

Position: Witness Security Officer	Employment Regime: Seconded/Contracted	Post Category: Management Level ML-2
Ref. number: 516	Location: The Hague, the Netherlands	Availability: ASAP
Component/Department/Unit: Specialist Prosecutor's Office/ Prosecutions Unit/Prosecution Operations Support Unit/ Witness Security and Handling Team	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

Reporting Line:

The Witness Security Officer reports to the Head of Investigations (Prosecution) through the Witness Security and Handling Team Leader.

Main Tasks and Responsibilities:

- To implement necessary and adequate protection measures for potential witnesses and other entitled persons in the care of the Specialist Prosecutor's Office (SPO) in accordance with applicable rules of procedure and evidence and existing national legislation and on the basis of international arrangements to which the SPO (or formerly the SITF) is a party;
- To implement and ensure compliance with SPO policies, protocols and Standard Operation Procedures (SOPs) in conformity with EU policies and international standards of best practice;
- To maintain and develop professional contacts with the Registry's Witness Protection and Support Office and witness protection providers;
- In accordance with SOP, ensure necessary coordination at tactical level with other relevant authorities;
- To implement operational plans for the provision of witness security including safe place, protected person and entitled person travel and other associated witness security duties as required;
- To assist and provide subject matter expertise on SPO mission specific risk assessments and risk management plans;
- To liaise with the Registry's Witness Protection and Support Office and national witness protection agencies in witness protection related matters;
- To advise on and conduct initial assessments of witnesses and other persons for protection purposes;
- To carry out risk and threat assessments on witnesses and related persons who may be under threat and complete reports suitable for submission in criminal proceedings;
- To conduct all the necessary actions in preparation for witnesses and protected persons' relocation abroad after initial approval and otherwise, where appropriate, to provide coordination and assistance to Registry's Witness Protection and Support Office case handlers in the implementation of protection programs;
- In accordance with established procedures to cooperate with the Security Team regarding threat/risk assessments as well as conduct operations in order to ensure a harmonized approach to risk mitigation for the security of the SPO staff, witnesses, assets and information;
- To act as police;
- 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, Police Science or other related university studies;
- Minimum of two (2) years of professional experience in implementing international cooperation measures;
- Significant experience in the provision of witness protection programs at a national level;
- Demonstrable experience in victim support issues in relation to serious criminal acts, crimes against humanity, violation of human rights, victim testimony, witness protection programs and victim/family counselling;
- Thorough knowledge of modern office procedures and equipment, the use of secure communications devices and software, and simple maintenance of all issued electronic equipment;
- Demonstrated sound judgement;
- Tact, accuracy and discretion in handling sensitive and confidential information;
- Excellent interpersonal and communication skills in English, both written and oral;
- Ability to work productively in a fast-paced, team-oriented environment and produce accurate work under pressure and in difficult circumstances;
- Ability to build trust and 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

- Experience in the provision of witness protection at an international level in war crimes/organized crime/terrorism cases preferably with international tribunals;
- Ability to analyze, select, check and integrate diverse information from varied sources;
- Ability to operate with strong respect for diversity;
- Willingness to undertake extensive duty traveling on short notice;
- Trained in firearms;
- Knowledge of the functioning of the EU and in particular CSDP Missions;
- International experience, particularly in crisis areas with multi-national and international organizations;
- Knowledge of Albanian and/or Serbian language.