

Position Name: Police Adviser/Trainer	Employment Regime: Seconded	
Ref. number: SOM-9130 SOM-9133 SOM-9149	Location: Mogadishu	Availability: 03/04/2026 28/02/2026 ASAP
Department/Division/ Section: Operations Department/Field Office Mogadishu/Police Unit	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: YES

1. Reporting Line:

The Police Adviser/Trainer reports to the Senior Police Adviser/Head of 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 counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities as per planning documents;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To liaise closely with other Mission horizontal advisers;
- To plan, conduct and organise police training on tactics, techniques and procedures for law enforcement agencies areas of interventions (e.g. close protection, checkpoints, patrolling, checkpoints, weapon handling, firearm discretion and shooting, criminal investigation and community policing), 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 provide operational guidance and advice to the Somali Police Force (SPF) and the Federal Member States on the development and implementation of broader policing policies and procedures related to police training, policing, command and control, intelligence led policing and police administrative functions, with particular focus on the SPF Headquarters' Operations, Command and Control, Communications and/or Information/Intelligence Directorates;
- To promote effective cooperation between the Somali Police bodies, both at federal and member-state (regional) level;
- To promote effective cooperation between the Somali Police Force and judiciary, with the aim of strengthening the first level of the judicial chain;
- To establish efficient working relationships at operational level with all the key stakeholders involved in the development of the Somali policing capacity, including EU Delegation, UNSOM, UNDP, UNODC and AMISOM complementing their activities on broader police development on operational level;
- To gather data about the workload/performance of local counterparts.

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;
- Organisational, planning and project development skills;
- Knowledge of Security Sector/Rule of Law Reform in a national or host state context.

6. Desirable Qualifications and Experience:

- Experience in coordinating international efforts to support host state reforms in the area of Security Sector/Rule of Law (e.g. Interpol, Europol);
- Experience in designing and delivering training;
- Experience in strategic analyses, planning and reporting as well as a sound understanding of strategic and operational considerations;
- International experience, particularly in crisis areas with multinational and/or international organizations.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge and experience in change management;
- A general knowledge of training, planning training activities and construction of training curriculums, etc. Including leadership training different levels (strategic, operational and tactical);
- Ability to accompany and motivate local counterparts;
- Military, gendarmerie or robust police background and the ability to translate this in training and lessons plans.