

Position Name: Police Trainer (Operations)	Employment Regime: Seconded	
Ref. Number: SOM-9118 SOM-9120 SOM-9139 SOM-9111 SOM-9116 SOM-9129 SOM-9134	Location: Mogadishu	Availability: SOM 9118 - ASAP SOM 9120 - 31/01/2026 SOM 9139 – 22/12/2025 SOM-9111 - ASAP SOM-9116 - ASAP SOM-9129 - ASAP SOM-9134 - ASAP
Component/Department/Unit: Field Office Mogadishu/Police Unit	Security Clearance Level: Not Required	Open to Contributing Third States: Yes

1. Reporting Line:

The Police Trainer reports to the Senior Police Adviser/Head of Police Unit.

2. Main Tasks and Responsibilities:

- To plan, conduct and organise police training on tactics, techniques and procedures for law enforcement agencies areas of interventions (e.g. close protection, protection of sensitive locations, detaining, patrols, checkpoints, weapons handling, criminal investigation), in particular for robust type of police Units;
- To conduct Mission direct police training activities according to the Mission Implementation Plan (MIP), related to the training plan and with agreed external training curricula;
- To cooperate with other international and local trainers;
- To support Somali Police Force in developing training strategies, policies, plans, curricula, training institutions;
- To ensure data collection related to Mission's trainings;
- To train the members of Somalia Internal Security Forces (e.g. Federal Darwish, Somali Police Force) on principles of train the trainers, using lessons learned and actual cases;
- To provide input to the development and regular updating of the Mission Implementation Plan;
- To contribute to the Mission's internal and external reporting against benchmarking, assess the consistency and sustainability of the Mission's training activities and provide recommendations for improvement;
- To identify, manage and report the risks arising from the implementation of training specific processes, systems and projects;
- To advise Mission Management on training matters in accordance with Civilian Operations HEADQUARTERS guidelines and Mission priorities.

3. General Tasks and Responsibilities:

- To identify and report on lessons identified and learned including 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 a minimum level of secondary education attested by a diploma giving access to post-secondary education 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.

5. Essential Knowledge, Skills and Abilities:

- Presentation skills and experience drafting materials used for training;
- Professional experience in managing, coordinating and delivering training, minimum of 3 years, including experience in national/international training units/programmes for law enforcement, including EU mentoring, monitoring, advising and training methodologies;
- Ability to work in a team of trainers (international and local) in high-risk locations;
- Knowledge of Professional Intervention related matters.

6. Desirable Qualifications and Experience:

- Professional training qualification/certification from recognised institution;
- Experience in the design and implementation of training materials, including the development of manuals, tools, and conducting interactive capacity building activities;
- Professional law enforcement experience working in security matters and its interoperability with Defence Units;
- Experience in gender and human rights mainstreaming in training content planning and project implementation;
- Experience in designing and delivering training to trainers;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Organisational, analytical and administrative skills;
- Lifesaving (MARCH) medical training skills;
- Counter IED knowledge and training skills;
- Ability to plan, multitask and manage time effectively.