

<b>Position Name:</b> Senior Adviser on Integrated Border Management (IBM)	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> UAO 083	<b>Location:</b> Kyiv	<b>Availability:</b> 2 March 2023
<b>Component/Department/Unit:</b> Operations Department/Law Enforcement Agencies Component/ IBM Unit	<b>Security Clearance Level:</b> EU CONFIDENTIAL	<b>Open to Contributing Third States:</b> Yes

**1. Reporting Line:**

The Senior Adviser IBM reports to the Head of IBM Unit.

**2. Main Tasks and Responsibilities:**

- In partnership and cooperation with international actors in the field of Integrated Border Management (IBM), e.g. EU4IBM, EUDEL, FRONTEX, International Centre for Migration Policy Development, International Organisation for Migration, and EUBAM Moldova/Ukraine, to increase awareness and understanding amongst responsible Ukrainian officials of various models of border policing, customs tasks, and immigration control in the EU;
- To promote, encourage and advise commanders and decision makers responsible for the State Customs Service and Border Guard Service to identify shortages and implement recommendations and improvements;
- To support and advise relevant IBM stakeholders, especially State Border Guard Service (including Coast Guard), Customs Service, State Migration Service, National Police of Ukraine, State Security Service, and Port Authorities, if applicable, in developing sustainable business processes, quality management and evaluation processes, as well as on coordination and cooperation with other authorities, related to IBM;
- Drafting of advice, action plans, roadmaps, operational plans, contingency plans, human resources management and administration related products, such as Standard Operational Procedures, reports, annual plans, projects, development plans and related documentation and training material in line with EU best practices;
- To plan and implement projects to promote IBM at national and regional level, including inter-agency cooperation, prevention of smuggling and illegal immigration, countering cross-border crime and anti-corruption;
- To coordinate all activities closely with all other EU and international actors working in support of the Ukrainian border agencies;
- To advise the leadership of the Border Guard and/or State Customs Service on harmonisation of reforms with broader Civilian Security Sector Reform's (CSSR);
- To advise the leadership of IBM actors on requirements of Schengen Acquis regarding future membership of European Union.

**3. General Tasks and Responsibilities:**

- To identify and report on lessons learned on integrated border management related aspects;
- To contribute and ensure timely reporting on integrated border management activities;
- 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 or/and military education or training or an award of an equivalent rank; AND
- A minimum of 6 years of relevant professional experience, after having fulfilled the education requirements.

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

- Extensive knowledge of European best practices, including Schengen Border Code, Schengen Handbook and Schengen Catalogue and Integrated Border Management development and implementation on national level;
- Extensive knowledge in Integrated Border Management related issues, at national level from Border Police/Guards, Customs, Migration or Police;
- Ability to mentor and motivate local counterparts;
- Knowledge of customs management and Integrated Border Management;
- Ability to represent the Mission at the highest levels of local counterparts;
- Excellent written English and drafting skills.

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

- International or European experience in CSDP missions, JHA-agencies operations or equivalent;
- Experience of change management, related outreach and consultation;
- Experience in managing training projects and preparing of trainings or exercises in civilian security sector institutions;
- 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;
- Experience in the developing strategies, action plans, benchmarking, evaluation, legislative works and working in the central level of the agency or in a ministry;
- Experience in project management.

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

- Knowledge and understanding of the institutional, legal and policy frameworks integrating the value of gender mainstreaming;
- Ukrainian or Russian language skills.