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SENIOR DCE ADVISERS

Senior DCE Advisers are a highly skilled and experienced group. They are flexible in responding to HMG requests to working in SU priority countries. They are required to be on a call down contract and must ensure their essential deployment requirements are up-to-date. **Please note you cannot apply directly to be a Senior DCE Adviser. You must be an active member of the CSG Core and opportunities to apply will be advertised throughout the year.**

General (At a Senior and Strategic Level):

- significant practitioner experience of working in a range of contexts on conflict, stability, governance, peace-building and/or security and justice;
- significant experience of working at a senior level in or for one or a range of the following: HMG; other bilaterals; multilaterals; non-government organisations; and implementing partners/agents;
- awareness of HMG mechanisms and approach to working on conflict, stability, and security and justice;
- experience of working with a range of government/non-government and formal/informal institutions in fragile and conflict-affected states on issues related to conflict, stability, governance, peace-building and security and justice; and
- knowledge/ understanding of how to work with:
 - international conflict, stability, peace-building and security and justice/rule of law architecture (including the UN, regional institutions such as the EU and African Union, and NGOs/civil society);
 - key partner institutions in Whitehall, particularly FCO/ DFID/ MOD/ CO/Home Office/National Crime Agency and their processes for business planning/ programme design; and
 - ability to work in multi-disciplinary teams in addressing conflict, promoting peace and stability and improved security and access to justice.

Technical:

Extensive experience in one of the following and good working knowledge and experience of two of the others – particularly in fragile and conflict-affected states:

- community security and access to justice initiatives – including working with informal security and justice providers;
- conflict analysis and response;



- counter terrorism;
- countering violent extremism;
- DDR;
- defence reform;
- democratic oversight and accountability;
- disarmament and arms/weapons management and control;
- governance, including institutional development;
- integrated border management;
- justice sector reform and access-to-justice initiatives;
- mediation;
- migration;
- monitoring & evaluation;
- police reform;
- promoting human rights;
- reconciliation;
- security institutions (Intelligence and Security Service Reform);
- serious organised crime;
- stabilisation – including sub-national level processes;
- state building and human security;
- strategic communications; and
- understanding and/or promoting political settlement.

Programming:

Knowledge and practical experience of conflict, stability, peace-building, and security and justice programmes in fragile and conflict-affected states, including:

- analysis of conflict, political systems and institutional dynamics, and assessment of their implications for the relevant programming;
- scoping, design, and development of conflict, stability, and security and justice related programmes in accordance with HMG/international best practice;
- coordination, management and implementation/delivery of conflict, stability and security and justice programmes; and
- monitoring and evaluation of conflict, stability, and security and justice sector programmes, including risk management and programme reviews.





COMMUNITY SAFETY, SECURITY & ACCESS TO JUSTICE – **RECRUITMENT PAUSED**

General:

Knowledge/understanding of how to work with:

- international security and justice architecture (including the UN, regional institutions such as the EU and African Union, International Organisations like the World Bank, and NGOs/civil society); and
- key partner institutions in Whitehall, particularly FCO/ DFID/ MOD/MOJ/CO, and their processes for business planning/ programme design.

Extensive experience and/or good working knowledge of:

- the role of non-state, community based and traditional security and justice actors and mechanisms;
- transitional and Restorative Justice;
- community security/safety processes, methodologies and actors; and
- the relationships between the state and non-state security and justice actors and mechanisms.

Technical:

Knowledge and practical experience of the following elements of security and justice development programmes in fragile and conflict-affected states:

- developing components of broader security and justice reform programmes that work with non-state actors;
- community security/safety processes and actors, including the relationships and linkages between local level approaches and policing and their potential for building trust and resolving conflict;
- legal pluralism and the differences between restorative and retributive principles of justice and their programmatic application;
- alternative Dispute Resolution approaches and their role in state and non-state justice mechanisms and forms of community-based mediation;
- the potential for paralegals to alleviate pressures on the formal justice system, roles they can play and their limitations;
- the role of NGOs and other CSOs as justice service providers;
- engagement with traditional authorities with a role in security and justice provision such as chiefs, religious and other community leaders and traditional courts;
- the potential and limitations of addressing how sexual and gender based violence is dealt with through non-state mechanisms; broader issues of women's and children's access to justice and human rights violations;
- promoting accountability of non-state security and justice mechanisms



- the relationship and cooperation between state and non-state structures, including advantages and disadvantages of different forms of linkages between the two (e.g. regulation vs. recognition);
- prison and offender management and rehabilitation, including custodial alternatives and offender reintegration;
- juvenile justice policies, practices and programmes;
- social justice and international human rights standards; and
- the role of traditional authorities and community based-security and justice actors in countering violent extremism.

Programming:

Knowledge and experience of local security and justice programmes in fragile and conflict-affected states, including:

- programme design, including developing Theories of Change;
- analysis of state and non-state security and justice systems, political and institutional dynamics and assessment of their implications for programmes;
- scoping, design, and development of programmes; and
- monitoring and evaluation of programmes, including risk management and programme reviews.

CONFLICT

General:

Knowledge and understanding of how to work within the following frameworks:

- international conflict architecture and multilateral organisations (including the UN, regional institutions such as the EU and African Union and NGOs/civil society); and
- key partner institutions in Whitehall and overseas platforms, particularly FCO/DFID/MOD/CO, and the CSSF and their processes for business planning/programme design and funding allocation.

Extensive experience in all of the following:

- working in fragile and conflict-affected regions;
- undertaking conflict analysis and using it to inform strategy and programme development;
- engaging with and designing support to a range of institutions including state and non-state actors, civil society and the media for conflict prevention, peacebuilding or stabilisation purposes;
- managing and understanding politically sensitive situations; and
- briefing and responding to (or working with) senior officials.

Technical:

Knowledge and practical experience of working to support/achieve political settlements and wider diplomatic and development initiatives, through the application of at least three of the following technical skills and areas of knowledge:

- conflict analysis [analytical tools, methodologies, theory and practice], political economy analysis [power relations, political systems, formal and informal institutions], and institutional appraisal and analysis;
- conflict prevention: supporting state and non-state actors in promoting peaceful transformation, supporting country/state resilience and building state capacity;
- conflict response: international conflict architecture and engagement/response processes and practices; supporting peace processes, ceasefires, mediation and peace agreements; supporting peacebuilding and reconciliation, including integration of conflict sensitivity.
- conflict sensitivity: ability to apply (and support/train others to apply) conflict sensitivity to strategies, country programmes and individual programmes and projects, at all stages from design to implementation to monitoring and evaluation, including integration of conflict sensitivity within risk management frameworks; and
- An understanding of gender dynamics and wider protocols such as UNSC1325.

