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Ministero dell'Interno

DIPARTIMENTO DELLA PUBBLICA SICUREZZA
DIREZIONE CENTRALE DELL'IMMIGRAZIONE E DELLA POLIZIA DELLE FRONTIERE

Con allegati

OGGETTO: Agenzia europea della Guardia di Frontiera e Costiera – Regolamento (UE) 2016/1624. Individuazione di personale qualificato della Polizia di Frontiera per attività operative promosse dall'Agenzia.

AI DIRETTORI LE ZONE POLIZIA DI FRONTIERA

LORO SEDI

Come noto, tra i principali compiti dell'Agenzia europea della Guardia di Frontiera e Costiera vi è quello di pianificare e coordinare azioni congiunte e progetti pilota presso le frontiere esterne comuni, avvalendosi di personale ed attrezzature dei Paesi dell'UE.

Al fine di poter rispondere tempestivamente alle numerose richieste da parte dell'Agenzia, questa Direzione ha la necessità di disporre di un elenco, costantemente aggiornato, di personale qualificato presso gli Uffici Polizia di Frontiera, ivi compresi quelli con attribuzioni di specialità, disponibile a partecipare alle succitate operazioni.

Gli operatori, appartenenti a qualsiasi ruolo, che desiderano presentare la propria candidatura dovranno integrare i requisiti di uno o più **profili professionali** descritti nelle allegate tabelle¹, dichiarando espressamente la propria disponibilità ad essere impiegati, anche previo breve preavviso, nelle attività coordinate dall'Agenzia.

Inoltre, dovrà essere verificata la insussistenza delle seguenti condizioni ostative:

- avere in corso istanze di trasferimento per Uffici diversi da quelli della Polizia di Frontiera;
- essere sottoposto a procedimento penale e/o aver riportato condanne penali;
- avere riportato sanzioni disciplinari superiori alla pena pecuniaria, salvo intervenuta riabilitazione;

Giova ribadire che la comprovata conoscenza della lingua inglese costituisce un requisito fondamentale per la partecipazione (attestazione di corsi frequentati, certificazioni riconosciute e/o documentate esperienze formative all'estero).

¹ *Debriefing Expert, Interview Expert, Frontex Support Officer (FSO) for Logistics and Deployment, Second-Line Officer, First-Line Officer, Advanced-Level Document Officer, Border Surveillance Officer – Land and Maritime Operations, Stolen Vehicles Detection Officer.*



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Anche l'eventuale conoscenza di altre lingue - livello minimo B1 - andrà comprovata secondo le medesime modalità.

Si precisa, inoltre, che le istanze di partecipazione, comprensive delle summenzionate informazioni, potranno essere corredate da *Curricula Vitae* degli interessati **redatti in lingua inglese ed esclusivamente in formato Europass**, nei quali si avrà facoltà di inserire ulteriori informazioni di rilievo per la valutazione delle candidature.

Le SS.LL. sono invitate, pertanto, ad assicurare la massima diffusione della presente comunicazione al personale dipendente, ivi compreso quello con attribuzioni di specialità, impartendo precise disposizioni affinché i Dirigenti gli Uffici di appartenenza dei candidati procedano a valutare ed attestare l'effettivo possesso dei requisiti richiesti.

Una volta acquisite, le istanze dovranno essere inoltrate, **esclusivamente in formato pdf**, entro e non oltre l'**11 novembre 2016** alla casella di messaggistica certificata del Servizio Polizia delle Frontiere e degli Stranieri (mininterno.400c.rm@cert.messaggistica), nonché all'indirizzo di posta elettronica *corporate* gruppo.frontiere@interno.it.

Attesa la rilevanza dell'attività in parola, si confida nella consueta e fattiva collaborazione.

