

EEAS Vacancy Notice

Cost-free Seconded National Expert

Delegation of the European Union to Somalia

AD level post

Job No 285159

We are:

The European External Action Service (EEAS) supports the High Representative in the exercise of his mandate to conduct and implement an effective and coherent EU Common Foreign and Security Policy (CFSP), of representing the EU and of chairing the Foreign Affairs Council. It also supports the High Representative in his capacity as Vice-President of the Commission with regard to his responsibilities within the Commission in the external relations field including the coordination of other aspects of the EU's external action. The EEAS works in close cooperation with the General Secretariat of the Council, the services of the Commission and the Secretariat General of the European Parliament.

We propose:

The position of Seconded National Expert (Security Officer/Military and Security Affairs Advisor) at the **EU Delegation to Somalia** as a **"cost free"** secondment, i.e. salary, medical coverage, insurances, other costs are to be paid by the EU MS as appropriate.

Overall purpose: Provide experienced, professional and strategic advice to the Head of Delegation as well as the Head of Political, Press and Information Section in the execution of his/her tasks. Assist and advise the EU Delegation to Somalia (EUDEL) in its support to the sectors and contribute to the overall engagement of the Delegation in the fields of Security, Defence and Rule of Law. He/She is the point of contact/entry inside the EU Delegation for all military, intelligence and police services operate in Somalia, including non-Somali ones (ATMIS, US, UK, EUTM, EUCAP, UNSOM, EEAS and EU Member States, etc.). As such, the candidate is expected to be a 'security services diplomat' on behalf of the EU Delegation's function.

He/she will be reporting directly to the Head of Delegation, but be integrated within the EUDEL's Political, Press and Information Section, and will work in close coordination with the EUDEL's Governance Team from the Cooperation Section.

He/she **will be based in EU Delegation's Compound in Mogadishu, Somalia**, with occasional travel to the Somali Federal Member States as well as Nairobi, Kenya, and will be integrated in the Delegation's set-up.

The SNE will work in close collaboration with the CSDP missions, in particular EUTM and EUCAP Somalia, the UN's Rule of Law and Security Institutions Group (ROLSIG) and any other partners that operate on the military/security sector. In this respect, the EU Security Officer/Advisor on Military and Security Affairs, under the supervision of the Head of Delegation and Head of Political, Press and Information Section, will also be responsible for engaging in, maintaining, and reporting on his strategic discussions and operational work with the Somali Security Forces at federal and regional level.

His/her duty requires permanent consultation with the UN, ATMIS and other international partners supporting the Somali Security Forces. Particular attention will be given to elaboration, implementation and consistency of EU policies on the Somali security sector (military, police, capabilities, administrative and intelligence structures). In 2023-2024, a focus is expected on the drawdown of ATMIS (Joint Proposal/ strategic Planning, CONOPS, logistics plan, etc.), the National Security Architecture, implementation of the support packages to the Somali National Army under the European Peace Facility (EPF) in coordination with EEAS/HQ services, giving technical advice and guidance to the construction projects of regional command centers and any other support to the Ministry of Defense and Ministry of Internal Security, active participation to and reporting on all Military/Police Coordination and working Groups/ meetings, which all require specific and high level security expertise.

He/she will monitor and regularly contribute to the reporting by the EU Delegation in the relevant area in his/her portfolio, and will work closely with the EU Delegation advisors and coordinate agendas in order to be his/her backup.

We are looking for:

The European External Action Service (EEAS) is seeking a highly motivated colleague (SNE) to occupy the post of Seconded National Expert (SNE) to the **EU Delegation to Somalia**.

