Senior mid-term to conduct an Assessment mission on cybercrime and cybersecurity capabilities and Training Needs analysis

LIMITE DE CANDIDATURE

16 Juin 2025

DURÉE DE LA MISSION

Court Terme

ZONE GÉOGRAPHIQUE

Europe Et Asie Centrale

Context of the Assignment

EU4LEA is a European Union-funded technical assistance project under the Instrument for Pre-Accession Assistance. It is **designed to support and strengthen key Albanian law enforcement institutions** — notably the Albanian State Police (ASP), Ministry of Interior, SPAK (including the Special Prosecution Office and the National Bureau of Investigation (NBI)), the General Prosecution Office, and District Prosecutor Offices — in **aligning their performance with EU standards**.

Under the second phase of the project, launched in March 2025, **CIVIPOL** is involved in implementing **targeted activities aimed at enhancing interagency operational capacities to combat organised crime**. Among others, this aims to create state-of-the-art capacities for the **fight against cybercrime**, including advanced digital forensics capabilities and e-evidence management.

In this context, CIVIPOL will recruit **one Senior MTE, with a strong professional background in cybercrime** and cybersecurity skills **to conduct** an **Assessment mission on cybercrime and cybersecurity capabilities and Training Needs analysis**, which includes to deliver a full update of previous assessments, a needs assessment and an action plan to support investigators and prosecutors involved in the thematic, a roadmap to support the NBI to implement a dedicated service, a set of recommendations to investigate cybercrime and collect efficiently and timely e-evidence. This activity aims to contribute to the reinforcement of capacities of Albanian Prosecutor offices and LEAs in the fight against cybercrime and the use of digital forensics.

Key Responsibilities and Tasks

The selected experts will be responsible for the following tasks:

- **Conduct extensive research and review relevant documentation** related to the Albanian LEAs' cyber capabilities (take note of guidelines on cybercrime investigation https://www.osce.org/presence-in-albania/534684) and legislation
- **Conduct an updated evaluation of police (central and local level) and judicial capabilities** in dealing with cybercrime;
- Evaluate, analyse and assess the cyber security measures implemented within the ASP's IT

infrastructure;
- Conduct meetings to meet the specific needs (training and equipment) of ASP police officers ;
- **Design an activity plan to support the reinforcement of capacities in cybercrime.** The supporting activities can include training (basic-advanced), workshop, study visit in an EU MS , equipment, tailored to the needs and skills of the beneficiaries;
- **Design a roadmap** to implement a dedicated service within the NBI in the organizational, operative and technical standpoint;
- **Design a tailored training workshop** for the Prosecution Offices;
- Evaluate, analyze and assess the capabilities and knowledge of digital/numeric forensics;
- Conduct meeting with UK counterpart to assess their involvement in their cyber support of LEAs;
- **Prepare a detailed assessment report with key findings, analyses, and actionable recommendations;**

- Any other task necessary to complete the above-mentioned ones;

A short-term expert might be mobilized to support this assessment. The Mid-term expert will be responsible for coordinating and supervising the work of this expert.

Expert Profile – Required Qualifications and Experience

- **At least 10 years of professional experience as an investigator within an EU law enforcement agency;**
- **Demonstrated experience in needs assessment, programme management, and the development of action plans** within the framework of international cooperation projects supporting police services;
- Proven expertise, **at least 10 years, in the field of cybercrime and e-evidence collection**;
- Excellent communication skills and fluency in **spoken and written English**.
- Good knowledge of the Western Balkans region would be considered an asset.

Please send your applications (CV and cover letter in English) by email to the following addresses: collet.p@civipol.fr

