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2026-06-

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DĖL KVIETIMO TEIKTI KANDIDATŪRAS

Persiunčiame EIVT laišką, kuriame pateikiama informacija dėl kandidatūrų teikimo į Specializuotą komandą Europos Sąjungos saugumo ir gynybos iniciatyvai Gvinėjos įlankoje (EUSDI GoG).

PRIDEDAMA: EEAS.CIVOPSHQ.3/CP(2026) 31 L

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EUROPEAN EXTERNAL ACTION SERVICE



Civilian Operations Headquarters – CivOpsHQ
Managing Director / Civilian Operations Commander

Brussels,
EEAS.CIVOPSHQ.3/CP(2026)

TO ALL REPRESENTATIVES TO PSC

Subject: 1-2026 Call for Contributions for a Specialised Team for the EU Security and Defence Initiative Gulf of Guinea (EUSDI GoG)

References: Council Decision 2023/1599/CFSP of 3 August 2023 on the Establishment of EUSDI GoG
Council Decision 2025/2472/CFSP of 4 December 2025 Amending and Extending the Mission Mandate until 31 December 2027

Dear Ambassador,

I am writing concerning a Call for Contributions for a Specialised Team for the EU Security and Defence Initiative Gulf of Guinea (EUSDI GoG). It is my pleasure to invite EU Member States to put forward qualified candidates for the positions listed in Annex 1 - Requirements and Job Descriptions. Please note the age specification introduced under *II.A Essential requirements* of the attached Annex 1.

1. Background

On 29 June 2023, the Council approved a Crisis Management Concept (CMC) for a possible security and defence partnership with West African countries of the Gulf of Guinea. The CMC proposed an integrated approach for a security and defence partnership with those countries, including the establishment of an Initiative under the Common Security and Defence Policy (CSDP), complemented by the deployment of Military Advisors in Union delegations, in conjunction with assistance measures under the European Peace Facility for the provision of military equipment and in synergy with security-related projects.

On 3 August 2023, the Council decided the establishment of the Initiative, named “the European Union Security and Defence Initiative in support of West African countries of the Gulf of Guinea” (the “Initiative”). On 25 September 2023, the Council decided to establish the Initiative in Côte d’Ivoire and Togo. On 11 December 2023, the Council decided to launch the European Union Security and Defence Initiative in support of West African countries of the Gulf of Guinea. This was amended and extended by Council Decision 2025/2472/CFSP of 4 December 2025 until 31 December 2027.



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2. Methodology

- a) EU Member States are requested to examine the personal profiles and job descriptions to ensure that:
 - Proposed candidates meet the listed criteria described in the essential requirements and specific job descriptions (**Annex 1**).
 - The Team Leader applies using the electronic online Application Form (AF) available through Goalkeeper-Registrar and submits it together with the following PDF attachments:
 1. A file containing all individual Application Forms for the other team members, completed either using the Word template application form (**Annex 3** – Application Form for team members other than the Team Leader) or, for experts already registered, by exporting the Application Form from Goalkeeper-Registrar.
 2. A file containing the detailed Specialised Team Offer, using Appendix II (Template of the Specialised Team Offer).
- b) Proposed candidates should satisfy the requirements set out in the job description. The main criteria for suitability for post are the essential criteria, both education and professional experience.
- c) As previously agreed, EU Member States that are also members of EGF are invited to identify suitable candidates within their capabilities.
- d) The deadline for EU Member States to submit offers of personnel is **WEDNESDAY, 15 JULY 2026, at 17:00 hours (Brussels time)**, through the following link:

<https://goalkeeper.eeas.europa.eu/registrar/web/>
- e) Interviews are planned to take place in the period by end-July 2026.
- f) The Civilian Operations Headquarters (CivOpsHQ) will be responsible for notifying EU Member States of the outcome of the selection process. Communication of the selection results is expected to take place beginning of August.
- g) Selected personnel should be ready for deployment to the Mission area within the deadlines specified in each job description.
- h) Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budget Impact Statement, the initial duration of the deployment should be of 3 months.

3. General Information

- a) For seconded positions, only personnel nominations received through official channels from EU Member States will be considered. EU Member States will bear all personnel-related costs for seconded personnel, including salaries, medical coverage, travel expenses to and from the Mission area (including home leave) and allowances other than those paid according to the Council documents ST 7291/09 (10 March 2009), as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).

- b) The EU strives for improved gender balance in CSDP operations in compliance with UNSCR 1325. EU Member States are encouraged to take this into account when offering contributions.
- c) If applicable, the selected candidates will have to be in possession of the necessary level of Personnel Security Clearance (PSC) as specified in the respective job descriptions, when deployed. They should bring the original certificate upon deployment.
- d) It is moreover expected that all newly selected Mission Members have undergone CSDP specific pre-deployment training before joining the Mission. CSDP specific pre-deployment training courses are regularly offered under the auspices of the European Security and Defence College (ESDC). In case ESDC does not offer a suitable course, a national alternative is also an option¹.
- e) For any further information please contact:

Ms Cristina PILATO
CIVOPSHQ-HR-EUSDI-GoG@eeas.europa.eu
Tel. +32 (0)2 584 62 12

Yours sincerely,

[e-signed]

Stefano TOMAT

Enclosures:

- Requirements and Job Descriptions (**Annex 1**)
- List of Recommended Equipment (**Annex 2**)
- Application Form (**Annex 3**)

cc: CivCom Delegates

¹<https://esdc.europa.eu/>

EUROPEAN EXTERNAL ACTION SERVICE



Annex 1

EU Security and Defence Initiative Gulf of Guinea EUSDI Gulf of Guinea 1-2026 Call for Contributions for a Specialised Team Requirements and Job Descriptions				
Organisation:	EU Security and Defence Initiative Gulf of Guinea			
Job Location:	As indicated below			
Employment Regime:	As indicated below			
Job Titles/ Vacancy Notice:	Ref.:	Name of the post:	Location:	Availability:
	<u>Seconded (5)</u>			
	ST GoG 11	Team Leader	Parakou and Dassa-Zoumè, Benin	15 Sep 2026 for up to 3 months (non-permanent deployment)
	ST GoG 12	Expert-Trainer in Police Intervention Techniques and Tactical Operations		
	ST GoG 13	Expert-Trainer in Police Intervention Techniques, Public Order and Mobile Operations		
	ST GoG 14	Expert-Trainer in Police Intervention Techniques and Tactical Emergency Casualty Care (TECC)		
	ST GoG 15	Expert-Trainer in Police Intervention Techniques, Counter-IED Awareness and/or Advanced Weapons Handling		
Deadline for Applications:	Wednesday, 15 July 2026 at 17:00 hrs (Brussels time)			
Applications must be submitted to:	Please submit the Specialised Team Offer to Goalkeeper. The team leader will apply using the electronic application form and attach the Specialised Team offers and the application forms of the other team members, in pdf format: https://goalkeeper.eeas.europa.eu/registrar/web			
Information:	Prior to submitting the Specialised Team Offer, interested Member States or entities can submit an expression of interest indicating available resources. Please note that this step is not mandatory. The Civilian Operations Headquarters (CivOpsHQ) will facilitate information exchange on team compositions between seconding authorities to support the creation of multinational teams. For this and for other questions, please contact CivOpsHQ:			



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According to the EEAS Country Threat Assessment (CTA), the current rating of the host country of the Mission is 'HIGH'. However, the Mission area south of the town of Dassa is rated as MEDIUM. Please note that the CTA of the country might change at any point during the call for contribution cycle. It may have an impact on mission members' working conditions, including financial and leave entitlements.

