

Position: Witness Security and Handling Team Leader	Employment Regime: Seconded/Contracted	Post Category: Management Level ML-1
Ref. number: 515	Location: The Hague, the Netherlands	Availability: ASAP
Component/Department/Unit: Specialist Prosecutor's Office/ Operational and Witness Security Unit	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

Reporting Line:

The Witness Security and Handling Team Leader reports to the Head of the Operational and Witness Security Unit.

Main Tasks and Responsibilities:

- To act as the principal adviser to the Deputy Specialist Prosecutor and the Head of Operational and Witness Security Unit on all witness security operational and administrative related matters for witnesses for whom the Specialist Prosecutor's Office (SPO) is responsible;
- To implement appropriate temporary protection measures on the basis of duty of care where there is a credible and immediate threat of physical harm to potential witnesses and other entitled persons in the SPO proceedings, in accordance with applicable rules of procedure and evidence and existing national legislation and on the basis of international arrangements to which the SPO is a party;
- To oversee and conduct assessments of witness considered at threat of physical harm as a result of their participation in the SPO proceedings for referral to the Registry's Witness Protection and Support Office for consideration for inclusion in protection programs;
- To provide coordination and assistance to the Registry's Witness and Protection and Support Office and case handlers in the implementation of protection programs;
- In coordination with the Head of the Operational and Witness Security Unit and the (Senior) Operational Support Officer of the Immediate Office of the Specialist Prosecutor, to ensure effective management, supervision and control of human, financial and physical resources of the Witness Security and Handling Team and to oversee administrative activities;
- To establish, implement and ensure compliance with the SPO policies, protocols and Standard Operation Procedures (SOPs) in conformity with the EU policies and Best Practices, in order to ensure proper management and oversight of the Witness Security and Handling Team and entitled persons;
- Under the guidance of the Head of the Operational and Witness Security Unit, to establish, maintain and develop professional contacts with the Registry's Witness Protection and Support Office and the heads of witness protection units across Europe and globally, as well as with international organisations and institutions dealing with witness protection;
- To prepare initial drafts of the international arrangements in the area of witness security with the countries willing to cooperate with the SPO and Kosovo authorities and ensure coordination of documents at a technical level;
- In accordance with the SOPs, ensure the necessary coordination at tactical level with other relevant authorities;
- To set a strategy in the development of the SOPs safe place security policies and procedures, to control and coordinate them and to ensure that they are followed and updated or amended, when necessary;
- To manage proposals regarding further actions in case a protected person breaches conditions of his/her protection;

- To act in accordance with established procedures regarding threat/risk assessments as well as conduct operations in order to ensure a harmonised approach to risk mitigation for the security of the SPO staff, witnesses, assets and information;
- To advise, assist, train and coordinate the SPO staff training in operational techniques;
- Under the supervision of the Head of the Operational and Witness Security Unit, to assist and provide subject matter expertise on the SPO mission specific risk assessments and risk management plans;
- To act as police;
- To undertake any other related tasks as requested by the Line Managers.

Essential Qualifications and Experience:

Essential

- 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, Police or Military Science, Psychology or other related university studies;
- A minimum of three (3) years of experience in a supervisory or managerial position in implementing witness protection measures;
- Knowledge of the witness protection measures across EU;
- Experience of international cooperation and liaison in the area of the witness protection;
- Ability to analyse and integrate diverse information from varied sources; ability to handle sensitive matters and follow trends in the administration of diverse programmes;
- Good knowledge of witness protection laws and regulations across the EU as well as international treaties and agreements related to witness protection;
- Excellent interpersonal and communication skills in English, both written and oral;
- Excellent organisational, planning and time-management skills;
- Demonstrated sound judgement;
- Ability to work productively in 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;
- Authorised to carry and 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 organisations;
- Knowledge of the functioning of the EU and in particular CSDP missions;
- Good understanding of the political, cultural and security situation of the Balkans, in particular Kosovo.