

Position Name: Legal Reform Adviser	Employment Regime: Seconded	
Ref. number: SOM-125	Location: Hargeisa	Availability: ASAP
Department/Division/Section: Field Office Hargeisa/ Maritime Security and Coast Guard Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Legal Reform Adviser reports to the Head of Maritime Security and Coast Guard Unit.

2. Main Tasks and Responsibilities:

- To assess at Federal and Regional level the local legislative/normative/regulatory frameworks and to support relevant local bodies in drafting legislation based on a sound legal policy, including legislative and legal policy capacity building, such as ex-ante und ex-post evaluation of legislation, and legislative priorities and identify areas requiring improvement/reform in line with the Mission OPLAN;
- To apply effective risk management techniques and offer proactive advice to various units within Operations Department on possible legal issues related to operations;
- To strengthen the Criminal Justice Chain and facilitate police-prosecutor co-operation, in particular to enhance the cooperation and coordination in the conduct of (maritime) criminal investigations and prosecution between law enforcement agencies, prosecutors and courts though advising, e.g. on sustainable legal training for law enforcement, judicial institutions and other authorities, including the development, organisation and conduct of specialised and integrated courses based on a Train to Trainer approach;
- To advise regarding identified host state needs and recommended support by the Mission.

3. General Tasks and Responsibilities:

- To prepare comparative analysis related to the international standards implementation in the host country's context upon request;
- Take part in and initiate joined working groups together with other international organisations and local actors to reform local core legislation related to the Missions mandate;
- To conduct research and evaluate different risk factors regarding the potential difficulties related to the Mission Implementation Plan;
- To provide input to the development and regular updating of the Mission Implementation Plan by supporting the identification of Mission's operational requirements;
- To support host state authorities as directed by the Line Manager(s);
- In coordination with the Mission's Coordination and Cooperation capability, to closely coordinate with other EU/international actors involved in this field;
- To support the Component's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities across time, and to provide recommendations for the improvement of Mission's performance;
- To contribute to Mission induction training of Mission personnel as required;
- To identify and report on lessons and best practices within the field of responsibility;
- To undertake any other related task as requested by the Line Manager(s).

4. 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 Law; AND

- A minimum of 5 years of relevant professional experience in a legal profession, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Critical thinking and active listening;
- Comprehensive reading;
- Complex problem solving skills;
- Legal drafting skills;
- Teaching and advisory skills.

6. Desirable Qualifications and Experience:

- Experience in and sound practical understanding of legal reform processes in fragile environments, including the development of legal policy and legislation;
- Experience in the field of legislative/normative/regulatory reforms in a post-conflict situation;
- Experience as a practising lawyer;
- Experience in criminal justice reform either domestically or internationally;
- Experience in mentoring or conducting legal training;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Political acumen;
- Knowledge of maritime law, of fishery law, of the ISPS code, of shipping law, of legal aspects in fighting organised crime, such as Money Laundering Trafficking of Human Beings, smuggling, and of environmental law of the sea;
- Knowledge of constitutional law and international public law, in particular international maritime law (UNCLOS, IMO conventions);
- Knowledge about Sharia Law and alternative dispute resolution systems.