The expert will assist / contribute:

Under the guidance of the Head of Delegation, the END/SNE will:

- Provide security and military advice to the Somali Security Forces (SSF) in consultation and as part of a common approach with other partners. He/she will also provide advisory support and assistance to the relevant national authorities to further develop and implement the National Security Architecture,
- Advise the SSF on military and security related issues, bearing in mind the objectives and interest of the EU in this ;
- Participate in developing and implementing plans to restructure, (re)train and sustain Somali National Army (SNA) in close cooperation with other key donors and partners and in conjunction with agreed and endorsed policy and programmes as guided by the Somali Security Forces hierarchy; ATMIS and SNA are to jointly develop and implement a transition plan that empowers and enables Somali soldiers to gradually take over African troops that are deployed to fight against terrorist and other armed groups in Somalia.
- Participate in police related meetings and programme boards, advice on police related issues linked to the ATMIS withdrawal and transfer of responsibilities to Somali police forces ensuring close collaboration with other key donors and partners involved in this sector.
- Develop a close professional relationship with the SNA and other non-civilian agencies at federal and FMS level, relevant FMS authorities, as well as with government (e.g. Ministries of Defence, Internal Security and Justice, as well as their agencies), community leaders and other relevant bodies;
- Beyond the Somali Transition Plan and in coordination with CSDP missions, provide advice and expert's guidance to EUDEL and national authorities on the holistic reform and development of their military and security systems including, but not limited to, legislative review, implementing efficient and effective administrative and management procedures, drafting and implementing operational policies and guidelines and assisting in the rehabilitation of infrastructures and facilities and the human resource development through initial and continued training and mentoring;
- Provide advisory support and assistance to the SNA in the development of overall strategic operational planning and assisting with the implementation of those plans through a wide range of consultation process in coordination with international, national and regional partners; this requires some networking activities inside EEAS structures, including relevant EU delegations (to AU, to UN, neighbouring countries) as well as with other major players' representations (US, UK, NO, SE...)
- Develop mechanisms for the collection and institutionalisation of best practices and lessons learned;
- Advise EUDEL on the strengthening of accountability structures and measures to facilitate support to the security sector that should increasingly be channelled through governmental mechanisms and structures;
- Perform other functions agreed with EUDEL and partners and consistent with the mandates provided by the EU Council and UN Security Council;
- The SNE will also contribute to the development, implementation and consistency of EU policies on the Somali security sector development coherence with CSDP missions deployed in Somalia, ATMIS operations, EU Justice and Governance programmes and stabilisation activities;
- **Monitor & report** regularly and timely to/through the EUDEL on the above mentioned topics; ensuring close coordination with relevant sectors of Cooperation section;
- Contribute to briefings and/or organise visits; advise on improved implementation of EU comprehensive approach and policy objectives;
- Develop and maintain strong **relations with regional and/or international organisations** active in Somalia such as, UN, AU, ATMIS and IGAD but also with other relevant partner countries that play or intend to play some role in the Somali security sector, such as, but not limited to, US, UK, Italy, Norway, Turkey, China, UAE, Qatar;

- **Participate** in the work of the EU Delegation in all relevant security related working groups and security policy and coordination fora/structures;
- Contribute to explaining, contextualising, and defending EU's interests and policies, as mandated by and under the EUDEL's supervision, to domestic audiences, particularly politicians, high level military and civilian officials, diplomatic partners, press, business and academics; contribute regularly and proactively to the **Press and Information activities** of the EUDEL in all relevant areas;
- Undertake **any other duties**, under the supervision of the Head of Political, Press and Information Section that may be required by the EEAS in political/security related matters via the including **support to missions** from EU institutions or EU Member States ('Team Europe' spirit), EU visibility activities, and **briefing dossiers**

Legal basis:

This vacancy is to be filled in accordance with EEAS Decision of the High Representative of the Union for Foreign Affairs and Security Policy Decision HR DEC (2014)01 of 04/02/2014 establishing the rules applicable to National Experts seconded to the European External Action Service.

