related to police reform
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor Administrative Department (PC3)

Post number

AFG 103

Location

Kabul

Staff regime

Seconded

Job Description

The *Mentor Administrative Department (PC3)* shall assist the Head of Police Mentors in performing effective mentoring in favour of the Administration Department high ranking Officers.

The *Mentor Administrative Department (PC3)* will be responsible for the following tasks:

- Report to the Head of Police Mentors
- To assist the mentee in improving their managerial capabilities and general comprehension of tasks and responsibilities related to the current function, including the full respect of the chain of command
- Assist the MoI and the ANP at central level in identifying the weaknesses and the areas for improvement and leading them to adjustment/development of national administration policies and procedures
- To strengthen the mentee' capabilities on financial and budgetary matters
- Support the HoM in the decision making process by drafting and submitting, through the Head of Police Mentors, the relevant proposals for a coherent mentoring strategy in favour of the training department
- Liaise closely with the Mentor of the DMoI in order to implement a joint coherent mentoring strategy
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Mentors in support of the objectives of the Mission

Qualifications and Experience

- Advanced University Degree or equivalent in Police related matters
- Senior rank in a police force or senior civil servant/senior civil servant expert
- If a senior rank in a police force, minimum of 8 years of effective and extensive operational police experience, at least 5 of which at strategic level in his/her police organization
- If senior civil servant/senior civil servant expert, consolidated expertise in institutional reform
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress resistant.
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis

management missions, particularly in Afghanistan or other areas within the same geopolitical context

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

Additional desirable requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser (PC3)

Post number

AFG 114

Location

Kabul

Staff regime

Seconded

Job Description

The *Mentor/Adviser (PC3)* shall assist the Head of Police Mentors in performing effective mentoring to support the implementation of effective Command, Control and Communication structures across the Afghan National Police.

The Mentor/Adviser (PC3) will be responsible for the following tasks:

- Report to the Head of Police Mentors
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Command and Control of police resources.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Command, Control and Communication structures as well as in developing and implementing policing strategies and best practices to support this.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for command and control of resources.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the command levels of the Afghan National Police.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Head of Police Mentors, for a coherent mentoring strategy in respect of Command, Control and Communications issues.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Provide support to Regional and Provincial mentors as required by the Mission.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Mentors in support of the strategic objectives of the Mission.

Qualifications and Experience

- Senior rank in a police force with an excellent understanding of Command, Control and Communications issues within the police.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing model and in particular, Uniform Police, CID and Command and Control functions.

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser (PC3)

Post number

AFG 118

Location

Kabul

Staff regime

Seconded

Job Description

The **Mentor/Adviser (PC3)** shall assist the Head of Police Mentors in performing effective mentoring to support the implementation of effective Command, Control and Communication structures across the Afghan National Police.

The Mentor/Adviser (PC3) will be responsible for the following tasks:

- Report to the Head of Police Mentors
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Command and Control of police resources.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Command, Control and Communication structures as well as in developing and implementing policing strategies and best practices to support this.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for command and control of resources.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the command levels of the Afghan National Police.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Head of Police Mentors, for a coherent mentoring strategy in respect of Command, Control and Communications issues.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Provide support to Regional and Provincial mentors as required by the Mission.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Mentors in support of the strategic objectives of the Mission.

Qualifications and Experience

- Senior rank in a police force with an excellent understanding of Command, Control and Communications issues within the police.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing model and in particular, Uniform Police, CID and Command and Control functions.

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser CID (Criminal Investigation Department)

Post number

AFG 121

Location

Kabul

Staff regime

Seconded

Job Description

The *Mentor/Adviser CID* working to the Head of Police Mentors shall perform effective mentoring to support the implementation of effective structures within the Criminal Investigation Department within the Afghan National Police based on an intelligence-led policing model.

The *Mentor/Adviser CID* will be responsible for the following tasks:

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

Qualifications and Experience

- Senior rank in a police force with significant experience within the Criminal Investigation Department.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing model and in particular, Uniform Police, CID and Command and Control functions.

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Fluent in written and spoken English.

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser CID (Criminal Investigation Department)

Post number

AFG 129

Location

Kabul

Staff regime

Seconded

Job Description

The *Mentor/Adviser CID* working to the Head of Police Mentors shall perform effective mentoring to support the implementation of effective structures within the Criminal Investigation Department within the Afghan National Police based on an intelligence-led policing model.

The *Mentor/Adviser CID* will be responsible for the following tasks:

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

Qualifications and Experience

- Senior rank in a police force with significant experience within the Criminal Investigation Department.
- At least 8 years of effective police experience within an Intelligence Led Policing model.

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

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Chief Mentor/Adviser ILP (Intelligence Led Policing)

Post number

AFG 131

Location

Kabul

Staff regime

Seconded

Job Description

The *Chief Mentor/Adviser ILP*, working to the Head of Police Mentors shall lead a team of mentors to perform effective mentoring to support the implementation of an Intelligence led Policing structure across the Afghan National Police.

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

- Report to the Head of Police Mentors with the responsibility to develop Intelligence Led Policing within the Afghan National Police in line with EUPOL's mandate and strategic priorities.
- Oversee a team of mentors who are assisting their mentees in improving their Managerial and Leadership skills, Command and Control capabilities and general comprehension of tasks and responsibilities related to Intelligence Led Policing.
- Ensure that the ILP mentors are assisting their mentees in enhancing their ability to carry out reforms and to put in place modern administrative and management systems to enable democratic Intelligence Led Policing as well as in elaborating and implementing policing strategies, structures and best practices.
- Ensure that the ILP mentors assisting the ANP in developing and implementing, an effective coordination of the different departments of the ANP in the use of intelligence as the basis for command and control of resources.
- Ensure that the ILP mentors are assisting their mentees in elaborating fair and impartial human resources policies for recruitment, training and specialisation of those working in specialist Intelligence Led Policing functions.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Head of Police Mentors, for a coherent mentoring strategy in respect of Intelligence Led Policing and the wider Mission strategic priorities.
- Liaise closely with other key mentors and Heads of Departments in order to implement a joint coherent mentoring strategy.
- Provide support to Regional and Provincial mentors on Intelligence Led Policing issues as required by the Mission.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Mentors in support of the strategic objectives of the Mission.

Qualifications and Experience

- At least 8 years of effective police experience within an Intelligence Led Policing model.

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

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser ILP (Intelligence Led Policing)

Post number

AFG 132

Location

Kabul

Staff regime

Seconded

Job Description

The *Mentor/Adviser ILP*, working to the Head of Police Mentors shall perform effective mentoring to support the implementation of effective structures for an Intelligence Led Policing Model within the Afghan National Police.

The *Mentor/Adviser ILP* will be responsible for the following tasks:

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

Qualifications and Experience

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of command and control functions including tasking and co-ordination of resources.
- A good understanding of how all areas of policing operate in an intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police force.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP

- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser ILP (Intelligence Led Policing)

Post number

AFG 140

Location

Kabul

Staff regime

Seconded

Job Description

The *Mentor/Adviser ILP*, working to the Head of Police Mentors shall perform effective mentoring to support the implementation of effective structures for an Intelligence Led Policing Model within the Afghan National Police.

The *Mentor/Adviser ILP* will be responsible for the following tasks:

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

Qualifications and Experience

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of command and control functions including tasking and co-ordination of resources.
- A good understanding of how all areas of policing operate in an intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police force.

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Chief Uniform Police Mentor/Advisor

Post number

AFG 143

Location

Kabul

Staff regime

Seconded

Job Description

The *Chief Uniform Police Mentor/Advisor* shall lead the Uniform Police Mentors/Advisors in performing effective mentoring in favour of the Uniformed Police Department high ranking Officers. The *Chief Uniform Police Mentor/Advisor* will be responsible for the following tasks:

- Report to the Head of Police Mentors
- To assist the mentored in improving their managerial capabilities and general comprehension of tasks and responsibilities related to the current function, including the full respect of the chain of command
- Assist the mentored in enhancing their comprehension of democratic policing as well as in elaborating and implementing policing strategies and best practices.
- To assist the mentored in implementing an effective coordination with the other departments of the ANP as well as an effective coordination with the Judicial system
- Assist the mentored in establishing the concept of a community policing model serving the people, in fighting the misuse of power and in improving the quality of police personnel and means, also with the aim of leading to a higher public perception of the Police
- Support the DHoM/Police in the decision making process by drafting and submitting, through the Head of Police Mentors, the relevant proposals for a coherent mentoring strategy in favour of the Uniformed Police
- Liaise closely with the Mentor of the DMoI in order to implement a joint coherent mentoring strategy
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Mentors in support of the objectives of the Mission

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters.
- Senior rank in a police force
- Minimum of 12 years of effective and extensive operational police experience, at least 8 of which at strategic level in his/her police organization.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.

- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

Additional desirable requirements

Experience in

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

EUPOL AFGHANISTAN

Job Title

Uniform Police Mentor / Advisor

Post number

AFG 144

Location

Kabul

Staff regime

Seconded

Job Description

The Uniform Police Mentor/Advisor shall assist the Chief Uniform Police Mentor/Advisor in performing effective mentoring in favour of the Uniformed Police Department high ranking Officers. The *Uniform Police Mentor/Advisor* will be responsible for the following tasks:

- Report to the Chief of Uniform Police Mentor/Advisor
- To assist the mentored in improving their managerial capabilities and general comprehension of tasks and responsibilities related to the current function, including the full respect of the chain of command
- Assist the mentored in enhancing their comprehension of democratic policing as well as in elaborating and implementing policing strategies and best practices
- To assist the mentored in implementing an effective coordination with the other departments of the ANP as well as an effective coordination with the Judicial system
- Assist the mentored in establishing the concept of a community policing model serving the people, in fighting the misuse of power and in improving the quality of police personnel and means, also with the aim of leading to a higher public perception of the Police
- Support the DHoM/Police in the decision making process by drafting and submitting, through the Head of Police Mentors, the relevant proposals for a coherent mentoring strategy in favour of the Uniformed Police
- Liaise closely with the Mentor of the DMoI in order to implement a joint coherent mentoring strategy
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Mentors in support of the objectives of the mission

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters.
- Senior rank in a police force
- Minimum of 8 years of effective and extensive operational police experience, at least 5 of which at strategic level in his/her police organization.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.

- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

Additional desirable requirements

Experience in

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

EUPOL AFGHANISTAN

Job Title

Uniform Police Mentor / Advisor

Post number

AFG 145

Location

Kabul

Staff regime

Seconded

Job Description

The Uniform Police Mentor/Advisor shall assist the Chief Uniform Police Mentor/Advisor in performing effective mentoring in favour of the Uniformed Police Department high ranking Officers. The *Uniform Police Mentor/Advisor* will be responsible for the following tasks:

- Report to the Chief of Uniform Police Mentor/Advisor
- To assist the mentored in improving their managerial capabilities and general comprehension of tasks and responsibilities related to the current function, including the full respect of the chain of command
- Assist the mentored in enhancing their comprehension of democratic policing as well as in elaborating and implementing policing strategies and best practices
- To assist the mentored in implementing an effective coordination with the other departments of the ANP as well as an effective coordination with the Judicial system
- Assist the mentored in establishing the concept of a community policing model serving the people, in fighting the misuse of power and in improving the quality of police personnel and means, also with the aim of leading to a higher public perception of the Police
- Support the DHoM/Police in the decision making process by drafting and submitting, through the Head of Mentors, the relevant proposals for a coherent mentoring strategy in favour of the Uniformed Police
- Liaise closely with the Mentor of the DMoI in order to implement a joint coherent mentoring strategy
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Head of Police Mentors in support of the objectives of the mission

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters.
- Senior rank in a police force
- Minimum of 8 years of effective and extensive operational police experience, at least 5 of which at strategic level in his/her police organization.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.

- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

Additional desirable requirements

Experience in

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

EUPOL AFGHANISTAN

Job Title

Border Police Mentor/Adviser

Post number

AFG 153

Location

Kabul

Staff regime

Seconded

Job Description

The EUPOL AFGHANISTAN Mentors of the Headquarters of Border Police (HQBP) shall assist the Chief Border Police Mentor/Adviser and the Head of Police Mentors in performing effective mentoring in favour of the HQBP Officers.

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

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

Qualifications and Experience

- University Degree, Police Academy Degree
- Senior rank in a police force
- Minimum of 8 years of effective and extensive operational police experience, at least 5 years of which at strategic level in his/her police organization
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant

- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Excellent knowledge and expertise in border policing
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Head of Police Trainers

Post number

AFG 158

Location

Kabul

Staff regime

Seconded

Job Description

The *Head of Police Trainers* shall assist the Deputy Head of Mission/Police in performing his/her duties by directing and coordinating the training component of the mission.

The *Head of Police Trainers* will be expected:

- To report to the Head of Mission (HoM) through the D/HoM Police
- To assist the DHoM/Police in the overall direction of the training component.
- To coordinate the training activities both centrally and in the regions.
- To support the HoM in the decision making process by drafting and submitting for the approval the relevant plans, directives and orders, through the DHoM/Police.
- To assist the ANP in implementing a national training strategy, in close coordination with the Mentor of Training Department.
- To lead the ANP towards an Afghan-owned and self-sustaining training capacity throughout the country by the planning and the implementation of "train the trainers" programmes.
- To undertake any other tasks required by the Head of Mission and the DHoM/Police in support of the objectives of the mission.

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters.
- Senior rank in a police force
- Minimum of 12 years of effective and extensive operational police experience, at least 8 of which at strategic level in his/her police organization.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Ability to manage and coordinate a diversified and multidisciplinary team.
- Broad professional experience in training.
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other

areas within the same geopolitical region.

Additional desirable requirements

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

EUPOL AFGHANISTAN

Job Title

Deputy Head of Police Trainers

Post number

AFG 159

Location

Kabul

Staff regime

Seconded

Job Description

The *Deputy Head of Police Trainers* shall assist the Head of Police Trainers in performing his/her duties by directing and coordinating the training component of the mission.

The *Deputy Head of Police Trainers* will be expected:

- To report to the DHoM/Police through the Head of Police Trainers
- Replace the Head of Training during his absence as Acting Head of Police Trainers
- To assist the Head of Police Trainers in the overall direction of the training component.
- To coordinate the trainer advisers deployed both centrally and in the AOR.
- To support Head of Police Trainers by drafting and submitting for the approval the relevant strategical and operational plans, directives and orders.
- To assist the ANP in implementing a national training strategy, in close coordination with the Mentor of Training Department
- To lead the ANP towards an Afghan-owned and self-sustaining training capacity throughout the country by the planning and the implementation of "train the trainers" programmes.
- To undertake any other tasks required by the Head of Mission and the Deputy Head of Mission/Police in support of the objectives of the mission.

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters.
- Senior rank in a police force
- Minimum of 12 years of effective and extensive operational police experience, at least 8 of which at strategic level in his/her police organization.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Ability to manage and coordinate a diversified and multidisciplinary team.
- Broad professional experience in training.

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

Additional desirable requirements

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

EUPOL AFGHANISTAN

Job Title

Training Adviser

Post number

AFG 161

Location

Kabul

Staff regime

Seconded

Job Description:

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

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

Qualifications and Experience:

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

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Training Adviser

Post number

AFG 165

Location

Kabul

Staff regime

Seconded

Job Description:

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

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

Qualifications and Experience:

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

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Training Adviser

Post number

AFG 166

Location

Kabul

Staff regime

Seconded

Job Description:

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

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

Qualifications and Experience:

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

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Regional Policing Development and Coordination Administrator

Post number

AFG 175

Location

Kabul

Staff regime

Seconded

Job Description

The *Regional Policing Development and Coordination Administrator* shall assist the Head of Regional Development and Coordination Office in managing and coordinating Mission activities and administration in the Regions and Provinces and will be responsible for the following tasks:

- Report to Head of Regional Development and Coordination Office.
- Responsible for organizing all administrative procedures from any deployed EUPOL-AFG officer in the regions and provinces.
- Responsible for providing a common, updated and well developed basis for all 4 internal regional police coordinators within Regional Development and Coordination Office for their tasks and activities in their regions.
- Responsible for collecting, filing and storing information/post from the regions and develop routines for systematic correspondence with the regions.
- Responsible for the supervision of daily, weekly and monthly reporting from the regions to Strategic Direction Capacity and HR. In this context the Administrative Officer will be supported by the National Language Officer.
- Assist the Head of Regional Policing Development and Coordination Office on the appointment and deployment of personnel to address mission needs.
- Coordinate and assist interregional tasks and work whenever needed. That includes mentors as well (if appropriate).
- Undertake any other tasks required by Head of Regional Development and Coordination Office.

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters.
- Minimum of 8 years of effective and extensive operational police experience, at least 5 of which at strategic level in his/her police organization
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as with international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- International professional experience.
- Ability to manage and coordinate a diversified and multidisciplinary team of advisers.
- Professional understanding of the following areas of activity within the team: general policing, criminal investigation, border police, training, logistics, administration, legal affairs.
- Professional experience of projects related to police reform.

- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

Additional desirable requirements

- Experience in international co-operation.
- Proven knowledge in middle management and/or public administration.
- Experience in Peacekeeping missions or in ESDP missions
- Experience in the field of Rule of Law.
- Experience in Training field
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

EUPOL AFGHANISTAN

Job Title

Regional Policing Development and Coordination Officer

Post number

AFG 176

Location

Kabul

Staff regime

Seconded

Job Description

The *Regional Policing Development and Coordination Officer* shall assist the Head of Regional Development and Coordination in managing and coordinating Mission activities in the Regions and Provinces and will be responsible for the following tasks:

- Report to Head of Regional Development and Coordination
- Assist Head of Regional Development and Coordination in supporting the Senior Advisers in the Regional Commands, ensuring that all operational tasks are performed efficiently and effectively, and providing operational analysis.
- Responsible for collecting, filing and storing information (including frequent situation reports) from the regions and develop routines for systematic correspondence with regions
- Responsible for keeping accurate information over the status for deployed Police Officers in the regions
- Provide the Head of Regional Development with analytical reports
- Establish professional working relationships within the mission area to facilitate the mutual exchange of necessary information of EUPOL AFG Headquarter, Regional Teams and Provincial Teams as well as other EU and international stakeholders
- Assist the Head of Regional Policing on the appointment and deployment of personnel to address mission needs
- Assist the Head of Regional Policing Development with the execution of all the activities related to the Regional Teams
- Assist in the work with oversee and coordinate interregional cooperation related to the Advisers and Mentors to Central and Regional Commands
- Undertake any other tasks required by Head of Regional Development and Coordination

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters.
- Minimum of 8 years of effective and extensive operational police experience, at least 5 of which at strategic level in his/her police organization
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as with international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- International professional experience.