Medium Threat Non-Family Mission

EUSDI Gulf of Guinea Initiative in Benin bears a Non-Family Mission status. As such, the Mission takes no responsibility for family members of mission members visiting or habitually residing in the country. Only international mission members are covered by the Mission status (SOMA), MEDEVAC or security/evacuation arrangements and use of Mission assets including vehicles. All costs for family members in the Mission area, including insurance, are the responsibility of each staff member.

Seconded Specialised Teams – Only Specialised Team (ST) Offers of personnel nominations received through official channels will be considered.

Seconding Member States/entities will bear all personnel-related costs (e.g. salaries and medical coverage, with the exception of Health and High Risk insurance) and allowances other than those paid according to the Council documents ST 7291/09 (10 March 2009), and as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).

Where applicable and with due respect to the EU institutional framework, Seconding Third States will bear all personnel-related costs (e.g. salaries and medical coverage), allowances other than those paid according to the Council documents ST 7291/09 (10 March 2009), as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025), and High Risk insurance. Specialised Team members seconded from contributing Third States are not entitled to receive allowances paid according to the Council documents ST 7291/09 (10 March 2009), as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025), including the coverage of the High Risk insurance.

EU Agencies will bear, where applicable and with due respect to the EU institutional framework, all personnel-related costs (e.g. salaries and medical coverage, with the exception of Health and High Risk insurance) and allowances other than those paid according to the Council documents ST 7291/09 (10 March 2009), as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).

Alternatively, eligible costs may be entirely covered by the seconding Member State(s), EU Agency, EGF, other multinational formation or Third States as an 'in-kind' contribution, with due respect to the EU institutional framework.

Members of Specialised Teams are to deploy on the date agreed with the mission, unless a gradual deployment is justified for operational reasons. Seconding authorities shall be responsible for all necessary travel arrangements of the Specialised Team members to and from their place of deployment. Once on duty in the mission, the latter will be responsible for all logistical support and transport arrangements, including duty travel.

Due to the non-permanent nature of Specialised Teams' assignments to civilian CSDP missions, specific provisions may apply with regard to their status, entitlements, rights and obligations, and security.

Apart from Compensatory Time Off (CTO), which is not granted to Specialised Teams members, other leave entitlements should be the same as for regular mission members. However, granting of leave is subordinated to operational priorities. Specialised Team members may follow the mission's public holidays during their deployment in the mission area, as decided by the Head of Mission and depending on operational needs.

In case of multiple rotations, the receiving mission will foresee only one check-in and one check-out session covering the whole period of deployment.

Tour of Duty Period – Subject to the adoption of another Council Decision extending the Mission mandate and approving the appropriate Budgetary Impact Statement, the duration of the deployment should be 3 months and should not exceed 6 months overall. The Specialised Team is expected to deploy on 15/09/2026. The indicative deployment period provided is subject to change for operational reasons and the Specialised Team is expected to be flexible in this regard.

The Civilian Operations Commander requests that Contributing States/EU Agencies/entities propose Specialised Team Offers for the following positions for EUSDI GoG, according to the requirements and profiles described below and the Concept Note "Concept Note for the deployment of a Specialised Team for the training of Surveillance and Intervention Platoons (PSI) of the Republican Police of Benin", EEAS(2026)595.

I. GENERAL CONDITIONS

Citizenship – Candidates must have a citizenship of an EU Member State or of a Contributing Third State.

Integrity – Candidates must maintain the highest standards of personal integrity, impartiality and self-discipline within the Mission. Selected candidates are not allowed to provide or discuss any information or document as a result of access to classified and/or sensitive information relating to the Mission or respective tasks and activities. They shall carry out their duties and act in the interest of the Mission.

Flexibility and adaptability – Candidates must be able to work in arduous conditions with a limited network of support, with unpredictable working hours and a considerable workload. They must have the ability to work professionally as a member of a team, in task forces and working groups with mixed composition (e.g. civilian and military staff) and be able to cope with extended separation from family and usual environment.

Availability – Candidates must be able to undertake any other tasks related with the competencies, responsibilities and functions of the respective position within the Mission, as required by the Head of Mission.

Serious deficiencies in any of these general conditions may result in repatriation/termination of the secondment/contract.

II. REQUIREMENTS

II.A. Essential Requirements The following are essential requirements in respect of civilian international experts to the Missions for all job descriptions:

Physical and mental health – Candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Mission and in its Area of Operation. Selected candidates should undergo an extensive medical examination as requested by the seconding authority or the Mission in

accordance with “Fit to work clearance” procedure prior to recruitment/deployment to prove that they comply with the requirement.

To ensure duty of care in the CSDP Mission, selected seconded/contracted candidates shall be able to serve the full period of secondment/contract before reaching the normal age of retirement in Contributing States/country of residence.

Education and training – Candidates should have a recognised qualification under the European Qualifications Framework (EQF), or equivalent, at a level specified in the individual job descriptions. Candidates are strongly advised to verify their compliance through the link: <https://ec.europa.eu/ploteus/content/descriptors-page>.

Knowledge – Candidates should have knowledge of the EU Institutions and Mission Mandate, particularly related to the Common Foreign and Security Policy (CFSP), including the Common Security and Defence Policy (CSDP).

Skills and abilities

Language skills – Candidates must have the understanding, speaking, and writing proficiency in the working languages of the Mission. Certain positions may require higher language skills further specified in the individual job descriptions. The Mission may seek to facilitate language training and where appropriate, specialist language training, for newly recruited Mission staff members. Candidates are advised to verify their proficiency through the following link: <https://europa.eu/europass/en/common-european-framework-reference>.

Communication and interpersonal skills – Candidates must have excellent interpersonal and communication skills, both written and oral.

Organisational skills – Candidates must have excellent organisational skills, with the ability to prioritise work to meet deadlines, and a concern for order and accuracy.

Digital skills – Candidates must have basic digital skills in the competency areas: information and data literacy, communication and collaboration, digital content creation, safety and problem solving. Candidates are advised to verify their proficiency through the following link: <https://digital-strategy.ec.europa.eu/en/news/test-your-digital-skills-and-thrive-digital-world>.

Driving skills – Candidates must be in possession of a valid – including in the Mission area – civilian driving licence for motor vehicles (Category B or equivalent). They also must be able to drive any 4-wheel-drive vehicle.

Serious deficiencies in any of these general conditions may result in repatriation/termination of the secondment/contract.

