Ministero dell'Interno

DIPARTIMENTO DELLA PUBBLICA SICUREZZA

DIREZIONE CENTRALE PER GLI AFFARI GENERALI DELLA POLIZIA DI STATO

N.559/A/1/131.14.1.2/ 284 Roma, 10 GEN. 2014

OGGETTO: AGENZIA FRONTEX.
CALL OF SECONDMENT FOR THE SECONDED GUEST OFFICERS (SGO).

L'AGENZIA FRONTEX DELL'UNIONE EUROPEA HA RESO NOTO DI AVER AVVIATO LE PROCEDURE PER RICOPRIRE LE SEGUENTI POSIZIONI DI SECONDED GUEST OFFICERS (SGO), ALLE QUALI POTRANNO PARTECIPARE GLI APPARTENENTI AI RUOLI ISPETTORI, SOVRINTENDENTI E AGENTI ED ASSISTENTI DELLA POLIZIA DI STATO:

- **DEBRIEFING EXPERT;**
- **SCREENING EXPERT;**
- **SECOND-LINE INTERVIEW EXPERT;**
- **SECOND-LINE AIRPORT OFFICER;**
- **ADVANCED-LEVEL DOCUMENT OFFICER;**
- **FRONTEX SUPPORT OFFICER (FSO) IN FSC;**
- **FRONTEX SUPPORT OFFICER (FSO);**
- **STOLEN VEHICLES DETECTION OFFICER.**

GLI SGO SONO GUARDIE DI FRONTIERA DISTACCATE DA OGNI STATO MEMBRO IN QUALITA' DI ESPERTI NAZIONALI, MESSI A DISPOSIZIONE DELL'AGENZIA QUALI QUALIFICATI SUPPORTI PER LE OPERAZIONI CONGIUNTE E PER I PROGETTI PILOTA.
L'IMPIEGO MINIMO DI OGNI UNITA' SGO SARA' PER UN PERIODO DI 30 GIORNI FINO AD UN MASSIMO DI 6 MESI NELL'ARCO DELL'ANNO SOLARE. IL DISLOCAMENTO VERRA' EFFETTUATO IN VARIE ZONE OPERATIVE, CONFORMEMENTE ALLE ESIGENZE E SULLA BASE DELL'ANALISI DEL RISCHIO DI FRONTEX.

REQUISITI GENERALI

- OTTIMA CONOSCENZA DELLA LINGUA INGLESE (ALMENO LIVELLO B2);
- ALMENO 3 ANNI DI SERVIZIO NEGLI UFFICI O REPARTI DELLA POLIZIA DI FRONTIERA;
- AVER PRESTATO SERVIZIO NELL'ULTIMO TRIENNIO PRESSO UN UFFICIO O REPARTO DELLA POLIZIA DI FRONTIERA;

- AVER RICEVUTO UN'APPROPRIATA FORMAZIONE E AVER MATURATO ESPERIENZA NELL'APPLICAZIONE DEL CODICE SCHENGEN DELLE FRONTIERE;
- AVER RIPORTATO NEGLI ULTIMI DUE RAPPORTI INFORMATIVI UN GIUDIZIO NON INFERIORE ALLA VALUTAZIONE DI "OTTIMO";
- NON AVER RIPORTATO SANZIONI DISCIPLINARI SUPERIORI AL RICHIAMO SCRITTO, A MENO CHE NON SIA INTERVENUTA LA RIABILITAZIONE AI SENSI E PER GLI EFFETTI DELL'ART. 87 DEL D.P.R. 10 GENNAIO 1957, N. 3;
- NON ESSERE SOTTOPOSTO AD ALCUN PROCEDIMENTO DISCIPLINARE E/O PENALE E NON AVER RIPORTATO CONDANNE PENALI.

LA DESCRIZIONE DELLE POSIZIONI E' IN LINGUA INGLESE, COSÌ COME I REQUISITI SPECIFICI RICHIESTI CHE SARANNO CONSULTABILI SUL PORTALE "DOPPIAVELA".

LA RELATIVA *"APPLICATION FORM"*, REPERIBILE SUL MEDESIMO PORTALE, DOVRÀ ESSERE COMPILATA INTEGRALMENTE CON SISTEMI DI VIDEOSCRITTURA E TRASMESSA IN FORMATO "PDF" (CON FIRMA LEGIBILE DEL CANDIDATO).

