

Position Name: Policing in Liberated Territories Advisor	Employment Regime: Seconded	
Ref. Number: UAO 075	Location: Kyiv	Availability: 1 June 2023
Department/Component/Unit: Operations Department/ Law Enforcement Agencies Component/ Police Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Policing in Liberated Areas Advisor reports to the Head of Police 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 counterparts 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 counterparts in the area of responsibility;
- To contribute to the Mission's internal and external reporting against benchmarking, assess the consistency and sustainability of the Mission's activities in the area of responsibility and provide recommendations for improvement;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Mission horizontal advisers;
- To design and conduct Mission direct training activities according to the Mission Implementation Plan (MIP), related training plan and agreed external training curricula;
- To support the development of the local institutions to the Liberated and Adjacent Territories which covers, *inter alia*, restoration of policing and Rule of Law, input with respect to the investigation of international crimes and implementation of a number of pilot projects in designated regions of Ukraine;
- To work with all components of the Mission and to coordinate activities so as to ensure implementation of the aforementioned Mission plan;
- To assist and advise Ukrainian counterparts in identifying choices, making informed decisions, analysing implications and planning in the context of policing and restoration of Rule of Law in the aforementioned Liberated and Adjacent Territories;
- To engage with Ukrainian counterparts at both a national and regional level so as to support efforts with respect to restoring policing and Rule of Law in the Liberated and Adjacent Territories and to support the development of plans in this regard;
- To carry out needs assessments in the Liberated and Adjacent Territories (particularly in pilot areas), to engage in law enforcement post occupation capacity building and to support community safety initiatives;
- To provide expertise to strengthen capabilities on policing, specifically service-minded and citizen-oriented policing, community policing, mediation, stability policing and first responder policing for victims and witnesses of International Crimes;

- To develop, manage and lead projects on policing and restoration of Rule of Law in the Liberated and Adjacent Territories;
- To advise on the implementation of training activities on policing and restoration of Rule of Law in the Liberated Territories (e.g. non-proliferation of weapons, international crimes, mediation, community dialogue, psychological support, OSINT);
- To support coordination efforts of the international community in the context of their assistance to the restoration of policing and Rule of Law in the Liberated and Adjacent Territories;
- To design and deliver training, as appropriate.

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 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree OR equivalent and attested police and/or military education or training or an award of an equivalent rank; AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Ability to mentor, advise and motivate local counterparts;
- Presentation skills, experience in drafting materials used for training and delivering training;
- Ability to draft policies, guidelines, and communicate to a broad audience;
- Knowledge of general policing issues in a post conflict environment;
- Ability to engage with senior officials/ governmental level decision makers;

6. Desirable Qualifications and Experience

- Experience of stability policing in a post conflict environment;
- Experience in the investigation of international crimes.
- International experience, particularly in crisis areas with multinational and international organisations

7. Desirable Knowledge, Skills and Abilities

- Ukrainian and/or Russian language skills.