- Ability to manage and coordinate a diversified and multidisciplinary team of advisers.
- Professional understanding of the following areas of activity within the team: general policing, criminal investigation, border police, training, logistics, administration, legal affairs.
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

Additional desirable requirements

- Experience in international co-operation.
- Proven knowledge in middle management and/or public administration.
- Experience in Peacekeeping missions or in ESDP missions
- Experience in the field of Rule of Law.
- Experience in Training field
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

EUPOL AFGHANISTAN

Job Title

Regional Policing Development and Coordination Officer

Post number

AFG 179

Location

Kabul

Staff regime

Seconded

Job Description

The *Regional Policing Development and Coordination Officer* shall assist the Head of Regional Development and Coordination in managing and coordinating Mission activities in the Regions and Provinces and will be responsible for the following tasks:

- Report to Head of Regional Development and Coordination
- Assist Head of Regional Development and Coordination in supporting the Senior Advisers in the Regional Commands, ensuring that all operational tasks are performed efficiently and effectively, and providing operational analysis.
- Responsible for collecting, filing and storing information (including frequent situation reports) from the regions and develop routines for systematic correspondence with regions
- Responsible for keeping accurate information over the status for deployed Police Officers in the regions
- Provide the Head of Regional Development with analytical reports
- Establish professional working relationships within the mission area to facilitate the mutual exchange of necessary information of EUPOL AFG Headquarter, Regional Teams and Provincial Teams as well as other EU and international stakeholders
- Assist the Head of Regional Policing on the appointment and deployment of personnel to address mission needs
- Assist the Head of Regional Development with the execution of all the activities related to the Regional Teams
- Assist in the work with oversee and coordinate interregional cooperation related to the Advisers and Mentors to Central and Regional Commands
- Undertake any other tasks required by Head of Regional Development and Coordination

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters.
- Minimum of 8 years of effective and extensive operational police experience, at least 5 of which at strategic level in his/her police organization
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organizations as well as with international partners.
- Highly resilient under physical and mental pressure and stress-resistant.

- International professional experience.
- Ability to manage and coordinate a diversified and multidisciplinary team of advisers.
- Professional understanding of the following areas of activity within the team: general policing, criminal investigation, border police, training, logistics, administration, legal affairs.
- Professional experience of projects related to police reform.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

Additional desirable requirements

- Experience in international co-operation.
- Proven knowledge in middle management and/or public administration.
- Experience in Peacekeeping missions or in ESDP missions
- Experience in the field of Rule of Law.
- Experience in Training field
- Diploma on CEPOL Strategic Planning Course for EU Police Missions, CEPOL Commanders Course on Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course.

EUPOL AFGHANISTAN

Job Title

Regional RoL Development and Coordination Officer

Post number

AFG 180

Location

Kabul

Staff regime

Seconded

Job Description:

The *Regional RoL Development and Coordination Officer* will assist the Head of Regional Development and Coordination in the following tasks:

- Management of Rule of Law activities of a cluster of field office staff
- Report to the Head of Regional Development and Coordination
- Supervision of Rule of Law field office staff working within the region
- Coordination of institutional rule of law activities within the regional cluster, in conjunction with relevant Regional Rule of Law Coordinators
- Responsible for linking RoL central institutional work with work within the regions
- Establish and maintain good working relationships with stakeholders within on central level and within the regions, including Government, UN agencies, NGOs and civil society organizations
- Identify strategic medium- and long-term capacity building interventions in the Rule of Law sector; including law-enforcement and the judiciary and where appropriate implement, monitor and administer programmes
- Perform quality control function of Rule of Law programming, including assessing impact and effectiveness, tracking outputs and results, and ensure timely and efficient delivery of project outputs through a client-satisfaction approach
- Provide technical advice and mentoring on training and awareness initiatives on basic human rights, code of conduct and principles of the justice system
- Deputies the Head of Regional Development and Coordination in his/her absence
- Ensure high quality reporting on Rule of Law activities
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL or the Head of Regional Development and Coordination in support of the objectives of the mission

Qualifications and Experience

- Advanced University Degree in Law, or equivalent academic training, preferably in Criminal, Police, Procedural Law, International Law or other related matters.
- Experience in a coordination role.
- Excellent reporting skills.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as national partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- At least 5 years of relevant professional experience.
- Proven experience and expertise in promoting rule of law in post-conflict situations, including project management (desirable).

- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Fluency in the English language.

EUPOL AFGHANISTAN

Job Title

Head of IPCB Secretariat

Post number

AFG 181

Location

Kabul

Staff regime

Seconded

Job Description:

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

- Heading the IPCB Secretariat
- Report to the Head of Mission
- Ensure the maintenance of the Secretariat
- To ensure the information flow and coordination within the Secretariat
- Undertake any other tasks required by the IPCB
- Establish and maintain productive and cooperative working relationship with all associates
- Manage a diversified and multidisciplinary team
- Draft documents for the IPCB and to implement their directives and policies in police reform
- Liaise with the international actors involved in police reform regarding the military approaches to the police reform as well
- Combine the international efforts on defined areas in the police reform with the personnel of the Secretariat

Qualifications and Experience

- University degree or equivalent, preferably in police related matters
- Minimum 12 years of effective police service with at least five years in a leading position
- The position requires a senior rank officer
- Professional experience of projects related to police reform are highly desirable
- Experience in the police reform of Afghanistan or other international policing missions are highly desirable
- Project management and coordination skills are required
- Fluent spoken and written English

EUPOL AFGHANISTAN

Job Title:

Reform Supervisor IPCB SECRETARIAT

Post Nr:

AFG 183

Location:

Kabul

Category:

Seconded

Job Description:

The Reform Supervisor IPCB SECRETARIAT will be responsible for the following tasks:

- Report to the Head of the IPCB Secretariat
- Give recommendations to the Head of the IPCB Secretariat
- Keep an overview of Police Reform Programs in Afghanistan
- Keep an overview of institutional Police Development in Afghanistan
- Assist in coordination by attending meetings and facilitating IPCB
- Undertake any other tasks required by the Head of IPCB-S

Qualifications and Experience:

- Advanced/University degree or equivalent in Police related matters
- At least 15 years of effective Police service with at least 5 years in a leading position
- At least a high rank officer
- Professional experience of projects related to Police Reform are desirable
- Experience in the Police Reform of Afghanistan or other international policing missions are highly desirable
- Project management and coordination skills are highly desirable
- Previous international work experience and/or experience in field missions desirable.

EUPOL AFGHANISTAN

Job Title

Reporting Systems Project Coordinator IPCB SECRETARIAT

Post number

AFG 186

Location

Kabul

Staff regime

Seconded/contracted

Category

1

Job Description

The *Reporting Systems Project Coordinator* will be responsible for the following tasks:

- Having an overview of all Reporting System Projects in Afghanistan
- Report to the Head of the IPCB Secretariat
- Give recommendations to the Head of the IPCB Secretariat
- Maintaining and updating an overview/database with all running projects and programs, all former projects/programs and all future or planed or announced projects/programs in order to define gaps and duplications
- Inform the other subdivisions and the Head of IPCB Secretariat in any of their progress they may concern.
- Support the Head of the IPCB Secretariat in the coordination process
- Undertake any other tasks required by the Head of the IPCB Secretariat
- Liaise with the international actors involved in projects/programs regarding the military approaches to the police reform as well
- Undertake any other tasks required by the Head of IPCB-S

Qualifications and Experience

- Graduated from a recognized police or military school
- At least 10 Years of experience on effective police or military service
- At least a high rank police or military officer
- High computer literacy and experience in data management desirable.
- Project management and coordination skills are highly desirable
- Previous international work experience and/or experience in field missions desirable
- Experience in the police reform of Afghanistan or other international policing missions are desirable

EUPOL AFGHANISTAN

Job Title

Mentor to the Ministry of Interior (Anti Corruption)

Post number

AFG 188

Location

HQ Kabul

Staff regime

Seconded/Contracted

Category

1

Job Description:

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

- Report to Chief Mentors/Advisers (Anti Corruption)
- Work in a team of experts to provide technical advice on transparency and accountability measures to the Ministry of Interior (MOI) and advise on the development of national and sector policies.
- Assist the MOI in the development of an overall strategy for transparency and accountability within the Afghan National Police (ANP) and support its countrywide implementation, comprising measures of capacity building, prevention and enforcement.
- Collaborate closely with the Anti-Corruption Unit within the AGO, the High Office of Oversight, the Supreme Court of Afghanistan and other external partners.
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies & white-collar crime, bribery & financial investigations, case planning & management, prosecutor-police co-ordination, strategies of covert surveillance & the handling of case materials & evidence
- Collaborating with EUPOL & other international prosecutors & lawyers assisting the anti-corruption unit, in advice & mentoring
- Networking and partnership development with the aim to enhance coordination and cooperation among key parties concerned, such as UNDP, UNODC, US and others.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and the Chief Mentors/Advisers (AC) in support of the objectives of the mission.

Qualifications and Experience:

- Advanced University Degree in Law, or equivalent academic training, preferably in Criminal, Police, Procedural Law, International Law or other related matters.
- Ability to manage and coordinate a diversified and multidisciplinary team of mentors and advisers.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as national partners.
- Highly resilient under physical and mental pressure and stress-resistant.

