

## Indicative recruitment plan of Frontex Seconded National Experts in 2017

The European Border and Coast Guard Agency (Frontex) is the EU Agency with the highest number of Seconded National Experts (up to 140 by the end of 2017). In the upcoming months, Frontex will be looking to **secure secondment of at least 50 new national experts** mainly in the following fields of work:

- **Analysts in fields of law-enforcement** (including Data Analysis, Risk Analysis related to cross-border crime, and other threats for border security)
- **Return Activities**
- **Operational Activities of Frontex on land, sea and air borders of the EU**
- **Situation centre activities and EUROSUR Fusion Services**

Seconded National Experts must be coming from relevant organizations of EU Member States or Schengen Associated Countries. The national employer undertakes to continue to pay the expert's salary, to maintain his/her administrative status throughout the period of secondment and continues to be responsible for his/her social rights. The application for a post of SNE is only possible via the Permanent Representation following respective national procedure. Experts are supposed to be reinstated back at a similar post in the national administration after the end of their secondment in Frontex.

The secondment of national experts is based on the provisions of the [Management Board decision 12/2017 of 30 March 2017 on secondment of national experts to Frontex](#). These rules set up conditions and criteria applicable during the selection process, working conditions and the allowances Frontex pays to Seconded National Experts in addition to the regular monthly salary paid by the national employer.

Typically, **secondments for a period of two or more years are being offered by Frontex**. A secondment may be renewed up to a total period of 6 years.

Two basic types of allowances are being paid by Frontex in addition to the basic salary paid by his/her national administration: a (daily) **allowance amounting up to 4000 EUR/month** and a (monthly) **allowance of up to 750 EUR** (based on the distance from the place of origin).

The table below provides indicative and provisional information which may be subject to changes depending on the evolution of relevant business needs.

Field of work of the SNE	Description of typical main duties and required expertise	Indicative number of posts	Length of desired prior working experience in the field of work	Expected publication
<b>Analysts in fields of law-enforcement</b> (including Risk Analysis related to cross-border crime, and other threats for border security)	Main tasks in this area include: - support the collection and analysis of migration, crime and other data collected during Frontex operational activities - Contribution to risk analysis activities related to border management and management of analytical input from different sources;  Required professional competencies to perform above tasks shall comprise: - Experience in data processing, analysis and reporting and ability to inquiry complex quantitative and qualitative datasets originating from a variety of information sources - Asset: Experience in cooperation with EU institutions, Member States' and Third Countries' authorities in the field of risk analysis - Knowledge and experience of project management methodologies - Advanced report writing skills	10	3 years of professional experience	Q1 through Q3
<b>Return Activities</b> (including return operations, pre-return assistance and building of capacity for effective returns)	Main tasks in this area include: - Participation in and contribution to the process of planning and implementation of return activities - Assistance in facilitation of the cooperation between Member States and third countries - Development, implementation and management of return related projects as an operational manager  Required professional competencies to perform above tasks shall comprise: - Experience in return capacity building and/or return operations - Asset: Experience in cooperation with EU institutions Member States' and Third Countries authorities in the field of readmission and returns - Knowledge and experience of project management methodologies	10	3 years of professional experience	Q1 through Q3

<p><b>Operational Activities of Frontex on land, sea and air borders of the EU</b> (Operational Officer working mainly in operational area and contributing to the implementation of border control operations)</p>	<p>Main tasks in this area include:</p> <ul style="list-style-type: none"> <li>- Contribution to the coordination management of operational activities during planning, implementation and evaluation phases, particularly in coordinating deployment of the resources; monitoring the correct implementation of the operational plan, including the respect for Fundamental Rights</li> <li>- Assistance to the Frontex coordination Officer in acting as interface between the Agency, the host Member States and the members of the teams, providing assistance on behalf of the Agency on all issues relating to the conditions of their deployment in the frame of joint operations</li> <li>- Presence and work in Headquarters (planning, evaluations, meetings) will alternate with work in the several operational areas (at all types of borders: implementation of activities);</li> </ul> <p>Required professional competencies to perform above tasks shall comprise:</p> <ul style="list-style-type: none"> <li>- Knowledge and experience in the management of operational activities and the related procedures such as planning, budgeting, implementation, monitoring and evaluation</li> <li>- Experience in interacting with EU Member States border/migration or law enforcement management agencies</li> </ul>	20	3 years of professional experience	Q1 through Q3
<p><b>Situation centre activities and EUROSUR Fusion Services</b> (Senior Duty Officer working in shift system and ensuring the real-time monitoring of the situation at EU external borders including relevant surveillance tools coordinated by the Agency; Service managers working mainly in operational area supporting the coordination Centres of Member States)</p>	<p><b>Senior Duty Officer:</b> 24/7 situation monitoring (shift work and/or standby duty working arrangements may apply) tasks, and when needed escalate to senior management according to the applicable procedures; production of situation pictures about the ongoing situation at the external borders of the EU and beyond (sensitive areas) which might have an impact on the EU border management</p> <p>Required professional competencies to perform above tasks shall comprise:</p> <ul style="list-style-type: none"> <li>- Experience and sound skills in situation monitoring, information management preferably with border control background</li> <li>- Experience and high skills in drafting situation monitoring products/reports</li> </ul> <p><b>Service Management:</b> implementation and delivery of information exchange capabilities and EUROSUR Fusion Services for stakeholders across Europe; management of entire service implementation and delivery cycle (including service operationalization)</p> <p>Required professional competencies to perform above tasks shall comprise:</p> <ul style="list-style-type: none"> <li>- Experience in situation monitoring and information exchange systems and in development, implementation and management of business processes and procedures related to Information exchange services, situation monitoring tools and systems</li> <li>- Knowledge of project Management methodology</li> </ul>	12	3 years of professional experience	Q1 through Q3