II.B. Desired Requirements

Knowledge of the Mission area – Candidates should have a good knowledge of the history, culture, social and political situation of the region and also knowledge of the police, judiciary and governmental structures, as applicable.

Knowledge and experience of Security Sector Reform – Candidates must be acquainted with Security Sector Reform concepts and practices, especially in the Mission area, as applicable.

Training and experience – Candidates should have attended a Civilian Crisis Management Course or equivalent.

Language – Knowledge of local language(s), depending on the job tasks and responsibilities.

Driving licence – Category C driving licence.

III. ESSENTIAL DOCUMENTS AND EQUIPMENT FOR SELECTED CANDIDATES

Passport – Selected candidates must have a biometric passport from their respective national authorities valid for at least six months. If possible, a Service Passport or Diplomatic Passport should be issued.

Visas – EU Member States/Contributing Third States and selected candidates must ensure that visas are obtained for entry into the Mission area prior to departure from their home country. It is also essential to obtain any transit visas, which may be required for passage through countries *en route* to the Mission.

Required Personnel Security Clearance (PSC) or Certificate of Good Conduct – Selected candidates will have to be in possession of the necessary level of a Personnel Security Clearance (PSC) as specified in the respective job descriptions. In case of lack of such requirement in the job description, selected candidates are required to present a valid official document from their respective country's competent national Authority confirming the lack of convictions for crimes or offences under common law, not older than 3 months (the so-called **Certificate of good conduct**).

In case of the PSC requirement: seconded experts must provide the original certificate of the national security clearance or a proof of the initiation of the process upon deployment. For contracted experts, the process will be initiated by the Mission upon deployment. Please note that the role of the Mission is limited to initiation of the process and the Mission declines all responsibility regarding its final outcome.

In any case, the final PSC certificate must be presented within 12 months from the deployment. Failing to meet this requirement will result in the termination of the secondment/contract and no extension can be granted. Please note that Heads of Mission, Deputy Heads of Mission and Senior Mission Security Officers must always provide a valid PSC upon their deployment – a proof of initiation of the PSC is not accepted.

In case of the **Certificate of good conduct**, seconded experts must deliver such a certificate to their respective Seconding Authority. Contracted experts must deliver such a certificate to the Mission's Human Resources before their deployment. In case of possession of multiple nationalities, or if a candidate has or had his/her residence in a country, which is not his/her country of origin, a certificate must be issued by every country where the selected candidate has had his/her residence for a period longer than 1 year during the last 5 years preceding the deployment (except if he/she resided there prior to reaching the age of 18 years).

For Contributing Third States selected candidates, an equivalence to access to the required level of EUCI will be delivered on the basis of Security of Information Agreement or Administrative Arrangements with EU or, in their absence, on the basis of the Framework Participation Agreements.

Certificate/booklet of vaccination – Selected candidates must be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received. They also must be vaccinated according to the required immunisations for the Area of Operation of the Mission.

Medical certificate – Selected candidates should undergo an extensive medical examination and be certified medically fit for Mission duty. A dental examination is also required to certify that no eminent dental issues are foreseen.

For selected contracted candidates, in compliance with “Fit to work clearance procedure”, a copy of the result of the medical examinations as well as the fitness to work certificate, for seconded selected candidate, the fitness to work certificate must be sent to the Medical Adviser of the Mission before joining the Mission. Medical data will be handled with confidentiality and in line with EU Charter of Fundamental Rights and the Standard Operating Procedure on the protection of personal data (CivOpsCdr Instruction 12-2018 as amended.)

The Heads of Mission reserve the right to reject the recruitment of any selected candidate that proves to be medically unfit to work in a civilian CSDP Mission.

Personal protection equipment – It is recommended that national authorities provide seconded selected candidates with protection equipment.

Deficiencies in any of the documents requested for a specific position may result in failure of the selection process.

IV. ADDITIONAL INFORMATION

Equal opportunities – The Mission is committed to an equal opportunities policy for all its staff and candidates, promoting gender equality and to preventing discrimination on any grounds. It actively welcomes applications from all qualified candidates from diverse backgrounds and from the broadest possible geographical basis amongst the EU Member States. We aim at a service, which is truly representative of society, where each staff member feels respected, is able to give their best and can develop their full potential.

Gender balance – The EU strives for improved gender balance in CSDP operations in compliance with EU policy and UNSCR 1325 on Women, Peace and Security (WPS). The CivOpsHQ encourages the EU Member States, European Institutions and the European External Action Service to take this into account when putting forward candidates at all levels.

Application Form – The Team Leader will apply using the online Application Form (AF) accessible on the Goalkeeper-Registrar software module and will attach to his/her application in PDF format: 1) the Specialised Team offer (Appendix II – Template of the Specialised Team Offer) and 2) the team member’s application forms. In case of applications from candidates holding the citizenship of a Contributing Third State, the dedicated Application Form(s) should be returned in MS Word format.

Selection Process – With due respect to the EU institutional framework, Specialised Teams can be provided either by a single Member State, a group of Members States (including European Gendarmerie Force (EGF)), an EU Agency, and, if so agreed, participating Third States. Offers must be made for complete teams based on the requirements expressed in the Call for Contributions. Prior to their submission, interested Member States or entities can submit to the Civilian Operation Commander an expression of interest indicating available resources. The Civilian Operations Headquarters will facilitate information exchange on team compositions between seconding authorities to support the creation of multinational teams.

Offers for Specialised Teams must include details on how to deliver on tasks and achieve objectives, including the deployment duration and timelines. Offers must also include the proposed composition of the team, including respective expertise and background, and a nominated team leader. A template for a Specialised Team offer is in Appendix II.

The selection will be carried out by the receiving civilian CSDP mission in consultation with headquarters, which will also approve selection panels.

Any time during the selection process, offering authorities may be requested to provide additional information. While CivOpsHQ may reach out to the designated Specialised Team leader, there will normally be no individual interviews with Specialised Team members.

In order to effectively address the needs, the selection procedure should ensure a quality and rapid process, as well as an inclusive, fair, transparent, non-discriminatory and accountable recruitment for all Specialised Team offers, in line with the overall Calls for Contributions selection principles and procedures.

The selection of the Specialised Team will be conducted based on the written offers for Specialised Teams and in line with the overall selection and recruitment procedures, with the exception that only the nominated team leader of a proposed Specialised Team will be interviewed and invited to present the composition of the team and its professional portfolios.

Information on the Outcome – The results of the selection process, including, if applicable, justifications for non-selection, will be communicated to seconding authorities.

Training – The selected candidates should complete Mission wise, SAFE and Code of Conduct e-modules, which are designed for the EU delegations or equivalent courses until a new platform is launched, prior to their deployment to the Mission. The modules can be accessed in the following link: <https://webgate.ec.europa.eu/eeas/security-e-learning/>.

HEAT Training – Candidates who will be deployed north of Dassa (i.e. Parakou) must have undergone a certified Hostile Environment Awareness Training (four to five days residential training) no more than five years ago. For deployments in the southern areas of Benin, no HEAT Training is required.

Pre-Deployment Training – Member of selected Specialised Teams must have undergone Pre-Deployment Training in accordance with the CSDP agreed Training Policy, or a national alternative of the course.