LE ISTANZE DOVRANNO ESSERE TRASMESSE, SENZA RITARDO ALCUNO, CON IL PARERE DEL DIRIGENTE DELL'UFFICIO, CHE DOVRA' VALUTARE ED ATTESTARE IL POSSESSO DEI REQUISITI GENERALI SUINDICATI, CON ESPLICITO RIFERIMENTO AI RAPPORTI INFORMATIVI ED AI PROCEDIMENTI PENALI E/O DISCIPLINARI.

L'INVIO DELLE DOMANDE, DOVRA' ESSERE EFFETTUATO VIA E-MAIL, INDEROGABILMENTE **ENTRO LE ORE 12.00 DEL 23 GENNAIO 2014** AL SEGUENTE INDIRIZZO:

DIREZIONE CENTRALE DELL'IMMIGRAZIONE E DELLA POLIZIA DELLE FRONTIERE – PUNTO DI CONTATTO NAZIONALE FRONTEX, INDIRIZZO EMAIL: **dipps.nfpoc.italia@interno.it.**

SI PRECISA CHE LE SELEZIONI IN ARGOMENTO NON COSTITUISCONO UNA PROCEDURA CONCORSUALE.

SI PREGA DI DARE LA MASSIMA DIFFUSIONE ALLA PRESENTE COMUNICAZIONE E DI TRASMETTERE TEMPESTIVAMENTE LE EVENTUALI

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DIPARTIMENTO DELLA PUBBLICA SICUREZZA

DIREZIONE CENTRALE PER GLI AFFARI GENERALI DELLA POLIZIA DI STATO

ISTANZE, SOLO IN CASO DI EFFETTIVO POSSESSO DEI REQUISITI PRESCRITTI.

PEL CAPO DELLA POLIZIA - DIRETTORE GENERALE DELLA PUBBLICA SICUREZZA – IL DIRETTORE CENTRALE TRUZZI.

2. Debriefing Expert

2.1 Definition

A **Debriefing Expert** means an officer of a competent national authority of a Member State who, 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, interviews a person having crossed, or having attempted to cross, an external border irregularly.

2.2 Qualifications and experience required

2.2.1 Eligibility criteria

To be eligible to become a **Debriefing Expert** in a European Border Guard Team, a candidate should:

- Be experienced in gathering and processing information or intelligence in the field of border control;
- Have at least 3 years professional experience in interviewing third country nationals;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including 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, and the training for Debriefing Experts delivered by Frontex.

2.2.2 Selection criteria

(a) Professional competencies

To be selected as a **Debriefing Expert** for a European Border Guard Team, a candidate should demonstrate that he or she has:

- Knowledge of border control at external borders or checks within the territory of the Member States;
- Experience in collecting information on irregular migration and other cross-border crime;
- An advanced level of knowledge of migration trends and *modi operandi;*
- An advanced knowledge of EU and international legislation in the field of border control and fundamental rights, including international protection;
- An advanced level of knowledge of the culture and geo-political situations of major third countries of origin, as well as migrations and transit patterns;
- Basic knowledge of irregular migration issues;
- Experience in the profiling of persons crossing the external borders;
- Knowledge of the EU personal data protection legal framework;
- Experience and knowledge in identifying unaccompanied and separated children;
- Knowledge on how to address the special needs of children, victims of trafficking, people in need of medical assistance, people in need of international protection and other vulnerable people in accordance with EU and international law;
- Experience in working with interpreters;
- Experience in using ICT software and carrying out searches on the internet;
- Good writing skills;
- Good communication skills.

In addition, the following attribute would be of an advantage:

- The ability to speak at least one of the languages listed by the Operations Division.

3. Screening Expert

3.1 Definition

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

3.2 Qualifications and experience required

3.2.1 Eligibility criteria

To be eligible to become a Screening Expert in a European Border Guard Team, a candidate should:

- Be experienced in screening and interviewing third country nationals;
- Have at least 3 years professional experience in interviewing third country nationals;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including 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, and the training for Screening Experts delivered by Frontex.