- Broad international professional experience.
- Professional experience in project management in the field of Rule of Law.
- Relevant experience (minimum 8 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation or experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Ombudsman officer etc.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

Additional desirable requirements

Experience

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

EUPOL AFGHANISTAN

Job Title

Mentor to the Ministry of Interior (Gender/Human Rights)

Post number

AFG 195

Location

HQ Kabul

Staff regime

Seconded

Job Description:

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

- Report to Chief Mentors/Advisers (Gender/Human Rights)
- Support the Afghan Ministry of Interior (MoI) in designing and implementing a Human Rights and Gender strategy.
- Raise awareness within the ANP on HR, Gender and Children's Rights issues.
- Assist in building up units on central and field level which deals with children and women issues and promote HR.
- Assist in setting up Human Rights monitoring program and an investigation and complaints mechanism.
- Support the development of training materials and courses which reflects minimum international human rights/Gender standards.
- Classroom instruction of MoI legal officers regarding Afghan laws, international laws (e.g., human rights, human trafficking, anti-corruption) and development of curriculum materials.
- Work with MoI legal officers in drafting legislation.
- Provide information papers and research reports to MoI, and other entities regarding Human Rights, Gender and Children Rights.
- Liaison with other international partners.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and the Chief Mentors/Advisers (Gender/Human Rights) in support of the objectives of the mission.
- Supervise and advise the Mission in all Gender/HR issues.

Qualifications and Experience:

- Advanced university degree in a relevant discipline, preferably human rights law or gender.
- Minimum of 5 years work experience within the international human rights legal and development context, preferably in an advisory/advocacy role.
- Knowledge of the latest international developments in human rights law and principles, approaches and tools for strengthening respect for human rights through field mission work.
- Experience in human rights development and legal work in an international context.
- Work experience with information and changes of attitudes in the area of human rights.

- Experience working with international development tasks in other international organisations is desirable.
- Experience of working in civilian crisis management operations and/or in Afghanistan will be an advantage.
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level.
- Training experience is desirable.
- Fluent command of written and spoken English is required.

EUPOL AFGHANISTAN

Job Title

Chief Mentors/Advisers (Justice)

Post number

AFG 197

Location

Kabul

Staff regime

Seconded

Job Description

The *Chief Mentors/Advisers (Justice)* shall assist the Deputy Head of Mission Rule of Law (DHoM/RoL) in performing his/her duties by directing and coordinating the advising and mentoring component of the mission.

The *Chief Mentors/Advisers (Justice)* will be responsible for the following tasks:

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

Qualifications and Experience:

- Advanced University Degree in Law, or equivalent academic training, preferably in Criminal, Police, Procedural Law, International Law or other related matters.
- Ability to manage and coordinate a diversified and multidisciplinary team of mentors and advisers.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as national partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in project management in the field of Rule of Law.
- Relevant experience (minimum 8 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or

post-conflict situation or experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Ombudsman officer etc.

- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

Additional desirable requirements

Experience

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

EUPOL AFGHANISTAN

Job Title

Mentor Minister of Justice (MoJ)

Post number

AFG 199

Location

HQ Kabul

Staff regime

Seconded/Contracted

Category

1

Job Description

- Report to Chief Mentors/Advisers (Justice)
- Advise Ministry of Justice Legislative Department on the concepts, strategies and legislative alternatives, in particular focusing on the reform of the criminal procedural legislation, training, and other measures aimed at enhancement of mechanisms to ensure efficiency and effectiveness in handling criminal investigations and criminal cases.
- Familiarize, assess and advise the MoJ/Prison Department with the operational concept and legal framework concerning the pre-trial detention and other relevant practices relating to deprivation of liberty before the conviction.
- Assist in the enhancement of cooperation between police and other justice officials.
- Support the MoJ in its task of legal awareness raising in regard to public perception of police.
- Cooperate closely with the EC programmes and other institution building activities in the justice sector organised international organisations (e.g. UNAMA) and bilateral actors (e.g. Italy, US).
- Develop strategies and supportive measures against corruption within the criminal justice sector.
- Address the basic substantial and procedural legislation, including the immediate operational needs of the police and the prosecution service to resume their functions in criminal investigation respecting international standards.
- Advice on measures to support effective ratification of the international conventions within the police and the prosecution service.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and the Chief Mentors/Advisers (*Justice*) in support of the objectives of the mission.

Qualifications and Experience

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests;

- An ability to work effectively under pressure in difficult circumstances in a post conflict environment;
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level;
- Sound decision-making skills, political judgement and ability to influence.
- Relevant experience (minimum 8 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Ombudsman officer etc.
- Proficiency in English.

EUPOL AFGHANISTAN

Job Title

Mentor to the Attorney General's Office

Post nr

AFG 200

Location

HQ Kabul

Staff regime

Seconded/Contracted

Category

1

Job Description

The *Mentor to the Attorney General's Office* shall assist the Chief Mentors/Advisers (*Justice*) in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

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

Qualifications and Experience

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests.
- An ability to work effectively under pressure in difficult circumstances in a post conflict

- environment.
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level.
 - Sound decision-making skills, political judgement and ability to influence.
 - Relevant experience (minimum 8 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
 - Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
 - Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
 - Proficiency in English.

EUPOL AFGHANISTAN

Job Title

Mentor to the Attorney General's Office

Post nr

AFG 202

Location

HQ Kabul

Staff regime

Seconded

Job Description

The *Mentor to the Attorney General's Office* shall assist the Chief Mentors/Advisers (*Justice*) in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

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

Qualifications and Experience

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests.
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment.
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level.
- Sound decision-making skills, political judgement and ability to influence.

- Relevant experience (minimum 8 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proficiency in English.

EUPOL AFGHANISTAN

Job Title

Mentor to the Attorney General's Office

Post nr

AFG 203

Location

HQ Kabul

Staff regime

Seconded

Job Description

The *Mentor to the Attorney General's Office* shall assist the Chief Mentors/Advisers (*Justice*) in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

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

Qualifications and Experience

- University Degree in Law, or equivalent academic training preferably with post-graduate or master studies in Criminal or Procedural Law, International Relations or other related matters.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Proven ability to establish constructive working relationships with a wide range of national and international stakeholders, with a range of interests.
- An ability to work effectively under pressure in difficult circumstances in a post conflict environment.
- Well-developed interpersonal skills and the ability to communicate effectively with people of all levels including those at a strategic level.
- Sound decision-making skills, political judgement and ability to influence.

- Relevant experience (minimum 8 years) could include: Experience from developing legislative framework and judicial institutions in a Member State or/and in a developmental, transitional or post-conflict situation.
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution.
- Experience working as a Judge, Public Prosecutor or Criminal/Police Investigator, Practicing lawyer, Legal Trainer, Ombudsman officer etc.
- Proficiency in English.

EUPOL AFGHANISTAN

Job Title

Chief of Rule of Law Trainer Advisers

Post number

AFG 205

Location

Kabul

Staff regime

Seconded/Contracted

Category

1

Job Description

The *Chief of Rule of Law Trainer Advisers* shall assist the Deputy Head of Mission Rule of Law (DHoM/RoL) in performing his/her duties by directing and coordinating the RoL training component of the mission.

The *Chief of Rule of Law Trainer Advisers* will be responsible for the following tasks:

- Report to the HoM through the DHoM/RoL.
- Assist the DHoM/RoL in the overall direction of the RoL training component.
- To coordinate the training advisers deployed centrally.
- Support the HoM in the decision making process by drafting and submitting for the approval the relevant plans, directives and orders, through the DHoM/RoL.
- Assist the MoI/ANP, MoJ and AGO in improving their training and performance capabilities in the identified areas and develop training strategies.
- Identify projects in the different areas in cooperation with Afghan counterparts and implement them through the Trainers assigned to the different Ministries and with donor assistance.
- Undertake any other tasks required by the Head of Mission and the Deputy Head of Mission/RoL in support of the objectives of the mission.

Qualifications and Experience:

- An advanced University Degree in Law, Public or Business Administration, Police Sciences, Pedagogic Sciences, Economics or equivalent academic training.
- Working experience in training, law or policing, appropriate responsibilities at upper and strategic decision level.
- Working experience at national or international level as training expert on management level.
- Project management experience (desirable).
- Ability to manage and coordinate a diversified and multidisciplinary team of trainers.
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as national partners.
- Highly resilient under physical and mental pressure and stress-resistant.

- Broad international professional experience.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.

Additional desirable requirements

Experience

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

EUPOL MISSION AFGHANISTAN

Job Title

Rule of Law Adviser (Anti Corruption)

Post nr

AFG 225

Location

RC North Mazar-e-Sharif

Staff regime

Seconded

Job Description

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Provide expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected & appointed government officials & police officers
- Mentoring & advising individual prosecutors & other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's office and Ministry of Interior
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies & white-collar crime, bribery & financial investigations, case planning & management, prosecutor-police co-ordination, strategies of covert surveillance & the handling of case materials & evidence
- Collaborating with EUPOL & other international prosecutors & lawyers assisting the anti-corruption unit, in advice & mentoring
- Liaising with other judicial, police, & government officials in anti-corruption efforts, including the High Office of Oversight & the Supreme Court of Afghanistan
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Specific Qualifications

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

General Qualifications and Experience

- University degree related to criminal law or equivalent
- Professional with at least 8 years experience in professional practice

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

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser CID (Criminal Investigation Department)

Post number

AFG 230

Location

Feyzabad

Staff regime

Seconded

Job Description

The *Mentor/Adviser CID* working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures within the Criminal Investigation Department within the Afghan National Police based on an intelligence-led policing model.