Programming

Knowledge and experience of:

- programme design, development, management and evaluation; and
- programming in support of stabilisation objectives, including incorporating conflict sensitive approaches.



DEFENCE

General:

Knowledge/ understanding of how to work with:

- international defence and security architecture (including NATO, UN, regional institutions such as the EU, OSCE and African Union, and NGOs/civil society); and
- Key partner institutions in Whitehall, particularly FCO/ DFID/ MOD/ CO, and their processes for business planning/ programme design.

Extensive experience in one of the following and a good working knowledge of the others:

- strategic and operational military reform/development and capacity building;
- institutional reform/development in Ministries/Departments of Defence.
- wider Security Sector Reform (SSR), including Disarmament; and Demobilisation & Reintegration (DDR).

Technical:

Knowledge and practical experience of 2/3 of the following elements of defence reform/development programmes in fragile and conflict-affected states:

- developing democratic control over defence policy and the armed forces, including a constitutional and legal framework and civilian oversight and management;
- strengthening the process for reviewing security threats and developing the capacity to respond to them. Introducing integrated approaches to policy development, military expenditure, human resource planning and management of military assets;
- encouraging civil society debate and citizens' awareness of and engagement with defence reform issues;
- promoting reform in training and the career development of military personnel, and career transition and resettlement plans for those leaving the armed forces;
- promoting ethnic and social balances and equal opportunity policies in the defence sector; and
- strengthening regional arrangements for military co-operation and confidence building. Developing relevant aspects of Joint Operations.

Programming:

Knowledge and experience of defence reform programmes in fragile and conflict-affected states, including:

- scoping and advising HMG on the design and development of defence reform as part of integrated S&J programmes;



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- monitoring and evaluation of defence programmes, including risk management and programme reviews; and
- conflict analysis; analysis of military systems, political and institutional dynamics and assessment of their implications for defence programmes.



EXTREMISM, VIOLENT EXTREMISM & TERRORISM (EVET)

General:

Knowledge and understanding of:

- international conflict and security issues, particularly as they relate to extremism, violent extremism and terrorism (EVET); and
- HMG, including the role of lead departments (e.g. FCO, DFID, MOD and HO) and relevant strategies (e.g. CONTEST).

Extensive experience and /or good working knowledge of at least two of the following technical areas:

- holistic approaches to countering extremism, including community engagement, strategic communication and political initiatives;
- comparative and developmental approaches to countering extremism in fragile and conflict-affected states;
- national security and intelligence service architecture, particularly as these relate to counter-terrorism;
- institutional reform/development in international contexts, including with respect to the oversight and accountability of security and/or intelligence actors' partnering/international cooperation on counter terrorism or countering-violent extremism;
- research and analytical approaches to understanding violent extremism and terrorism in fragile and conflict-affected states;
- programme scoping and advice; and
- engagement with senior international customers.

Technical:

Knowledge and practical experience of security and counter EVET development programmes in fragile and conflict-affected states, such as:

- working in partnership with the host government and local communities to address stabilisation and counter extremism/terrorism concerns in the short, medium and long term, including through integrated community engagement;
- strengthening and facilitating regional and international arrangements for security co-operation;
- developing national security architectures;
- the ability to conduct analysis, research and assessments relating to EVET.
- the transformative role of communications in fragile and conflict-affected states; understanding of the role of the media in combating extremism;
- scoping, design, and development of countering extremism strategies, including establishing objectives, target audience, key messages and



communications, appropriate methods & personnel for delivery, and timeframes;

- encouraging community engagement, civil society debate and citizens' awareness of, and engagement with, broader security reform issues where appropriate; and
- partnering/international cooperation on counter extremism.

Programming:

Knowledge and experience of integrated programmes in fragile and conflict-affected states, including:

- assessment and analysis of the context upon which counter extremism/terrorism and stabilisation programmes will be based; including history of the region with any inter-state or local conflicts, social, economic and cultural factors, political and institutional dynamics and assessment of their implications for security programmes;
- blended funding approaches and sustainability of programmes;
- scoping and advising HMG on the design and development of counter terrorism reform as part of integrated Security & Justice programmes;
- gender related issues, including sexual and gender based violence, safety and access to justice for women and children, and gender equality; and
- monitoring and evaluation of counter extremism programmes, including risk management and programme reviews.



GENDER, CONFLICT AND STABILITY

General:

Knowledge and understanding of how to work within the following frameworks:

- international conflict architecture and multilateral organisations (including the UN, regional institutions such as the EU and African Union and NGOs/civil society);
- key partner institutions in Whitehall, particularly FCO/DFID/MOD/CO, and the CSSF and their processes for business planning/programme design and funding allocation;
- HMG and other government overseas platforms – Embassies and DFID Offices; and
- knowledge and experience of working in a particular region or country would be welcome.

Extensive experience of:

- working in fragile and conflict-affected regions;
- working and facilitating communication with a range of partners including national and sub-national governments, security sector, civil society organisations and individuals, international and local NGOs, and hard to reach populations;
- managing and understanding politically sensitive situations;
- adapting to different social and cultural environments; and
- briefing difficult and technical information for a range of audiences.

Technical:

Knowledge and practical experience of:

- understanding, communicating and addressing the gendered causes and consequences of conflict and fragility;
- carrying out and applying gender analysis to a wide range of conflict issues and contexts and recommending programmatic or policy options;
- promoting, monitoring and reporting against national and international protocols and commitments on Women, Peace and Security including UNSCR 1325, and CEDAW;
- approaches to analysis, prevention and response for conflict related sexual and gender based violence including Gender Based Violence Information Management Systems;
- gender-sensitive approaches and tools for conflict response and mitigation including security sector reform, participation in dispute resolution and peace processes, gender-sensitivity training, early warning systems, and access to justice; and
- monitoring and evaluation to ensure integration of gender considerations into programming, including the development of gender-sensitive indicators and adaptive programming.

Programming:

- experience of integrating gender at all stages of the programme cycle through conception, analysis, design, implementation and evaluation;
- record of effective programme management including liaising with partners to ensure implementation of gender elements of programmes; and
- post-hoc lesson learning and gap analysis of existing programme portfolios.

GOVERNANCE – RECRUITMENT PAUSED

General:

Knowledge and understanding of how to work with the following stakeholders and within the following frameworks:

- stabilisation, and HMG and international engagement in support of stabilisation;
- international conflict architecture, multilateral organisations (including the UN regional institutions such as the EU and African Union) and NGOs and civil society; and
- key partner institutions in Whitehall and overseas platforms, particularly FCO, DFID, MOD and CO, and their processes for business planning and programme design and implementation.