IL DIRETTORE CENTRALE

S1/Mor/
Sez. Relazioni Int.li/
Profili professionali EBCGA

2. Debriefing Expert

2.1 Definition

A Debriefing Expert is an officer of a competent national authority of a Member State, who carries out a debriefing interview with a person having crossed, or having attempted to cross, an external EU border irregularly. A Debriefing Expert carries out interviews in order to collect information that is used for raising operational awareness and facilitating operational decision-making that may be used for supporting national measures of the host Member State, or for other operational or analytical purposes.

2.2 Tasks and functions:

- To carry out voluntary, informal and confidential debriefing interviews
- To collect information from migrants, applying cognitive interview techniques on irregular migration and other cross-border crime including terrorism
- To profile irregular migrants from target countries
- To identify new *modus operandi* and migration trends used by irregular migrants and facilitators/criminal networks
- To identify possible suspects involved in people smuggling or other cross-border crime including terrorism
- To identify persons in need of international protection and persons in a vulnerable situation, including unaccompanied minors

2.3 Required job competences:

A Debriefing Expert has knowledge and understanding of:

- Global trends on migration and cross-border crime
- A range of cultures and customs of other countries, especially countries of origin of irregular migrants
- Ethical codes, values and professional standards
- Socio-political and economic factors that impact cross-border crime and irregular migration
- The EU legislation related to border management and legislation related to asylum, return, repatriation and detention processes
- A range of data protection

A Debriefing Expert is able to:

- Conduct voluntary and confidential interviews using cognitive interview techniques, in compliance with fundamental rights
- Employ advanced communication skills
- Recognise the value of information as potential intelligence for risk analysis and to aid the prevention and detection of cross-border criminal activities
- Review and assess the evidence gathered during a debriefing interview

A Debriefing Expert takes responsibility for:

- Acting in accordance with the legal frameworks and the debriefing guidelines included in the operational plan
- Ensuring, that persons in need of international protection are identified and referred to the competent authorities and special needs of vulnerable persons are addressed e.g. unaccompanied children, victims of trafficking, disabled
- Addressing special needs of vulnerable persons prior and during interview e.g. unaccompanied children, victims of trafficking, disabled

2.4 Eligibility criteria

To be eligible to become a Debriefing Expert in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competences as described in the "Required job competences"
- Have adequate knowledge of the English language (CEFR level B2 or equivalent)
- Have at least 3 years of work experience in preparing and leading interviews of third country nationals preferable by using interpreters
- Demonstrate advanced knowledge on latest migration trends and modus operandi
- Have the capability to withstand stress and strong emotional events and have good observation and communication skills
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be advantageous:

- Successful completion of the Profile training course for Debriefing experts, organised by Frontex Training Unit
- Ability to speak at least one language, spoken in third countries of origin of irregular migration

3. Screening Expert

3.1 Definition

A Screening Expert is an officer of a competent national authority of a Member State, who interviews and establishes assumptions on the nationality of a person having crossed, or having attempted to cross, an external border irregularly with the view to register the third-country national in accordance with the national procedure and/or to return the third country national to his or her country of origin, or to a country which will admit him or her.

3.2 Tasks and functions:

- To carry out screening interviews by applying appropriate interview techniques
- To assume nationality of interviewed person
- To identify persons in need of international protection and persons in a vulnerable situation, including unaccompanied minors, referring them to the competent national authority

3.3 Required job competences:

A Screening Expert has knowledge and understanding of:

- Global trends in migration and cross-border crime
- A specific range of cultures and customs of countries of origin of irregular migrants
- Legislation related to asylum, return, repatriation and detention processes

A Screening Expert is able to:

- Conduct interviews in order to establish an assumption of nationality, using relevant interview techniques in compliance with fundamental rights
- Use age, gender and culturally appropriate language
- Recognise the value of information as potential intelligence

A Screening Expert takes responsibility for:

- Acting in accordance with the legal frameworks and the screening guidelines included in the operational plan
- Ensuring, that persons in need of international protection are identified and referred to the competent authorities and special needs of vulnerable persons are addressed e.g. unaccompanied children, victims of trafficking, disabled

