



Organization for Security and Co-operation in Europe

Adviser on Counter-Terrorism (S2) (POL00000U)

Primary Location
OSCE Mission to Skopje, Skopje

Job Information

Profile

Employee Status Fixed Term	Job Type Seconded	Job Level Senior Professional
Schedule Full-time	Education Level Non Degree Program	
Target Start Date Oct 1, 2021		

Compensation

Contract Type International Secondment	Appointment Type MM.S.I Fixed-term	Grade MIS.S2 - S2
Contract duration 12 months	Currency Euro (EUR)	

Job Description

Description - External

General Minimum Requirements

The general minimum requirements for working with the OSCE are:

- Excellent physical condition
- Possession of a valid automobile driving license and ability to drive using manual transmission
- Ability to cope with physical hardship and willingness to work extra hours and in an environment with limited infrastructure

Field of Expertise Requirements

The general minimum requirements for working in this field of expertise are:

- Graduation from a recognized police training school
- Negotiating and interpersonal skills
- Ability to read and utilize maps
- Ability to perform first aid
- Regular, active police service experience
- Very good oral and written English communication skills
- Knowledge of International Police Standards and human rights

Level of Professional Competence Requirements

Furthermore, this level of responsibility requires the following:

Education:

Police administrative courses in relevant field and specialized subject area

Experience:

Minimum 10 years of diversified police experience including at least 12 months operational experience in the relevant field and specialized subject area.

Mission Specific Requirements

Additionally, this particular post has specific requirements:

Mandatory:

- Proven work experience in a recognized law enforcement agency with a diverse background in policing roles including uniform policing and criminal investigations (with particular emphasis on transnational threats and countering terrorism).
- Proven experience and understanding of the differing threats posed by terrorist organizations or individuals, and experience with technical and multi-disciplinary approach to countering terrorism, both domestically and internationally.
- Proven project management experience, in particular in identifying, designing, implementing and evaluating specific projects and/or activities to prevent and combat terrorism, including addressing conditions conducive to terrorism, such as the terrorists' ability to recruit and win support, both nationally and regionally.
- Advanced problem solving and decision making skills.
- Ability to work with own initiative and minimum supervision.
- Effective oral and written communication and presentation skills.
- Flexibility and ability to "multi-task", working under pressure and with limited time frames.
- Ability to operate Windows applications, including word processing, e-mail, and presentation software (e.g. PowerPoint).
- Ability to establish and maintain effective working relations with people of different national and cultural backgrounds, different gender and diverse political views, while maintaining impartiality and objectivity.
- Demonstrated gender awareness and sensitivity, and an ability to integrate a gender perspective into tasks and activities.

Desirable:

- Experience relating to the Prevention of Violent Extremism and Radicalization that leads to Terrorism would be an advantage.
- Previous working experience with an international organization and/or experience in field missions in police reform and training.
- Experience in the implementation and management of community policing in the wider field of community safety programs with focus on prevention and combating terrorism.
- Previous supervisory experience and experience in the management of human resources and police training, especially in the field of radicalization and de-radicalization.
- Knowledge of the local language or most common lingua franca spoken in the mission area.
- Negotiation/mediation experience.

Tasks and Responsibilities

Under overall guidance and direct supervision of the Chief of Police Development Unit, the incumbent will be responsible for activities within Host Country Police Sectors for Internal Affairs, more specifically:

1. Providing recommendations to the department's and unit's leadership, the Ministry of Internal Affairs and other partners in the analysis, development, implementation and evaluation of Trans-National Threats (TNT) and Countering Terrorism (CT) programmes.
2. Implementing or assisting in the implementation of other initiatives that respond to identified needs by the OSCE and national and international partners, within the framework of the Mission's mandate and available resources.
3. Researching, developing, implementing and monitoring TNT and CT based projects; monitoring, mentoring and providing guidance to the national counterparts on the implementation of these projects in the regions of the Host Country.
4. Organizing, facilitating or participating in various meetings or working groups with national and international partners, reporting thereon through the established channels and following the Mission's standard procedures and guidelines.
5. Providing technical assistance and capacity building as required; facilitating the exchange of good practices and lessons learned.
6. Ensuring that human rights standards, principles of ethics, gender equality and other internationally recognized standards as well as proportionate representation of Ministry of Internal Affairs staff, are integrated into all aspects of related programmes, projects, strategies, policies, action plans and practices.
7. Networking with similar human rights protection organizations and institutions (international, intergovernmental, governmental and nongovernmental) and independent experts to exchange information, co-ordinate activities and implement common programmes both nationally and regionally related to preventing and combating terrorism.

8. Co-ordinating activities and projects with other relevant sections of the OSCE, notably the Transnational Threats Department and its Action against Terrorism Unit.
9. Performing other related work as assigned.

For more detailed information on the work of the OSCE Mission to Skopje, please see www.osce.org/skopje

The OSCE is committed to diversity and inclusion within its workforce, and encourages the nomination of qualified female and male candidates from all national, religious, ethnic and social backgrounds. Please note that nationals or permanent residents of the country of the duty station are not eligible to apply.

Candidates should be aware that OSCE officials shall conduct themselves at all times in a manner befitting the status of an international civil servant. This includes avoiding any action which may adversely reflect on the integrity, independence and impartiality of their position and function as officials of the OSCE. The OSCE is committed to applying the highest ethical standards in carrying out its mandate. For more information on the values set out in OSCE Competency Model, please see <https://jobs.osce.org/resources/document/our-competency-model>.

Candidates should, prior to applying, verify with their respective nominating authority to which extent financial remuneration and/or benefit packages will be offered.

Please apply to your relevant authorities well in advance of the deadline expiration to ensure timely processing of your application. Delayed nominations will not be considered. The OSCE can only process Secondment applications that have been nominated by participating States. For queries relating to your application, please refer to the respective delegation as listed here: <https://www.osce.org/contacts/delegations>.

Closing Date (Period for Applying) - External
Aug 10, 2021