

Position Name: Head of Organised Crime and Criminal Justice Component	Employment Regime: Seconded	
Ref. Number: UAO 090	Location: Kyiv	Availability: 01 May 2026
Component/Department/Unit: Operations/Organised Crime and Criminal Justice Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: NO

1. Reporting Line:

The Head of Organised Crime and Criminal Justice 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 Organised Crime and Criminal Justice Component;
- To ensure close coordination with other Mission operational units and advisers, including on cross-cutting issues and support functions;
- To oversee the Organised Crime and Criminal Justice 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, prosecution service 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 provide support with respect to the reintegration of the war affects areas in terms of policy design and legislative drafting;
- 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 in the steering and development of 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 6 years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of 2 years at coordination/management level.

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.

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;

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.