

Position: Senior Witness Protection Officer	Employment Regime: Seconded/Contracted	Post Category: Management Level ML-1
Ref. number: 095	Location: The Hague, the Netherlands	Availability: ASAP
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 Senior Witness Protection Officer reports to the Head of Witness Protection and Support Office.

Main Tasks and Responsibilities:

- To deputise for the Head of Witness Protection and Support Office (WPSO), in his/her absence;
- Under the overall supervision and management of the Head of WPSO, to supervise, guide and manage the protection team;
- To carry out threat and risk assessments, and to recommend and implement effective short- and long-term measures for the protection of victims and witnesses appearing before the Specialist Chambers;
- To plan, coordinate and supervise protection operations;
- To ensure compliance with Kosovo Specialist Chambers Information Asset Management regulations and to advise on the secure management of all information relevant to protected victims and witnesses and prepare any relevant protocols in this regard;
- To effectively coordinate activities with all relevant stakeholders;
- To travel extensively in the field; and
- 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 ten (10) years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of three (3) years of management experience.

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 Sciences, Military Sciences, International Relations, Risk Management or other related university studies;
- A minimum of ten (10) years of progressively responsible experience in witness protection in a national or international organisation and/or hybrid court;
- Experience 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 complex situations;
- Ability to prioritise and manage a high workload on occasions;
- Excellent interpersonal and communication skills;

- 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;
- Demonstrated gender awareness and sensitivity; ability to promote an inclusive working environment and integrate a gender perspective into tasks and responsibilities.

Desirable

- Previous operational experience in Kosovo;
- Good understanding of the political, cultural and security situation of the Balkans.