3.2.2 Selection criteria

(a) Professional competencies

To be selected as a Screening Expert for a European Border Guard Team, a candidate should demonstrate that he or she has:

- Knowledge of border control procedures at the external borders;
- Experience in collecting information regarding irregular border crossings;
- An advanced knowledge of EU and international legislation in the field of border control and fundamental rights, including international protection;
- An advanced level of knowledge of the cultures and geo-political situations of major third countries of origin, as well as migration and transit problems;
- Experience in the profiling of persons crossing the external borders;
- Knowledge of the EU personal data protection legal framework;
- Experience and knowledge in identifying unaccompanied and separated children;
- Knowledge on how to address the special needs of children, victims of trafficking, people in need of medical assistance, people in need of international protection and other vulnerable people in accordance with EU and international law;
- Experience in working with interpreters;
- Experience in using ICT software and carrying out searches on the internet;
- Good writing skills;
- Good communication skills.

In addition, the following attributes would be of advantage:

- The ability to speak at least one of the languages listed by the Operations Division;
- A good knowledge of migration trends and modi operandi;
- Knowledge of travel and supporting documents.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;

- Strong resistance to stress;
- The ability to work in an international team;
- The ability to cooperate in a multicultural environment;
- The following skills and abilities: effective speaker, active listener, effective writer; the ability to persuade and influence others; the ability to argue one's point; the ability to adapt to situations; a positive approach; being able to operate in basic surroundings; a good observer; motivated and self disciplined; basic knowledge of irregular migration issues; respect for the behaviour of other cultures; the ability to control and lead interviews; the ability to empathise[4].

[4] *INTELLOPS concept document: outcome of the first workshop on Standard Operating Procedures, No. 2.4.3. List of common skills and abilities of Second-Line Interview and Debriefing Experts.*

4. Second-Line Interview Expert

4.1 Definition

A **Second-Line Interview Expert** means an officer of a competent national authority of a Member State who interviews a third country national in the second line of a border crossing point as part of the entry or exit border checks and, during this activity, also collects information for intelligence purposes.

4.2 Qualifications and experience required

4.2.1 Eligibility criteria

To be eligible to become a **Second-Line Interview Expert** in a European Border Guard Team, a candidate should:

- Be experienced in performing border checks at a border crossing point or checks within the territory of the Member States;
- Have at least 3 years professional experience in interviewing third country nationals at border crossing points or during checks within the territory of the Member States;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including 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, and the training for Second-Line Interview Experts delivered by Frontex.

4.2.2 Selection criteria

(a) Professional competencies

To be selected as a **Second-Line Interview Expert** for a European Border Guard Team, a candidate should demonstrate that he or she has:

- An advanced level of knowledge of border checks at external borders or checks within the territory of the Member States;
- An advanced knowledge of EU and international legislation in the field of border control and fundamental rights, including international protection;
- Experience in the profiling of persons crossing the external borders;
- Knowledge of the EU personal data protection legal framework;
- Basic knowledge of irregular migration issues;
- Experience and knowledge in identifying unaccompanied and separated children;
- Knowledge on how to address the special needs of children, victims of trafficking, people in need of medical assistance, people in need of international protection and other vulnerable people in accordance with EU and international law;
- Experience in using ICT software and in carrying out searches on the internet;
- Good writing skills;
- Good communication skills;
- An ability to speak at least one of the languages listed by the Operations Division.

In addition, the following attribute would be of an advantage:

- Advanced level knowledge of travel and supporting documents.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;

- Strong resistance to stress;
- The Ability to work in an International team;
- The Ability to work in a multicultural environment;
- The following skills and abilities: effective speaker, active listener, effective writer; the ability to persuade and influence others; the ability to argue one's point; the ability to adapt to situations; a positive approach; being able to operate in basic surroundings; a good observer; motivated and self disciplined; respect for the behaviour of other cultures; the ability to control and lead interviews; the ability to empathise[5].

[5] *INTELLOPS concept document: outcome of the first workshop on Standard Operating Procedures, No. 2.4.3. List of common skills and abilities of Second-Line Interview and Debriefing Experts.*

6. Second-Line Airport Officer

6.1 Definition

A **Second-Line Airport Officer** means an officer of a competent national authority of a Member State who carries out second line border checks at airports and has experience of border control at the external air borders.

6.2 Qualification and experience required

6.2.1 Eligibility criteria

To be eligible to become a **Second-Line Airport Officer** in the European Border Guard Team, a candidate should:

- Have at least 4 years of professional experience working for an immigration and border control agency out of which at least 2 years should have been performed in the second line at an international airport;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including 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.

