DECISION OF THE MANAGEMENT BOARD No _11_/2012
of 23 May 2012

ESTABLISHING THE PROFILES AND THE OVERALL NUMBER OF BORDER GUARDS TO BE MADE AVAILABLE TO THE EUROPEAN BORDER GUARD TEAMS

THE MANAGEMENT BOARD

Having regard to the Frontex Regulation\(^1\), in particular Article 3b (1) thereof,

Whereas

(1) The Member States shall participate in the European Border Guard Teams with border guards and other personnel to be deployed to joint operations, pilot projects and rapid border interventions,

(2) The Management Board shall decide on the profiles and the overall number of border guards to be made available for the European Border Guard Teams,

HAS ADOPTED THIS DECISION:

Article 1
Object

The profiles of border guards to be made available for the European Border Guard Teams, defined in Annex I hereto, are hereby adopted.

Article 2
Overall number

The overall number of border guards to be made available for the European Border Guard Teams shall be 1,850.

Article 3
Review

This decision shall be reviewed on the basis of experience gathered, at the latest by the end of 2014.

Article 5
Entry into force

This Decision and its Annex enter into force on the day following the date of their adoption.

Done at Warsaw, 23 May 2012

[signed]
Ralf GÖBEL
Chairperson
ANNEX I:
PROFILES OF THE EUROPEAN BORDER GUARD TEAMS

1. Field Press Coordinator

1.1 Definition

A Field Press Coordinator is an officer of a competent national authority of a Member State who facilitates the work of journalists covering Frontex coordinated operations on site and liaises with the Frontex press office. The Field Press Coordinator will be needed for operations that attract a high media interest such as Rapid Interventions.

1.2 Qualifications and experience required

1.2.1 Eligibility criteria

To be eligible to become a Field Press Coordinator a candidate should:

- Have at least 3 years professional experience in media relations;
- Have experience in organising press events, press trips, photo opportunities, etc.;
- Have adequate knowledge of spoken and written English (CEFR level C1 or equivalent);
- Have received training relevant for these duties, including training in relevant EU and International law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice, as well as on access to international protection.

1.2.2 Selection criteria

(a) Professional competencies

To be selected as a Field Press Coordinator a candidate should demonstrate that he or she has:

- Excellent communication skills;
- The ability to handle a public relations crisis;
- An understanding of the media production cycle;
- The ability to media relations in various situations;
- Excellent negotiation and organisational skills;
- The ability to monitor media coverage and produce top line media reports.

In addition, the following attributes would be of an advantage:

- Experience in working with international media;
- TV/radio production experience;
- Experience in giving television, radio and print media interviews;
- The ability to take photographs and shoot footage with a video camera;
- Knowledge of foreign languages, other than English, especially the language of the country hosting the operation.

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3 For the purpose of this decision the term "Member State" hereby refers to a State participating in the relevant development of the Schengen acquis in the meaning of the Treaty on the Functioning of the European Union and Its Protocol (No 19) on the Schengen acquis integrated into the framework of the European Union, i.e. AT, BE, BG, CH, CY, CZ, DK, DE, EE, ES, FI, FR, HU, IE, IT, LV, LT, LU, MT, NL, NO, PL, PT, RO, SI, SE, and SK. The required qualifications are applicable to the officers of the UK and Ireland participating in Frontex activities in accordance with the terms defined in Article 20 (5) of the Frontex Regulation.
(b) **Personal competencies**

Furthermore the candidate should possess:

- A strong sense of initiative and responsibility;
- A strong resistance to stress;
- The ability to meet tight deadlines, and work flexible hours;
- The ability to work in an international team;
- The ability to work in a multicultural environment.
2. **Debriefing Expert**

2.1 Definition

A **Debriefing Expert** means an officer of a competent national authority of a Member State who, in order to collect information that is used for raising operational awareness and facilitating operational decision-making that may be used for supporting national measures of the host Member State, or for other operational or analytical purposes, interviews a person having crossed, or having attempted to cross, an external border irregularly.