Extensive experience of all of the following:

- understanding of working within and managing politically sensitive situations in fragile and conflict-affected environments;
- engaging with and managing external stakeholders in fragile and conflict-affected environments, including with government counterparts, non-state actors (including civil society bodies) and donor/diplomatic counterparts; and
- responding to the requirements for advice and briefing from senior HMG officials and other stakeholders.

Technical:

Knowledge and practical experience of working to support/achieve political settlements specifically through the application of the following technical skills and knowledge:

- governance programme management; designing, managing and evaluating a broad range of governance programmes aimed at building government legitimacy and accountability; the relationship between governance and conflict, and between governance and stabilisation;
- political systems and the political settlement: understanding the functioning of political systems and state-society relationships at national, sub national and local levels, and approaches to supporting the political settlement;
- conflict sensitivity and an understanding of gender dynamics and wider protocols such as UNSC1325; and
- analysis of national and sub-national governance systems (including familiarity with the capability, accountability and responsiveness framework), and political economy analysis as it relates to governance.



GOVERNANCE – National School of Government International (NSGI)

NSGI provides advisory and capacity-building support on civil service and centre of government reform to overseas governments of priority to HMG. The team uses a practitioner-to-practitioner model of support that is tailored to meet local priorities and the local context. NSGI's principal areas of work are:

- cross-cutting: support to solve systemic government-wide problems such as human resource management, policy development/co-ordination, and accountability
- sector specific: support to line ministries to strengthen leadership and capacity to deliver priority services
- programmatic: support needs analysis, design, planning, management, delivery, monitoring and evaluation

General:

The profile will suit someone with a broad knowledge and direct practitioner experience of how Government works and in influencing institutional change within it. International experience, particularly understanding of governments in fragile and development contexts, is helpful but not essential.

Extensive experience of all of the following:

- A good, broad, practitioner knowledge base of how Government works, with experience of centre of government and/or civil service reform and/or change management and improving service delivery;
- Engaging with and managing diverse and demanding groups of senior stakeholders
- Experience of enabling and supporting change in complex and difficult environments and of influencing senior representatives to lead and manage change, ideally with some experience of working internationally in this context;

Technical:

Knowledge and practical experience of working to support/achieve organisational and behavioural change through the application of the following technical skills and knowledge:

- Human Resources Management and/or Organisational Development;
- Policy and Strategy development and coordination;
- Working with ministers and parliament;
- Leadership and senior management development;
- Justice and legislative systems and processes;
- Implementation and delivery units; and
- Strategic Performance management.



INTEGRATED BORDER MANAGEMENT

General:

Knowledge/ understanding of how to work with:

- international security and justice architecture (including the UN, regional institutions such as the EU and African Union, and NGOs/civil society); and
- key partner institutions in Whitehall, particularly FCO/ DFID/ MOD/ CO/ Law Enforcement, and their processes for business planning/ programme / operational design.

Extensive experience and /or good working knowledge of the following technical areas:

- holistic approaches to border management reform, including cross-sectoral linkages and an understanding of the role of non-state actors in border management delivery;
- oversight and accountability of border agency actors and security actors; and
- regional cooperation for border management reform (air, land and maritime borders).

Technical:

Knowledge and practical experience of security development programmes in fragile and conflict-affected states, including:

- working in partnership with the host government to address short, medium and long term border management issues;
- strengthen regional and international arrangements for border management;
- preventing corruption of agencies engaged with border management in-order to support efforts to address issues such as illicit trafficking in arms and other commodities;
- understand the role of local political dynamics in addressing border issues and the importance of promoting local peace building initiatives to improve security in border areas;
- promoting gender equality and women's rights; especially in times of movement across borders to escape from conflict or returning home at times of post conflict; and
- promote coordination with peace support operations to address humanitarian and security needs linked to border management;
- understanding of border security, controls and customs processes, including in preventing and detecting the smuggling of both illicit commodities and humans (e.g. migrants) at air, land and maritime points of entry/departure.

Programming:

Knowledge and experience of integrated border management programmes in fragile and conflict-affected states, including:

- assessment and analysis of the context upon which integrated border management programmes will be based; including history of the region with any inter-state or local conflicts, social, economic and cultural factors;
- coping and providing advice for programme design and development; and
- monitoring and evaluation of programmes, including risk management and programme reviews.



JUSTICE – RECRUITMENT PAUSED

General:

Knowledge/ understanding of how to work with:

- a range of different justice systems, often characterised by legal pluralism;
- international security and justice architecture (including the UN, regional institutions such as the EU and African Union, International Organisations like the World Bank, and NGOs/civil society); and
- key partner institutions in Whitehall, particularly FCO/ DFID/ MOD/ MOJ/CO, and their processes for business planning/ programme design.

Extensive experience and / or good working knowledge of the following areas:

- holistic approaches to justice sector reform, including cross-sectoral linkages, interdependence and the role of non-state actors in justice delivery; and
- support to more transparent, capable, accountable and responsive justice delivery, including:
 - institutional development of an independent Judiciary, accountable Ministries and statutory bodies such as national human rights institutions;
 - institutional reforms that promote the development of fair and equitable laws and norms;
 - transitional and Restorative Justice; and
 - access to justice for vulnerable and marginalised groups.

Technical:

Knowledge and practical experience of security and justice programmes in fragile and conflict-affected states, including:

- promoting holistic justice systems that are fair and accessible to all citizens, coordinated with police and prison authorities, and cooperate with non-state justice providers;
- protecting human rights and preventing the impunity of powerful social groups through the effective enforcement of laws, legal rights and judgements ensuring due process as well as community-based processes that promote reconciliation and viable political settlements;
- strengthening institutions that promote the peaceful resolution of disputes and build effective states;
- promoting gender equality and women's rights issues, including the state's capability and political will; and
- supporting the role of accountability structures in holding the justice sector to account and protecting the independence of the Judiciary.



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Programming:

Knowledge and experience of justice programmes in fragile and conflict-affected states, including:

- designing programmes and developing Theories of Change;
- Analysis of state and non-state justice systems, political and institutional dynamics and assessment of their implications for justice programmes; and
- scoping, design, and development of justice programmes; and
- monitoring and evaluation of justice sector programmes, including risk management and programme reviews.



