

## TERMS OF REFERENCE n°12

### NON KEY EXPERTS (Senior)

#### Precursors

#### Call for an Expert

##### Background information:

FIIAPP is a foundation of the State public sector whose activities, characterised by the absence of profit and the pursuit of the general interest, are framed in the field of international cooperation aimed at institutional modernisation, the reform of public administrations and the attainment of democratic governance.

FIIAPP is searching for short-term experts in several areas of DDR - Drug Demand Reduction (prevention, treatment, rehabilitation), and DSR - Drug Supply Reduction (criminal justice, including law-enforcement, prosecution and corrections).

The selected specialists will be part of a pool of experts conducting assessments, training, seminars and mentoring in designated countries within the geographical scope of the Project (Heroin routes), in order to assist beneficiary countries in the adaptation of their policies, legislation, mechanisms and practices to the best international standards in preventing and combating drug-related organized crime.

The pool of experts is valid until December 2020.

##### Information about the project:

The Project 'EU Action against Drugs and Organized Crime (EU-ACT)' is funded by the European Union Instrument contributing to Stability and Peace, and it is managed by the International Foundation of Administration and Public Policies (FIIAPP) from Madrid, Spain.

EU-ACT tackles both drug demand and drug supply reduction. It assists beneficiary countries in preventing consumption, as well as addressing demand-reduction policies and practices, in addition to reinforcing the due process-compliant capacities to better address drug-related organized crime, building meaningful trust and networking amongst countries and relevant institutions that will enable them to cooperate (trans-) regionally while ensuring compliance with human rights and the rule of law.

The duration of the Project is four years (from January 2017 to December 2020) and its geographical scope includes selected countries along the 'Heroin Route' from and to Afghanistan, in the regions of **South and Central Asia, Eastern Europe, South Caucasus and East Africa**.

Project permanent staff includes 7 Key Experts (1 Team Leader, 1 Project Deputy, 5 Regional Coordinators) and 5 Local Experts; and a Coordination unit at FIIAPP HQ.

The Regional Coordinators are based in **Bishkek** (Kyrgyzstan), **Kyiv** (Ukraine), **Tbilisi** (Georgia), **Islamabad** (Pakistan), and **Dar Es Salaam** (Tanzania).

## **Selection process of NKE 12 on Precursors and Adulterants:**

The expert(s)' activity will aim to provide a better understanding, knowledge and skills to the relevant national agencies to deliver effective interventions against the diversion and use of precursor chemicals and adulterants. The activity may include assessments, training and advice, in particular:

- Assessment of current situation regarding trends and prevalence of precursor chemicals and adulterants in country X;
- To provide an understanding of the broad spectrum of the main chemical precursors, adulterants, to assist in making better informed policies and decisions about how to respond; this will include source information to identify new substances and a professional response to them, using new technologies and online tools;
- To provide in depth information of common precursor diversion techniques, and the most commonly sourced adulterants used by drug dealers;
- To provide information regarding the role of INCB and the various IT in relation to precursors;

Location of work: the expert(s) will perform their work at home (preparation when necessary) and/or in some of the countries in the regions of **South and Central Asia, Eastern Europe, South Caucasus, and East Africa.**

Duration of the assignment: the time to be employed varies according to the specific needs of the mission. It is expected that assignments will last from 5-20 working days, not including preparation time. The expert(s) may be required to travel during part or the whole time to some/several of the mentioned regions.

Deliverables: depending on the precise nature of the mission to implement, the expert(s) may be requested to deliver (a) assessment with recommendations, including for policy, training and/or recommendations on how better to address NPS illegal activities, its abuse and treatment; (b) a proposed curricula on the subject matter; (c) a one-week or two-week training schedule; (d) PowerPoint presentations for each training session; (e) to deliver the corresponding training session in the designated countries; and (f) final training report with assessment of the professional level of the attendees, their performance at the training, and recommendations for future trainings and/or next steps.

Estimated Starting Date: from December 2017 on, depending on project needs.

### **Profile of the expert(s):**

#### **Requirements** (CV):

#### **Qualifications and skills:**

- A university degree, or equivalent qualification<sup>1</sup> in areas such as Chemistry, Criminal Law, Law Enforcement, or at least 10 years professional action in lieu;

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<sup>1</sup> For reference on equivalent qualifications see EPSO website-Annex 1, ([http://europa.eu.int/epso/online-applications/pdf/guide-1242-171104\\_en.doc](http://europa.eu.int/epso/online-applications/pdf/guide-1242-171104_en.doc))

- Good understanding of drug abuse and drug trafficking issues, particularly in relation to precursor chemicals;
- An excellent verbal and written command of English is essential, and knowledge of Russian is an advantage;
- IT literacy (MS Office);
- Proven organisational, communication, mobilisation and inter-personal skills;
- Strong report writing skills;

General professional action:

- Action on international technical assistance missions, particularly related to precursors and adulterants;
- Action in providing policy advice and technical guidelines and in designing/conducting training on precursors and adulterants.

Specific professional action:

- Minimum of 10 years professional action as a practitioner in an official department of the criminal justice system (law enforcement / justice), or in the pharmaceutical / chemical industry.
- Minimum of 5 years professional action directly linked to the drugs issue.
- Minimum of 3 years professional action in the area of precursors and adulterants;
- Previous action in the EU-ACT Project's region an asset;
- Proven skills in public diplomacy and cultural awareness;
- Proven reliability when required to work under pressure situations.

**Assets** (CV):

University degree	(Max= 20 points) Any degree = 8 points Degree in relevant subject = 12 points Master's degree = 16 points Masters in relevant subject = 20 points 10 years' service in lieu = 12 points
English	Fluency = 5 Other: max. 3
Russian	Fluency = 3 Other: max. 3
Minimum of 5 years Organisational, communication, mobilisation and inter-personal skills	(Min = 5 years) 5-7 : 5 point 7-10 : 7 points >10 : 10 points
Minimum of 5 years Report writing skills	(Min = 5 years) 5-7 : 1 point 7-10 : 2 points >10 : 3 points
Minimum of 3 years action on international technical assistance missions	(Min = 3 years) 3-5 : 5 point 5-7 : 7 point >7 : 10 points

Minimum of 3 years action in providing technical guidelines and in designing / conducting training on precursors and adulterants	(Min = 3 years) 3-5 : 5 points 5-7 : 7 points >7 : 10 points
Minimum of 10 years professional action as a practitioner in an official department of the criminal justice system (law enforcement / justice / prison officials), or in the pharmaceutical / chemical industry	(Min = 10 years) 10-12: 5 points 12-15: 7 points >17 : 10 points
Minimum of 5 years professional action directly linked to the drugs issue	(Min = 5 years) 5-7 : 5 point 7-10 : 7 points >10 : 10 points
Minimum of 3 years professional action in the area of precursors and adulterants	(Min = 5 years) 5-7 : 5 point 7-10 : 7 points >10 : 10 points
Previous action in the EU-ACT Project's region an asset	1-2 : 1 point 2-4 : 2 points >4: 3 points
Proven skills in public diplomacy and cultural awareness	1-2 : 1 point 2-4 : 2 points >4: 3 points
Proven reliability when working under pressure	1-2 : 1 point 2-4 : 2 points >4: 3 points

**Application:**

Interested candidates who meet the above criteria are invited to send a covering letter in English and an informative CV in English (please use the attached CV format) by e-mail to:

Ms María Gastón Betrán

[hiring@eu-act.info](mailto:hiring@eu-act.info)

[mgaston@fiiapp.es](mailto:mgaston@fiiapp.es)

**Deadline:** 20<sup>th</sup> December 2017