2.2 Qualifications and experience required

2.2.1 Eligibility criteria

To be eligible to become a **Debriefing Expert** in a European Border Guard Team, a candidate should:

- Be experienced in gathering and processing information or intelligence in the field of border control;
- Have at least 3 years professional experience in interviewing third country nationals;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice as well as on access to international protection, and the training for Debriefing Experts delivered by Frontex.

2.2.2 Selection criteria

(a) **Professional competencies**

To be selected as a **Debriefing Expert** for a European Border Guard Team, a candidate should demonstrate that he or she has:

- Knowledge of border control at external borders or checks within the territory of the Member States;
- Experience in collecting information on irregular migration and other cross-border crime;
- An advanced level of knowledge of migration trends and modi operandi;
- An advanced knowledge of EU and international legislation in the field of border control and fundamental rights, including international protection;
- An advanced level of knowledge of the culture and geo-political situations of major third countries of origin, as well as migrations and transit patterns;
- Basic knowledge of irregular migration issues;
- Experience in the profiling of persons crossing the external borders;
- Knowledge of the EU personal data protection legal framework;
- Experience and knowledge in identifying unaccompanied and separated children;
- Knowledge on how to address the special needs of children, victims of trafficking, people in need of medical assistance, people in need of international protection and other vulnerable people in accordance with EU and international law;
- Experience in working with interpreters;
- Experience in using ICT software and carrying out searches on the internet;
- Good writing skills;
- Good communication skills.

In addition, the following attribute would be of an advantage:

- The ability to speak at least one of the languages listed by the Operations Division.
(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment;
- The following skills and abilities: effective speaker, active listener, effective writer; the ability to persuade and influence others; the ability to argue one's point; the ability to adapt to situations; a positive approach; being able to operate in basic surroundings; a good observer; motivated and self-disciplined; respect for the behaviour of other cultures; the ability to control and lead interviews; the ability to empathise.²

² INTELOPS concept document: outcome of the first workshop on Standard Operating Procedures, No. 2.4.3. List of common skills and abilities of Second Line Interview and Debriefing Experts.
3. **Screening Expert**

3.1 **Definition**

A **Screening Expert** means an officer of a competent national authority of a Member State who interviews and establishes assumptions on the nationality of an undocumented person having crossed, or having attempted to cross, an external border irregularly in view of returning the third-country national to his or her country of origin, or to a country which will admit him or her.

3.2 **Qualifications and experience required**

3.2.1 **Eligibility criteria**

To be eligible to become a **Screening Expert** in a European Border Guard Team, a candidate should:

- Be experienced in screening and interviewing third country nationals;
- Have at least 3 years professional experience in interviewing third country nationals;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice as well as on access to International protection, and the training for Screening Experts delivered by Frontex.

3.2.2 **Selection criteria**

(a) **Professional competencies**

To be selected as a **Screening Expert** for a European Border Guard Team, a candidate should demonstrate that he or she has:

- Knowledge of border control procedures at the external borders;
- Experience in collecting information regarding irregular border crossings;
- An advanced knowledge of EU and International legislation in the field of border control and fundamental rights, including international protection;
- An advanced level of knowledge of the cultures and geo-political situations of major third countries of origin, as well as migration and transit problems;
- Experience in the profiling of persons crossing the external borders;
- Knowledge of the EU personal data protection legal framework;
- Experience and knowledge in identifying unaccompanied and separated children;
- Knowledge on how to address the special needs of children, victims of trafficking, people in need of medical assistance, people in need of International protection and other vulnerable people in accordance with EU and international law;
- Experience in working with interpreters;
- Experience in using ICT software and carrying out searches on the internet;
- Good writing skills;
- Good communication skills.

In addition, the following attributes would be of advantage:

- The ability to speak at least one of the languages listed by the Operations Division;
- A good knowledge of migration trends and modi operandi;
- Knowledge of travel and supporting documents.

