

Pool of experts (Technical and Legal Expertise in the Field of Drones and Counter-Drone Operations)

The Overall Objective of **EU4FAST** is to strengthen the rule of law in the Western Balkans.

The Specific Objective of the action is to improve the conditions for preventing and combatting migrant smuggling and trafficking in human beings in the Western Balkans.

The action has the following outputs:

- **Output 1:** The ability of Western Balkan law enforcement and judicial authorities to combat migrant smuggling and trafficking in human beings is strengthened.
- **Output 2:** The ability of Western Balkan law enforcement actors to cooperate with Member States as well as JHA agencies and non-EU law enforcement actors in activities related to migrant smuggling and trafficking in human beings including through the active participation in the European Multidisciplinary Platform Against Criminal Threats (EMPACT) is increased.
- **Output 3:** The ability of Western Balkan authorities and frontline workers to identify and provide protection to (potential) victims of trafficking in human beings and refer them to competent state and non-state assistance and support services is improved.
- **Output 4:** The capacity of border authorities of the Western Balkans to prevent and counter migrant smuggling and trafficking in human beings in line with EU standards and human rights is strengthened.

This mission falls under **component 4** described above for the achievement of the work package **4.2 - Border surveillance**.

The work package is aimed at strengthening border surveillance with a particular focus on operational support. Similarly, to WP 4.1, a comprehensive risk, vulnerabilities and needs assessment for better detection of smuggling and trafficking networks will serve as the basis to determine the specific elements regarding organisational requirements in the form of equipment, trainings, and strategic advice.

CIVIPOL is looking to recruit a pool of short-term experts to support and assist the senior short-term expert already recruited by Civipol to deliver a full training program for beginners, intermediates, and future drones' pilot trainers from the Border Police of Bosnia and Herzegovina.

LIMITE DE CANDIDATURE

29 Décembre 2025

DURÉE DE LA MISSION

Short Term

ZONE GÉOGRAPHIQUE

Europe Et Asie Centrale

Objectives of the activity

- **Intermediate results (effects):**
 - Strengthened operational capacities of the BiH Border Police through the training of beginner, intermediate, and future drone pilot trainers.
 - Improved knowledge and practical skills in drone operation, aerial mapping, and counter-drone techniques among participants.
 - Enhanced understanding of the EU regulatory framework for drone usage and the national legal context in Bosnia and Herzegovina.
 - Development of a core group of future trainers capable of disseminating the acquired knowledge and ensuring continuity of the training effort.
- **Final results (impacts):**
 - Official certification of trained drone pilots.
 - Use of modern tools and technologies such as drones to improve border protection and combat irregular immigration.
 - Harmonisation and centralisation of drone procurement and use in BiH.
 - Sustainable capacity-building through a pool of certified trainers able to train new operators locally.

The Position

A pool of short-term experts are being recruited to support and assist the senior short-term expert already recruited by Civipol to deliver a full training program for beginners, intermediates, and future drones’ pilot trainers from the Border Police of Bosnia and Herzegovina.

Principal objective:

- The main objective is to create a training unit for drones’ remote pilot instructors, with due certification, able to train by themselves other Bosnian border police officers.

Secondary objective:

- Identify and adapt to equipment and technologic needs, with due respect to European standards.
- Define performance indicators.
- Assist in writing any SOP needed as new regulations in relation with training courses within BiH Police.

Result(s) of the activity:

- Preparation of an activity report analysing the implementation of the training sessions, highlighting both challenges encountered and positive outcomes observed before and during delivery.
- Formulation of recommendations to local authorities in Mostar aimed at upgrading the existing training infrastructure and ensuring the sustainability of activities beyond the project’s timeframe.
- Definition of follow-up actions based on the findings and recommendations outlined in the expert’s report.

Profile required

	Technical and legal Expertise in the Field of
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Domains of expertise	Drones and Counter-Drone Operations: <ul style="list-style-type: none"> • Certified in piloting of various types of drones as well as their associated software. • Knowledge of European regulations on drones currently in force. • Proficiency in aerial mapping. • Expertise in counter-drone operations.
Qualifications (education and training)	<ul style="list-style-type: none"> • Possess a drone pilot instructor certification recognized by the EU, or at minimum, the STS2 qualification. • Ability to train and supervise drone pilots, adapting teaching methods to the requirements of security forces.
Specific competencies	<ul style="list-style-type: none"> • Knowledge of 3D printing technologies. • Understanding of aerodynamics.
General work experience	Experience in the field of homeland security (LEA) at strategic, operational, and technical levels.
Specific professional experience related to the mission	<p>A minimum of 5 years of relevant professional experience in the field of missions of the internal security professions.</p> <p>A minimum of 5 years of relevant professional experience in the field of international police cooperation.</p> <p>A minimum of 5 years of relevant professional experience in the field of training for instructors of drone pilots.</p>
Knowledge	<ul style="list-style-type: none"> • Good team player. • Able to work closely with international organizations.
Assets	<ul style="list-style-type: none"> • Previous experience in the Balkans. • Previous experience of international technical cooperation.
Languages	<ul style="list-style-type: none"> • Excellent command of French and English and excellent oral and written communication skills

Submission of applications

Sending of the application by email, including a CV (European model) of the expert, a copy of a valid identity document with photo (passeport), as well as a paragraph of presentation and motivation in the body of the email.

Please send your application electronically by **Monday 29th December 11:00 CET** to the following email addresses of the EU4FAST team:

- Ms. Tatiana MORALES, Project Manager: tatiana.morales@civipol.fr
- Mr Franck FORTIN, Project Manager franck.fortin@experts.civipol.fr

- Mr Bruno CHETANNEAU, Senior Expert WP 4.2: bruno.chetanneau@experts.civipol.fr

Please mention in the subject line " **EU4FAST application your name and surname -Activity 4.2.3-2.3 BS Drone training in BiH**"

Incomplete or late applications will not be considered.

Screening of Applications

Only applications corresponding to the selection criteria of the expert profiles will be shortlisted.

Evaluation of applications

The evaluation of applications will be carried out by Civipol. The successful candidates will be contacted by the EU4FAST team for further formalities of the mobilization.

Terms and Conditions

Fees : to be decided

Duration: approx 166 days from end of January-February 2026, exact starting date to be confirmed;

Type of contract: Service provision

Location: Bosnia and Herzegovina (mainly Mostar) and remotely.

Eligibility criteria: The position is not open to nationals of beneficiary countries.