3.4 Eligibility criteria

To be eligible to become a Screening Expert in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competences as described in the "Required job competences"
- Have adequate knowledge of the English language (CEFR level B2 or equivalent)
- Have at least 3 years of professional experience in interviewing third country nationals preferable by using interpreters
- Demonstrate advanced knowledge of the cultural and geo-political situation of major third countries as sources of irregular migrants
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be advantageous

- Ability to speak at least one language, spoken in third countries of origin of irregular migration
- Successful participation in the Profile training for Screening experts, organised by Frontex Training Unit

4. Interview Expert

4.1 Definition

An Interview Expert is an officer of a competent national authority of a Member State, who interviews a person after the second line check at a border crossing point in order to collect information for risk analysis purposes.

4.2 Tasks and functions:

- To collect information for intelligence purposes
- To carry out interviews by applying appropriate interview techniques
- To identify vulnerable persons in need of protection and to refer them to appropriate national authority
- To identify migration patterns and *modus operandi* used by irregular migrants

4.3 Required job competences:

An Interview Expert has knowledge and understanding of:

- Global trends on migration and cross border crime
- Tactics and techniques of border control at land, sea and/or air borders
- A range of national and EU legislation, policies and procedures
- A range of cultures and customs of other countries, especially countries of origin of irregular migrants
- Fundamental rights while executing duties of Second-Line Interview Expert

An interview Expert is able to:

- Communicate effectively with individuals and groups
- Conduct interviews using cognitive interview techniques in complex and atypical situations
- Carry out interview in compliance with fundamental rights, including interviews with vulnerable persons
- Recognise the value of information as potential intelligence for risk analysis and to aid the prevention and detection of cross-border criminal activities
- Evaluate potential risks and threats through the application of established profiling methods

An Interview Expert takes responsibility for:

- Ensuring, that persons in need of international protection are identified and referred to the competent authorities and special needs of vulnerable persons are addressed e.g. unaccompanied children, victims of trafficking, disabled
- Acting in accordance with the legal frameworks and the guidelines included in the operational plan

4.4 Eligibility criteria

To be eligible to become an Interview Expert in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competences as described in the "Required job competences"
- Have adequate knowledge of the English language (CEFR level **B2** or equivalent)
- Have at least **3** years of professional experience in interviewing third country nationals preferably by using interpreters
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following should be advantageous:

• Successful completion of the profile training course for Second-Line Interview Experts, organised by Frontex Training Unit

An Interview Expert to be deployed at an Airport:

With regard to activities to be carried out at airports, and unless agreed differently with Frontex prior to the deployment, the officer has to come from an airport where currently he/she performs his/her duties and possesses an Access Card for entering the restricted areas located after the security checks unaccompanied and normally dedicated to passengers holding a boarding pass.

5. Frontex Support Officer (FSO) for Logistics and Deployment

5.1 Definition

A Frontex Support Officer (FSO) for Logistics and Deployment is an officer of a competent national authority of a Member State who provides logistical and organisational support to Frontex in the operational area.

5.2 Tasks and functions:

- To provide logistical and practical support on deployment of human resources and technical equipment
- To organise meetings and briefings on the spot with the relevant stakeholders
- To monitor and report on the existing infrastructure, installation and the deployment of technical equipment
- To liaise and keep close contact with internal and external stakeholders

5.3 Required job competences:

A Frontex Support Officer for Logistics and Deployment has knowledge and understanding of:

- Frontex standard logistics procedures and practices
- Ethical codes, values and professional standards as defined by the Frontex operational plan and the Code of Conduct

A Frontex Support Officer for Logistics and Deployment is able to:

- Manage complex situations related to deployment of human resources and technical equipment
- Utilise interpersonal and advanced communication skills,
- Lead groups and teams
- Assist and support team members in logistical issues and deployment of technical equipment
- Monitor the use of deployed technical equipment as necessary to meet operational goals

A Frontex Support Officer for Logistics and Deployment takes responsibility for:

