

Position Name: Senior Adviser on Border/IBM and Customs	Employment Regime: Seconded	
Ref. Number: UAO 082	Location: Kyiv	Availability: 02 Feb 2026
Department/Component/Unit: Operations/IBM and Law Enforcement Component/IBM Unit	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Senior Adviser on Border/IBM and Customs reports to the Head of the IBM 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 (MIP) by advising and mentoring local counterpart(s); 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(s) in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other horizontal advisers;
- To design and deliver training;
- To support the development of the local institution State Border Guard Service of Ukraine and/or State Customs Administration in the field of reforms, with broader Civilian Security Sector Reform (CSSR) and, in particular, on the regional level;
- To be the key interlocutor with the State Border Guard Service of Ukraine and/or State Customs Administration;
- To develop policies in line with the local institutions State Border Guard Service of Ukraine and/or State Customs Administration.

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 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:

- Ability to mentor and advise local counterparts;
- Profound knowledge of customs management and Integrated Border Management;
- Experience of designing and delivering trainings;

6. Desirable Qualifications and Experience:

- Experience in project management;
- International experience, particularly in crisis areas with multinational and/or international organisations.
- Experience in Schengen Action Plan drafting

7. Desirable Knowledge, Skills and Abilities:

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