Code of Conduct – As part of the PDT, the selected candidates must complete the session about the Code of Conduct and Disciplinary Procedure for civilian EU CSDP Missions, also complete the e-learning module on the Code of Conduct prior to their deployment and provide the mission with the course certificate which is kept in their personal file.

Data Protection – The EEAS, and its Managing Directorate CivOpsHQ, processes personal data pursuant to Regulation (EU) 2018/1725 on the protection of individuals with regard to the processing of personal data by the EU institutions, bodies, offices and agencies and on the free movement of such data, as implemented in the EEAS by the Decision of the High Representative of the Union for Foreign Affairs and Security Policy of 8 December 2011. The Privacy statement is available on the EEAS website.

Code of Conduct – The Code of Conduct and Discipline for EU civilian CSDP Missions and the Upgraded Generic Standards of Behaviour for CSDP Missions and Operations as respectively endorsed by the Foreign Affairs Council on 18 July 2016 (doc. 11961/16) and on 22 January 2018 (doc. 6877/18) apply to Specialized Team members, who should familiarize themselves with these documents.

The description of administrative provisions can be found in Appendix III (Detailed Administrative Provisions). Annex 3 contains the list of security and medical equipment.

E. JOB DESCRIPTIONS

The current reporting lines of the following job descriptions might be subject to modification based on operational requirements and in line with the principles set out in the Operation Plan (OPLAN).

Annex I – Specialised Team tasks, responsibilities

Position Name: Team Leader	Employment Regime: Seconded	
Ref. Number: ST GoG 11	Location: Parakou and Dassa-Zoumè, Benin	Availability: 15 Sep 2026 for up to 3 months, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea/Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line

The Team Leader reports to the Civilian Crisis Management Adviser in Benin.

2. Main Tasks and Responsibilities:

- To lead, manage and coordinate the Specialised Team responsible for strengthening the operational and tactical capacities of five Surveillance and Intervention Platoons (PSI) of the Beninese Republican Police;
- To operationalise the Initiative's mandate and objectives by supporting the enhancement of specialised police intervention capabilities in areas exposed to terrorist threats and serious security incidents;
- To plan, coordinate and supervise all training activities delivered by the Specialised Team in Parakou and Dassa-Zoumè;
- To maintain regular liaison with the Directorate General of the Republican Police, departmental police authorities, PSI commanders and relevant national stakeholders;
- To contribute directly to training activities in accordance with his/her area of expertise in police intervention, tactical operations and command and control;
- To ensure that all training activities integrate applicable legal frameworks, human rights standards, professional ethics and proportional use of force principles;
- To oversee the preparation, implementation and evaluation of practical exercises and scenario-based training activities;
- To ensure coherence, quality control and consistency of training methodologies and training materials used by the Specialised Team;
- To conduct quantitative and qualitative assessments of training progress and operational impact;
- To prepare timely and accurate reports, assessments and recommendations for EUSDI GoG management;
- To identify, manage and report operational, security and implementation risks affecting the deployment;
- To facilitate communication within the team and ensure effective coordination with mission staff and local counterparts;
- To uphold a strict zero-tolerance policy regarding misconduct, harassment, discrimination and abuse, and promote an inclusive and professional working environment.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 4 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 and/or military education or training or an award of an equivalent rank; **AND**
- A minimum 6 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Extensive experience in police tactical operations, special intervention units or public order and security operations;
- Proven experience in command, coordination and supervision of operational police units;
- Experience in planning and conducting operational and tactical training programmes;
- Strong leadership, communication and mentoring skills;
- Sound knowledge of human rights standards, police ethics and legal frameworks governing the use of force;
- Ability to work effectively in multinational and multicultural environments;
- French language skills: minimum B2 (Independent user).

6. Desirable Qualifications and Experience:

- Ability to mentor and motivate local counterparts;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Strong interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment;
- Experience in capacity-building and institutional development;
- Ability to adapt training methodologies to local operational realities;
- Organisational, analytical and reporting skills.

Position Name: Expert-Trainer in Police Intervention Techniques and Tactical Operations	Employment Regime: Seconded	
Ref. Number: ST GoG 12	Location: Parakou and Dassa-Zoumè, Benin	Availability: 15 Sep 2026 for up to 3 months, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea/Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Training Officer reports to the Team Leader of the Specialised Team.

2. Main Tasks and Responsibilities:

- To design and deliver operational and tactical training activities for members of the Surveillance and Intervention Platoons (PSI) of the Beninese Republican Police;
- To conduct practical and scenario-based training in police intervention techniques and small-unit tactics adapted to the operational environment of northern Benin;
- To provide instruction in patrol techniques, observation and surveillance posts, convoy security, foot movements and infiltration techniques;
- To deliver training in territorial control operations, response to armed attacks, route reconnaissance, protection of sensitive sites and escort missions;
- To conduct practical exercises on arrest techniques, vehicle interventions, searches and operational procedures;
- To contribute to the development and adaptation of training materials, lesson plans and practical scenarios;
- To evaluate trainees' performance and provide recommendations for improving operational readiness and tactical effectiveness;
- To contribute to internal reporting and assessment of training outcomes;
- To advise the Team Leader on operational training requirements and identified capability gaps;
- To identify and report risks arising from the implementation of training activities.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Team Leader.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 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 and/or military education or training or an award of an equivalent rank; **AND**
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Proven operational experience within specialised police, gendarmerie or military intervention units;

- Extensive knowledge of tactical police operations and intervention procedures;
- Experience in planning and conducting practical operational training programmes;
- Experience in managing and conducting adult learning and capacity-building activities;
- Ability to deliver realistic scenario-based exercises in demanding environments;
- French language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in the design and implementation of training materials, including the development of manuals, tools, and conducting interactive capacity building activities;
- Experience in gender and human rights mainstreaming in training content planning and project implementation;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Excellent interpersonal and teamwork skills;
- Organisational, analytical and administrative skills.

Position Name: Expert-Trainer in Police Intervention Techniques, Public Order and Mobile Operations	Employment Regime: Seconded	
Ref. Number: ST GoG 13	Location: Parakou and Dassa-Zoumè, Benin	Availability: 15 Sep 2026 for up to 3 months, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea/Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Training Officer reports to the Team Leader of the Specialised Team.