6.2.2 Selection criteria

(a) Professional competencies

To be selected as a **Second-Line Airport Officer** for the European Border Guard Team, a candidate should demonstrate that he or she has:

- An advanced level of knowledge of EU and international legislation in the fields of border control and fundamental rights, including international protection;
- Experience in second line team work involving extensive experience in at least three of the following border control tasks:
    1. *Pre-arrival Checks*: the ability to examine flight passenger lists to make a preliminary identification of target passengers and follow up where possible by obtaining the associated Passenger Name Record List (PNRs), prior to the arrival of all target flights;
    2. *Gate Checks*: the ability to briefly interview target passengers and verify quickly their documents including tickets and other supporting documents, a good knowledge of pre-boarding surveys of passenger lists with regard to departure gate checks;
    3. *Interviews and Profiling*: extensive experience in the non-discriminatory profiling and interviewing of people crossing the external borders;
    4. *Patrolling in Transit areas, Airside Lounges and Rest Areas*: knowledge of the techniques of airside area patrolling and the *modi operandi* used by criminals to smuggle or traffic their clients there;
    5. *Follow-up Checks and Actions*: knowledge of the right response to alert information from other airports particularly in respect of incoming passengers;
    6. *Initiating investigation*: the ability to collect preliminary evidence;
    7. *Cooperation with Check-in Counter Staff and airline staff* in order to obtain information for the local border guard authorities.
- Basic knowledge of ICT software applications and the ability to use such software;
- Good communication and writing skills;
- Knowledge of the EU personal data protection legal framework.

In addition, the following attributes would be of advantage:

- The ability to speak a third country language;
- The ability to speak another European language;
- Extensive knowledge of the way of life and manner and illegal migration modi operandi of certain third country nationalities;
- Experience in the detection/identification of other cross-border crime.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment;
- A high degree of flexibility;
- A supportive, co-operative and service-oriented attitude;
- A good level of communication and interpersonal skills, with the ability to work both independently and within a team.

In addition, the following attribute would be of advantage:

- Leadership skills.

8. Advanced-Level Document Officer

8.1 Definition

An **Advanced Level Document Officer** means an officer of a competent national authority of a Member State, who has experience in carrying out thorough examinations of all kinds of border related documents and providing support to the first line officers.

8.2 Qualifications and experience required

8.2.1 Eligibility criteria

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

- 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 adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including 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.

8.2.2 Selection criteria

(a) Professional competencies

To be selected as an **Advanced Level Document Officer** for the European Border Guard Team, a candidate should demonstrate that he or she has:

- Sufficient knowledge to establish whether or not a security document is genuine;
- Sufficient knowledge on different types of document fraud;
- Knowledge of the identity chain (identity registration/document production/document issuance/document control), particularly with regard to the issuing of systems for security documents;
- Experience in using compact document examination equipment (e.g. light sources from basic to multi-spectral imaging, stereo microscopes, decoders and other filters);
- Knowledge of primary and advanced level security features (covert and overt) in substrates, inks and personalization components (bio-data);
- Knowledge of overall threats and relevant intelligence information;
- Basic knowledge of intelligence concepts and processes (e.g. the routes and destinations of irregular migrants);
- Knowledge of innovations in authentic identity and security documents;
- The ability to identify and communicate possible threats and risks to security features;
- Knowledge of different printing methods and processes (e.g. offset, intaglio, inkjet);
- Knowledge of the physics of light (theory of colour, light and optics);
- An advanced level of knowledge of EU and international legislation in the field of border control and fundamental rights, including international protection;
- Knowledge of the EU personal data protection legal framework;
- Experience in the non-discriminatory profiling of persons crossing the external border.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment.

10. Frontex Support Officer (FSO) FSC

10.1 Definition

A **Frontex Support Officer FSC** means an officer of a competent national authority of a Member State who has the skills and the experience to support the FSC Duty Officer in performing the following duties:

- Processing operational information and producing operational reports;
- Using surveillance tools provided within the framework of EUROSUR and coordinating internal and external stakeholders, managing the activation of these tools and processing the information obtained.