The Mentor/Adviser CID will be responsible for the following tasks:

- Report to their respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Criminal Investigation Department within an Intelligence Led Policing model.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Criminal Investigation structures as well as in developing and implementing policing strategies and best practices to support an effective Criminal Investigation Department.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for policing.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the Criminal Investigation Department.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Regional Coordinator, for a coherent mentoring strategy in respect of the Criminal Investigation Department and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Mentors and Senior Adviser in support of the objectives of the Mission

Qualifications and Experience

- Senior rank in a police force with significant experience within the Criminal Investigation Department.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing

- model and in particular, Uniform Police, CID and Command and Control functions.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
 - Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
 - Highly resilient under physical and mental pressure and stress-resistant.
 - Broad international professional experience.
 - Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
 - Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
 - Fluent in written and spoken English.

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Training Adviser

Post number

AFG 232

Location

Feyzabad

Staff regime

Seconded

Job Description

The **EUPOL AFGHANISTAN *Training Adviser*** shall assist their respective Senior Adviser and Regional Coordinator in all aspects connected to the mentioned area of specialization.

The *Training Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Support the Head of Police Trainers, Senior Adviser and Regional Coordinator in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- To advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Trainers and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience

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

Additional Requirements

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

EUPOL MISSION AFGHANISTAN

Job Title

Rule of Law Adviser (Anti Corruption)

Post nr

AFG 234

Location

Feyzabad

Staff regime

Seconded

Job Description

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Provide expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected & appointed government officials & police officers
- Mentoring & advising individual prosecutors & other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's office and Ministry of Interior
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies & white-collar crime, bribery & financial investigations, case planning & management, prosecutor-police co-ordination, strategies of covert surveillance & the handling of case materials & evidence
- Collaborating with EUPOL & other international prosecutors & lawyers assisting the anti-corruption unit, in advice & mentoring
- Liaising with other judicial, police, & government officials in anti-corruption efforts, including the High Office of Oversight & the Supreme Court of Afghanistan
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Specific Qualifications

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

General Qualifications and Experience

- University degree related to criminal law or equivalent
- Professional with at least 8 years experience in professional practice
- Anti-corruption experience or professional expertise in government anti-corruption agency

- Experience of advising at government levels in a developing country or conflict affected fragile state is highly desirable
- Demonstrated experience in training, coaching and mentoring would be considered an advantage
- Excellent inter-personal and communication skills
- International experience, particularly in crisis areas with multi-national and international organizations (desirable)
- Fluent in English

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Rule of Law Adviser (Justice)

Post number

AFG 235

Location

Feyzabad

Staff regime

Seconded

Job Description:

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Engage directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues
- Conduct frequent training sessions with criminal prosecutors, judges and investigative police; specifically focused towards investigatory and trial advocacy skills
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials
- Enhance the awareness of Human Rights, Gender issues and Children's Rights within the Afghan National Police and Justice Institutions
- Assist the Team Leader in program reporting to include a report analysing the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system
- Liaise with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience:

- University Degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or other related matters
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution
- Proven liaison and training skills
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions

- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable.
- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects
- Proficiency in English

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser (ILP)

Post number

AFG 236

Location

Kunduz

Staff regime

Seconded

Job Description

The *Mentor/Adviser (ILP)*, working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures for an Intelligence Led Policing Model within the Afghan National Police.

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

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

Qualifications and Experience

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of command and control functions including tasking and co-ordination of resources.
- A good understanding of how all areas of policing operate in an intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police force.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national

- and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
 - Broad international professional experience
 - Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
 - Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
 - Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser PC3(Police Command Control and Communications)

Post number

AFG 239

Location

Kunduz

Staff regime

Seconded

Job Description

The *Mentor/Adviser PC3* shall assist the Senior Advisor in performing effective mentoring to support the implementation of effective Command, Control and Communication structures across the Afghan National Police.

The Mentor/Adviser PC3 will be responsible for the following tasks:

- Report to their respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Command and Control of police resources.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Command, Control and Communication structures as well as in developing and implementing policing strategies and best practices to support this.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for command and control of resources.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the command levels of the Afghan National Police.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Regional Coordinator, for a coherent mentoring strategy in respect of Command, Control and Communications issues.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Provide support to Regional and Provincial mentors as required by the Mission.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Mentors and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience

- Senior rank in a police force with an excellent understanding of Command, Control and Communications issues within the police.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing model and in particular, Uniform Police, CID and Command and Control functions.

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL MISSION AFGHANISTAN

Job Title

Rule of Law Adviser (Anti Corruption)

Post nr

AFG 242

Location

Kunduz

Staff regime

Seconded

Job Description

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Provide expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected & appointed government officials & police officers
- Mentoring & advising individual prosecutors & other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's office and Ministry of Interior
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies & white-collar crime, bribery & financial investigations, case planning & management, prosecutor-police co-ordination, strategies of covert surveillance & the handling of case materials & evidence
- Collaborating with EUPOL & other international prosecutors & lawyers assisting the anti-corruption unit, in advice & mentoring
- Liaising with other judicial, police, & government officials in anti-corruption efforts, including the High Office of Oversight & the Supreme Court of Afghanistan
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Specific Qualifications

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

General Qualifications and Experience

- University degree related to criminal law or equivalent
- Professional with at least 8 years experience in professional practice
- Anti-corruption experience or professional expertise in government anti-corruption agency

- Experience of advising at government levels in a developing country or conflict affected fragile state is highly desirable
- Demonstrated experience in training, coaching and mentoring would be considered an advantage
- Excellent inter-personal and communication skills
- International experience, particularly in crisis areas with multi-national and international organizations (desirable)
- Fluent in English

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Rule of Law Adviser (Justice)

Post number

AFG 243

Location

Kunduz

Staff regime

Seconded

Job Description:

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Engage directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues
- Conduct frequent training sessions with criminal prosecutors, judges and investigative police; specifically focused towards investigatory and trial advocacy skills
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials
- Enhance the awareness of Human Rights, Gender issues and Children's Rights within the Afghan National Police and Justice Institutions
- Assist the Team Leader in program reporting to include a report analysing the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system
- Liaise with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience:

- University Degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or other related matters

- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution
- Proven liaison and training skills
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable.
- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects
- Proficiency in English

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL MISSION AFGHANISTAN

Job Title

Rule of Law Adviser (Anti Corruption)

Post nr

AFG 258

Location

Meymanah

Staff regime

Seconded

Job Description

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Provide expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected & appointed government officials & police officers
- Mentoring & advising individual prosecutors & other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's office and Ministry of Interior
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies & white-collar crime, bribery & financial investigations, case planning & management, prosecutor-police co-ordination, strategies of covert surveillance & the handling of case materials & evidence
- Collaborating with EUPOL & other international prosecutors & lawyers assisting the anti-corruption unit, in advice & mentoring
- Liaising with other judicial, police, & government officials in anti-corruption efforts, including the High Office of Oversight & the Supreme Court of Afghanistan
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Specific Qualifications

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

General Qualifications and Experience

- University degree related to criminal law or equivalent
- Professional with at least 8 years experience in professional practice
- Anti-corruption experience or professional expertise in government anti-corruption agency

- Experience of advising at government levels in a developing country or conflict affected fragile state is highly desirable
- Demonstrated experience in training, coaching and mentoring would be considered an advantage
- Excellent inter-personal and communication skills
- International experience, particularly in crisis areas with multi-national and international organizations (desirable)
- Fluent in English

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser (ILP)

Post number

AFG 273

Location

Pol-e-Khomri

Staff regime

Seconded

Job Description

The *Mentor/Adviser (ILP)*, working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures for an Intelligence Led Policing Model within the Afghan National Police.

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

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

Qualifications and Experience

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of command and control functions including tasking and co-ordination of resources.
- A good understanding of how all areas of policing operate in an intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police force.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national

- and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
 - Broad international professional experience
 - Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
 - Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
 - Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser CID (Criminal Investigation Department)

Post number

AFG 274

Location

Pol-e-Khomri

Staff regime

Seconded

Job Description

The *Mentor/Adviser CID* working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures within the Criminal Investigation Department within the Afghan National Police based on an intelligence-led policing model.

The Mentor/Adviser CID will be responsible for the following tasks:

- Report to their respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Criminal Investigation Department within an Intelligence Led Policing model.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Criminal Investigation structures as well as in developing and implementing policing strategies and best practices to support an effective Criminal Investigation Department.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for policing.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the Criminal Investigation Department.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Regional Coordinator, for a coherent mentoring strategy in respect of the Criminal Investigation Department and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Mentors and Senior Adviser in support of the objectives of the Mission

Qualifications and Experience

- Senior rank in a police force with significant experience within the Criminal Investigation Department.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing model and in particular, Uniform Police, CID and Command and Control functions.

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Fluent in written and spoken English.

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser PC3 (Police Command Control and Communications)

Post number

AFG 275

Location

Pol-e-Khomri

Staff regime

Seconded

Job Description

The *Mentor/Adviser PC3* shall assist the Senior Advisor in performing effective mentoring to support the implementation of effective Command, Control and Communication structures across the Afghan National Police.

