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| 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 deputize for the Head of Unit, as required;
- 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 propose and monitor budgetary requirements for protected victims and witnesses expenses ensuring the financial due diligence and accountability and in this regard to advise the Head of Witness Protection and Support Office (WPSO);
- To evaluate any threat assessment for victims and witnesses and their suitability for inclusion into the WPSO Protection Program;
- To provide advice on the protection of victims and witnesses and in this regard to advise the Registrar;
- To maintain methods for the management of confidential information related to the protection of victims and witnesses;
- To develop, implement and ensure compliance with specific protection programs, policies, protocols and databases;
- To supervise and coordinate protection operations and to liaise with government and non-government authorities 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 and to ensure coordination of documents at a technical and/or tactical level;
- To manage, supervise and train the staff in the Protection Unit;
- 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 ten (10) years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum 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 experience in witness protection in a national or international organization and/or hybrid court;
- 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;
- Experience in working under stressful conditions and to prioritize and manage a high workload on occasions;
- Excellent interpersonal and communication skills;
- Ability to establish and maintain effective working relations as a team member in a multi-cultural and multi-ethnic environment;
- 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.