- Establishing and maintaining constructive relationship with respective stakeholders of Hosting MS and service providers
- Ensuring adequate logistical support through planning
- Exercising the appropriate level of autonomy in the application of all relevant procedural and legal frameworks

5.4 Eligibility criteria

To be eligible to become a Frontex Support Officer (FSO) for Logistics and Deployment in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competence as described in the "Required job competences"
- Have adequate knowledge of the English language (CEFR level B2 or equivalent)
- Prove at least 2 years working experience with administering resources
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be of advantage:

- Ability to speak the language of the host country

6. Second-Line Officer

6.1 Definition

A Second-Line Officer is an officer of a competent national authority of a Member State who carries out second line border checks at border crossing points and provides support for officers in the first line.

6.2 Tasks and functions:

- To verify if entry/exit conditions are fulfilled
- To interview passengers of interest and check their documents
- To apply non-discriminatory profiling
- To carry out follow-up checks and actions
- To collect preliminary evidence and to facilitate initiating of investigation by Host member state
- In addition at airports:
 - To patrol in transit areas, airside lounges and rest areas
 - To carry out pre-arrival checks
 - To carry out gate checks
 - To cooperate with check-in counter staff and airline staff

6.3 Required knowledge, skills and competences:

A Second-Line Officer has knowledge or understanding of:

- Global trends on migration and cross border crime
- Tactics and techniques of border control at border crossing points (in particular at international airports if deployed at the air borders)
- Relevant EU and international law, in particular on the Schengen Borders Code
- Fundamental rights while executing duties of Second-line Officer
- A range of cultures and customs of other countries, especially country of origin of irregular migrants.

A Second-Line Officer is able to:

- Examine and assess the authenticity and usage of travel related documentation and recognise the necessity to refer cases
- Conduct interviews using adequate interview strategies and techniques
- Recognise potential risks and threats by using established profiling techniques
- Prevent and detect irregular cross border activities with a specific range of tactics, procedures and responses relevant for external air borders.

A Second-Line Officer takes responsibility for:

- Acting in accordance with the legal frameworks and the guidelines included in the operational plan applicable to Second-Line Airport Officers
- Ensuring, that persons in need of international protection are identified and referred to the competent authorities and special needs of vulnerable persons are addressed e.g. unaccompanied children, victims of trafficking, disabled

6.4 Eligibility criteria

To be eligible to become a Second-Line Officer in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competence as described in the "Required job competences"
- Have adequate knowledge of the English language (CEFR level **B2** or equivalent)

Prove at least 3 years of professional experience working in the border control. If deployed at an air border, at least 2 of the three years performed in the second line of an international airport.
Have participated on training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be of advantage when deployed at an airport:

- Successful completion of the Second-Line Airport Officer Profile Training Course, organized by Frontex Training Unit

Second-Line Officer to be deployed at an airport:

With regard to activities to be carried out at airports, and unless agreed differently with Frontex prior to the deployment, the Second-Line Officer has to come from an airport where currently he/she performs his/her duties and possess an Access Card for entering unaccompanied the restricted areas located after the security checks and normally dedicated to passengers holding a boarding pass.

7. First-Line Officer

7.1 Definition

A First-Line Officer is an officer of a competent national authority of a Member State, who carries out first line border checks at border crossing points.

7.2 Tasks and functions:

- To identify if a person is authorised to enter, travel within, or leave the territory of the Member State
- To detect irregular cross-border activities related to persons, documents, objects in their possession and their means of transport
- To profile passengers in order to detect persons in need of international protection and potential victims of cross-border crime
- In cooperation with host Member State consult European and national databases

7.3 Required job competences:

A First-Line Officer has a knowledge and understanding of:

- Tactics and techniques of border checks at external borders
- Relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice, as well as on access to international protection.