The Mentor/Adviser PC3 will be responsible for the following tasks:

- Report to their respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Command and Control of police resources.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Command, Control and Communication structures as well as in developing and implementing policing strategies and best practices to support this.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for command and control of resources.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the command levels of the Afghan National Police.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Regional Coordinator, for a coherent mentoring strategy in respect of Command, Control and Communications issues.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Provide support to Regional and Provincial mentors as required by the Mission.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Mentors and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience

- Senior rank in a police force with an excellent understanding of Command, Control and Communications issues within the police.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing model and in particular, Uniform Police, CID and Command and Control functions.

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Rule of Law Adviser (Justice)

Post number

AFG 277

Location

Pol-e-Khomri

Staff regime

Seconded

Job Description:

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Engage directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues
- Conduct frequent training sessions with criminal prosecutors, judges and investigative police; specifically focused towards investigatory and trial advocacy skills
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials
- Enhance the awareness of Human Rights, Gender issues and Children's Rights within the Afghan National Police and Justice Institutions
- Assist the Team Leader in program reporting to include a report analysing the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system
- Liaise with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience:

- University Degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or other related matters
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution
- Proven liaison and training skills
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports

- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable.
- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects
- Proficiency in English

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser (ILP)

Post number

AFG 284

Location

Mazar

Staff regime

Seconded

Job Description

The *Mentor/Adviser (ILP)*, working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures for an Intelligence Led Policing Model within the Afghan National Police.

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

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

Qualifications and Experience

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of command and control functions including tasking and co-ordination of resources.
- A good understanding of how all areas of policing operate in an intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police force.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP

- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser CID (Criminal Investigation Department)

Post number

AFG 285

Location

Mazar

Staff regime

Seconded

Job Description

The *Mentor/Adviser CID* working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures within the Criminal Investigation Department within the Afghan National Police based on an intelligence-led policing model.

The Mentor/Adviser CID will be responsible for the following tasks:

- Report to their respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Criminal Investigation Department within an Intelligence Led Policing model.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Criminal Investigation structures as well as in developing and implementing policing strategies and best practices to support an effective Criminal Investigation Department.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for policing.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the Criminal Investigation Department.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Regional Coordinator, for a coherent mentoring strategy in respect of the Criminal Investigation Department and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Mentors and Senior Adviser in support of the objectives of the Mission

Qualifications and Experience

- Senior rank in a police force with significant experience within the Criminal Investigation Department.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing model and in particular, Uniform Police, CID and Command and Control functions.

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Fluent in written and spoken English.

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser CID (Criminal Investigation Department)

Post number

AFG 286

Location

Mazar

Staff regime

Seconded

Job Description

The *Mentor/Adviser CID* working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures within the Criminal Investigation Department within the Afghan National Police based on an intelligence-led policing model.

The Mentor/Adviser CID will be responsible for the following tasks:

- Report to their respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Criminal Investigation Department within an Intelligence Led Policing model.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Criminal Investigation structures as well as in developing and implementing policing strategies and best practices to support an effective Criminal Investigation Department.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for policing.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the Criminal Investigation Department.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Regional Coordinator, for a coherent mentoring strategy in respect of the Criminal Investigation Department and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Mentors and Senior Adviser in support of the objectives of the Mission

Qualifications and Experience

- Senior rank in a police force with significant experience within the Criminal Investigation Department.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing model and in particular, Uniform Police, CID and Command and Control functions.

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Fluent in written and spoken English.

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Border Police Adviser

Post number

AFG 290

Location

Mazar

Staff regime

Seconded

Job Description

The EUPOL AFGHANISTAN **Border Police Adviser** shall assist his respective Senior Adviser and Regional Police Coordinator in all aspects connected to the mentioned area of specialization

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

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

Qualifications and Experience

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

Additional desirable requirements

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

EUPOL AFGHANISTAN

Job Title

Training Adviser

Post number

AFG 301

Location

Herat

Staff regime

Seconded

Job Description

The **EUPOL AFGHANISTAN *Training Adviser*** shall assist their respective Senior Adviser and Regional Coordinator in all aspects connected to the mentioned area of specialization.

The *Training Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Support the Head of Police Trainers, Senior Adviser and Regional Coordinator in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- To advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Trainers and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience

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

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Border Police Adviser

Post number

AFG 302

Location

Herat

Staff regime

Seconded

Job Description

The EUPOL AFGHANISTAN **Border Police Adviser** shall assist his respective Senior Adviser and Regional Police Coordinator in all aspects connected to the mentioned area of specialization

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

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

Qualifications and Experience

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

Additional desirable requirements

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

EUPOL AFGHANISTAN

Job Title

Border Police Adviser

Post number

AFG 303

Location

Herat

Staff regime

Seconded

Job Description

The EUPOL AFGHANISTAN **Border Police Adviser** shall assist his respective Senior Adviser and Regional Police Coordinator in all aspects connected to the mentioned area of specialization

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

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

Qualifications and Experience

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

Additional desirable requirements

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

EUPOL AFGHANISTAN

Job Title

Training Adviser

Post number

AFG 311

Location

Qual-e-Now

Staff regime

Seconded

Job Description

The **EUPOL AFGHANISTAN *Training Adviser*** shall assist their respective Senior Adviser and Regional Coordinator in all aspects connected to the mentioned area of specialization.

The *Training Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Support the Head of Police Trainers, Senior Adviser and Regional Coordinator in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- To advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Trainers and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience

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

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser (ILP)

Post number

AFG 315

Location

Chaghcharan

Staff regime

Seconded

Job Description

The *Mentor/Adviser (ILP)*, working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures for an Intelligence Led Policing Model within the Afghan National Police.

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

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

Qualifications and Experience

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of command and control functions including tasking and co-ordination of resources.
- A good understanding of how all areas of policing operate in an intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police force.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP

- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser CID (Criminal Investigation Department)

Post number

AFG 316

Location

Qual-e-Now

Staff regime

Seconded

Job Description

The *Mentor/Adviser CID* working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures within the Criminal Investigation Department within the Afghan National Police based on an intelligence-led policing model.

The Mentor/Adviser CID will be responsible for the following tasks:

- Report to their respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Criminal Investigation Department within an Intelligence Led Policing model.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Criminal Investigation structures as well as in developing and implementing policing strategies and best practices to support an effective Criminal Investigation Department.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for policing.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the Criminal Investigation Department.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Regional Coordinator, for a coherent mentoring strategy in respect of the Criminal Investigation Department and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Mentors and Senior Adviser in support of the objectives of the Mission

Qualifications and Experience

- Senior rank in a police force with significant experience within the Criminal Investigation Department.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing

- model and in particular, Uniform Police, CID and Command and Control functions.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
 - Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
 - Highly resilient under physical and mental pressure and stress-resistant.
 - Broad international professional experience.
 - Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
 - Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
 - Fluent in written and spoken English.

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser CID (Criminal Investigation Department)

Post number

AFG 317

Location

Qual-e-Now

Staff regime

Seconded

Job Description

The *Mentor/Adviser CID* working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures within the Criminal Investigation Department within the Afghan National Police based on an intelligence-led policing model.

The Mentor/Adviser CID will be responsible for the following tasks:

- Report to their respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Criminal Investigation Department within an Intelligence Led Policing model.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Criminal Investigation structures as well as in developing and implementing policing strategies and best practices to support an effective Criminal Investigation Department.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for policing.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the Criminal Investigation Department.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Regional Coordinator, for a coherent mentoring strategy in respect of the Criminal Investigation Department and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Mentors and Senior Adviser in support of the objectives of the Mission

Qualifications and Experience

- Senior rank in a police force with significant experience within the Criminal Investigation Department.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing model and in particular, Uniform Police, CID and Command and Control functions.

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Fluent in written and spoken English.

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Training Adviser

Post number

AFG 319

Location

Chaghcharan

Staff regime

Seconded

Job Description

The **EUPOL AFGHANISTAN *Training Adviser*** shall assist their respective Senior Adviser and Regional Coordinator in all aspects connected to the mentioned area of specialization.

The *Training Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Support the Head of Police Trainers, Senior Adviser and Regional Coordinator in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- To advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Trainers and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience

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

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Rule of Law Adviser (Justice)

Post number

AFG 322

Location

Chaghcharan

Staff regime

Seconded

Job Description:

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Engage directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues
- Conduct frequent training sessions with criminal prosecutors, judges and investigative police; specifically focused towards investigatory and trial advocacy skills
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials
- Enhance the awareness of Human Rights, Gender issues and Children's Rights within the Afghan National Police and Justice Institutions
- Assist the Team Leader in program reporting to include a report analysing the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system
- Liaise with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience:

- University Degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or other related matters
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution
- Proven liaison and training skills
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports

- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable.
- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects
- Proficiency in English

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Training Adviser

Post number

AFG 328

Location

Herat

Staff regime

Seconded

Job Description

The **EUPOL AFGHANISTAN *Training Adviser*** shall assist their respective Senior Adviser and Regional Coordinator in all aspects connected to the mentioned area of specialization.

