

<b>Position Name:</b> Deputy Head of Operations	<b>Employment Regime:</b> Seconded	
<b>Ref. number:</b> SOM-157	<b>Location:</b> Mogadishu	<b>Availability:</b> ASAP
<b>Department/Division/Section:</b> Operations Department	<b>Security Clearance Level:</b> EU SECRET	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Deputy Head of Operations reports to the Head of Operations (HoOps).

### 2. Main Tasks and Responsibilities:

- To deputise for the Head of Operations in his/her absence;
- To implement the Mission's operational activities including in Field Offices in accordance with the Mission's OPLAN and the Head of OPS guidance, through Line Managers responsible for the respective Lines of Operation, and to ensure their operational coherence in support of the Mission's end state;
- To lead the team of Mission's operational advisers in view to facilitate the necessary policy and legal frameworks for maritime civilian law enforcement are in place;
- To ensure roles and responsibilities are clearly defined between civilian law enforcement agencies, line ministries and other relevant actors, at the federal and regional levels;
- To ensure that Somali capacities, at both federal and regional level, are sufficiently equipped to cover the range of coast guard functions, including countering piracy, thereby delivering security to enable the economic development of the maritime sector;
- To ensure that the Mission's operational advisers contribute efficiently to implementing the Lines of Operations and to achieving the respective desired outcomes;
- Governance of maritime civilian law enforcement authorities (maritime security coordination structures are fully established, policy framework adopted);
- Institutional development of maritime civilian law enforcement structures (legislative/regulatory Frameworks are developed, effective and accountable administrative frameworks established);
- Development of operational capabilities to deliver the normal suite of coast guard functions.

### 3. General Tasks and Responsibilities:

- To lead, direct and manage the work and staff of the Operations Department, when requested and under the guidance of the HoOps;
- To input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To ensure timely internal reporting from the operational perspective against benchmarking;
- To contribute to the Mission's external reporting against benchmarking;
- To ensure the consistency and sustainability of Mission's operational activities over time;
- To work in close cooperation with the other Mission's components;
- To ensure that Mission staff members working under the Head of Operations responsibility receive proper induction training;
- To ensure that Operational Standard Operating Procedures (SOPs) are properly developed, implemented and periodically reviewed;
- To ensure that Mission staff members working under the Head of Operations responsibility identify and report lessons and best practices within their respective fields of responsibility;
- To ensure that Mission staff members working under the Head of Operation' responsibility are periodically updated on Mission's mandate implementation progress;
- To identify, manage and report the risks arising from the specific processes/systems/projects implemented under his/her responsibility;
- To contribute to the mission Human Rights and Gender activities;
- To support the HoOps in the coordination of operational activities;
- To support the HoOps oversight activities;
- To be a source of advice to the HoOps;

- To undertake any other related tasks as requested by the Line Manager.

**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 The qualification should be in any of the fields of Political Science, International Relations, Law, Social Sciences, Law Enforcement, Business Administration/Management or other relevant field OR equivalent and attested police or/and military and/or coast guard education or training or an award of an equivalent rank AND
- After having fulfilled the education requirements, a minimum of 10 years of relevant professional experience, out of which a minimum of 5 years at management level;
- Experience in Security Sector/Rule of Law Reform in a national or host state context and in implementation of reform programmes.

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

- Ability to establish/review priorities, to plan and to exercise control;
- Ability to engage with senior officials/ governmental level decision makers;
- Ability to mentor and motivate staff;
- Leadership skills;
- Good knowledge of Human Rights and Gender practices.

**6. Desirable Qualifications and Experience:**

- Experience in leading and coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- Senior management experience in an international organisation operating in a conflict or immediate post conflict situation;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- CSDP experience in the areas of Monitoring, Mentoring and Advising.

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

- Ability to multi-task with a time management efficiency;
- Proven organisational and, planning skills;
- Ability to work under pressure and with tight deadlines and to manage multiple tasks and unexpected demands.