10.2 Qualifications and experience required:

10.2.1 Eligibility criteria

To be eligible to become a **Frontex Support Officer FSC**, a candidate should:

- Have received confirmation from his/her national authority granting access to the JORA system;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent;
- Have received appropriate training for these duties covering also 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.

10.2.2 Selection criteria

(a) Professional competencies

To be selected as a **Frontex Support Officer FSC**, the candidate should demonstrate that he or she has:

- Experience in inputting data into law enforcement databases;
- An advanced level of knowledge of using common ICT software applications;
- Experience in assessing, summarising, and editing operational information;
- Experience in producing operational reports;
- Experience in producing clear and consistent texts in English;
- Knowledge of the EU personal data protection legal framework.

Apart from the above requirements, the following attributes would be of advantage:

- Experience in working in a Situation Centre or Command and Control Centre;
- Knowledge of the organisation and information flows relating to Frontex Joint Operations;
- Completed JORA training;
- Knowledge of the EUROSUR programme;
- Previous experience in border surveillance activities;
- Knowledge of additional EU languages.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment;
- Very good organisational and analytical skills;
- A constructive, positive, and service orientated attitude;

- A high level of creativity;
- Very good team working skills;
- The ability to work with various stakeholders (internally and externally);
- A strong sense of integrity.

11. Frontex Support Officer (FSO)

11.1 Definition

A **Frontex Support Officer** means an officer of a competent national authority of a Member State, who assists Frontex in the performance of its duties and is deployed at the operational location from where the most efficient support can be provided in order to ensure the effective implementation of operational activities. This is done by supporting the assigned local coordinators in the Host Member States and the deployed resources in close cooperation with the Frontex project team. FSOs are not deployed to their Home Member States.

11.2 Qualification and experience required

11.2.1 Eligibility criteria

To be eligible to become a **Frontex Support Officer** in a European Border Guard Team, a candidate should:

- Posses at least 5 years professional experience in a competent national authority;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including 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.

11.2.2 Selection criteria

(a) Professional competencies

To be selected as a Frontex Support Officer for a European Border Guard Team, a candidate should demonstrate that he or she has:

Sea, Land and Air Borders:

- Knowledge of border control, main migration trends and modi operandi;
- An advanced level of knowledge of EU and international legislation in the fields of border control and fundamental rights, including international protection;
- Knowledge of the EU personal data protection legal framework;
- Experience in the non-discriminatory profiling of persons crossing the external border;
- Experience in using ICT software.

Return operations:

- Experience in working with interpreters;
- Experience in processing plans and reports.

In addition, the following attributes would be of advantage:

- The ability to speak the language of the host MS;
- Experience in Frontex coordinated joint maritime/land/air/return operations;
- Experience in the collection and use of information/evidence related to cross-border crime;
- Mid-level management experience.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;

- The ability to work in an international team;
- The ability to work in a multicultural environment;
- Good organizational, communication and interpersonal skills.

13. Stolen Vehicles Detection Officer

13.1 Definition

A Stolen Vehicles Detection Officer means an officer of a competent national authority of a Member State who has experience in the thorough verification of vehicles and their documents in order to establish whether or not they have been stolen.

13.2 Qualifications and experience required

13.2.1 Eligibility criteria

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

- Have at least 3 years of experience within an immigration and border control agency, or other competent national authority, as an officer primary dealing with the detection of stolen vehicles;
- Have adequate knowledge of the English language (CEFR level B1 or equivalent);
- Have received training relevant for these duties, including 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;
- Sufficient knowledge in identifying falsification signs in the Vehicle Identification Number (VIN), vehicle documents and other places within a vehicle;
- Experience in using vehicle examination equipment.

13.2.2 Selection criteria

(a) Professional competencies

To be selected as a Stolen Vehicles Detection Officer for a European Border Guard Team, a candidate should demonstrate that he or she has:

- Knowledge of primary and advanced level security features in different kinds and types of vehicle;
- Knowledge of the overall threats and relevant intelligence information related to the phenomenon of stolen vehicles;
- An advanced level of knowledge of EU and international legislation in the field of border control and fundamental rights, including international protection;
- Knowledge of the EU personal data protection legal framework;
- Experience in non-discriminatory profiling of persons crossing the external border.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment;
- A high degree of flexibility;
- A supportive and helpful personality with a co-operative and service-oriented attitude;
- Excellent communication and interpersonal skills with the ability to work both independently and within a team.