(b) **Personal competencies**

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
• Strong resistance to stress;
• The ability to work in an international team;
• The ability to cooperate in a multicultural environment;
• The following skills and abilities: effective speaker, active listener, effective writer; the ability to persuade and influence others; the ability to argue one’s point; the ability to adapt to situations; a positive approach; being able to operate in basic surroundings; a good observer; motivated and self disciplined; basic knowledge of irregular migration issues; respect for the behaviour of other cultures; the ability to control and lead interviews; the ability to empathise^.

^ INTELOPS concept document: outcome of the first workshop on Standard Operating Procedures, No. 2.4.3. List of common skills and abilities of Second-Line Interview and Debriefing Experts.
4. **Second-Line Interview Expert**

4.1 Definition

A **Second-Line Interview Expert** means an officer of a competent national authority of a Member State who interviews a third country national in the second line of a border crossing point as part of the entry or exit border checks and, during this activity, also collects information for intelligence purposes.

4.2 Qualifications and experience required

4.2.1 Eligibility criteria

To be eligible to become a **Second-Line Interview Expert** in a European Border Guard Team, a candidate should:

- Be experienced in performing border checks at a border crossing point or checks within the territory of the Member States;
- Have at least 3 years professional experience in interviewing third country nationals at border crossing points or during checks within the territory of the Member States;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice as well as on access to international protection, and the training for Second-Line Interview Experts delivered by Frontex.

4.2.2 Selection criteria

(a) Professional competencies

To be selected as a **Second-Line Interview Expert** for a European Border Guard Team, a candidate should demonstrate that he or she has:

- An advanced level of knowledge of border checks at external borders or checks within the territory of the Member States;
- An advanced knowledge of EU and international legislation in the field of border control and fundamental rights, including international protection;
- Experience in the profiling of persons crossing the external borders;
- Knowledge of the EU personal data protection legal framework;
- Basic knowledge of irregular migration issues;
- Experience and knowledge in identifying unaccompanied and separated children;
- Knowledge on how to address the special needs of children, victims of trafficking, people in need of medical assistance, people in need of international protection and other vulnerable people in accordance with EU and International law;
- Experience in using ICT software and in carrying out searches on the internet;
- Good writing skills;
- Good communication skills;
- An ability to speak at least one of the languages listed by the Operations Division.

In addition, the following attribute would be of an advantage:

- Advanced level knowledge of travel and supporting documents.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
• Strong resistance to stress;
• The Ability to work in an international team;
• The Ability to work in a multicultural environment;
• The following skills and abilities: effective speaker, active listener, effective writer; the ability to persuade and influence others; the ability to argue one's point; the ability to adapt to situations; a positive approach; being able to operate in basic surroundings; a good observer; motivated and self disciplined; respect for the behaviour of other cultures; the ability to control and lead interviews; the ability to empathise.\(^5\)

\(^5\) INTELLOPS concept document: outcome of the first workshop on Standard Operating Procedures, No. 2.4.3. List of common skills and abilities of Second-Line Interview and Debriefing Experts.
5. **Frontex Support Officer (FSO) for Deployment and Logistics**

5.1 Definition

A Frontex Support Officer for Logistics and Deployment means an officer of a competent national authority of a Member State who supports Frontex in deploying and managing operational resources (experts and/or technical means) within the framework of a Rapid Intervention or a Frontex Joint Operation either at the headquarters, or in the operational area.

5.2 Qualifications and experience required

5.2.1 Eligibility criteria

To be eligible to become a Frontex Support Officer for Deployment and Logistics, a candidate should:

- Have at least 3 years of professional experience in managing operational resources (experts and/or technical means);
- Have an adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties including relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice, as well as on access to international protection.