MONITORING AND EVALUATION (M&E)

General:

Knowledge and understanding of how to work within the following frameworks:

- international conflict architecture and multilateral organisations (including the UN, regional institutions such as the EU and African Union and NGOs/civil society);
- key partner institutions in Whitehall, particularly FCO/DFID/MOD/CO, and the CSSF and their processes for business planning/programme design and funding allocation;
- HMG and other government overseas platforms – Embassies and DFID Offices; and
- knowledge and experience of working in a particular region or country would be welcome.

Extensive experience of:

- working in fragile and conflict-affected regions;
- working and facilitating communication with a range of partners including national and sub-national governments, security sector, civil society organisations and individuals, international and local NGOs, and hard to reach populations;
- managing and understanding politically sensitive situations;
- adapting to different social and cultural environments; and
- briefing difficult and technical information for a range of audiences.

Technical:

Knowledge and practical experience of:

- leading the development of mixed methods monitoring and evaluation strategies for multi-year and/or multi-country programmes;
- facilitating the development of robust theories of change and log frames/ results frameworks for multi-year and multi-country programmes, alongside programme staff;
- leading the design and delivery of M&E training and/or workshops and experience of coaching others to develop M&E capacity amongst programme teams;
- leading the development of monitoring and evaluation approaches for complex programmes in fragile and conflict-affected states (such as the use of independent monitoring, beneficiary feedback mechanisms or monitoring approaches for remotely managed programmes) and/or conflict and gender-sensitive approaches for M&E;
- undertaking scoping reviews, annual reviews, evaluability assessments and programme accompaniment support which have produced clear, practical and effective recommendations that can be applied to programmes;
- leading the development of context specific, conflict and gender-sensitive indicators.
- using a wide range of monitoring and evaluation concepts in evaluation design, experience of qualitative and quantitative methods and approaches in line with relevant international and professional technical standards, including the ability to provide assessments on the limitation and ethical implications of methodological approaches and;
- communicating across different HMG stakeholders at different levels and demonstrable experience of producing products to support HMG learning.

Programming:

- Experience of integrating monitoring and evaluation at all stages of the programme cycle; and
- a track record of providing advice and supporting others to develop M&E capability and learning in a relevant institutional context.

OPERATIONS

General:

This profile describes what an operations adviser and team leader should be able to do and the range of skills and experience that a candidate should present. In addition to the skills listed below, individuals should have an understanding of one or more of the following key operational requirements: 1) establishing operating arrangements and platforms in a non-UK environment; 2) security management (including developing plans, operating procedures and risk assessments); and 3) management and maintenance of equipment and communications.

Technical: *Knowledge and practical experience of establishing and managing operations in fragile and conflict-affected states, including some or all of the following:*

- analyse, design, implement, co-ordinate and prioritise **projects and programmes** to achieve specified outcomes within allocated time and resources;
- **monitor and evaluate** progress on projects and programmes;
- oversee **budget management** and financial compliance in accordance with governmental or organisational rules and guidance;
- manage sub **grants** to local partners and other service providers;
- **manage and recruit staff**, including performance review and duty of care and supervision of contractors and locally employed staff;
- understand how to **establish new platforms** and plan for Initial Operating Capability and Full Operating Capability; and
- **assess risks** and oversee or implement the development of **security** plans and operating procedures for a mission.

Experience: *Demonstration of some/all of the following in fragile and conflict-affected states:*

- operational support to projects and programmes in collaboration with a variety of **international, governmental and non-governmental organisations** – in particular, UN and EU;
- middle or senior level **team management** experience;
- delivering results in **multicultural** environments and alongside **military** organisations;
- coordinating with **security forces and civilian organisations** to align/deconflict their activity with strategic business objectives;
- work with security agencies to develop **intelligence and security risk assessments**;
- build sustainable **local relationships**, possibly in a hostile non-permissive security environment; and



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- overseeing various areas of operating e.g. logistics, HR, health and safety, procurement, administration, security, planning, communications and knowledge management.

Professional Skills:

- programme/Project Management (including monitoring and evaluation);
- source/financial Management;
- leadership and team oversight;
- operational planning; and
- risk Assessment



ORGANISED CRIME

General:

Knowledge/ understanding of:

- a range of different justice and policing systems;
- international security and justice architecture (including the UN, regional institutions such as the EU, Interpol, and NGOs/civil society); and
- key partner institutions in Whitehall, particularly NCA/HO/FCO/DFID, and their processes for business planning/ programme design.

Extensive experience and / or good working knowledge of the following areas:

- holistic approaches to organised crime reform, including cross-sectoral linkages, and the role of intelligence actors in combatting organised crime;
- community engagement and role of local actor collaboration;
- national security and intelligence service architecture;
- linkages between the formal/state and informal/non-state security and justice actors and mechanisms including community engagement; and
- partnering/international cooperation on combatting organised crime.

Technical:

Knowledge and practical experience of organised crime programmes in fragile and conflict-affected states, including:

- working in partnership with the host government and internal/local community actors to address security and organised crime concerns;
- strengthening national crime architecture, developing processes for assessment and review of security threats, and improving the capacity to respond to them;
- designing and implementing community engagement programmes, strengthening community understanding and collaboration;
- preventing corruption of agencies engaged in preventing criminal activity in-order to support efforts to address issues such as illicit trafficking in arms and other commodities;
- comparative and developmental approaches to policing reform with particular emphasis on fragile and conflict-affected states; and
- facilitating and strengthening regional and international arrangements for security cooperation and confidence building.

Programming:

Knowledge and experience of organised crime programmes in fragile and conflict-affected states, including:

- analysis of state and non-state criminal justice systems, political and institutional dynamics and assessment of their implications for prevention of crime programmes;



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- assessment and analysis of the context upon which organised crime programmes will be based; including history of the region with any inter-state or local conflicts, social, economic and cultural factors, political and institutional dynamics and assessment of their implications for security programmes;
- coping, design, and development of organised crime programmes and 'soft' security interventions; and
- monitoring and evaluation of organised crime programmes, including risk management and programme reviews.

POLICING ADVISER – RECRUITMENT PAUSED

General:

This profile describes what a retired or retiring officer applying to join the CSG as a Deployable Civilian Expert (DCE) should be able to do and the range of skills, experience and behavioural competencies that a candidate should present at application and deliver continuously as a member.

Applications may be accepted from officers with no formal international policing experience however they will need to evidence understanding and awareness of the UK approach and related institutions. Officers with international policing experience should articulate this noting specific fields of experience detailed below.

