

Position Name: Senior Adviser on the Investigation of Conflict-Related Sexual Violence (CRSV)	Employment Regime: Seconded	
Ref. Number: UAT 019	Location: Kyiv/countrywide	Availability: 1 Feb 2023
Component/Department/Unit: Operations Department/Rule of Law Component/International Crimes Prosecutions Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Adviser on Investigation of Conflict-Related Sexual Violence (CRSV) reports to the Head of the International Crimes Prosecutions Unit.

2. Main Tasks and Responsibilities:

- To support, mentor, and advise local counterparts including from the prosecution service and law enforcement bodies in the area of international crime investigations and prosecutions pertaining to CRSV;
- To provide expert advice in order to strengthen capabilities in international crime investigations and prosecutions pertaining to CRSV, including in evidence gathering and analysis, the interviewing of victims and other witnesses and suspects, establishing linkage evidence to high level perpetrators, and on the organisation of structured investigations;
- To advise and develop policies and strategies in relation to the investigation and prosecution of CRSV;
- To provide expert advice on the issues of victim/witness confidentiality, consent, and the prevention of re-traumatization of CRSV victims during the investigation, prosecution and adjudication process;
- To provide expert advice on victim and witness management including during the interview and testimony process, and advice on ensuring victim and witness security, and the safe handling of confidential information;
- To provide comments and recommendations on strategies, guidelines and legislation on CRSV;
- To research and implement policy and other support measures based upon the most current national and international guidance;
- To closely coordinate and foster meaningful working relationships with other relevant authorities, civil society organisations, medical services and other partners;
- To provide advice on international standards and comparative practices in the investigation and prosecution of CRSV;
- To support the development of the capacity and capability of Ukrainian prosecutors and law enforcement bodies in CRSV investigations and prosecutions, through mentoring and advising;
- To design and deliver training to Ukrainian counterparts conducting needs assessments, the development of curricula, and the development and implementation of Training of Trainer curricula;
- To advise Ukrainian counterparts on coordination between law enforcement agencies and victim support services;
- To support relevant Ukrainian partners in identifying appropriate equipment and infrastructure required to modernise and improve international crime investigations;
- To liaise closely with other horizontal advisers;
- To manage and lead projects in international crime investigations.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within crime investigation activities;
- To contribute and ensure timely reporting on activities within the respective 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 in law or other relevant qualification 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 work experience as an investigator, prosecutor, judge or other specialist with relevant and expert experience in CRSV after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- In-depth knowledge of matters relating to the investigation and prosecution of CRSV;
- Knowledge of consent, confidentiality and the interviewing of vulnerable victims and witnesses and the gathering of forensic evidence;
- Knowledge of policy and international standards in CRSV;
- Ability to mentor, advise and motivate local counterparts;
- Ability to identify training needs of counterparts and draft training curricula.

6. Desirable Qualifications and Experience:

- Experience in the investigation of international crimes;
- Experience in coordinating with other law enforcement agencies and the prosecution service;
- Experience of designing and delivering trainings.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of strategic, operational and tactical criminal analysis;
- Ukrainian and/or Russian language skills.

Position Name: Senior Adviser on the Investigation of Trafficking of Human Beings	Employment Regime: Seconded	
Ref. Number: UAT 020	Location: Kyiv/Countrywide	Availability 11 Feb 2023
Component/Department/Unit: Operations Department/Rule of Law Component/Criminal Investigation & Organised Crime Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Senior Adviser on Investigation of Trafficking of Human Beings reports to the Head of Criminal Investigation and Organised Crime Unit

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan by advising and mentoring local counterpart on the strategic and operational level;
- To support the Mission to address areas of structural weaknesses in the performance and accountability of counterparts/institutions and propose relevant solutions;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To provide strategic advice and assistance to relevant local Ukrainian partners in implementing reforms in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To develop training materials for prosecutors, police and other senior and middle management law enforcement officers on investigation of THB as well as identifying trainers to conduct training sessions for law enforcement authorities;
- To plan, design, develop and manage relevant projects to enhance the law enforcement capacity in investigating human trafficking proactively; being responsible for mainstreaming anti-trafficking activities;
- To act as focal point for international organisations dealing with anti-trafficking initiatives such as the IOM, ICMPD, UN, OSCE; include discussions of new initiatives and projects with representatives of these organisations so that they are implemented in a coordinated and complementary manner;
- To propose and co-ordinate joint initiatives to address the existing shortcomings, taking into consideration the programs and plans of other international organisations in the same geographical area;
- To support relevant Ukrainian partners in identifying appropriate equipment and infrastructure needed to modernise and improve criminal investigations;
- To advise and support the relevant Ukrainian partners in implementing externally funded projects/initiatives in his/her field of expertise;
- To manage and lead projects on criminal investigations in relation to THB;
- To provide analysis and recommendation to the counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective 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 or/and military education or training or an award of an equivalent rank; AND
- A minimum of 6 years of progressively responsible professional experience in law enforcement, including experience dealing with investigations on THB and/or any other THB-related issues.