The *Training Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Support the Head of Police Trainers, Senior Adviser and Regional Coordinator in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- To advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Trainers and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience

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

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Regional Coordinator

Post number

AFG 333

Location

Kandahar

Staff regime

Seconded

Job Description

The *Regional Coordinator* will work under the overall guidance of the Head of Policing Development and Coordination Development and Coordination and assist the respective Senior Adviser in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to the respective Senior Adviser
- To support the Senior Adviser in performing his/her mentoring duties
- Respond functionally to the Senior Advisor accordingly to the area of activity
- Assist the ANP Regional and Provincial Commanders and Commissioned Officers in improving their managerial capabilities and general comprehension of tasks and responsibilities related to their current functions
- To assist ANP Regional and Provincial Commanders and Commissioned Officers in enhancing their comprehension of democratic policing as well as in elaborating and implementing best practices
- Maintain continuous liaison with the other Mentors deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police and the Senior Adviser in support of the objectives of the Mission

Qualifications and Experience

- University Degree, or equivalent, in Police related matters
- Police Officer with at least ten years of effective police experience, five years of which at middle management level
- Adequate knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- In-depth understanding of the following areas of activity: effective organizational policing structures, general policing, criminal investigation, training
- Fluent in written and spoken English

Additional Requirements

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Professional experience of projects related to police reform
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course

EUPOL MISSION AFGHANISTAN

Job Title

Rule of Law Adviser (Anti Corruption)

Post nr

AFG 354

Location

Helmand

Staff regime

Seconded

Job Description

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Provide expert legal guidance in corruption cases led by Afghan prosecutors investigating allegations against senior elected & appointed government officials & police officers
- Mentoring & advising individual prosecutors & other investigators in on-going corruption investigations conducted by the anti-corruption unit in the provincial Attorney General's office and Ministry of Interior
- Advising in relevant areas, such as criminal investigation techniques, corruption case studies & white-collar crime, bribery & financial investigations, case planning & management, prosecutor-police co-ordination, strategies of covert surveillance & the handling of case materials & evidence
- Collaborating with EUPOL & other international prosecutors & lawyers assisting the anti-corruption unit, in advice & mentoring
- Liaising with other judicial, police, & government officials in anti-corruption efforts, including the High Office of Oversight & the Supreme Court of Afghanistan
- Work as part of the EUPOL Rule of Law Team and coordinate with the other actors.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Specific Qualifications

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

General Qualifications and Experience

- University degree related to criminal law or equivalent
- Professional with at least 8 years experience in professional practice

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

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Rule of Law Adviser (Justice)

Post number

AFG 355

Location

Helmand

Staff regime

Seconded

Job Description:

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Engage directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues
- Conduct frequent training sessions with criminal prosecutors, judges and investigative police; specifically focused towards investigatory and trial advocacy skills
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials
- Enhance the awareness of Human Rights, Gender issues and Children's Rights within the Afghan National Police and Justice Institutions
- Assist the Team Leader in program reporting to include a report analysing the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system
- Liaise with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience:

- University Degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or other related matters
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution
- Proven liaison and training skills
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions
- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports

- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable.
- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects
- Proficiency in English

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Lead Mentor PTC

Post number

AFG 356

Location

Uruzgan

Staff regime

Seconded

Job Description

The *Lead Mentor* shall assist the respective Senior Adviser and Regional Coordinator in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator
- To support the Senior Adviser and Regional Police Coordinator in performing his/her mentoring duties
- Assist the ANP Regional and Provincial Commanders and Commissioned Officers in improving their managerial capabilities and general comprehension of tasks and responsibilities related to their current functions
- To assist ANP Regional and Provincial Commanders and Commissioned Officers in enhancing their comprehension of democratic policing as well as in elaborating and implementing best practices
- Maintain continuous liaison with the other Mentors deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Regional Development and Coordination and the Senior Adviser in support of the objectives of the mission

Qualifications and Experience

- University Degree, or equivalent, in Police related matters
- Police Officer with at least 8 years of effective police experience, five years of which at middle management level
- Adequate knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- In-depth understanding of the following areas of activity: effective organizational policing structures, general policing, criminal investigation, training
- Fluent in written and spoken English

Additional Requirements

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Professional experience of projects related to police reform
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser (ILP)

Post number

AFG 357

Location

Uruzgan

Staff regime

Seconded

Job Description

The *Mentor/Adviser (ILP)*, working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures for an Intelligence Led Policing Model within the Afghan National Police.

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

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

Qualifications and Experience

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of command and control functions including tasking and co-ordination of resources.
- A good understanding of how all areas of policing operate in an intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police force.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP

- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser CID (Criminal Investigation Department)

Post number

AFG 358

Location

Uruzgan

Staff regime

Seconded

Job Description

The *Mentor/Adviser CID* working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures within the Criminal Investigation Department within the Afghan National Police based on an intelligence-led policing model.

The Mentor/Adviser CID will be responsible for the following tasks:

- Report to their respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Criminal Investigation Department within an Intelligence Led Policing model.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Criminal Investigation structures as well as in developing and implementing policing strategies and best practices to support an effective Criminal Investigation Department.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for policing.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the Criminal Investigation Department.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Regional Coordinator, for a coherent mentoring strategy in respect of the Criminal Investigation Department and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Mentors and Senior Adviser in support of the objectives of the Mission

Qualifications and Experience

- Senior rank in a police force with significant experience within the Criminal Investigation Department.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing model and in particular, Uniform Police, CID and Command and Control functions.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP

- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
- Highly resilient under physical and mental pressure and stress-resistant.
- Broad international professional experience.
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
- Fluent in written and spoken English.

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser CID (Criminal Investigation Department)

Post number

AFG 359

Location

Uruzgan

Staff regime

Seconded

Job Description

The *Mentor/Adviser CID* working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures within the Criminal Investigation Department within the Afghan National Police based on an intelligence-led policing model.

The Mentor/Adviser CID will be responsible for the following tasks:

- Report to their respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Criminal Investigation Department within an Intelligence Led Policing model.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Criminal Investigation structures as well as in developing and implementing policing strategies and best practices to support an effective Criminal Investigation Department.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for policing.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the Criminal Investigation Department.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Regional Coordinator, for a coherent mentoring strategy in respect of the Criminal Investigation Department and the wider Mission strategic priorities.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Mentors and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience

- Senior rank in a police force with significant experience within the Criminal Investigation Department.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing

- model and in particular, Uniform Police, CID and Command and Control functions.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
 - Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners.
 - Highly resilient under physical and mental pressure and stress-resistant.
 - Broad international professional experience.
 - Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context.
 - Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region.
 - Fluent in written and spoken English.

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser PC3 (Police Command Control and Communications)

Post number

AFG 360

Location

Uruzgan

Staff regime

Seconded

Job Description

The *Mentor/Adviser PC3* shall assist the Senior Advisor in performing effective mentoring to support the implementation of effective Command, Control and Communication structures across the Afghan National Police.

The Mentor/Adviser PC3 will be responsible for the following tasks:

- Report to their respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- To assist the mentee in improving his/her managerial skills, command and control capabilities and general comprehension of tasks and responsibilities related to the Command and Control of police resources.
- Assist the mentee in enhancing his/her ability to carry out reforms and to put in place modern administrative and management systems to enable democratic policing through robust Command, Control and Communication structures as well as in developing and implementing policing strategies and best practices to support this.
- Assist the ANP in developing and implementing, an effective coordination amongst the different departments of the ANP in the use of intelligence as the basis for command and control of resources.
- To assist the mentee in elaborating fair and impartial human resources policies for recruitment, training and specialisation within the command levels of the Afghan National Police.
- Support the HoM and Deputy Head of Mission/Police in the decision making process by drafting and submitting proposals through the Regional Coordinator, for a coherent mentoring strategy in respect of Command, Control and Communications issues.
- Liaise closely with other key mentors and departments in order to implement a joint coherent mentoring strategy.
- Provide support to Regional and Provincial mentors as required by the Mission.
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Mentors and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience

- Senior rank in a police force with an excellent understanding of Command, Control and Communications issues within the police.
- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of how all areas of the police operate within an Intelligence Led Policing model and in particular, Uniform Police, CID and Command and Control functions.

- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Training Adviser

Post number

AFG 361

Location

Uruzgan

Staff regime

Seconded

Job Description

The **EUPOL AFGHANISTAN *Training Adviser*** shall assist their respective Senior Adviser and Regional Coordinator in all aspects connected to the mentioned area of specialization.

The *Training Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Support the Head of Police Trainers, Senior Adviser and Regional Coordinator in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- To advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Trainers and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience

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

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Training Adviser

Post number

AFG 362

Location

Uruzgan

Staff regime

Seconded

Job Description

The **EUPOL AFGHANISTAN *Training Adviser*** shall assist their respective Senior Adviser and Regional Coordinator in all aspects connected to the mentioned area of specialization.