2. Main Tasks and Responsibilities:

- To design and deliver operational training activities related to police intervention, mobility and public order management for PSI personnel;
- To provide instruction in movement and mobility techniques, land navigation, obstacle crossing and motorcycle-based operational deployments;
- To conduct practical training on public order management, crowd control and response to civil disturbances in accordance with international standards and human rights principles;
- To provide training in self-protection techniques, control of violent individuals, use of baton and non-lethal intervention methods;
- To deliver instruction on operational coordination and tactical deployment during high-risk interventions and public security incidents;
- To organise and supervise field exercises replicating realistic operational scenarios;
- To contribute to the preparation and updating of training materials and practical exercises;
- To assess trainees' performance and provide recommendations for further capacity development;
- To contribute to reporting, monitoring and evaluation of training activities;
- To advise the Team Leader on matters related to public order operations and operational mobility.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Team Leader.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 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 and/or military education or training or an award of an equivalent rank; **AND**
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Proven operational experience in public order policing, intervention units or specialised law enforcement units;
- Expertise in public order management, crowd control and use-of-force procedures;
- Experience in tactical mobility, motorcycle operations or field manoeuvre techniques;
- Experience in managing and conducting practical training and adult learning programmes;
- Knowledge of human rights standards applicable to public order operations;
- French language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in the design and implementation of training materials, including the development of manuals, tools, and conducting interactive capacity building activities;
- Experience in gender and human rights mainstreaming in training content planning and project implementation;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Excellent interpersonal and teamwork skills;
- Organisational, analytical and administrative skills.

Position Name: Expert-Trainer in Police Intervention Techniques and Tactical Emergency Casualty Care (TECC)	Employment Regime: Seconded	
Ref. Number: ST GoG 14	Location: Parakou and Dassa-Zoumè, Benin	Availability: 15 Sep 2026 for up to 3 months, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea/Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Training Officer reports to the Team Leader of the Specialised Team.

2. Main Tasks and Responsibilities:

- To design and deliver operational and tactical training activities for members of the Surveillance and Intervention Platoons (PSI) of the Beninese Republican Police;
- To conduct practical instruction in Tactical Emergency Casualty Care (TECC) and casualty management in hostile and high-risk operational environments;
- To provide training in care under threat, tactical field care, casualty evacuation procedures and coordination of medical support during police operations;
- To deliver practical exercises on haemorrhage control, airway management, trauma assessment and lifesaving interventions in accordance with recognised international standards;
- To integrate casualty care procedures into operational and tactical exercises conducted by the Specialised Team;
- To contribute to training modules related to police intervention techniques, tactical movements, patrols, response to armed attacks and operational survivability;
- To assess trainees' performance and operational readiness in casualty care and tactical intervention scenarios;
- To contribute to the preparation and adaptation of training materials, manuals and practical exercises;
- To contribute to reporting, monitoring and evaluation of training activities;
- To advise the Team Leader on matters related to operational casualty management and force protection.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Team Leader.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 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 and/or military education or training or an award of an equivalent rank; AND
- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Proven operational experience within specialised police, military or gendarmerie intervention units;
- Certified instructor or practitioner in Tactical Emergency Casualty Care (TECC), Tactical Combat Casualty Care (TCCC) or equivalent operational trauma-care systems;
- Experience in casualty management and medical support in operational environments;
- Experience in conducting practical training and adult learning programmes;
- Ability to integrate medical response procedures into tactical and operational scenarios;
- French language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in the design and implementation of training materials, including the development of manuals, tools, and conducting interactive capacity building activities;
- Experience in gender and human rights mainstreaming in training content planning and project implementation;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Excellent interpersonal and teamwork skills;
- Organisational, analytical and administrative skills.

Position Name: Expert-Trainer in Police Intervention Techniques, Counter-IED Awareness and/or Advanced Weapons Handling	Employment Regime: Seconded	
Ref. Number: ST GoG 15	Location: Parakou and Dassa-Zoumè, Benin	Availability: 15 Sep 2026 for up to 3 months, non-permanent deployment
Component/Department/Unit: EUSDI Gulf of Guinea/Benin	Security Clearance Level: NOT REQUIRED	Open to Contributing Third States: NO

1. Reporting Line:

The Training Officer reports to the Team Leader of the Specialised Team.

2. Main Tasks and Responsibilities:

- To design and deliver operational and tactical training activities for members of the Surveillance and Intervention Platoons (PSI) of the Beninese Republican Police;
- To provide instruction on Counter-Improvised Explosive Device (C-IED) awareness and threat recognition in support of police operations conducted in areas affected by terrorist activity;
- To conduct training on route security, route reconnaissance, identification of indicators of explosive threats and immediate actions following the discovery of suspicious devices;
- To provide practical instruction in intervention shooting techniques with pistols and shoulder weapons in accordance with applicable safety standards;
- To conduct training on weapons handling, marksmanship fundamentals, tactical firearms deployment and weapons safety procedures;
- To contribute to operational and tactical modules including patrols, convoy security, protection of sensitive sites and response to armed attacks;
- To design and supervise realistic practical exercises integrating tactical movement, firearms handling and C-IED awareness;
- To assess trainees' operational performance and provide recommendations to improve tactical effectiveness and survivability;
- To contribute to the preparation and adaptation of training materials and practical exercises;
- To contribute to reporting, monitoring and evaluation of training activities;
- To advise the Team Leader on operational risks related to explosive threats and weapons employment.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Team Leader.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 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 and/or military education or training or an award of an equivalent rank; **AND**

- A minimum of 4 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Proven operational experience within specialised police, military, gendarmerie or special intervention units;
- Demonstrated expertise in advanced weapons handling, intervention shooting and firearms instruction;
- Expertise in Counter-IED awareness, explosive-threat recognition or force-protection procedures in operational environments;
- Experience in conducting practical and scenario-based operational training programmes;
- Knowledge of operational safety procedures and risk mitigation measures in high-threat environments;
- French language skills: minimum B2 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in the design and implementation of training materials, including the development of manuals, tools, and conducting interactive capacity building activities;
- Experience in gender and human rights mainstreaming in training content planning and project implementation;
- International experience, particularly in crisis areas with multinational and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Excellent interpersonal and teamwork skills;
- Organisational, analytical and administrative skills.

Appendix II – Template of the Specialised Team (ST) Offer

Offer of the Specialised Team for

Detailed concept/plan on how to deliver on the tasks and achieve objectives:

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Duration and timelines:

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Proposed ST composition:

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Respective expertise and background of ST members (*application forms to be enclosed*):

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Nominated Team Leader:

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Miscellaneous (including “in kind” and project type contribution):

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Appendix III – Detailed Administrative Provisions

1. Legal status/regime

All members of Specialised Teams are mission members for the duration of their deployment to a civilian CSDP mission.

EU agencies that wish to propose candidates for Specialised Teams must first have concluded a framework agreement on the conditions for secondments with respective civilian CSDP missions.

2. General conditions

To be engaged in the context of a civilian CSDP mission, Specialised Team members shall:

- a) Possess the expertise and experience required to contribute to the mission's activities as specified in the respective Call for Contributions;
- b) Be physically and mentally fit to travel and spend time in-country;
- c) Have completed Hostile Environment Awareness Training (HEAT), if required for a particular mission;
- d) Be resilient and flexible to contribute to the delivery of the mission's operations in-country, as required;
- e) Possess the language skills compatible with the mission's operational requirements;
- f) Complete a pre-deployment training prior to and in preparation for their deployment;
- g) Possess a valid Personnel Security Clearance, as required;
- h) Specific conditions may be added in the respective Call for Contributions.

3. Prior to deployment

Provision of relevant information

Once the Specialised Team is selected, the mission will establish direct contact with the Specialised Team leader and provide the team with information relevant to their planned deployment. Seconding authorities will be kept informed of this.