Technical:

Essential:

- applicants should be within 5 years following retirement from UK Policing or within six months of anticipated retirement;
- expertise relevant to the needs of anticipated UN, EU and bi-lateral roles or an understanding of them at application stage;
- knowledge and understanding of how to engage with International models of policing and wider security and justice architectures (including the UN, regional institutions such as the EU, African Union, and NGOs/civil society) or understanding of them at application stage;
- experience with key partner institutions in Whitehall, particularly FCO/ DFID/ MOD/ CO/HO and their processes for business planning/ programme design (desirable not essential);
- good working knowledge of, and ability to, interoperate and coordinate with other law enforcement entities such as the NCA and the CT networks (desirable not essential).

Desirable:

- experience with key partner institutions in Whitehall, particularly FCO/ DFID/ MOD/ CO/HO and their processes for business planning/ programme design (desirable not essential);
- good working knowledge of, and ability to, interoperate and coordinate with other law enforcement entities such as the NCA and the CT networks (desirable not essential).
- comparative and developmental approaches to policing reform with particular emphasis on fragile and conflict-affected states and the contested politics that frequently surrounds policing development;
- institutional development in the relevant line ministry;
- a firm understanding of the factors that contribute to building credibility and legitimacy in policing from both a state and citizen perspective.



Experience:

Essential:

- previous service in the UK Police Service, achieving the substantive rank of at least Inspector on retirement;
- Previous deployment with the Stabilisation Unit of at least one year's duration, or comparable international policing experience (preferable not essential);
- proven Mission success evidenced through appraisals from Line Managers within the relevant Mission;
- experience of partnership engagement with the Military, DFID or the FCO;
- experience of promoting the development of democratic policing that is capable, context specific, accountable and responsive in fragile and conflict-affected states;
- experience of engaging with non-state/informal security actors; and
- experience dealing with Gender related issues: sexual and gender based violence, safety and access to justice for women and children, gender equality (desirable).

Desirable:

- promoting the development of democratic policing that is capable, context specific, accountable and responsive;
- advising HMG on the design and development of policing reform in FCAS as part of integrated S&J programmes;
- understanding (1) links between policing and e.g. DDR, prosecutorial, justice and prisons reform, and (2) national security, public security, community security agendas;
- accountability and oversight mechanisms for policing at all levels from the national to the local, engaging with a wide range of actors;
- MOI (or equivalent) development, to include the interface with the Police, distinction between strategic/policy and operational roles;
- distinction of roles: military/police/judiciary;
- engaging with non-state/informal security actors. Community security approaches and synergies with community based policing; and
- gender related issues: sexual and gender based violence, safety and access to justice for women and children, gender equality.

Professional Skills:

- evidence of Continual Professional Development to maintain currency in UK Policing practice; and
- fluency in a foreign language, mainly French or Arabic (desirable).



PSVI CRIMINAL LAWYERS

Thank you for your interest in the CSG PSVI profiles.

The PSVI profiles are not currently recruiting at the present time.

Please do consider the Gender profile which may suit your skillset.

General:

The UK Team of Experts is seeking to recruit experienced criminal lawyers with specific expertise and experience in sexual offences, including lawyers who are trained in civil law systems, or trained in common law systems. Lawyers will need to be familiar with the International Protocol on Ending Sexual Violence produced as part of the Global Summit Ending Sexual Violence in Conflict. Deployments will require legal expertise to translate the protocol and offer training to in-country legal experts and Government Departments in the application and adoption of aspects of the International Protocol.

Technical:

Experience in any of the following areas seen as an advantage:

- domestic and international criminal prosecution of crimes of sexual violence;
- international experience in developing, setting up and running legal aid centres and mobile clinics, in particular those focused on providing support to women and survivors of sexual violence, in partnership with local NGOs, bar associations, and/or individual local lawyers;
- international experience leading work surrounding the establishment of mobile court hearings for GBV crimes, including access outreach, preparation of case files, and court monitoring in remote areas;
- providing training, on-the job supervision and support to local lawyers, police officers, and government officials;
- experience in legal education outreach, communications, and setting up and conducting legal literacy workshops for conflict-affected populations, including outreach strategies to access women and girls in particular;
- conducting assessments and reviews of national legislation related to sexual violence, including legal research and analysis on impact of national laws and criminal procedures on women's rights; and
- drafting alternative legislation and policies through participatory methodologies with NGOs, civil society and governments.
- domestic and international criminal prosecution of crimes of sexual violence;
- international experience in developing, setting up and running legal aid centres and mobile clinics, in particular those focused on providing support



- to women and survivors of sexual violence, in partnership with local NGOs, bar associations, and/or individual local lawyers;
- international experience leading work surrounding the establishment of mobile court hearings for GBV crimes, including access outreach, preparation of case files, and court monitoring in remote areas;
 - providing training, on-the job supervision and support to local lawyers, police officers, and government officials;
 - experience in legal education outreach, communications, and setting up and conducting legal literacy workshops for conflict-affected populations, including outreach strategies to access women and girls in particular;
 - conducting assessments and reviews of national legislation related to sexual violence, including legal research and analysis on impact of national laws and criminal procedures on women's rights; and
 - rafting alternative legislation and policies through participatory methodologies with NGOs, civil society and governments.



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PSVI GENDER BASED VIOLENCE EXPERTS

Thank you for your interest in the CSG PSVI profiles.

The PSVI profiles are not currently recruiting at the present time.

Please do consider the Gender profile which may suit your skillset.

General:

GBV experts will have extensive knowledge and experience of the tools and techniques necessary to provide holistic, multi-sectoral care and support to survivors of sexual violence, including in coordinating the different elements of response, training, in-country mapping of services and liaising with partners, including in government. GBV experts will be deployed to conduct in-country initial Needs Assessments and to advise on follow-on deployments for the Team of Experts (ToE) or other Governmental interventions. GBV experts will need to work with a range of Governmental and NGO, CSO stakeholders to deliver training interventions and offer technical advice.

Technical:

GBV experts will need to have significant experience in the following areas related to the care of survivors of sexual violence:

- managing multi-sectoral, GBV response teams in fragile and conflict-affected countries;
- experience in and ability to train police, health-care and community workers on gender-based violence specific-skills, including survivor interview skills, referral pathways, medical-legal response protocols, and case management of survivors;
- working in GBV prevention and response in inter-agency settings and coordination mechanisms;
- applying a GBV lens to conflict and risk assessments;
- applying GBV resources, institutions and service providers;
- ensuring that training and services provided in legal, medical and police sectors include awareness and understanding of gender, violence, and power;
- developing context-relevant GBV training modules and conducting trainings to affected populations;
- coordination and direct provision of case management of survivors, including supportive reporting, escorting, referral and follow-up care and monitoring;
- behavioral-change communication strategies to aid in the prevention of sexual violence in communities;
- understanding of preventative measures for gender-based violence, access to justice and the provision of basic services in a conflict



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- environment; and
- experience of implementing community based approaches in conflict and applying these to the design, implementation and monitoring of programmes.

