Annex 1 - Eligibility criteria and areas of expertise

1. ELIGIBILITY CRITERIA

In order to be eligible the candidates must:

- be a citizen of one of the Member States of the European Union (MSs) or the Schengen Associated Countries (SACs);
- have a thorough knowledge of the English language to the extend necessary for the successful delivery of the training (Common European Framework of Reference for Languages: minimum B2 level). The nominated trainers will have to sit an English language exam organised by Frontex before the selection. They can also prove their knowledge of English by submitting an official certificate for English language skills such as TOEFL, IELTS or ESOL.
- at least 3 years’ experience in providing basic training for border/coast guards (SQF for BG level 4) and/or at least 5 years’ working experience as an expert in one or more areas listed in the Area of Expertise here below.

The following are considered as assets:

- involvement in the development phase of the Basic Training Programme for the Standing Corps Category 1;
- proven professional expertise in more than one subject matter area listed in the Area of Expertise Table below;
- experience in one or more Frontex joint operations;
- successful completion of the Frontex Training Delivery Methodology course or Train-the-Trainer course.

In case of national trainers on return the following are considered as assets:

- knowledge of EU legislation in relation to pre-return and return, repatriation, removal and escort processes and procedures;
- knowledge of EU and international legislation, policies, procedures and best practices relevant to return, including voluntary return;
- experience in preparatory actions and implementation of return operations;
- knowledge of cooperation with non-EU representatives (embassies, consulates, Ministry of Foreign Affairs, etc.);
- knowledge of specific geographic regions and/or particular third countries’ cultures and customs.
2. AREAS OF EXPERTISE

**GENERAL STUDIES**
- development of border control
- applied psychology
- communication skills and public relations
- cultural diversity
- professional ethics
- fundamental rights
- physical training and rescue swimming
- ICT, European and international databases
- radio communication
- first aid and occupational safety
- tactical emergency casualty care (TECC)

**LEGAL BASIS OF THE BORDER AND COAST GUARDING**
- EU border and coast guard strategies, legislation and implementation
- airports related legislation
- land borders related legislation
- sea borders related legislation

**BORDER CHECKS**
- first line border checks
- second line border checks
- document examination
- border checks at airports
- border checks at land borders
- border checks at sea ports

**BORDER SURVEILLANCE**
- airport safety, security and border surveillance
- border surveillance at land borders
- sea border surveillance including safety and security measures taken on board
- search and rescue at sea borders
- coast guard functions (marine environmental protection and response as well as fisheries inspection and control)

**CROSS-BORDER CRIME AND INVESTIGATION**
- crime investigation in three or more of following areas: THB, smuggling of migrants, financial crime, environmental crime, terrorism, drugs-related crime, stolen vehicles, weapons of mass-destruction, firearms and ammunition
- evidence on the crime scene

**TACTICAL PROCEDURES, FORCE MEASURES, WEAPONS TRAINING**
- weapons training
- self-defence
- tactical/intervention techniques training
- operational driving

**PROFILING AND RISK ANALYSIS**
- Profiling and risk analysis

**RETURN**
- Return