A First-Line Officer is able to:

- Prevent and detect irregular cross border activities by applying defined procedures and responses
- Operate a specific range of border checking technology and equipment and interpret results
- Apply cognitive and practical skills to perform border checks in accordance with the Schengen Borders Code and/or applicable national legislation
- Examine and assess the validity and usage of travel related documentation and recognise the necessity to refer cases for second-line check
- Apply established profiling methods
- Recognise non-eligibility for admission, residence or travel within the EU

A First-Line Officer takes responsibility for:

- Acting in accordance with the legal frameworks and the operational plan
- Facilitating the legitimate movement of people across borders within the role of First-Line Officer
- Ensuring, that persons in need of international protection are identified and referred to the competent authorities and special needs of vulnerable persons are addressed e.g. unaccompanied children, victims of trafficking, disabled
- Acting in accordance with the legal frameworks applicable to First-Line Officers

7.4 Eligibility criteria

To be eligible to become a First-Line Officer in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competence as described in the "Required job competences"
- Have adequate knowledge of the English language (CEFR level B2 or equivalent)
- Prove at least 3 years of professional experience working at the land, air or sea border crossing points or spot-checks within the territory of a Member State

· Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be of advantage:

· Communicate effectively in languages spoken in third countries commensurate with the job competences of a First Line Officer

First line officer to be deployed at an Airport:

· With regard to activities to be carried out at airports, and unless agreed differently with Frontex prior to the deployment, the officer has to come from an airport where currently he/she performs his/her duties and possesses an Access Card for entering unaccompanied the restricted areas located after the security checks and normally dedicated to passengers holding a boarding pass.

8. Advanced-Level Document Officer

8.1 Definition

An Advanced Level Document Officer is an officer of a competent national authority of a Member State who has experience in carrying out thorough examinations of a broad range of travel related documents.

8.2 Tasks and functions:

- To assess the authenticity of documents and if they are presented by the rightful holder
- To perform detailed examinations of suspected documents
- To operate specialized equipment for document examinations
- To report findings of document examinations
- To produce, if required, "Alerts" aiming the dissemination of the findings, trends and routes.
- To be able to perform training measures for first line officers and other relevant staff
- To be able to channel the documents to the third line of expertise
- If deployed at airports, to carry out gate checks (to make pre-boarding survey of passengers list, to briefly interview target passengers and to verify quickly their documents including tickets and other supporting documents)

8.3 Required job competences

An Advanced Level Document Officer has a knowledge and understanding of:

- Specialised knowledge of the different levels of security features of travel documentation, in particular, primary and advanced level security features (covert and uncover) in substrates, inks, printing methods/processes and personalization components (bio-data), Physics of light (theory of colour, light and optics);
- Innovations in authentic identity and security documents
- A range of national, EU and international legislation, policies and procedures related to border control
- A range of documentation relating to cross-border intelligence activities, threats and document fraud
- Different types of document fraud
- Basic intelligence concepts and processes (e.g. the routes and destinations of irregular migrants)

An Advanced Level Document Officer is able to:

- Operate a broad range of border checking technology and equipment and interpret results
- Examine and establish the validity and usage of travel related documentation
- Produce objective reports and alerts related to document fraud in accordance with international guidelines and practice
- Make recommendations based on evidence gathered in relation to an alleged infringement related to travel documents
- Sharing best practices;
- Report relevant information;
- Deliver training when required;

An Advanced Level Document Officer takes responsibility for:

- Acting in accordance with the legal frameworks and the guidelines included in the operational plan

3.4 Eligibility criteria

To be eligible to become an Advanced Level Document Officer in a European Border and Coast Guard Team, a candidate should:

- Possess knowledge, skills and competence as described in the "Required job competences"
- Have adequate knowledge of the English language (CEFR level B2 or equivalent)
- Have at least 4 years of experience as a document officer in a competent national authority, preferably in an immigration and border control agency
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities
- have participated in a national training on advanced skills for the detection of falsified documents

In addition, the following would be of advantage:

- Successful completion of the Training on advanced skills for the detection of falsified documents, organised by Frontex Training Unit or equivalent training

Advanced Level Document Officer to be deployed at EU Airport:

With regard to activities to be carried out at airports, and unless agreed differently with Frontex prior to the deployment, the officer has to come from an airport where currently he/she performs his/her duties and possess an Access Card for entering unaccompanied the restricted areas located after the security checks and normally dedicated to passengers holding a boarding pass.

