TERMS OF REFERENCE nº8

NON KEY EXPERTS (Senior)

Intelligence-led Policing / SOCTAs

Call for an Expert

Background information:

FIIAPP is a foundation of the State public sector whose activities, characterised by the absence of profit and the pursuit of the general interest, are framed in the field of international cooperation aimed at institutional modernisation, the reform of public administrations and the attainment of democratic governance.

FIIAPP is searching for short-term experts in several areas of DDR - Drug Demand Reduction (prevention, treatment, rehabilitation), and DSR - Drug Supply Reduction (criminal justice, including law-enforcement, prosecution and corrections).

The selected specialists will be part of a pool of experts conducting assessments, training, seminars and mentoring in designated countries within the geographical scope of the Project (Heroin routes), in order to assist beneficiary countries in the adaptation of their policies, legislation, mechanisms and practices to the best international standards in preventing and combating drug-related organized crime.
The pool of experts is valid until December 2020.

Information about the project:

The Project 'EU Action against Drugs and Organized Crime (EU-ACT)' is funded by the European Union Instrument contributing to Stability and Peace, and it is managed by the International Foundation of Administration and Public Policies (FIIAPP) from Madrid, Spain.

EU-ACT tackles both drug demand and drug supply reduction. It assists beneficiary countries in preventing consumption, as well as addressing demand-reduction policies and practices, in addition to reinforcing the due process-compliant capacities to better address drug-related organized crime, building meaningful trust and networking amongst countries and relevant institutions that will enable them to cooperate (trans-) regionally while ensuring compliance with human rights and the rule of law.

The duration of the Project is four years (from January 2017 to December 2020) and its geographical scope includes selected countries along the 'Heroin Route' from and to Afghanistan, in the regions of ***South and Central Asia, Eastern Europe, South Caucasus and East Africa.***

Project permanent staff includes 7 Key Experts (1 Team Leader, 1 Project Deputy, 5 Regional Coordinators) and 5 Local Experts; and a Coordination unit at FIIAPP HQ.
The Regional Coordinators are based in **Bishkek** (Kyrgyzstan), **Kyiv** (Ukraine), **Tbilisi** (Georgia), **Islamabad** (Pakistan), and **Dar Es Salaam** (Tanzania).

Selection process of NKE 8 on Intelligence-Led Policing Expert:

The activities will aim to enhance the law enforcement agencies' ability to exchange information, be it intra-service, inter-agency, or internationally. The experts will promote the use of information exchange mechanisms, investigation techniques, analytical investigation methods and criminal intelligence analysis, including the production and use of Serious Organised Crime Threat Assessments (SOCTA).

The experts will introduce and promote the concepts of intelligence-led policing. They will deliver associated presentations and training, hosting seminars and conducting relevant needs-assessment and mentoring in support of these concepts.

As a result of these activities, approved materials on the development of SOCTAs and material on the intelligence-led approach to combatting crime will be distributed. Awareness and understanding of these approaches will be improved. It is expected that these techniques and procedures will be developed in law-enforcement agencies.

At any stage of the implementation of these activities the experts will, in conjunction with the project team, identify specific activities that can be carried out to further develop a structured intelligence-led model in each country, and thus improve bi-lateral and trans-regional information exchange.

Location of work: the expert(s) will perform their work at home (preparation when necessary) and/or in some of the countries in the regions of ***South and Central Asia, Eastern Europe, South Caucasus, and East Africa.***

Duration of the assignment: the time to be employed varies according to the specific needs of the mission. It is expected that assignments will last from 5-20 working days, not including preparation time. The expert(s) may be required to travel during part or the whole time to some/several of the mentioned regions.

Deliverables: depending on the precise nature of the mission to implement, the expert(s) may be requested to deliver (a) a training needs-assessment report and/or recommendations on improving the functionality of ILP; (b) a proposed curricula on the subject matter, one for senior staff and another for operational staff; (c) a one-week or two-week training schedule; (d) PowerPoint presentations for each training session; (e) to deliver the corresponding training session in the designated countries; and (f) final training report with assessment of the professional level of the attendees, their performance at the training, and recommendations for future trainings and/or next steps.