The *Training Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Support the Head of Police Trainers, Senior Adviser and Regional Coordinator in all aspects related to the performance of advising, mentoring and monitoring activities in the area of training, with reference to the concerned ANP Regional or Provincial Command
- To advise, monitor and mentor the ANP on the developing and implementing of training strategies, programmes and methods within the framework of a national strategy developed centrally and enhancing their standards in the area concerned
- Lead the ANP towards an Afghan-owned and self-sustaining training capacity
- Maintain continuous liaison with the other Training advisers deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Head of Police Trainers and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience

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

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Rule of Law Adviser (Justice)

Post number

AFG 363

Location

Uruzgan

Staff regime

Seconded

Job Description:

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Engage directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues
- Conduct frequent training sessions with criminal prosecutors, judges and investigative police; specifically focused towards investigatory and trial advocacy skills
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials
- Enhance the awareness of Human Rights, Gender issues and Children's Rights within the Afghan National Police and Justice Institutions
- Assist the Team Leader in program reporting to include a report analysing the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system
- Liaise with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience:

- University Degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or other related matters
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution
- Proven liaison and training skills
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions

- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable.
- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects
- Proficiency in English

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Senior Adviser

Post number

AFG 372

Location

Laghman (Temporarily based in Kabul)

Staff regime

Seconded

Job Description

The EUPOL AFGHANISTAN **Senior Adviser** shall assist the Head of Mission in performing his/her duties by directing and coordinating advisers and mentors deployed both at regional and provincial level.

The Senior Adviser will be responsible for the following tasks:

- Report to the Head of Mission (HoM) through the Deputy Head of Mission/Police and the Deputy Head of Mission/RoL in terms of accomplishment of the given mission
- Respond functionally to the Head of Regional Deployment and Coordination accordingly with the area of activity
- To assist, monitor and mentor the ANP Regional Commanders in identifying the weaknesses and the areas for improvement and leading them to improving their planning, management and performance capabilities in the identified areas
- Direct and coordinate Advisers and Mentors deployed both at regional and provincial level within the area of responsibility (AOR) of the concerned ANP Regional Command.
- Coordinate and synchronize the advising and mentoring activities within the AOR of the concerned ANP Regional Command
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, Deputy Head of Mission/RoL and the Head of Regional Deployment and Coordination in support of the objectives of the Mission

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters
- Senior rank in a police force
- Minimum of ten years of effective and extensive operational police experience, at least five years of which at upper management level in his/her police organization
- Substantial knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- International professional experience
- Ability to manage and coordinate a diversified and multidisciplinary team with a relatively high number of posts
- In-depth understanding of the following areas of activity within the team: general policing, criminal

- investigation, border police, training etc.
- Fluent in written and spoken English

Additional Requirements

- Experience in Peacekeeping missions or in ESDP missions at upper level
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Professional experience of projects related to police reform
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course

EUPOL AFGHANISTAN

Job Title

Regional Coordinator

Post number

AFG 373

Location

Laghman (Temporarily based in Kabul)

Staff regime

Seconded

Job Description

The *Regional Coordinator* will work under the overall guidance of the Head of Development and Coordination and assist the respective Senior Adviser in all aspects connected to the mentioned area of specialization and will be responsible for the following tasks:

- Report to the respective Senior Adviser
- To support the Senior Adviser in performing his/her mentoring duties
- Respond functionally to the Senior Advisor accordingly to the area of activity
- Assist the ANP Regional and Provincial Commanders and Commissioned Officers in improving their managerial capabilities and general comprehension of tasks and responsibilities related to their current functions
- To assist ANP Regional and Provincial Commanders and Commissioned Officers in enhancing their comprehension of democratic policing as well as in elaborating and implementing best practices
- Maintain continuous liaison with the other Mentors deployed within the same ANP Regional Command area of responsibility
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/Police, the Deputy Head of Mission/RoL and the Senior Adviser in support of the objectives of the Mission

Qualifications and Experience

- University Degree, or equivalent, in Police related matters
- Police Officer with at least ten years of effective police experience, five years of which at middle management level
- Adequate knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Experience in crisis management missions, preferable connected to Afghanistan or other areas within the same geopolitical context
- In-depth understanding of the following areas of activity: effective organizational policing structures, general policing, criminal investigation, training
- Fluent in written and spoken English

Additional Requirements

- Adequate working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Professional experience of projects related to police reform
- Diploma on CEPOL Commanders Course, Civilian Crisis Management Aspects or an EU Civilian Crisis Management Course

EUPOL AFGHANISTAN

Job Title

Rule of Law Adviser (Justice)

Post number

AFG 385

Location

Bamian

Staff regime

Seconded

Job Description:

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Engage directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues
- Conduct frequent training sessions with criminal prosecutors, judges and investigative police; specifically focused towards investigatory and trial advocacy skills
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials
- Enhance the awareness of Human Rights, Gender issues and Children's Rights within the Afghan National Police and Justice Institutions
- Assist the Team Leader in program reporting to include a report analysing the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system
- Liaise with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience:

- University Degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or other related matters
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution
- Proven liaison and training skills
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions

- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable.
- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects
- Proficiency in English

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Mentor/Adviser (ILP)

Post number

AFG 386

Location

Lowgar

Staff regime

Seconded

Job Description

The *Mentor/Adviser (ILP)*, working to the Regional Coordinator shall perform effective mentoring to support the implementation of effective structures for an Intelligence Led Policing Model within the Afghan National Police.

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

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

Qualifications and Experience

- At least 8 years of effective police experience within an Intelligence Led Policing model.
- A good understanding of command and control functions including tasking and co-ordination of resources.
- A good understanding of how all areas of policing operate in an intelligence led policing model and in particular, Uniform Police, CID and Command and Control functions.
- Senior rank in a police force.
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP

- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context
- Good working knowledge of the political, cultural and security situation of Afghanistan or other areas within the same geopolitical region
- Fluent in written and spoken English

Additional Requirements

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

EUPOL AFGHANISTAN

Job Title

Rule of Law Adviser (Justice)

Post number

AFG 390

Location

Lowgar

Staff regime

Seconded

Job Description:

The *Rule of Law Adviser* will be responsible for the following tasks:

- Report to the respective Senior Adviser and Regional Coordinator, consistently with their chain of command
- Engage directly with the chief prosecutor's office and chief of police's office through mentoring and advising them in police-prosecution coordination issues
- Conduct frequent training sessions with criminal prosecutors, judges and investigative police; specifically focused towards investigatory and trial advocacy skills
- Assist in the development and implementation of a nationwide training program for police and prosecutors and other judicial officials
- Enhance the awareness of Human Rights, Gender issues and Children's Rights within the Afghan National Police and Justice Institutions
- Assist the Team Leader in program reporting to include a report analysing the role of informal/customary justice in the designated province and identifying areas for potential coordination and cooperation with the formal justice system
- Liaise with local and international stakeholders by establishing and maintaining relationships with key local stakeholders including, but not limited to, local government officials, provincial and district-level police, prosecutors and judges, international organisations involved in the justice sector, Afghan civil society organisations, and customary and traditional law actors
- Undertake any other tasks required by the Head of Mission, the Deputy Head of Mission/RoL and Senior Adviser in support of the objectives of the Mission.

Qualifications and Experience:

- University Degree or equivalent academic training in Criminal or Procedural Law, International Relations, Human Rights or Gender or other related matters
- Good knowledge of judicial reform process and the functions and practices of criminal procedures including criminal investigation and prosecution
- Proven liaison and training skills
- Must have good networking skills, work well with others, and be respectful of Afghan legal and cultural traditions

- Ability to acquire useful information from a variety of sources and incorporate it into accurate reports
- Have the ability to use own initiative when working individually as well as being an integral team member within a multi-national environment
- Knowledge of EU Civilian Crisis Management and previous ESDP experience desirable.
- An understanding or experience of Rule of Law (Justice and Police) and/or Civilian Crisis Management interventions - especially training aspects
- Proficiency in English

Remark

This position is open for civilian experts, or police officers with adequate expertise. Selection and deployment are dependent upon an evaluation of the security situation in the respective province.

EUPOL AFGHANISTAN

Job Title

Head of Kabul City Police Project

Post number

AFG 391

Location

Kabul

Staff regime

Seconded

Job Description

The EUPOL AFGHANISTAN *Head of Kabul City Police Project* shall lead the Kabul City Police Project and will be responsible for the following tasks:

- Report to HoM through DHoM/Police
- Enhance -in cooperation with the project partners- the implementation of the Kabul City Police Project as well as other EUPOL City Police Projects
- Assist the mentored in enhancing their comprehension of democratic policing as well as in elaborating and implementing policing strategies and best practices
- To assist the mentored in implementing an effective coordination with the other departments of the ANP as well as an effective coordination with the Judicial system
- Assist the mentored in establishing the concept of a community policing model serving the people, in fighting the misuse of power and in improving the quality of police personnel and means, also with the aim of leading to a higher public perception of the Police
- Support the HoM in the decision making process by drafting and submitting relevant proposals for a coherent mentoring strategy in favour of the Uniformed Police
- Support the HoM in the decision making process by drafting and submitting, the relevant proposals for a coherent mentoring/training strategy in favour of the specific task.
- Undertake any other tasks required by the Head of Mission and the Deputy Head of Mission/Police.

Qualifications and Experience

- Advanced University Degree, or equivalent, in Police related matters.
- Senior rank in a police force (Ch/Supt – Colonel level)
- Minimum of 8 years of effective and extensive operational police experience, at least 5 of which at strategic level in his/her police organization.
- A higher level knowledge of Police command, control and communication structures.
- Broad experience in incident command and management
- Substantive knowledge of the functioning of the EU, in particular the CFSP and ESDP
- Excellent interpersonal skills and ability to communicate internally and to relate with multi-national and international organisations as well as international partners
- Highly resilient under physical and mental pressure and stress-resistant
- Broad international professional experience
- Professional experience in national and/or international assignments in planning and assisting crisis management missions, particularly in Afghanistan or other areas within the same geopolitical context

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

Additional desirable requirements

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