Hostile Environment Awareness Training (HEAT)

Depending on the mission's area risk assessment, Specialised Team members shall be required to undertake necessary security training. If applicable and if not yet completed, Specialised Team members must undergo Hostile Environment Awareness Training (HEAT). To reduce the time between selection and deployment and with the objective of increasing Specialised Teams' deployment flexibility, members of Specialised Teams should ideally have completed a HEAT course before applying. More details on required training can also be addressed in the relevant planning documents and in the Call for Contributions.

Certificate/booklet of vaccination

Specialised Team members must be in possession of a valid certificate/booklet of vaccination showing all vaccinations and immunisations received prior to deployment, to be checked by the mission. They must also be vaccinated according to the required immunisations for the mission area. The Call for Contributions will specify these requirements.

Medical certificate

Specialised Team members must undergo a medical examination and be certified medically fit for duty in a civilian CSDP mission by a competent authority from the seconding authority. A copy of this certification must be provided to the civilian CSDP mission prior to deployment



MD-Civilian Operations Headquarters (CivOpsHQ)
European External Action Service (EEAS)
Rue d'Arlon 88, B-1046 Brussels
Telephone: (XX-X) XXX XX XX
Email: XXXXX@eeas.europa.eu

or accompany deployed personnel. To reduce the time between selection and deployment, members of a Specialised Team should be declared medically fit before applying.

Passport

Specialised Team members must obtain a passport from their respective national authorities. If possible, a Service Passport or Diplomatic Passport should be issued before applying for a Specialised Team.

Visas

Seconding authorities and Specialised Team members must ensure that visas are obtained for entry into the mission area prior to departure from their home country. It is also essential to obtain any transit visas, which may be required for passage through countries en route to the mission area. Where appropriate and possible, the civilian CSDP mission and the EUDEL will provide necessary support.

Equipment

All Specialised Team members are to be equipped with personal protection equipment to be provided by the seconding authority as specified in the Call for Contributions, in line with relevant provisions in the mission's OPLAN.

Essential equipment needed by Specialised Teams (including, for example, office space, desk, laptop, mobile phone, vehicle, etc.) will be provided by the mission or procured through framework agreements with suppliers or through potential warehouse capabilities if available. Highly specialised equipment needed by Specialised Teams to execute their tasks (e.g. forensic lab equipment, training material) should be provided by the seconding authority and brought along by the Specialised Team.

Where applicable, receiving missions may provide Specialised Teams with satellite phones, personal mobile radios, GPS, and personal medical kits. The distribution of this equipment to Specialised Team members is decided by the Senior Mission Security Officer or his/her appointed alternate. Members of a Specialised Team shall be capable of operating the provided equipment prior to deployment, which may imply specific training.

Travel arrangements

Members of Specialised Teams are to deploy on the date agreed with the mission, unless a gradual deployment is justified for operational reasons. Seconding authorities shall be responsible for all necessary travel arrangements of the Specialised Team members to and from their place of deployment. Once on duty in the mission, the latter will be responsible for all logistical support and transport arrangements, including duty travel.

Contact with the Mission Security Officer

Prior to deployment (no later than D-72 hours), a Mission Security Officer will contact all members of the Specialised Team and give instructions regarding travel to the mission area.

4. During the deployment

Briefing & check-in procedure

Immediately upon arrival in the mission area, the Specialised Team shall undergo the regular check-in procedure and receive an up-to-date and location-specific security briefing. The security briefing shall be given by a member of the mission's Security and Duty of Care Department. The security briefing shall cover the current situation in the mission area, threat assessment for the future, and all relevant security procedures including Standard Operating Procedures, Emergency Evacuation and Relocation Plans, and other relevant Contingency Plans. In case of multiple deployments, only one security briefing shall be given to the members of a Specialised Team, unless relevant changes have occurred.

Performance of planned activities

Specialised Teams shall carry out their duties under the overall guidance and in accordance with the specific requirements set by the Head of Mission. The mission is responsible for

ensuring that the Specialised Team is properly embedded within the Mission during deployment and receives the necessary logistical support. In the discharge of their duties, they shall act in the sole interest of the mission. Upon request from the seconding authorities or the Specialised Team leader, or based on the assessment of the mission and/or the headquarters as relevant, a performance appraisal can be issued by the mission.

5. Financial and administrative provisions

The OPLAN should include a standard clause that ensures that Specialised Teams can, by default, be deployed in all missions.

Seconding Member States will bear all personnel-related costs (e.g. salaries and medical coverage, with the exception of Health and High Risk insurance) and allowances other than those paid according to the Council documents ST 7291/09 (10 March 2009), and as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).

Seconding Third States will bear all personnel-related costs (e.g. salaries and medical coverage), allowances other than those paid according to the Council documents ST 7291/09 (10 March 2009), and as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025), and High Risk insurance.

EU Agencies will bear, where applicable and with due respect to the EU institutional framework, all personnel-related costs (e.g. salaries and medical coverage, with the exception of Health and High Risk insurance) and allowances other than those paid according to the Council documents ST 7291/09 (10 March 2009), and as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025).

Eligible costs linked to the deployment of Specialised Teams in a mission (i.e. allowances paid according to the Council documents ST 7291/09, and as amended by ST 9084/13 (30 April 2013) and by ST 14108/25 (30 October 2025), as well as Health and High Risk insurance) will be covered from the mission's budget.

Due to the non-permanent nature of Specialised Teams' assignments to civilian CSDP missions, specific provisions may apply with regard to their status, entitlements, rights and obligations, and security. If specific provisions apply, they will be outlined in the Call for Contributions.

Apart from Compensatory Time Off (CTO), which is not granted to Specialised Teams members, other leave entitlements should be the same as for regular mission members. However, granting of leave is subordinated to operational priorities. Specialised Team members may follow the mission's public holidays during their deployment in the mission area, as decided by the Head of Mission and depending on operational needs.

In case of multiple rotations, the receiving mission will foresee only one check-in and one check-out session covering the whole period of deployment.

6. Duty of care

The Civilian Operation Commander shall have overall responsibility for ensuring that the EU's duty of care is properly discharged, including for all Specialised Team members. While in the mission area, the Head of Mission shall be responsible for the security of the mission and for ensuring compliance with minimum security requirements applicable to the mission. The Specialised Team must be fully incorporated into the emergency evacuation and relocation plans and other contingency plans. They shall receive the same protection and treatment as all other international mission members.