PSVI INTERNATIONAL INVESTIGATING OFFICERS

Thank you for your interest in the CSG PSVI profiles.

The PSVI profiles are not currently recruiting at the present time.

Please do consider the Gender profile which may suit your skillset.

General:

The UK Team of Experts will include criminal justice and human rights actors and personnel with Police expertise with the capacity to form, lead and join international investigations, including experienced investigators, analysts, legal experts, forensic specialists, and GBV, human rights and protection experts. International Investigating Officers consist of personnel able to lead and conduct technical high level strategic Investigations relating to Sexual Violence in Conflict. Investigating Officers will conduct needs assessments with in-country Government and state actors to offer training solutions and or to offer advice. Flexibility of approach is essential to deliver practical and relevant in-country solutions.

Technical:

Experts in any of the following areas are invited to apply:

- investigation specialists with minimum 5 years of progressively responsible experience investigating, managing and leading complex criminal or Human Rights based investigations;
- police officers with specific expertise in statement-taking, victim support management, crime-scene investigations, and conducting criminal investigations, especially at the international level;
- analysts in any of the following: international humanitarian, criminal and human rights law; military forces, strategy and operations; rebel groups; conflict dynamics; human rights; gender-based violence;
- experts in forensic medicine, pathology, psychology or science;
- legal practitioners and experts in any of the following: international criminal law; human rights law; and international humanitarian law;
- human rights professionals, including monitors and researchers;
- psychosocial experts with experience in the care and management of witnesses and survivors, witness protection and psychosocial risk assessment;
- GBV Experts with particular experience with sexual violence in conflict, access to justice and protection, working knowledge and understanding of gender and gender-based violence; and
- ability to train and develop country specific training interventions in areas of expertise.



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PSVI PSYCHOSOCIAL EXPERTS AND SOCIAL WORKERS

Thank you for your interest in the CSG PSVI profiles.

The PSVI profiles are not currently recruiting at the present time.

Please do consider the Gender profile which may suit your skillset.

General:

Psychosocial Experts will have extensive knowledge and experience of the tools and techniques necessary to provide holistic psychosocial care and support to survivors of sexual violence, including in first response, direct counseling, referral mechanisms, and overall case management of survivors. Experience in direct service provision is essential as well as in training, supervising, and monitoring national institutions and actors in resource-poor environments. Flexibility of approach is essential to deliver practical and relevant in-country solutions. Experts need to have an understanding of in-country cultural perspectives and to ensure sensitivity of approach is maintained throughout. Deployments will be short-term but aligned with longer term DFID and other UK developmental approaches.

Technical:

Experience in the following areas related to the care of men, women, and children who are survivors of sexual violence:

- Psychological First Aid (PFA);
- extensive experience in one or more of the following: Trauma counseling; cognitive behavioural therapy (CBT); interpersonal and group therapy;
- provision of direct support services specifically to survivors of sexual violence; including in:
 - preventing immediate crisis and re-traumatisation;
 - HIV pre-test and post-test for extreme trauma;
 - adhering to HIV prevention antiretroviral drugs;
 - preventing pregnancy;
 - preventing an STI;
 - ongoing support; and
 - referral, where possible
- provision of direct support services to families of survivors;
- supporting survivors of sexual violence in giving testimony and engaging with justice system;
- understanding of how to establish referral systems and standard operating procedures both in health facilities and between health facilities and other elements of a multi-sectoral response;



- understanding and experience of developing survivor-centred and survivor-driven models of healing and recovery, including comprehensive case management programmes in low resource environments;
- developing psychosocial support activities and techniques in close cooperation with community members and that are culturally relevant and appropriate;
- provision of training, on the job supervision and temporary support to health care workers, including both specialized staff and general health care workers in hospitals and clinics and informal service providers, NGO staff, volunteers and other non- specialized professionals in Psychological First Aid, assessment, diagnosis, clinical interventions, and setting up referral protocols;
- leading in the development and implementation of psychosocial/mental status assessments of affected population and prepare related reports;
- assisting in the development of local training materials and facilitate internal and external capacity building activities;
- assessing psychosocial and protection needs of survivors and communities and identifying gaps, risks and vulnerabilities, including those related to gender and age;
- understanding of key research trends, best practices and new developments in models of psychosocial assistance and/or social work in conflict or post-conflict settings;
- knowledge of medical-legal protocols in the care of survivors of sexual violence;
- clear understanding of gender and gender-based violence issues;
- ability to lead, train, supervise, facilitate and motivate staff in their respective tasks in a professional, respectful and supportive manner;
- strong analytical and report writing skills and proven ability to conduct psychological assessments;
- experience in planning and implementing psychosocial project activities including facilitating individual and group therapy and training; and
- experience working with children and child therapy, with good knowledge of child rights and protection,



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PSVI SEXUAL OFFENCES EXAMINERS

Thank you for your interest in the CSG PSVI profiles.

The PSVI profiles are not currently recruiting at the present time.

Please do consider the Gender profile which may suit your skillset.

General:

SOEs will have extensive knowledge and experience of the tools and techniques necessary to provide clinical care and support to survivors of sexual violence, including in the treatment and documentation of injuries, collection of forensic evidence, evaluation for sexually transmitted infections (STIs) and preventive care, and referral to further psychosocial support, counselling and follow-up. He/She will have experience in direct service provision as well as in training, supporting, and monitoring national institutions and actors in low-resource environments. Applicants must be experienced doctors, nurses, midwives or forensic specialists. Flexibility of approach is essential to deliver practical community-led and relevant in-country solutions.

Technical:

Specifically, SOEs will need to have significant experience in the following areas related to the care of survivors of sexual violence:

- examination, diagnosis and treatment of survivors of sexual violence, including treatment of physical injuries, prevention of unwanted pregnancy, prevention of STIs, and psychological first aid;
- extensive knowledge of procedures for collection of forensic evidence, including experience of collecting and storing medical evidence in low resource environments;
- experience training doctors, nurses, and psycho-support staff in the collection of forensic evidence of sexual violence, including training on documenting health consequences and assuring appropriate treatment;
- experience working with child survivors and in-depth knowledge of best practices in examination, obtaining consent from minors, and determining the best interests of a child;
- working within interagency and inter-sectoral coordination systems to ensure comprehensive care for survivors of sexual violence, including establishing referral networks, communication systems, and follow-up strategies for care of survivors;
- experience developing and working according to different rape protocols related to the clinical management of rape, forensic evidence collection and documentation, and STI treatment and prevention, including post-exposure prophylaxis (PEP);
- development, completion and requirements of medical-legal certificates.



