

Position: Protection Officer	Employment Regime: Seconded/Contracted	Post Category: Management Level ML-2
Ref. number: 077	Location: The Hague, the Netherlands	Availability: 01 April 2019
Component/Department/Unit Kosovo Specialist Chambers/ Judicial Services Division/Witness Protection and Support Office	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

Reporting Line:

The Protection Officer reports to the Head of Witness Protection and Support Office.

Main Tasks and Responsibilities:

- To supervise, manage and administer the Protection Program within the Witness Protection and Support Office (WPSO);
- To ensure safety and security of all witnesses testifying before the Specialist Chambers;
- To provide threat and risk assessments and to recommend effective and appropriate short and long-term measures in protecting victims and witnesses appearing before the Specialist Chambers;
- To supervise budgetary requirements for protected victims and witnesses expenses ensuring the financial due diligence;
- To assess any threat assessment for victims and witnesses and their suitability for inclusion into the WPSO Protection Program, in accordance with the Standard Operating Procedures (SOP);
- To provide expert advice in protection of victims and witnesses to the Chambers and Judges of the Specialist Chambers;
- To maintain methods for the management of confidential information related to the protection of victims and witnesses;
- To assist in developing and implementing specific protection programs and database;
- To supervise and coordinate protection operations and to liaise with government and non-government authorities for their patronage, where appropriate;
- To advise the Head of Witness Protection and Support Office on administrative, financial/budgetary and operational matters;
- To manage the staff in the Protection Unit and to apply due diligence with the financial accountability in any designated Field Office;
- To develop national and international protocols with states or organizations willing to assist the Specialist Chambers, particularly in the protection of witnesses in the WPSO Protection Program;
- To implement and update Standard Operating Procedures and to report regularly to the Head of Witness Protection and Support Office;
- To travel extensively in the field;
- To undertake any other related tasks as requested by the Line Managers.

Essential Qualifications and Experience:

- Successful completion of University studies of at least three (3) years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area e.g. Bachelor's degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.

AND

- A minimum of seven (7) years of relevant professional experience, after having fulfilled the education requirements.

Specification of Education and Experience

- The above mentioned University degree must be in at least one of the following fields of expertise: Law Enforcement, Police or Military Sciences, International Relations, Risk Management or other related university studies;
- A minimum of seven (7) years of experience in witness protection in a national or international organization and/or hybrid court;
- At least two years of management experience in witness protection personnel;
- Experience in working in a high risk/high security environment, determining levels of threat and implementing witness protection schemes, including identity change and international relocation;
- Experience in witness management and dealing with sensitive and/or traumatized witnesses;
- Good judgement to deal with emergency situations, make sound and quick decisions and to identify the key issues in a complex situation;
- Excellent interpersonal and communication (both verbal and written) skills;
- Ability to work productively in a fast-paced, team-oriented environment and produce accurate work under pressure and in difficult circumstances;
- Ability to establish and maintain effective and constructive working relationships with people of different national and/or cultural backgrounds with respect for diversity;
- Authorized to carry, and be issued a personal weapon if seconded, or be prepared to be trained in their use if contracted.

Desirable

- International experience, particularly in crisis areas with multi-national and international organizations;
- Previous operational experience in Kosovo;
- Good understanding of the political, cultural and security situation of the Balkans.