EUROPEAN EXTERNAL ACTION SERVICE



Annex 2

Call for Contributions for the European Union Security and Defence Initiative Gulf of Guinea (EUSDI Gulf of Guinea)

List of recommended equipment¹

The civilians and military/police officers deployed by EU Member States and Contributing Third States to EUSDI Gulf of Guinea should - for c and d: must - have the following clothing and equipment:

- a. *National Police Uniform and Field Working Police Uniform* (The uniform should clearly indicate a difference between police and military forces.
- b. *Shoes* (service uniform)
- c. *Protective helmet* (CEN Level III or national equivalent: CEN prEN ISO 14876-2 (equal to NIJ level IIIA, norm NIJ 0101.06 protection - minimum requirement)
- d. *Armoured vest* (NIJ Level IV or national equivalent (by means of 2 hard-armoured plate inserts (250x300) at front and back) – minimum requirement)
- e. *Field boots* (desert)
- f. *Combination knife*
- g. *Disposable latex gloves*
- h. *Flashlight*
- i. *Whistle*
- j. *Sunglasses*
- k. *Sun lotion*
- l. *Non-alcoholic antibacterial hand wash*
- m. *Mosquito repellent*
- n. *Eye wash solution*
- o. *Rehydration packs*
- p. *Passport*
- q. *Identity cards and driver's license*
- r. *Wallet or purse with money and credit cards*
- s. *Mobile phone and charger*
- t. *Hard Water bottle*
- u. *A small quantity of high energy food*
- v. *A jacket (dependent on weather)*
- w. *Critical personal documents, such as original prescription for medicine*
- x. *Medical and trauma pack*
 - a. *Supply of 3 months medication that is taken daily/regularly*
 - b. *Copy of the vaccination booklet*
 - c. *Small supply of over the counter meds, e.g. Paracetamol, Ibuprofen, meds for flu/cold*

¹ Applicable for deployments to the Initiative Area of Responsibility (currently Côte d'Ivoire, Ghana, Togo, Benin)

EUROPEAN EXTERNAL ACTION SERVICE



Instructions: Candidates who are or wish to be considered as seconded should submit their application forms to their respective national authorities for their approval. Please fill in the application completely electronically and rename the file "SURNAME, Firstname.docx" before sending it.

Application form for EUSDI GoG for Expert Trainers (except Team Leader)

1. NOMINATION DETAILS

Post N°/title (specify the vacancy reference, compulsory)	Applicable status regime		
First priority:	Seconded status: ☐ Do you have any objections to our providing feedback to your national authorities in case of non-selection? ☐ Yes, ☐ No		
Second priority:			
Third priority:			
Are you willing to serve in the organisation for which you are applying in a position other than those specified above? ☐ Yes, ☐ No Are you willing to serve in another civilian CSDP Mission/organisation than the one you are now applying for? ☐ Yes, ☐ No Please indicate here if you are a member of the European Gendarmerie Force (EGF) ☐ Yes, ☐ No	Contracted status: [Not applicable] Would you accept a contract of employment or Internship Agreement (when applicable) for less than six (6) months: ☐ Yes, ☐ No If selected under contracted status, do you allow the country of your nationality to be informed of your selection notably in order to facilitate the issuance of security clearance? ☐ Yes, ☐ No		
Are you currently working for any CSDP missions?	☐ Yes, ☒ No	If yes, specify mission name:	

2. PERSONAL DATA

First name		Last name	
Birth date		Country of birth	
Passport N°		Sex	Male ☐ Female ☐
Country of nationality		Other nationality/ies	
Are you currently or have you been a Police Officer?	☐ Yes, ☐ No	If yes, please specify your Police rank:	
Are you currently or have you been a Military Officer?	☐ Yes, ☐ No	If yes, please specify your Military rank:	

Are you a Civilian expert?	☐ Yes, ☐ No	If yes, please specify your profession:	
Security clearance	☐ Yes, ☐ No; If Yes, indicate level:		
Driving licence	☐ Yes, ☐ No; If Yes, indicate category(ies):		

3. CONTACT DETAILS

Contact details (1)		Home address & Current address [x]
Street:		Zip/Postal Code:
Town/city:	County/state/province:	Country:
Telephone N°:	Mobile N°:	E-mail address:

4. EDUCATION AND PROFESSIONAL TRAINING

University education or equivalent			Attended (dd/mm/yyyy)	
Name institution / university, place and country	Degrees/qualifications obtained (Title of qualification awarded)	Main course/field of study	From:	To:
Secondary education and/or formal vocational education/training			Attended (dd/mm/yyyy)	
Name institution / university, place and country	Degrees/qualifications obtained (Title of qualification awarded)	Main course/field of study	From:	To:
Civilian crisis management courses			Attended (dd/mm/yyyy)	
Name institution	Degrees/qualifications obtained (Title of qualification awarded)	Course title	From:	To:
Hostile Environment Security Training or e-Hest			Attended (dd/mm/yyyy)	
Name institution	Degrees/qualifications obtained (Title of qualification awarded)	Course title	From:	To:

Hostile Environment Awareness Training (HEAT)	
Did you attend HEAT (or equivalent course)	☐ Yes, ☐ No

5. EMPLOYMENT RECORD (in reverse chronological order)

Current/most recent position			Current position: [x] Yes, ☐ No	
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:
Description of tasks and responsibilities (management level, supervisory level, number of personnel supervised):				
Supervisor's name:		E-mail:		Phone N°:
Previous position (1) (only positions longer than 6 months)				
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:
Description of tasks and responsibilities (management level, supervisory level, number of personnel supervised):				
Supervisor's name:		E-mail:		Phone N°:
Previous position (2) (only positions longer than 6 months)				
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:
Description of tasks and responsibilities (management level, supervisory level, number of personnel supervised):				
Supervisor's name:		E-mail:		Phone N°:
Previous position (3) (only positions longer than 6 months)				
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:
Description of tasks and responsibilities (management level, supervisory level, number of personnel supervised):				
Supervisor's name:		E-mail:		Phone N°:
Previous position (4) (only positions longer than 6 months)				
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:

Description of tasks and responsibilities (management level, supervisory level, number of personnel supervised):				
Supervisor's name:	E-mail:		Phone N°:	
Other previous positions and positions shorter than 6 months				
Organisation	Place and country	Job title	Date (dd/mm/yyyy)	
			From:	To:

6. EXPERTISE DETAILS

Area	Category	Standard Job Description

7. OTHER SKILLS

Languages (European level*)		Native language:		
Other languages	Speak	Write	Read	Understand

C1, C2 = Proficient user; B1, B2 = Independent user; A1, A2 = Basic user
 (*) Common European Framework of References for Languages

Computer skills					
Word processor		Web browsing		Presentations	
Spreadsheets		Financial software		Project management	

C = Proficient user; B = Independent user; A = Basic user; N/A

8. MOTIVATION AND ADDITIONAL INFORMATION

Please explain the reasons for your application, covering your profile and particular interest in this position. Add any other information that might be relevant to your application, including any skills, knowledge and experience for which there was no space above.