9. Border Surveillance Officer - Land and Maritime Operations

9.1 Definition

A Border Surveillance Officer is an officer of a competent national authority of a Member State, who carries out border surveillance related tasks at the EU external land or maritime border.

9.2 Tasks and functions:

- To carry out border surveillance in a designated area and/or objects at the EU external land or maritime border
- To operate relevant technical equipment
- To take appropriate measures to apprehend persons having crossed or attempting to cross, the border irregularly
- To identify situations in which persons are in need of international protection or in a vulnerable situation, including unaccompanied minors
- To document all relevant actions by using respective methods and technology (reports, videos, photos, etc.)

9.3 Required job competences:

A Borders Surveillance Officer has a knowledge and understanding of:

- Maritime or land border surveillance technology, tactics and identification methods
- Specific legislation, policy and documentation related border surveillance procedure
- Fundamental rights related to Land or Maritime Border Surveillance Officer

A Borders Surveillance Officer is able to:

- Conduct border surveillance, selecting appropriate methods, tactics and techniques at land or maritime borders
- Have and use necessary communication skills and techniques specific to maritime or to land borders
- Continuously assess situation and determine the need for further actions, safety, search and rescue measures
- Operate border surveillance technology and equipment at land or maritime borders

A Borders Surveillance Officer takes responsibility for:

- Acting in accordance with the legal frameworks and the guidelines included in the operational plan
- Ensuring, that persons in need of international protection are identified and referred to the competent authorities and special needs of vulnerable persons are addressed e.g. unaccompanied children, victims of trafficking, disabled

9.4 Eligibility criteria

To be eligible to become a Borders Surveillance Officer in the European Border and Coast Guard Teams, a candidate should:

- Possess knowledge, skills and competence as described in the "Required job competences"
- Have an adequate knowledge of English language (CEFR level B1 or equivalent)
- Prove at least 2 years of professional experience of border surveillance

- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be of advantage:

- Successful completion of the Land Border Surveillance Officer Profile Training Course or Maritime Border Surveillance Officer Profile Training Course, organized by Frontex Training Unit

13. Stolen Vehicles Detection Officer

13.1 Definition

A Stolen Vehicles Detection Officer is an officer of a competent national authority of a Member State, who carries out thorough verifications of vehicles and their documents in order to establish possible vehicle theft and trafficking.

13.2 Tasks and functions:

- To recognise stolen vehicles and related documents and refer them to the national authorities
- To use effectively the relevant national and international databases
- To recognize new car theft patterns and report accordingly
- To support first-line border control

13.3 Required Job competences:

A Stolen Vehicles Detection Officer has a knowledge and understanding of:

- Vehicle and document identification, techniques, tools, databases
- Security features in different kinds and types of vehicle
- Security features in vehicle related documents, signs and methods of their falsification or counterfeiting

A Stolen Vehicles Detection Officer is able to:

- Apply a variety of techniques and technologies to detect vehicle theft
- Detect falsified vehicle documents, vehicle identification number (VIN) and items connected with vehicles
- Apply a non-discriminatory profiling of persons crossing the external border

A Stolen Vehicles Detection Officer takes responsibility for:

- Acting in accordance with EU and international legislation in the field of border control and fundamental rights;

13.4 Eligibility criteria

To be eligible to become a Stolen Vehicles Detection Officer in a European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competence as described in the "Required job competences"
- Have adequate knowledge of the English language (CEFR level B1 or equivalent)
- Prove at least 3 years of working experience within an immigration, border control agency, or other competent national authority, as an officer primary dealing with the detection of stolen vehicles

In addition, the following would be advantageous:

- Participation on training relevant for duties of Stolen Vehicles Detection Officer