5. Essential Knowledge, Skills and Abilities:

- Experience of designing and delivering training;
- Deep knowledge and experience in all matters related to international crime investigations;
- Knowledge of strategic, operational and tactical criminal analysis;
- Ability to represent the Mission at the highest levels of local counterparts;
- Ability to identify training needs of the counterparts and draft a training curricular for criminal police.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ukrainian and/or Russian language skills.

Position Name: Senior International Crimes Investigation Analyst	Employment Regime: Seconded	
Ref. Number: UAT 026	Location: Kyiv/Countrywide	Availability: ASAP
Component/Department/Unit: Operations Department/Rule of Law Component/Criminal Investigation & Organised Crime Unit/Criminal Investigation Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Senior International Crimes Investigation Analyst reports to the Head of Criminal Investigation and Organised Crime Unit. Security permitting, the Senior Analyst will be embedded within Ukrainian Law Enforcement Agencies. The Senior Analyst may be temporally deployed in a Field Office or the Mobile Unit.

2. Main Tasks and Responsibilities:

- To support, mentor, and advise local Ukrainian Law Enforcement Agencies in the field of international crimes analyses;
- To provide expertise to strengthen the capabilities for international crimes analysis, especially on the collection and synthesis of multi-sourced data, information and evidence, and analytical products and software;
- To advise local Ukrainian counterparts at the strategic level on training related issues in international crimes analysis, training needs assessment, development of curricula, Training of Trainers concept and assist in the implementation of training activities;
- To support relevant Ukrainian partners in identifying appropriate equipment and infrastructure required to modernise and improve international crime analysis;
- To advise and support the relevant Ukrainian partners in implementing externally funded projects/initiatives;
- To manage and lead projects on international crimes analysis;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To continuously liaise and coordinate all initiatives with staff in the Criminal Investigations and Organised Crime Unit in the Mission HQ.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within international criminal analysis activities;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights mainstreaming 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 in the field of criminal investigations and/ or successful participation in an international mission dealing with international crime investigations, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Knowledge of research and analytical techniques;
- Extensive knowledge and experience in analytical software and tools;
- Knowledge of criminal intelligence and complex data;
- Ability to mentor, advise and motivate local counterparts;
- Experience of designing and delivering training;
- Ability to represent the Mission at the highest levels of local counterparts;
- Ability to identify counterparts training requirements and draft a training curriculum for criminal police.

6. Desirable Qualifications and Experience:

- Experience with investigation of international crimes.

7. Desirable Knowledge, Skills and Abilities:

- Ukrainian and/or Russian language skills.

Position Name: Senior Adviser on Legal Reform	Employment Regime: Seconded	
Ref. Number: UAT 027	Location: Kyiv	Availability: 1 Apr 2023
Component/Department/Unit: Operations Department/ Rule of Law Component/ Prosecution and Judiciary Unit	Level of Security Clearance: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line

The Senior Adviser on Legal Reform reports to the Head of Prosecution and Judiciary Unit.

2. Main Tasks and Responsibilities

- To provide strategic advice and assistance to the relevant Ukrainian partners in developing a legal/regulatory framework in accordance with the agreed policies, guidelines and best practices and in coordination with other international actors and stakeholders;
- To assist relevant Ukrainian authorities in identifying and analysing security sector reform (SSR) related legislative needs, challenges, options and solutions;
- To analyse Ukrainian (draft) legislation, international and EU standards and EU Members States legislation, draft legal analysis, memoranda and opinions;
- To develop comments to Ukrainian (draft) legislation and to draft specific legal provisions;
- To provide comparative studies on international legal standards and legislation of EU countries pertaining to specific areas of SSR;
- To provide expertise to strengthen capabilities in legislative drafting, including advanced legal expertise, analysis and advice on related Ukrainian legislation pertaining to SSR;
- To identify and advise the relevant Ukrainian partners on the capacity and training opportunities in the legal reform and legislative drafting field;
- To assist in the implementation of training activities for legislative drafting;
- To identify, analyse and disseminate information on all legislative drafting activities within her/his area of responsibility as required;
- To assist and/or take part in working groups and committees formed by Ukrainian authorities to review legislation and/or be embedded within a local institution, security permitting;
- To assist the Head of Prosecution and Judiciary Unit and the Head of Rule of Law Component in prioritising which Ukrainian legislative acts the team should concentrate on.

3. General Tasks and Responsibilities

- To identify and report on lessons learned and best practices related to legal reform;
- To contribute and ensure timely reporting on legal reform related 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 in Law AND
- A minimum of 6 years of relevant professional experience in law, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities

- Knowledge of EU Human Rights legislation, including standards and best practices developed by the countries within the Council of Europe;
- Excellent analytical legal drafting skills;
- Excellent interpersonal and communication skills.

6. Desirable Qualifications and Experience

- International experience, particularly in crisis areas with multinational and/or international organizations;
- Experience in parliamentary process, international law, procedural law, administrative law, criminal law, contract law and labour law, developing legislation and legislative drafting.