9. FINAL QUESTIONS

Please read and answer carefully all questions		
How quickly would you be available for deployment in case of a job or internship offer?		
Do you agree that the EEAS or the civilian CSDP Mission/organisation you are applying to make enquires about your performance at your former employer(s)?		☐ Yes, ☐ No
If you have previously worked in another civilian CSDP Mission/organisation, do you agree that your application form may be shared with your former employer when a making enquiries about your performance ?		☐ Yes, ☐ No
If you are currently working in a civilian CSDP Mission or have worked in a civilian CSDP Mission, do you agree that your last two PER (Performance Evaluation Reports) or PDP (Performance & Development Plan) forms are shared with CivOpsHQ and/or the Mission?		☐ Yes, ☐ No
Are any close family members of yours, to the best of your knowledge, applying to this Call for Contributions or have already been working in the civilian CSDP Mission/organisation you are applying for or any other civilian CSDP Mission?		☐ Yes, ☐ No
Details must be provided if the last question is answered "Yes" :		
How did you find out about this Call for Contributions?		
Have you ever been convicted in any criminal proceeding?		☐ Yes, ☐ No
Has any disciplinary sanction ever been imposed on you?		☐ Yes, ☐ No
If you responded "yes" to any of the previous questions, please provide details:		
By submitting this application form, I certify that the statements made by me in answer to the foregoing questions are true, complete and correct to the best of my knowledge and belief. I understand that any misrepresentation or material omission made on the Application Form will result in the application being void and will result in termination or dismissal from the mission.		I agree: ☐ Yes, ☐ No
Place	Date	Signature (typed full name is sufficient)

10. ATTACHMENTS

Attention! Please note that the attachments to an Application Form are MANDATORY ONLY for:

1. Calls for Contributions for Kosovo Specialist Chambers & Specialist Prosecutor's Office. An ADDENDUM template will be filled in and uploaded together with the Application Form.
2. Call for Contributions for Specialized Teams. Further instructions will be available after the publication of such Calls.

Attachments to Application Form (0)

Important!

Do not send any documentary evidence until you have been asked to do so.

Please note that recruitment of couples and family members in CSDP Missions is possible, provided that they will act independently in their area of work, i.e. they do not work in a direct hierarchical relationship; do not work in the same unit; do not have close professional relationship/significant impact on each other's area of work.

With reference to the Call for Contributions, please be reminded that physical and mental health are general conditions and considered as essential requirement of the selection to all positions of civilian CSDP Missions. Candidates must be physically fit and in good health without any physical or mental problems or substance dependency which may impair operational performance in the Area of Operations of the Mission. If you are selected, before receiving the final job/internship offer, you will be required to certify being medically fit for the specific post. This entails complying with medical procedure requested by the seconding authority or the civilian CSDP Missions' medical procedure ("Fit to work clearance" procedure) that includes health check and might include, for certain security and/or armed positions, a mandatory psychological assessment and drug screening. In a similar manner a dental examination should be certified where it is stated that no eminent dental issues are foreseen. As temporary measure and while the COVID-19 pandemic persists, the Mission will take into account the exceptional circumstances of COVID-19 crisis*. Only selected candidate proven to be medically fit to work in the Area of Operations of the Mission will receive a final job offer. For selected contracted candidates, in compliance with "Fit to work clearance procedure", a copy of the result of the medical examinations as well as the fitness to work certificate, for seconded selected candidate, the fitness to work certificate must be sent to the Medical Adviser of the Mission before joining the Mission. Medical data will be handled with confidentiality and in line with EU Charter of Fundamental Rights and the Standard Operating Procedure on the protection of personal data (CivOpsCdr instruction 12-2018 as amended.)

The Heads of Mission reserve the right to reject the recruitment/deployment of any selected candidates who proves to be medically unfit to work in a civilian CSDP Mission.

To ensure duty of care in the CSDP Missions, selected candidates shall be able to serve the full period of secondment/contract before reaching the normal age of retirement in Contributing (Third) States/country of residence.

* Please refer to [point 2 of the Q&A on COVID-19: Medical information](#)¹ of the European Centre for Disease Prevention and Control.

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DETALŪS METADUOMENYS

Dokumento sudarytojas (-ai)	LIETUVOS NUOLATINĖ ATSTOVYBĖ EUROPOS SAJUNGOJE 188613242/58
Dokumento pavadinimas (antraštė)	DĖL KANDIDATŪRŲ TEIKIMO Į SPECIALIZUOTĄ KOMANDĄ EUROPOS SAJUNGOS SAUGUMO IR GYNYBOS INICIATYVAI GVINĖJOS ĮLANKOJE (EUSDI GOG)
Dokumento registracijos data ir numeris	2026-06-26 Nr. (76.2.5)S76-645
Dokumento gavimo data ir dokumento gavimo registracijos numeris	2026-06-26 Nr. G-1695
Dokumento specifikacijos identifikavimo žymuo	ADOC-V1.0
Parašo paskirtis	Pasirašymas
Parašą sukūrusio asmens vardas, pavardė ir pareigos	Mindaugas Silkauskas, Įgaliotasis ministras
Sertifikatas išduotas	MINDAUGAS SILKAUSKAS, Lietuvos Respublikos užsienio reikalų ministerija LT
Parašo sukūrimo data ir laikas	2026-06-25 19:42:25 (GMT+03:00)
Parašo formatas	XAdES-X-L
Laiko žymoje nurodytas laikas	2026-06-25 19:42:32 (GMT+03:00)
Informacija apie sertifikavimo paslaugų teikėją	ADIC CA ECC, Asmens dokumentu israsymo centras prie LR VRM LT
Sertifikato galiojimo laikas	2025-02-18 08:24:38 – 2029-02-17 08:24:38
Informacija apie būdus, naudotus metaduomenų vientisumui užtikrinti	"Registravimas" paskirties metaduomenų vientisumas užtikrintas naudojant "RCSC IssuingCA-2, VI Registru Centras - i.k. 124110246 LT" išduotą sertifikatą "Dokumentų valdymo sistema Avilys, Lietuvos Respublikos užsienio reikalų ministerija, i.k. 188613242 LT", sertifikatas galioja nuo 2024-12-18 10:59:02 iki 2027-12-18 10:59:02 "Gauto dokumento registravimas" paskirties metaduomenų vientisumas užtikrintas naudojant "RCSC IssuingCA-2, VI Registru Centras - i.k. 124110246 LT" išduotą sertifikatą "DBSIS, Informatikos ir ryšių departamentas prie Lietuvos Respublikos vidaus reikalų ministerijos, i.k.188774822 LT", sertifikatas galioja nuo 2025-05-16 11:31:08 iki 2028-05-15 11:31:08
Pagrindinio dokumento priedų skaičius	4
Pagrindinio dokumento priedamų dokumentų skaičius	–
Priedamo dokumento sudarytojas (-ai)	–
Priedamo dokumento pavadinimas (antraštė)	–
Priedamo dokumento registracijos data ir numeris	–
Programinės įrangos, kuria naudojantis sudarytas elektroninis dokumentas, pavadinimas	Dokumentų valdymo sistema Avilys, versija 3.5.90.2
Informacija apie elektroninio dokumento ir elektroninio (-ių) parašo (-ų) tikrinimą (tikrinimo data)	Metaduomens „Sudarytojo adresas“ reikšmė turi būti nurodyta Visi dokumente esantys elektroniniai parašai galioja (2026-06-29 17:48:02)
Paieškos nuoroda	–
Papildomi metaduomenys	Nuorašą suformavo 2026-06-29 17:48:02 DBSIS