

Position Name: Head of Rule of Law Component	Employment Regime: Seconded	
Ref. Number: UAO 090	Location: Kyiv	Availability: 13 Oct 2022
Component/Department/Unit: Operations/Rule of Law Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Head of Rule of Law Component reports to the Head of Operations.

2. Main Tasks and Responsibilities:

- To lead, manage, and coordinate the work and staff of the units and teams of the Rule of Law Component;
- To ensure close coordination with other Mission operational units and advisers, including on cross-cutting issues and support functions;
- To oversee the Rule of Law Component's input to the development and regular updating of the Mission Implementation plan by supporting the identification of relevant Mission operational requirements;
- To ensure the effective use of the Component's resources and quality of outputs, including the quality of the analytical products, plans, recommendations and reports;
- To coordinate, guide and ensure the quality and relevance of the Component's contribution to reporting, briefings, talking points, etc.;
- To engage with relevant Ukrainian authorities (President's administration, Parliament, Ministries, Security and Intelligence Services, and Law Enforcement Agencies) to develop the reform agenda, notably EU accession;
- To support the development of the rule of law institutions, security and intelligence services and investigative bodies as set out in the planning documents and Mission Implementation Plan; ;
- To oversee and follow up on review of legislation to ensure compliance with EU acquis as well as European standards and best practices, with a view to furthering Ukraine's accession to the EU;
- To coordinate and supervise the Component in the establishment and development of the institutions fight against economic crime and corruption of state officials;
- To coordinate and supervise the Component to identify and advise the relevant Ukrainian partners on capacity building and training opportunities;
- To coordinate, supervise and ensure quality in the implementation of sustainable training activities focusing on the development of training material, curricula and capacity building at the Academies, Universities and training centres, focusing to the training of trainers,
- To participate to the steering and development of the projects and act as the Project Manager or project activity owner, if required;
- To participate in steering of the projects of external funding, if applicable;
- To deputise the Head of Operations and Deputy Head of Operations, if required.
- To ensure that Head of Units and their staff perform their work in a secure and safe environment in coordination with the Security and Duty of Care;
- To ensure Standard Operating Procedures are implemented within the Component;
- To implement gender-responsive leadership and ensure gender and human rights mainstreaming internally and externally in mandate implementation;
- To uphold a strict zero tolerance policy to misconduct, including all forms of harassment, sexual harassment, discrimination and abuse, and proactively ensure an equal and inclusive work environment for all staff;
- To raise awareness of staff on their rights, obligations and appropriate standards of behaviour, including existing formal and informal complaint and support mechanisms.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the area of responsibility;
- To contribute and ensure timely reporting on activities within the area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

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 and/or military education or training or an award of an equivalent rank; AND
- A minimum of 7 years of relevant professional experience, including experience in Security Sector/RoL Reform in a national or host state context and in implementation of reform programmes after having fulfilled the education requirements, out of which a minimum of 3 years at coordination/management level
- Demonstrable a track record in implementing judicial/prosecutorial reform.

5. Essential Knowledge, Skills and Abilities:

- Ability to exercise collaborative, sound and effective leadership;
- Ability to manage, mentor and motivate a professionally diversified and multicultural team;
- Ability to establish, plan, and review priorities;
- Ability to communicate and engage with senior officials and governmental decision makers;
- Ability to represent the Mission at the highest levels of local counterparts;
- Proven knowledge of successful service in a managerial position in a law enforcement agency, prosecution, court or similar organisation;
- Knowledge of European Union legislation and best practices and other soft law and relevant guidelines in the area of law-enforcement or rule of law;
- Knowledge of project management and proven ability to oversee and steer project activities, ensuring effective planning, delivery and reporting.

6. Desirable Qualifications and Experience:

- Senior management experience in a relevant organisation on the national level with tasks of strategic nature;
- Management experience in an international organisation operating in a conflict or immediate post-conflict situation;
- Experience in strategic analysis, planning and reporting as well as a sound understanding of strategic and operational considerations;
- Master's degree in management, business administration or other related subjects, Managerial track record, including in change management and programme/project delivery;

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the political, cultural and security situation of the Mission's area and other areas within the same geopolitical region;
- Knowledge Public Administration organisation at managerial level in a relevant service within Civilian Security Sector of a Member State;
- Ukrainian and/or Russian language skills.