Senior International Non-Permanent Expert(s) on hazardous crime scene management and CBRNE forensic procedures.

LIMITE DE CANDIDATURE

30 Septembre 2026

DURÉE DE LA MISSION

Court Terme

ZONE GÉOGRAPHIQUE

Europe Et Asie Centrale

1. BACKGROUND

Albania has demonstrated strong political commitment to the EU accession process, including the submission of three key roadmaps outlining reform priorities. Notably, the Rule of Law roadmap targets justice reform, anti-corruption, fundamental rights, organized crime, and related issues. In October 2024, Albania began negotiations on Cluster 1, which covers Chapters 23 and 24 (Judiciary and fundamental rights; Justice, freedom, and security). Interim benchmarks have been agreed upon, and Albania is also actively implementing the Growth Plan for the Western Balkans, focusing on market integration, economic reforms, and enhanced financial support. The EU's 2024 Rule of Law Report further underscores Albania's progress in aligning with EU standards.

Within this context, Phase 2 of the EU4LEA Project is designed to support Albania's efforts to strengthen its rule of law institutions and advance alignment with EU standards, particularly in relation to Chapters 23 and 24. Co-financed by the EU and the German Federal Ministry for Economic Cooperation and Development (BMZ), the project aims to reinforce the capacities of key Albanian institutions, including the Ministry of Internal Affairs, the General Prosecution Office, the Albanian State Police, the Special Prosecution Office, and others, in their fight against organized crime and corruption. The project pursues three main outcomes: (1) enhanced national capacities for structuring complex investigations into serious and organized crime; (2) improved learning and professional development opportunities for law enforcement and judicial actors; and (3) strengthened ICT infrastructure and operational tools necessary to counter serious and organized crime effectively.

Under Outcome 1 – National capacities in structuring complex investigations on serious and organized crime are enhanced, the project provides targeted support to strengthen operational tools, forensic capacities and intelligence-led policing practices among Albanian law enforcement agencies.

Within this framework, Output 1.2 focuses on strengthening the capabilities of law enforcement agencies to effectively conduct intelligence-led investigations and support complex criminal cases through advanced investigative tools and forensic methodologies.

Previous assessments and consultations with the Scientific Police Institute (SPI) of the Albanian State Police highlighted the need to enhance the Institute's ability to operate in hazardous crime scene environments, including situations involving chemical, biological, radiological, nuclear and explosive (CBRNE) contamination. In several instances, Albanian law enforcement authorities have encountered cases involving potentially hazardous materials, including illicit waste transportation and storage of radioactive containers in warehouses.

Operating in such environments requires specialized procedures, protective equipment, and forensic methodologies to ensure both investigator safety and the preservation of evidentiary integrity.

In line with recommendations of previous forensic assessment missions and in response to requests from the Scientific Police Institute and the ASP sector responsible for environmental crime investigations, EU4LEA under sub-activity 1.2.4.2 will deploy two Senior Non-Permanent Experts to provide specialized technical support in hazardous environment crime scene management.

The mission will combine technical training and mentoring aimed at strengthening the capacity of Albanian forensic investigators to safely collect and preserve evidence in contaminated environments in accordance with EU and international forensic standards.

OBJECTIVES OF THE ASSIGNMENT

Global Objective:

The global objective of the assignment is to strengthen the forensic and investigative capacities of the Albanian State Police to effectively manage crime scenes in hazardous or contaminated environments, ensuring the safe collection, recovery and preservation of forensic evidence in accordance with EU standards and international best practices.

Specific Objective:

The specific objectives of the assignment are:

- To enhance the operational capacities of the Scientific Police Institute (SPI) and crime scene investigators in responding to incidents involving hazardous environments, including CBRNE-related scenarios;
- To provide specialized technical training and mentoring to forensic investigators operating at central and regional levels;
- To strengthen coordination between the Scientific Police Institute, environmental crime investigation units and other relevant law enforcement bodies involved in hazardous incidents;
- To provide practical recommendations aimed at aligning Albania's forensic capabilities with EU forensic standards and international accreditation practices.

3. TASKS AND RESPONSIBILITIES

The Senior Non-Permanent Experts will work under the supervision of the EU4LEA Permanent Experts and in close cooperation with the Scientific Police Institute of the Albanian State Police.

The assignment will be structured around the following main components:

A. Preparatory Phase

The Experts shall:

- Review relevant documentation related to the forensic capabilities of the Albanian State Police, including

previous assessment reports and mission recommendations;

- Coordinate with EU4LEA Permanent Experts to ensure alignment with the project's objectives and previous technical assistance activities;
- Define the methodology and training approach to be implemented during the mission.

B. Institutional Assessment and Consultations

The Experts shall conduct consultations with:

- Leadership and technical staff of the Scientific Police Institute;
- Crime scene investigators at both central and regional levels;
- The Sector for the Investigation of Environmental Crime and Foreign Jurisdictions;
- Other relevant stakeholders involved in hazardous environment investigations.

The consultations will aim to assess current practices, identify operational gaps and determine priority areas for capacity development.

C. On-Site Technical Training and Mentoring

The Experts shall deliver practical training sessions and mentoring activities covering:

- Crime scene management in hazardous environments;
- Identification and risk assessment of contaminated scenes;
- Evidence collection and preservation procedures in CBRNE contexts;
- Use of protective equipment and decontamination procedures;
- Coordination and operational planning during hazardous crime scene investigations.