Estimated Starting Date: from December 2017 on, depending on project needs.

Profile of the expert(s):

Requirements (CV):

Qualifications and skills:

- A university degree, or equivalent qualification[1] such as Customs/police academy diploma, or at least 10 years operational action in a law-enforcement agency, in lieu;

[1] For reference on equivalent qualifications see EPSO website-Annex 1, (http://europa.eu.int/epso/on-line-applications/pdf/guide-1242-171104_en.doc)

- Excellent general knowledge and understanding of organised criminality, particularly relating to cross-border crime;
- An excellent verbal and written command of English is essential, and knowledge of Russian is an advantage;
- IT literacy (MS Office);
- Minimum of 5 years proven organisational, communication, mobilisation and inter-personal skills;
- Minimum of 5 years action in strong report writing skills;

General professional action:

- Minimum of 3 years action on international technical assistance missions, particularly related to intelligence-led policing and analytical tools for combating organized crime;
- Minimum of 5 years action in regional and international law enforcement;
- Minimum of 3 years action in designing/conducting training in the field of intelligence and analysis capabilities;

Specific professional action:

- Minimum of 15 years professional action in a law-enforcement agency (in particular police, security services).
- Minimum of 10 years professional action related to investigation, in particular related to organised crime;
- Minimum of 5 years professional action in the field of intelligence-led policing, in particular related to strategic and operational analysis, and investigation;
- Minimum of 5 years action in information gathering and exchange at a national and international level, and of the production of SOCTA;
- Previous action with law-enforcement agencies in the EU-ACT Project´s region an asset;
- Proven skills in public diplomacy and cultural awareness;
- Proven reliability when required to work under pressure situations;

Assets (CV):

High level University degree	(Max 20 points) Any degree = 8 points Degree in relevant subject = 12 points Master's degree = 16 points Masters in relevant subject = 20 points 10 years' service in lieu = 12 points
English	Fluency = 5 Other: max. 3
Russian	Fluency = 4 Other: max. 4
Minimum of 5 years organisational, communication, mobilisation and inter-personal skills;	(Min = 5 years) 5-7 : 3 point 7-10 : 5 points >10 : 7 points

Minimum of 5 years action in report writing skills;	(Min = 5 years) 5-7 : 1 point 7-10 : 2 points >10 : 3 points
Minimum of 3 years Action on international technical assistance missions;	(Min = 3 years) 3-5 : 3 point 5-7 : 4 point >7 : 5 points
Minimum of 5 years Action in regional and international law enforcement;	(Min = 5 years) 5-7 : 1 point 7-10 : 2 points >10 : 3 points
Minimum of 3 years Action in designing / conducting training in the field of intelligence and analysis capabilities;	(Min = 3 years) 3-5 : 3 point 5-7 : 5 points >7 : 7 points
Minimum of 15 years' professional action in a law enforcement agency (in particular police, security services).	(Min = 15 years) 15 : 5 point 16-20 : 7 points >20 : 10 points
Minimum of 10 years' professional action related to investigation, in particular related to organised crime;	(Min = 10 years) 10 : 3 point 10-15 : 5 points >15 : 7 points
Minimum of 5 years Professional action in the field of intelligence-led policing, in particular related to strategic and operational analysis, and investigation;	(Min = 5 years) 5-7 : 5 point 7-10 : 7 points >10 : 10 points
Minimum of 5 years Action in information gathering and exchange at a national and international level, and of the production of SOCTA;	(Min = 5 years) 5-7 : 5 point 7-10 : 7 points >10 : 10 points
Previous action with law enforcement services in the EU-ACT Project´s region an asset;	1-2 : 1 point 2-4 : 2 points >4: 3 points
Proven skills in public diplomacy and cultural awareness;	1-2 : 1 point 2-4 : 2 points >4: 3 points
Proven reliability in extreme situations.	1-2 : 1 point 2-4 : 2 points >4: 3 points

Application:

Interested candidates who meet the above criteria are invited to send a covering letter in English and an informative CV in English (please use the attached CV format) by e-mail to:

Ms María Gastón Betrán

hiring@eu-act.info

mgaston@fiiapp.es

Deadline: 20th December 2017