7. Desirable Knowledge, Skills and Abilities

- Understanding of Ukrainian law;
- Knowledge of the political, cultural and security situation of the Mission area and other areas within the same geopolitical region.

Position Name: Senior Adviser on Complex Forensic Crime Scene Analysis	Employment Regime: Seconded	
Ref. Number: UAT 033 UAT 035	Location: Kyiv/Countrywide	Availability: ASAP 6 Apr 2023
Department/Component/Unit: Operations Department/Rule of Law Component/Criminal Investigation & Organised Crime Unit/Organised Crime Team	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line

The Senior Adviser on Forensic - Complex Crime Scenes reports to the Head of Criminal Investigation and Organised Crime Unit.

2. Main Tasks and Responsibilities

- To advise, mentor, and provide expertise to Ukrainian counterparts to strengthen forensic capabilities in relation to complex crime scene activities/management;
- To facilitate the support of the European Agencies, e.g. EUROPOL, and EU Member States' Law Enforcement Agencies;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to modernise and enhance complex forensic crime scene activities/management;
- To manage and lead projects on complex forensic crime scene and to advise and support the relevant Ukrainian partners in implementing externally funded projects/initiatives;
- To assist in the implementation of training activities on the best practice in forensic standards on major incident or crime sites;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other relevant advisers;
- To design and deliver training.

3. General Tasks and Responsibilities

- To identify and report on lessons learned and best practices related to complex forensic crime scenes;
- To contribute and ensure timely reporting on activities related to complex forensic crime scenes;
- 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 police or military equivalent education or training and rank; AND
- A minimum of 6 years of relevant professional experience in the fields of forensics and/or crime scene investigation, having fulfilled the educational requirements.

5. Essential Knowledge, Skills and Abilities

- Knowledge of forensics matters, in particular with regard to criminal investigations;
- Knowledge of forensic techniques and analysis at a complex crimes scenes;
- Ability to reconstruct complex crime scenes;
- Ability to mentor, advise and motivate local counterparts;
- Experience in dealing with scenes of major incidents and crimes;
- Experience of designing and delivering training;
- Ability to engage with senior officials/ governmental level decision makers.

6. Desirable Qualifications and Experience

- Experience in CBRNE (chemical, biological, radiological, nuclear and explosive) related crime scenes;
- Experience in working on international crime scenes;
- Experience in trace analyses and recovery (e.g. DNA, blood);
- Experience in identification of bodies or parts of bodies;
- Experience in capturing, visualizing and reconstructing crime scenes;
- Experience in crime scene work in high risk areas (grenades, landmines, IED, EOD, UXO's);
- Experience in project management.

7. Desirable Knowledge, Skills and Abilities

- Ukrainian or Russian language skills.

Position Name: Senior Adviser on Military Structures and Analysis (Civilian)	Employment Regime: Seconded	
Ref. Number: UAT 041	Location: Kyiv/countrywide	Availability: ASAP
Department/Component/Unit: Operations Department/Rule of Law Component/International Crimes Prosecutions Unit	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line

The Senior Adviser on Military Structures and Analysis reports to the Head of the International Crimes Prosecutions Unit.

2. Main Tasks and Responsibilities

- To advise, mentor, and provide expertise to Ukrainian prosecutors, law enforcement bodies and the Interagency Working Group of military experts (collectively Ukrainian partners) working in the investigation and prosecution of international crimes, in understanding military doctrine, structure, tactics, military necessity, objectives, chains of command, land/air/sea weapons systems, and the types/effects of different ammunition and explosives;
- To support the relevant Ukrainian partners in identifying the appropriate equipment and infrastructure needed to modernise and enhance investigations and analysis regarding military elements in the investigation of international crimes;
- To support the development of capacities and capabilities of Ukrainian partners on the elements of international crimes related to military doctrine, structure, tactics, military necessity, objectives, chains of command, land/air/sea weapons systems, and the types/effects of different ammunition and explosives;
- To provide expertise in order to strengthen capabilities for the analysis of military elements within international crimes, particularly in the collection and synthesis of multi-sourced data, information and evidence, and in analytical products and software;
- To design and deliver training activities to build capability in investigations and the analysis of elements of international crimes related to military doctrine, structure, tactics, military necessity, objectives, chains of command, land/air/sea weapons systems, and the types/effects of different ammunition and explosives;
- To manage and lead projects in investigations and the analysis of elements of international crimes related to military doctrine, structure, tactics, military necessity, objectives, chains of command, land/air/sea weapons systems, and the types/effects of different ammunition and explosives;
- To assist Ukrainian partners in implementing externally funded projects/initiatives;
- To facilitate the support of the European Agencies, e.g. EUROPOL, and EU Member States' Law Enforcement Agencies for Ukrainian counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To build relationships and collaborate with other international partners in providing support to Ukrainian partners.

3. General Tasks and Responsibilities

- To identify and report on lessons learned and best practices related to investigations and analysis in military structures including equipment, weapons, ammunition and explosives;
- To contribute and ensure timely reporting on investigative and analytical activities;