The training will combine theoretical instruction with practical exercises to ensure operational applicability.

D. Final Recommendations

At the conclusion of the mission, the Experts shall provide:

- practical recommendations for strengthening hazardous crime scene investigation capacities;
- guidance for the further development of forensic capabilities in line with EU standards.

4. OUTPUTS AND DELIVERABLES

The assignment will result in the following deliverables:

- Delivery of on-site technical training for crime scene investigators and relevant forensic personnel;
- Preparation of a mission report including findings, operational recommendations and proposed next steps for strengthening forensic capacities;
- Presentation of the mission findings during a debriefing session with the EU4LEA Project team.

The final mission report shall be submitted within two weeks after the completion of the mission.

5. METHODOLOGY

The Expert will adopt an assessment-oriented and consultative methodology, combining desk review, structured institutional interviews, workflow analysis and targeted technical verification activities.

The methodology will include:

- Review of existing documentation, technical assessments, governance frameworks and prior implementation reports related to the Mercure platform;
- Structured consultations with senior leadership, investigative units, analytical staff and digital evidence functions within ASP and SPAK;
- Mapping of current analytical workflows, data flows and coordination mechanisms;
- Evaluation of organizational readiness, governance arrangements and institutional ownership models;
- Targeted technical verification of existing standalone configurations and infrastructure conditions, where necessary to support feasibility conclusions;
- Consolidation of findings through a structured validation discussion with the EU4LEA Project team.

EXPERT PROFILE

Required qualifications and expertise:

The International Senior Non-Permanent Expert shall possess extensive senior-level operational and technical expertise in forensic science and crime scene investigation, with particular specialization in the management of crime scenes in hazardous or contaminated environments.

The Expert must demonstrate consolidated experience in the planning and operational management of complex crime scene investigations involving chemical, biological, radiological, nuclear or explosive (CBRNE) risks, including the safe collection, preservation and handling of forensic evidence in contaminated environments.

Proven expertise in crime scene management methodologies, hazardous environment response procedures, and the use of specialized detection and protective equipment is essential. The Expert should have practical experience in coordinating forensic operations in high-risk environments and ensuring that investigative procedures comply with international forensic standards and evidentiary requirements. The Expert shall also be capable of assessing existing forensic procedures and institutional capacities, and of translating operational needs into practical recommendations, including the development of standard operating procedures (SOPs) and capacity-building measures aimed at strengthening hazardous crime scene management within law enforcement agencies.

Qualifications and skills:

- Extensive professional experience in forensic science and crime scene management, particularly in hazardous or contaminated environments;
- Proven expertise in CBRNE-related investigations, including evidence collection and scene management;
- Strong operational knowledge of detection equipment, sampling procedures, protective gear and decontamination protocols;
- Experience in training and mentoring law enforcement personnel;
- Excellent analytical and reporting skills;
- Fluency in English.

Professional experience:

- At least 10 years of professional experience in forensic investigations;
- Demonstrated experience in crime scene management in hazardous environments;

- Proven ability to conduct technical training and capacity-building activities for law enforcement agencies;
- Experience in developing operational guidelines or SOPs for forensic investigations;
- Previous experience in international cooperation or technical assistance projects will be considered an asset.

7. **WORKING DAYS AND LOCATION**

Duration: 10 working days (5 on-site from 5 to 9 or 12 to 16 October and 5 home-based days).

Location: Tirana, Albania (on-site) and home-based (remote work).

The allocation of days may be adjusted internally based on project needs, subject to prior approval from the EU4LEA Project Coordinator. However, the total duration of the assignment will remain unchanged.

8. **PROPOSED WORK PLAN**

Due to the evolving needs of the EU4LEA Project and its beneficiaries, and to this specific assignment, the proposed work plan may be adjusted or internally reallocated, subject to the approval of the EU4LEA Project Coordinator. However, the overall scope of activities and the total number of working days for the assignment will remain unchanged, as outlined in the separate agenda.

9. **REPORTING**

The Senior NPEs shall submit a brief work plan for feedback and informal clearance prior to the mission. The Senior NPEs shall submit no later than three weeks the full mission report and eventual recommendations after the mission's conclusion. All deliverables will be submitted first to the Permanent Expert on Evolutionary forms of OC and Forensics for technical endorsement and then forwarded to the Project Coordinator for final approval.

10. **CONTACT**

The EU4LEA Project Coordinator shall act as the primary point of contact for the overall assignment, with responsibility for overseeing the general implementation and progress of the mission. In parallel, the Permanent Expert on Evolutionary forms of OC and Forensics will serve as the designated contact person for the practical organization of the mission as well as EU4LEA staff assigned to the mission. All relevant reports and documentation produced during or after the mission must be submitted to the Permanent Expert on Evolutionary forms of OC and Forensics and Permanent Expert on OC. The Senior NPEs shall also remain in close coordination with the Project Coordinator and follow all instructions issued either by the latter or other authorized EU4LEA personnel.

- **Mr. Thierry VIGNES,** EU4LEA Permanent Expert on Evolutionary forms of OC and Forensics

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