

Position: Head of the Operational and Witness Security Unit	Employment Regime: Seconded/Contracted	Post Category: Expert Level E-3
Ref. number: 556	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 Head of the Operational and Witness Security Unit reports to the Specialist Prosecutor through the Deputy Specialist Prosecutor.

Main Tasks and Responsibilities:

- To supervise and manage the Operational and Witness Security Unit, including the Operational Security and Witness Security Teams;
- To ensure timely and effective delivery of prosecutorial and investigative support services by maintaining, operating and coordinating all aspects of Specialist Prosecutor's Office (SPO) operational security support, witness security and protection capabilities dedicated to the SPO;
- To advise the Specialist Prosecutor/Deputy Specialist Prosecutor on the management of associated risks or the result of investigative and other witness related operations;
- To coordinate all operational activity with the Head of Investigations (Prosecutions);
- In coordination with the Witness Security and Handling Team Leader, to oversee and conduct assessments of witnesses;
- To act as SPO's Point of Contact with the Registry for all witness security related matters;
- To provide expert assistance and guidance on mission planning and take the lead in planning and delivery of tactical operational support for investigative and prosecutorial acts carried out under the SPO's mandate;
- To act as SPO's Point of Contact with the European Union Rule of Law Mission in Kosovo (EULEX) for all operational and witness security related matters in Kosovo;
- To assume operational and/or tactical control over SPO staff and any associated experts during all SPO investigative operations;
- To develop, implement, update and maintain SPO security policies and procedures;
- To draft, maintain, implement, keep under review and ensure staff compliance with all operational protocols, guidelines and standard operating procedures related to investigative and prosecutorial operations;
- To ensure cooperation and coordination with external supporting units for SPO operations, including the delivery and management of information and criminal intelligence support;
- To gather, analyse, assess and brief on information that may affect the safety and security of the SPO staff, assets, information and reputation at the seats of the Specialist Chambers and Specialist Prosecutor's Office and other countries as necessary;
- To ensure that staff members working under his/her responsibility identify and report lessons learned and best practices within their respective fields of responsibility, and to foster continuous learning and development, and revision of the best practices;
- To liaise and coordinate with the Registry, Host State, EU Delegations' security officers and other designated security information focal points (Diplomatic / Police / Military) in any location where SPO operates;
- 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 twelve (12) years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum of four (4) years of experience at management level.

Specification of Education and Experience

- The above mentioned University degree must be in at least one of the following fields of expertise: Police or Military Science or other related university studies;
- At least twelve (12) years of experience as a Police Officer, Military Officer, Investigator or Security Operations Officer or related position;
- Substantial experience in the risk management of police operations, including production and review of security and risk analyses;
- Significant experience in international operations;
- Experience working at a hybrid or an international tribunal or in related international organisation in a policing or investigative role;
- Advanced leadership and people management skills and experience, ability to mentor and motivate staff;
- Excellent judgement in operational theatre;
- Substantial demonstrated experience in building trust and working with people from different national and/or cultural backgrounds;
- Demonstrated ability to establish/review priorities, to plan, exercise control and to perform under stress and in difficult circumstances;
- Demonstrated ability to engage with senior officials/governmental level decision makers;
- Authorised to carry and be issued a personal weapon, if seconded, or be prepared to be trained in their use, if contracted.

Desirable

- Substantial knowledge of the functioning of the EU and in particular CSDP Missions;
- Substantial prior experience in an EU/Mission or with another international organisation in the Western Balkans region at a senior level in an investigative related role;
- Prior experience in operating in a secure contained information facility environment;
- Substantial awareness of confidential information transmission protocols;
- Significant experience in the management of criminal intelligence units;
- Significant experience with or leading forensic teams during investigative operations;