

TERMS OF REFERENCE N°73 – Pool of Experts Operational Mentoring and Evaluation (Short-term Experts)

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
30 Avril 2026

DURÉE DE LA MISSION
Short Term

ZONE GÉOGRAPHIQUE
Europe Et Asie Centrale

2. Objective of the assignment

CIVIPOL seeks to establish a **pool of short-term operational experts** to support the implementation of operational evaluation and mentoring activities.

3. Scope of work

Experts will be mobilised to:

- Conduct operational assessments
- Observe field practices
- Provide mentoring and coaching
- Assess use of equipment
- Deliver operational recommendations
- Draft mission reports

4. Areas of expertise

Experts may be mobilised in the following fields:

- Drone surveillance
- Criminal profiling
- Joint patrol operations
- PCCC cooperation
- Mercure software
- Document fraud tools

5. Modalities of mobilisation

Experts will be mobilised on a needs basis depending on operational priorities, availability and relevance of expertise.

Inclusion in the pool does not guarantee immediate mobilisation.

6. Profile Required

Qualifications

- Law enforcement / border police background

Experience

- Minimum 10 years relevant experience
- Operational field expertise
- Experience in training or mentoring (asset)
- International cooperation experience (desirable)

7. Selection and recruitment

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.

Application procedure: Please mention in the subject line "**EU4FAST application - your name and last name- ToR N°73 - Pool of Experts Operational Mentoring and Evaluation** "

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 30th April 11h00 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
- Ms Marie-pierre MOSIN, expert EU4FAST, coordinator WP1.1 : marie-pierre.mosin@experts.civipol.fr

Incomplete or late applications will not be considered.

Screening of Applications

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

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.

9. Terms & conditions

- Estimated total: 86 expert days
- Period: June 2026 - May 2027
- Location: WB6 + home-based
- Contract: Short-term service provider