Eligibility criteria:

Candidates must:

- Be drawn from public administrations in Member States, from international organisations or, only in exceptional cases and with prior authorisation from other sources;
- Have at least three years' full-time experience of administrative, scientific, technical, advisory or supervisory functions equivalent to those of function groups AD or AST as defined in the Staff Regulations of Officials of the European Union and the Conditions of Employment of other servants of the Union¹ or, where justified in the interests of the service, professional training of an equivalent level.
- Have a thorough knowledge of one Union language and a satisfactory knowledge of a second language for the performance of his/her duties.
- Have a security clearance of minimum level **EU-SECRET** for the functions that he/she will carry out.
- Remain in the service of the employer throughout the period of secondment and shall be paid by that employer.
- Remain subject to the social security legislation applicable to the public administration, international administration or entity which employs the SNE and which will assume responsibility for expenses incurred abroad. In case of posting to an EU Delegation, the employer certifies that the SNE is covered for medical expenses incurred at the place of secondment, as well as costs of repatriation on health grounds throughout the full period of secondment
- Ensure that there is no conflict of interest and that they will, at all times, safeguard the independence and coherence of EU foreign policy as well as the integrity and confidentiality of EU documentation, information and procedures.

Selection criteria:

Candidates should:

A. Professional knowledge

Senior military officer with experience of at least 5 years in the above mentioned areas at institutional level, analysis and reporting; in third countries (Embassy, International organization, NGO, etc.); Knowledge of EU institutions, related decisional processes, EU external action and related EU external policies (geographic and thematic); of Somalia and the sub-region.

B. Skills

- Capacity to work and communicate under time constraints in an international diplomatic and multilingual environment. Intercultural sensitivity skills are required.
- Teamwork, coordination and communication skills as well as a flexible and hands on attitude.

¹ Staff Regulations of Officials (SR) and the Conditions of Employment of Other Servants of the European Union (CEOS). For reference, see: <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1570023902133&uri=CELEX:01962R0031-20190101>

- Experience in leading strategic policy development processes; solid analytical capability as well as drafting and reporting skills. Rapid grasp of problems and capacity to identify issues and solutions. Experience in negotiations
- Experience in leading and motivating teams and of working in multi-disciplinary and multi-cultural environment.

C. Security

The SNE will be required to undergo **HEAT** (Hostile Environment Awareness Training) or **SAFE** (Security Awareness in Fragile Environments) training if not already undergone.

D. Health

The SNE must be fully vaccinated against Covid-19.

E. Languages

Thorough knowledge (capacity to write and speak) in English is required. Knowledge of other EU working languages is an advantage.

F. Personal Qualities

Dynamic. Motivated and flexible personality. Able to adapt quickly to new situations and deal with new challenges. Capacity to network and develop a wide range of contacts. Readiness and ability to work in a stressful and hostile environment. Readiness to travel on a regular basis. High sense of duty, discretion and loyalty to the organisation.

G. Equal opportunities

- The EEAS is committed to an equal opportunities policy for all its employees and applicants for employment. As an employer, the EEAS is committed to promoting gender equality and to preventing discrimination on any grounds. It actively welcomes applications from all qualified candidates from diverse backgrounds and from the broadest possible geographical basis amongst the EU Member States. We aim at a service that is truly representative of society, where each staff member feels respected, is able to give their best and can develop their full potential.
- Candidates with disabilities are invited to contact (SNE-Delegations@eeas.europa.eu) in order to accommodate any special needs and provide assistance to ensure the possibility to pass the selection procedure in equality of opportunities with other candidates. If a candidate with a disability is selected for a vacant post, the EEAS is committed to providing reasonable accommodation in accordance with Art 1d.4 of the Staff Regulations.

H. Conditions of secondment

SNEs shall remain in the service of their employer throughout the period of secondment and shall continue to be paid by that employer.

Duration of the secondment: 2 years

The EEAS will cover accommodation, as well as security and missions costs incurred by the SNE posted in the EU Delegation. Other costs such as removal costs, salary, private insurance, etc. shall not be covered by the EEAS. **This is a non-family posting**

Available : immediately

For further information, please contact: SNE-DELEGATIONS@eeas.europa.eu
