

Job Description for Cost-free Seconded National Experts (SNE) at the Fundamental Rights Office in Frontex

1. FRONTEX

The European Border and Coast Guard Agency (Frontex) has been established under Regulation (EU) 2019/1896 of 13 November 2019 on the European Border and Coast Guard. The agency was created on the foundations of the European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union (established under Council Regulation (EC) No 2007/2004), which has been coordinating operational activities at the EU external border since 2005.

Frontex is located in Warsaw, Poland and is in the process of significantly increasing the size of its staff from the current number of more than 750 to 2000 to meet its expanded tasks.

The Agency's key tasks include:

- Operational and technical assistance to the EU Member States at their external borders by coordinating joint border control operations including deployment of vessels, aircraft and other equipment and border and coast guards from EU countries;
- Coordination of border surveillance and law enforcement activities being part of maritime security in cooperation with national authorities and EU agencies such as Europol, EMSA and EFCA;
- Situation monitoring of EU's external borders and risk analysis of all aspects of border and coast guard management, including assessment of the EU Member States' border control authorities' ability to face migratory pressure and different challenges at their external borders;
- Assisting Member States in returning nationals of non-EU countries who do not have the right to remain on the territory of the EU;
- Development of training programmes for European border and coast guards;
- Monitoring new technological developments in the field of border control and acting as an interface between research institutions, industry and national border and coast guard authorities;
- Cooperation with EU and international organisations in the area of border and coast guard management, security, and prevention of cross-border crime (including terrorism);
- Assist non-EU countries in the context of technical and operational cooperation on border management including return of non-EU nationals, in the framework of the EU external relations policy.

For more information, please refer to our website: <http://www.frontex.europa.eu>.

2. DESCRIPTION OF THE FUNDAMENTAL RIGHTS OFFICE

The Fundamental Rights Office (FRO) is an independent Office that assists Frontex in the implementation of its fundamental rights obligations in accordance with the EU and international law. Within the Fundamental Rights Office, a Fundamental Rights Officer appointed by the Management Board (MB) and all his/her staff have an independent role within the Agency to support Frontex' s work from a fundamental/ human rights perspective, through monitoring the compliance of the Agency's activities within the fundamental rights framework and advising the Executive Director on fundamental rights-related issues. It prepares reports to the MB and the Consultative Forum for Fundamental Rights, as advisory body to the Agency. In addition, the Office is responsible for handling complaints related to fundamental rights issues. The Fundamental Rights Officer assumes at the same time the role of the Head of Office, responsible for managing the team of professionals. These include the fundamental rights monitors performing

independently their duties in accordance to their mandate as per EBCG Regulation (EU) 2019/1896, Article 110).

3. ASSIGNMENT

Under the direct supervision of the Fundamental Rights Officer, one or two Fundamental Rights Specialist(s) will assist and support the Fundamental Rights Officer and her office in the implementation of her responsibilities, in particular with regard to its enhanced tasks under the EBCG Regulation (2019/1896).

The main duties would be:

- Provide assistance in the implementation of the Agency's fundamental rights strategy and the corresponding action plan in view of mainstreaming fundamental rights in European Integrated Border Management;
- Support in the return-related tasks, including functions related to the coordination of the Forced Return Monitoring Pool to the EBCG;
- Contribute to the analysis and assessments concerning fundamental rights in the context of border management, including issues related to international protection and the rights-based conduct of the operational activities stakeholders;
- Undertake field visits and participate in Frontex operational activities as necessary to help identify fundamental rights responses and actions in operational contexts;
- Support in developing training capacity of border guards and other participants of operational activities in relation to fundamental rights;
- Actively participate in meetings and workshops with Frontex business entities and follow up actions, including liaising with counterparts outside the Agency on thematic issues;
- Performing any other tasks, where provided for by the Frontex Regulation and as requested by the Fundamental Rights Officer.

4. QUALIFICATION and EXPERIENCE REQUIRED

Eligibility criteria:

- Be a national of an EU Member State or Schengen Associated Country;
- Possess at least three years of professional experience in the field relevant to the required post;
- Remain in the service of that employer through the period of secondment;
- Have a thorough knowledge of one EU language and satisfactory knowledge of a second EU official language.

Experience and knowledge criteria:

- University degree in law, political science, international relations, social sciences or in a related area;
- Experience in the fundamental/human rights field acquired in an international, European, regional or national level of at least three years;
- Good understanding of the EU legal and institutional framework, including the EU Charter of Fundamental Rights, EU policies especially in Justice and Home Affairs issues, and of Frontex;
- Knowledge of the international human rights legal framework relating to border management, immigration, asylum, return and readmission;
- Knowledge of the EU acquis concerning border management, immigration, asylum, return and readmission.

Competencies:

- Working with others: Ability to work cooperatively with others in teams and across organisational boundaries and respects differences between people;
- Analysis and Problem Solving: Ability to identify the critical facts in difficult issues and develop creative and practical solutions;

- Drive for results: Ability to take personal responsibility and initiative for delivering work to a high standard of quality within set procedures;
- Communication in English: Ability to communicate effectively in English at all levels both orally and in writing;
- Ethics and integrity: Demonstrate overall personal integrity and orientation towards fundamental values of the organisation.

5. INDEPENDENCE AND DECLARATION OF INTEREST

The selected experts will be required to make a declaration of commitment to act independently in Frontex' interest and to make a declaration in relation to interests that might be considered prejudicial to his/her independence.

6. GENERAL CONDITIONS OF SECONDMENT

The secondment is governed by the 'Management Board Decision 12/2017 of 30 March 2017 on secondment of national experts to Frontex' as adopted by the Management Board on 30 March 2017 in Warsaw and Decision of the Executive Director of 30 November 2016 on the levels for security clearance for Frontex posts. Please ensure valid security clearance covering the period of secondment and please provide it to the functional email address: FRONTEX-SECURITY-CLEARANCES@frontex.europa.eu. Secondment as a "cost-free SNE" to Frontex under the meaning of art. 2 of the aforementioned Management Board Decision means that "Frontex is not liable to pay any of the allowances [...] and does not cover any of the expenses [...], other than those related to the performance of SNE's duties during the secondment".