

<b>Position name:</b> Strategic Adviser on Reform of Intelligence/Security Agencies	<b>Employment Regime:</b> Seconded Visiting Expert	
<b>Ref. Number:</b> UAVE 08	<b>Location:</b> Kyiv/countrywide	<b>Availability:</b> January 2021
<b>Department/Component/Unit:</b> Operations Department/ Law Enforcement Agencies Component	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

### *Timeline of deployment*

The deployment will be for an initial 3 months with a possible extension for another 3 months.

The planned deployment schedule is the following:

- 1<sup>st</sup> month of assignment (January 2021): two to three weeks, dedicated to a technical assessment, which will also result in a more detailed planning of further deployment to be agreed on;
- 2<sup>nd</sup> month of assignment (February 2020): two to three weeks, depending on the outcomes of the technical assessment;
- 3<sup>rd</sup> month of assignment (March 2020): two to two to three weeks, depending on the outcomes of the above-mentioned technical assessment.

### **1. Reporting Line**

The Strategic Adviser on Reform of Intelligence/Security Agencies reports to the Head of Law Enforcement Agencies Component, while working as a member of the EUAM Law on National Security Taskforce.

### **2. General Tasks and Responsibilities**

- To provide strategic advice on the reform of the Security and Intelligence Services of Ukraine;
- To be embedded within local institutions, notably SSU, security permitting;
- To build and maintain professional and trustful relationships with senior counterparts;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To coordinate closely with other EUAM Senior Advisers and Advisers, as well as international partners, as appropriate;
- To design and deliver trainings and briefings, as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To undertake any other related task as requested by the Line Manager.

### **3. Specific Tasks and Responsibilities**

- To support the Ukrainian authorities in reform of the Security Service of Ukraine (SSU) as directed by the Head of Law Enforcement Component;
- To advise and support host authorities in clarifying respective structures, functions and responsibilities at Security Service level;
- To provide strategic advice to the Security Service in implementing organisational reform;
- To advise and mentor senior leadership security and intelligence agencies of Ukraine in change management, including the implementation of strategic and reform plans;
- To assess EU technical assistance requirements to the implementation of SSU reform and in other potentially affected institutions;

- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To coordinate activities with local and international interlocutors;
- To produce a final report on activities within the field of responsibility.

#### **4. Essential Qualifications and Experience**

- Successful completion of university studies of at least 4 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 7 in the European Qualifications Framework **OR** a qualification of the second cycle under the framework of qualifications of the European Higher Education Area, e.g. Master's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank; **AND**
- A minimum of 6 years of relevant professional experience in a senior management position, after having fulfilled the education requirements;
- Professional experience of European security or intelligence services at the strategic level;
- Experience in conceptualizing and implementing reorganization and change management within a security service.

#### **5. Essential Knowledge, Skills and Abilities**

- Knowledge of Ukraine and its security challenges;
- Knowledge of strategic and operational planning, including impact and risk assessments;
- Ability and proven experience in managing reforms in security sector;
- Ability to plan, multi-task and manage time effectively;
- Knowledge of systems of external and internal control bodies.

#### **6. Desirable Qualifications and Experience**

- Experience/knowledge of transforming or providing advice in reforming a security service at the strategic level;
- Previous experience working as Head/Deputy or at least Head of Department in security or intelligence agency.

#### **7. Desirable Knowledge, Skills and Abilities**

- Familiarity with legislative reviews and drafting legislation;
- Presentation skills;
- Innovative thinking.
- Ukrainian or Russian language skills.