5.2.2 Selection criteria

(a) **Professional competencies**

To be selected as a Frontex Support Officer for Deployment and Logistics, a candidate should demonstrate that he or she has:

- Experience in acquiring, deploying and managing operational resources;
- Sound knowledge of planning and assessing the needs in cooperation with stakeholders (internally and externally);
- Experience in multi-modal (e.g. road, rail, air, sea) movement planning;
- Experience in organising reception and staging areas and onward movements;
- An advanced level of knowledge of ICT software;
- Good writing skills;
- Good communication skills;
- Knowledge of the EU personal data protection legal framework.

In addition, the following attributes would be of an advantage:

- Knowledge of organisation and information flows within the framework of Rapid Interventions or Frontex Joint Operations;
- Knowledge of customs arrangements;
- Working experience in an international environment;
- Deployment experience in Frontex Joint Operations;
- Knowledge of the language of the hosting country.

(b) **Personal competencies**

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- Good organisational and analytical skills;
- A constructive, positive, and service-oriented attitude;
- The ability to work in an international team;
- The ability to work in a multicultural environment;
- The ability to cooperate with different stakeholders (internally and externally);
- A high sense of integrity.
6. **Second-Line Airport Officer**

6.1 **Definition**

A **Second-Line Airport Officer** means an officer of a competent national authority of a Member State who carries out second line border checks at airports and has experience of border control at the external air borders.

6.2 **Qualification and experience required**

6.2.1 **Eligibility criteria**

To be eligible to become a **Second-Line Airport Officer** in the European Border Guard Team, a candidate should:

- Have at least 4 years of professional experience working for an immigration and border control agency out of which at least 2 years should have been performed in the second line at an international airport;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice as well as on access to international protection.

6.2.2 **Selection criteria**

(a) **Professional competencies**

To be selected as a **Second-Line Airport Officer** for the European Border Guard Team, a candidate should demonstrate that he or she has:

- An advanced level of knowledge of EU and international legislation in the fields of border control and fundamental rights, including international protection;
- Experience in second line team work involving extensive experience in at least three of the following border control tasks:
  1. **Pre-arrival Checks**: the ability to examine flight passenger lists to make a preliminary identification of target passengers and follow up where possible by obtaining the associated Passenger Name Record List (PNRs), prior to the arrival of all target flights;
  2. **Gate Checks**: the ability to briefly interview target passengers and verify quickly their documents including tickets and other supporting documents, a good knowledge of pre-boarding surveys of passenger lists with regard to departure gate checks;
  3. **Interviews and Profiling**: extensive experience in the non-discriminatory profiling and interviewing of people crossing the external borders;
  4. **Patrolling in Transit areas, Airside Lounges and Rest Areas**: knowledge of the techniques of airside area patrolling and the modi operandi used by criminals to smuggle or traffic their clients there;
  5. **Follow-up Checks and Actions**: knowledge of the right response to alert information from other airports particularly in respect of incoming passengers;
  6. **Initiating investigation**: the ability to collect preliminary evidence;
  7. **Cooperation with Check-in Counter Staff and airline staff** in order to obtain information for the local border guard authorities.

- Basic knowledge of ICT software applications and the ability to use such software;
- Good communication and writing skills;
- Knowledge of the EU personal data protection legal framework.
In addition, the following attributes would be of advantage:

- The ability to speak a third country language;
- The ability to speak another European language;
- Extensive knowledge of the way of life and manner and illegal migration modus operandi of certain third country nationalities;
- Experience in the detection/identification of other cross-border crime.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment;
- A high degree of flexibility;
- A supportive, co-operative and service-oriented attitude;
- A good level of communication and interpersonal skills, with the ability to work both independently and within a team.

In addition, the following attribute would be of advantage:

- Leadership skills.
7. **First-Line Officer**

7.1 **Definition**

A **First-Line Officer** means an officer of a competent national authority of a Member State who has experience in carrying out first line border checks at border crossing points, or spot-checks within the territory of a Member State, in order to ensure that persons, including their means of transport and the objects in their possession, may be authorized to enter or leave the territory of the Member States.

7.2 **Qualifications and experience required**

7.2.1 **Eligibility criteria**

To be eligible to become a First Line Officer in a European Border Guard Team, a candidate should:

- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice, as well as on access to international protection.

