

SECONDED NATIONAL EXPERT- JOB PROFILE

Senior Advisor
(Operational Preparedness and Deployment Unit/ Operational Support Division)

Tasks and responsibilities:

Reporting to the Head of Unit and under the supervision of the respective Head of Sector the main duties related to this position are:

- Establishing and strengthening deployment processes across all phases, from analyzing operational requests to executing field deployments and redeployments of Standing Corps Officers.
- Liaising with internal stakeholders, including operational FX divisions, HR Unit and Joint Operations in the field, ensuring integrity, accountability and a service-oriented approach to enhance deployment efficiency.
- Collaborating closely with Standing Corps hierarchy and contributing countries to build and manage operational teams.
- Identify suitable individuals for deployment, oversee deployment preparation and field follow-ups and implement procedure for the rotation of officers in the field.
- Providing guidance to colleagues in building strong and productive working relationships with internal stakeholders to support the generation and management of Standing Corps field teams.
- Manage urgent operational challenges such as last-minute rotations or surge deployments.
- Overseeing the appraisal system for deployed officers, ensuring structured performance evaluations and professional development processes are in place.

Selection criteria:

Professional qualifications, competencies and experience required:

Essential:

- At least 8 years of progressively responsible experience in law enforcement activities, team generation and deployment or a similar operational role
- Comprehensive knowledge of EU structures and processes related to operational deployment
- Experience in a Law Enforcement Agency or Border Guard team generation, preferably at a national or regional headquarters level
- Operational experience within an operational unit handling deployments, team coordination or law enforcement strategies
- Experience in the management of an appraisal system, including performance evaluations and professional development processes
- Proven ability to manage multiple priorities in a fast-paced operational environment, ensuring efficient coordination of resources

Assets:

- Experience in international missions or cross-border operations
- Familiarity with Standing Corps operational frameworks and deployment processes
- Advanced knowledge of crisis management and rapid response deployment
- Previous experience in staff development and performance management within an operational setting

Personal skills & competencies required:

- Excellent communication skills, both verbal and written, with the ability to interact effectively with diverse stakeholders
- Strong decision-making and problem-solving skills, particularly in fast-paced operational environments
- Ability to adapt to evolving operational needs and respond efficiently to urgent deployment challenges
- High level of personal integrity, accountability, and commitment to professional ethics