- ability to train and develop country specific training interventions in areas of expertise;
- extensive, demonstrable experience in the clinical management of survivors of sexual violence, including in forensic examination, treatment and follow-up care;
- experience providing treatment in a low-resource, fragile/conflict-affected environment, preferred;
- understanding of key research trends and new developments in the clinical management of rape and sexual violence and the role of medico-legal forensic evidence in successful prosecutions, including supporting context-appropriate methods of evidence collection;
- clear understanding of gender and gender-based violence issues;
- demonstrable experience working within a multi-sectoral response model, including interaction with the police, social workers and psychosocial support, interpreters, and the justice system;
- ability to lead, train, supervise, facilitate and motivate staff in their respective tasks in a professional, respectful and supportive manner;
- strong analytical and report writing skills and proven ability to conduct psychological assessments;
- experience working with children, with good knowledge of child rights and protection;
- excellent communication skills, personal commitment, efficiency and flexibility;
- ability to work with minimal supervision;
- good level of computer literacy;
- ability to work effectively and harmoniously in a team with colleagues from varied cultures and professional backgrounds; and
- able to maintain confidentiality, medical ethics and respect for clients at all times.

Specific Qualifications:

Nurses:

- demonstrable experience in clinical examination and treatment of survivors of sexual violence;
- valid Nursing and Midwifery Council (NMC) or Irish Nursing Board registration; and
- experience in supervising and management.

Midwives:

- demonstrable experience in clinical examination and treatment of survivors of sexual violence;
- registration with UK or Irish council for nursing and midwifery;
- experience in training and coaching other health workers; and
- experience in supervising and management.

Doctors:

- demonstrable experience in clinical examination and treatment of survivors of sexual violence;



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- current or recent clinical experience;
- full GMC or Irish Medical Council Registration; and
- training in tropical medicine and/or infectious disease (especially TB and HIV/AIDS);

PSVI TRAINING EXPERTS

Thank you for your interest in the CSG PSVI profiles.

The PSVI profiles are not currently recruiting at the present time.

Please do consider the Gender profile which may suit your skillset.

General:

Training Experts will have extensive knowledge and experience of the Women Peace and Security (WPS), International Humanitarian Law (IHL) and Preventing Sexual Violence in Conflict (PSVI) Agenda with a sound understanding of Gender in Conflict, UNSCR 1325 and related Resolutions. They must have experience of working within the military, in the Defence Sector, or as part of Multi-laterals working with the Military in the field of Civil-Military engagement, adept at delivering training interventions which are flexible, bespoke solutions. They will have operational experience of working in conflict-related or fragile states and experience of delivering culturally sensitive and relevant training in environments where building capacity is paramount.

Technical:

- sound understanding of UNSCR 1325 and related resolutions, Gender, Human Security, IHL and PSVI;
- experience of working in a civil-military environment;
- understanding of the military and or police chain of command, working in an international environment and training experience with Police and Military organisations;
- ability to manage and work with a range of key stakeholders in a complex environment;
- experience of delivering training across a wide range of stakeholders, designing and developing training programmes, methods and media;
- ability to lead, train, motivate supervise in culturally specific and sensitive manner, professional, respectful and supportive;
- ability to design and deliver Monitoring and Evaluation (M&E) solutions;
- experience of delivering training solutions within a Legal, Policing, Psychosocial or a Civil-Military context;
- ability to adapt training and present cost-effective training solutions; and
- working in fragile and conflict-affected states.

Qualifications:



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- raining qualifications such as CTLLS(Certificate of Teaching in the Life Long Learning Sector)& PTLLS (Preparing to Teach in the Lifelong Learning Sector and or Post Graduate Certificate of Education (PGCE)



SECURITY INSTITUTIONS – RECRUITMENT PAUSED

General:

Knowledge/ understanding of how to work within the following frameworks:

- international security and justice architecture (including the UN, regional institutions such as the EU and African Union, and NGOs/civil society);
- key partner institutions in Whitehall, particularly FCO/ DFID/ MOD/ CO, and their processes for business planning/ programme design; and
- intelligence and Security Services domestic and international institutions.

Extensive experience in all of the following:

- national security and intelligence service architecture;
- institutional reform/development in national security processes and associated Ministries and organs of government; and
- oversight and accountability of intelligence and security services.

Technical:

Knowledge and practical experience of security development programmes in fragile and conflict-affected states including the following:

- Knowledge of HMG OASIS (Objectives, Audience Insight, Strategy/Idea, Implementation, Scoring/Evaluation) communications campaign model.
- development of democratic control over security and intelligence services including constitutional and legal frameworks, oversight and management;
- strengthening national security architecture, developing processes for assessment and review of security threats, and improving the capacity to respond to them;
- introducing integrated approaches to security policy development, budget and finance procedures, human resource planning and the coordination and accountability of intelligence services;
- encouraging civil society debate and citizens' awareness of and engagement with broader security reform issues where appropriate; and
- strengthening regional and international arrangements for security cooperation and confidence building.

Programming:

Knowledge and experience of Intelligence and Security Service programmes in fragile and conflict-affected states, including:

- analysis of intelligence and security service systems, political and institutional dynamics and assessment of their implications for existing and future programmes;
- scoping, design, and development of programmes; and
- monitoring and evaluation of programmes, including risk management and programme reviews.



STABILISATION – RECRUITMENT PAUSED

General:

Knowledge and understanding of how to work within the following frameworks:

- international conflict architecture and multilateral organisations (including the UN, regional institutions such as the EU and African Union and NGOs/civil society);
- key partner institutions in Whitehall, particularly FCO/DFID/MOD/CO and their processes for business planning/programme design; and
- HMG overseas platforms – Embassies and DFID Offices.

Extensive experience of all of the following:

- civil – military working;
- working in fragile and conflict-affected regions;
- working closely with civil society organisation;
- managing and understanding politically sensitive situations;
- adapting to different social and cultural environments;
- negotiation and facilitation; and
- briefing senior officials

Technical:

Knowledge and practical experience of working to support/achieve political settlements, specifically through the application of the follow technical skills and knowledge:

- conflict/political Analysis: analytical tools, methodologies, theory and practice;
- civil – military planning and operations: joint assessment, planning and implementation; UK military protocols, structures and practice relevant to engagement in third party conflicts; etc;
- conflict response: international conflict architecture and engagement/response processes and practices; supporting peace processes, ceasefires, mediation and peace agreements; promoting reconciliation and peace building; and
- Conflict sensitivity and an understanding of gender dynamics and wider protocols such as UNSC1325.

