

## TERMS OF REFERENCE N°73 – Lead Expert Operational Evaluation and Mentoring Methodology

### 1. Project and context

EU4FAST - “EU Support to Strengthen the Fight against Migrant Smuggling and Trafficking in Human Beings in the Western Balkans”

Output 4: Strengthening border authorities capacities in line with EU standards.

Work Package: WP 4.2 – Border surveillance

LIMITE DE CANDIDATURE

22 Avril 2026

DURÉE DE LA MISSION

Short Term

ZONE GÉOGRAPHIQUE

Europe Et Asie Centrale

### 2. Objective of the mission

#### Principal objective

Design and implement a standardized operational evaluation and mentoring methodology to assess the effective use of training and equipment delivered under EU4FAST.

#### Specific objectives

- Develop a common evaluation tool and framework
- Ensure harmonised application by all experts
- Coordinate operational mentors
- Contribute to final evaluation and reporting

### 3. Scope of work

The Lead Expert will:

- Design the operational evaluation methodology and tools
- Coordinate inputs from thematic experts
- Ensure consistency of evaluation practices
- Supervise reporting and consolidate findings
- Contribute to the final evaluation report

## 4. Deliverables

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- Operational Evaluation Matrix
- Mentoring Guidelines
- Reporting Templates
- Contribution to final consolidated report

## 5. Profile Required

### Qualifications

- Senior law enforcement / border management professional
- Experience in training / evaluation / mentoring for law enforcement

### Professional experience

- Minimum 15 years relevant experience
- Proven experience in:
  - operational evaluation
  - international cooperation projects
  - coordination of multidisciplinary teams

### Specific skills

- Strong analytical and methodological capacities
- Experience designing evaluation tools
- Excellent reporting skills

### Languages

- English B2 minimum

## 6. Selection Procedure

### 6.1 Eligibility criteria

Priority may be given to experts previously mobilised within EU4FAST, mobilised through institutional partnerships or similar projects due to their familiarity with the project tools and methodology.

### 6.2 Application procedure

Applications should include:

- CV (European format);
- Copy of a valid identity document;
- Short paragraph presenting the candidate's motivation;

Please send your application electronically **by 22nd April 11h00 CET** to the following email addresses of the EU4FAST team:

- Ms Tatiana MORALES, Project Manager : [tatiana.morales@civipol.fr](mailto:tatiana.morales@civipol.fr)
- Mr Franck FORTIN, Project Manager: [franck.fortin@experts.civipol.fr](mailto:franck.fortin@experts.civipol.fr)
- Ms Marie-pierre MOSIN, expert EU4FAST, coordinator WP1.1 : [marie-pierre.mosin@experts.civipol.fr](mailto:marie-pierre.mosin@experts.civipol.fr)

Please mention in the subject line "**EU4FAST application - your name and last name- ToR N°73 - Lead Expert Operational Evaluation and Mentoring Methodology** "

Upon receipt of the approval of his application, the expert will prepare his mission, in the form of a document that must be validated by CIVIPOL.

**Incomplete or late applications will not be considered.**

### 6.3 Screening of Applications

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

### 6.4 Submission of the methodological note


In view of the objectives of the activity, the pre-selected expert must submit to the technical team a methodological note (maximum 2 pages) briefly presenting the expert's proposed approach for conducting the operational evaluation and mentoring activities.

### 6.5 Evaluation of applications

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

## 7. Terms & conditions

- Duration: approx. 33 days
- Period: April 2026 - May 2027
- Location: Home-based + WB6
- Contract: Short-term service provider

A person wearing a blue uniform is holding a smartphone in their right hand and a document in their left hand. The document has some text and a logo on it. The background is slightly blurred.

Pour postuler à cette offre, rendez-vous sur le site CIVIPOL.fr

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