

Position Name: Senior Adviser Police Reform	Employment Regime: Seconded	
Ref. Number: UAO 181	Location: Kyiv	Availability: ASAP
Component/Department/Unit: Operations/Law Enforcement Component/Criminal Investigation Unit	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Senior Adviser on Police Reform reports to the Head of Criminal Investigation 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 counterpart 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 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 and reform of national Law Enforcement Agencies (LEA) under the Ministry of Internal Affairs (MoIA) to align criminal investigation practices to EU acquis.
- To be a key interlocutor with MoIA LEAs in their reform and actualisation processes regarding criminal pretrial investigations.
- To advise and support the development of strategic documents (policies, strategies and action plans) according to each LEAs mandate.
- To advise and support Ukrainian LEAs in strengthening structures, processes, and service delivery mechanisms related to the goals of the Security Sector Reform of Ukraine.
- To strengthen institutional capability to cooperate with EU partners and apply EU procedural standards in criminal investigations.

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 police or military equivalent education or training and 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, advise and motivate local counterparts;
- Experience in mentoring, monitoring, and advising capacities;
- Experience in the development, review, and implementation of policies and reforms in law enforcement agencies.
- Knowledge of EU best practices regarding criminal investigation from a law enforcement perspective.

6. Desirable Qualifications and Experience:

- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ukrainian and/or Russian language.