Programming:

Knowledge and experience of:

- programme design, management and evaluation; and
- programming in support of stabilisation objectives, including incorporating conflict sensitive approaches.

STRATEGIC COMMUNICATIONS

General:

Knowledge and understanding of how to work with:

- multilateral organisations, e.g. the UN, IFIs, and other regional organisations;
- key partner institutions in the UK Government, particularly FCO, DFID, and MOD, and their decision-making/business planning/programme design processes; and
- non-governmental organisations, other key actors/donors and international media actors (such as the BBC WST).

Technical:

- Knowledge of HMG OASIS (Objectives, Audience Insight, Strategy/Idea, Implementation, Scoring/Evaluation) communications campaign model.
- working knowledge and experience of using a wide range of communication channels and technologies (both traditional and new media, including, digital, social media etc);
- knowledge of how key economic/cultural/political issues at local, national and international levels relate to target audiences;
- knowledge of social sciences methods of establishing baseline data.
- understanding of community engagement, and working through local culture and networks;
- experience of managing press relations and public presentation of policy;
- knowledge of issues surrounding communicating in conflict-affected states, including voter education, freedom of the media and legal frameworks;
- understanding the transformative role of communications in fragile and conflict-affected states; understanding of the role of the media in promoting governance;
- ability to assess the media sector (such as the role of regulatory authorities) and communications landscape; and
- experience in promoting sector reforms, including training and development needs to promote capacity building efforts.

Programming:

Knowledge and practical experience of strategic communications campaigns in or for fragile and conflict-affected states, including:

- analysis of complex political systems, and how it relates to the communications landscape;
- scoping, design, and development of strategic communications campaigns, including establishing objectives, target audience, key messages, appropriate channels of delivery and timeframes;



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- coordination, management and implementation and or delivery of strategic communications campaigns;
- experience of producing and/or managing the production of communications products for use in campaigns; and
- monitoring and evaluation of strategic communications campaigns, including formulation of results frameworks, risk management and reviews.

CSSC GENERALIST – **RECRUITMENT PAUSED**

Essential

• Ability to demonstrate the Civil Service Competency Framework
• Relevant experience, in and/or on fragile and conflict-affected states
• Cross-Whitehall work
• SC security clearance

Desirable

Relevant experience in one or more of the following:

• Defence; and/or Diplomacy; and/or Development
• Stabilisation
• Security/Justice
• Policy/Secretariat postings
• Operational/Programme implementation postings
• Programme and project management experience
• Monitoring and Evaluation Experience
• Financial Management Experience
• Relevant graduate/post-graduate qualification

SERVING POLICE – RECRUITMENT PAUSED

General:

This profile describes what a serving and deployable Police Officer within the serving officer 'pool' should be able to do and the range of skills, experience and behavioural competencies that a candidate should present at application and continuously as a member.

Technical:

- experience with UN, EU and bi-lateral roles or an appropriate understanding of them at application stage;
- knowledge and understanding of how to engage with International models of policing and wider security and justice architectures (including the UN, regional institutions such as the EU, African Union, and NGOs/civil society) or comparable evidence indicating capability (at application stage); and
- Chief Constable endorsement for application and continued membership of the pool (also required for individual deployments).

Experience:

- current service in the UK Police, achieving the substantive rank of at least Inspector (exceptions may be made for lower ranks depending on language fluency and specialist skills);
- experience of partnership engagement with the Military, DFID or the FCO (desirable not essential at application);
- experience of promoting the development of democratic policing that is capable, context specific, accountable and responsive in fragile and conflict-affected states - or a suitable understanding of at application.
- experience of engaging with non-state/informal security actors or equivalent significant domestic multi-agency work;
- experience dealing with Gender related issues: sexual and gender based violence, safety and access to justice for women and children, gender equality. Protecting vulnerable people (desirable not essential); and
- previous professional international working experience with law-enforcement or other profession (desirable but not essential at application).

Professional skills and standards:

- evidence of Continual Professional Development to maintain currency in UK Policing practice i.e. APP and evidenced in PDR;
- not subject to ongoing criminal investigation or investigation for misconduct under Police Regulations 2012 (and 2015 amendments) or



possessing criminal convictions or having been disciplined under Police Regulations;

- continued adherence and promotion of the Police Code of Ethics;
- fluency in a foreign language, mainly French or Arabic (desirable); and
- willing to be subject to appropriate vetting.

Personal qualities:

- continuous evidence of exceptional communication and team-working skills. Using diplomacy to make progress with diverse groups and customers; and
- real resilience, independence and adaptability to extremely challenging environments.



RESERVE – RECRUITMENT PAUSED

The CSG Reserve forms part of the SU's wider network and exists to support SU when there is demand for an operational skill set or a rapid requirement for support in fragile and conflict-affected states.

General:

The CSG Reserve profile describes a range of skills and experience that a candidate should present. In addition to the experience listed below, individuals should have an understanding of one or more of the following operational requirements:

Experience:

- working in multicultural environments and alongside military organisations;
- working in conflict-affected and/or fragile states;
- governmental and/or International Organisation accounting procedures; and
- intelligence assessments and working with security agencies to develop operating procedures and plans.

Technical:

Administration Supply and Logistics

- coordinate the movement of personnel and materiel to and from the UK base;
- procure local, accommodation, materiel and services;
- In coordination with security staff, establish safe and secure operating bases; and
- recruit and manage local staff.

Operational Security Manager

- conduct risk assessments for the physical security of compounds, movement and information systems;
- develop security plans and operating procedures for a mission;
- work in collaboration with the contracted security provider and/or military deliver a secure working environment for the mission;
- provide threat briefings to all staff; and
- conduct training needs analysis, and ensure that appropriate training is effectively delivered.

Operations Managers

- design and implement programs to achieve specified outcomes;
- coordinate and prioritise the activity of thematic projects and programmes to achieve required outcomes within allocated time and resources;
- monitor and evaluate progress on plans and programs;
- build sustainable local relationships, possibly in a hostile non-permissive security environment; and
- developing and delivering multidisciplinary programmes in collaboration with a variety of international, governmental and non-governmental organisations – in particular UN and EU