**Air Borders:**

- Have at least 3 years of professional experience in performing border checks at an international airport.

**Land and Sea Borders:**

- Possess knowledge and at least 3 years of experience in performing border checks at the border crossing points (BCP) at the external borders** (land BCP - for joint land operations and land or sea BCP - for joint maritime operations), or spot-checks within the territory of a Member State.

7.2.2 **Selection criteria**

(a) **Professional competencies**

To be selected as a First Line Officer for a European Border Guard Team, a candidate should demonstrate that he or she has:

- An advanced level of knowledge of EU and international legislation in the fields of border control and fundamental rights, including international protection;
- Knowledge of the EU personal data protection legal framework;
- Experience in the non-discriminatory profiling and interviewing of persons crossing the external border;
- An adequate level of knowledge of the security features in travel and other official documents and signs and methods of their falsification or counterfeiting.

In addition, the following attributes would be of advantage:

- Experience in the detection/identification of other cross-border crime;
- Experience of vehicle security features in order to detect falsified vehicle documents, vehicle identification numbers (VIN) and other items connected with vehicles**;
- The ability to speak a third country language;
- The ability to speak additional European languages;

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**This requirement may not apply to officers selected specifically for the detection of stolen vehicles.**

**This requirement does not apply to Air Border Sector activities.**
• Extensive knowledge of the way of life, culture and irregular migration modus operandi of particular third country nationalities.

(b) **Personal competencies**

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- The ability to work in an international team;
- The ability to work in a multicultural environment;
- A high degree of flexibility;
- A supportive and helpful personality with a co-operative and service-oriented attitude;
- Good communication and interpersonal skills with the ability to work both independently and within a team.
8. Advanced-Level Document Officer

8.1 Definition

An Advanced Level Document Officer means an officer of a competent national authority of a Member State, who has experience in carrying out thorough examinations of all kinds of border related documents and providing support to the first line officers.

8.2 Qualifications and experience required

8.2.1 Eligibility criteria

To be eligible to become an Advanced Level Document Officer in a European Border Guard Team, a candidate should:

- Have at least 4 years of experience as a document officer in a competent national authority, preferably in an immigration and border control agency;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice, as well as on access to international protection.

8.2.2 Selection criteria

(a) Professional competencies

To be selected as an Advanced Level Document Officer for the European Border Guard Team, a candidate should demonstrate that he or she has:

- Sufficient knowledge to establish whether or not a security document is genuine;
- Sufficient knowledge on different types of document fraud;
- Knowledge of the identity chain (identity registration/document production/document issuance/document control), particularly with regard to the issuing of systems for security documents;
- Experience in using compact document examination equipment (e.g. light sources from basic to multi-spectral imaging, stereo microscopes, decoders and other filters);
- Knowledge of primary and advanced level security features (covert and overt) in substrates, inks and personalization components (bio-data);
- Knowledge of overall threats and relevant intelligence information;
- Basic knowledge of intelligence concepts and processes (e.g. the routes and destinations of irregular migrants);
- Knowledge of innovations in authentic identity and security documents;
- The ability to identify and communicate possible threats and risks to security features;
- Knowledge of different printing methods and processes (e.g. offset, intaglio, inkjet);
- Knowledge of the physics of light (theory of colour, light and optics);
- An advanced level of knowledge of EU and international legislation in the field of border control and fundamental rights, including international protection;
- Knowledge of the EU personal data protection legal framework;
- Experience in the non-discriminatory profiling of persons crossing the external border.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment.
9. **Border Surveillance Officer**

9.1 **Definition**

A **Border Surveillance Officer** means an officer of a competent national authority of a Member State who carries out border surveillance duties at the external borders or within the territory of a Member State in order to prevent unauthorized border crossings, to counter cross-border criminality and to take appropriate measures.

9.2 **Qualifications and experience required**

9.2.1 **Eligibility criteria**

To be eligible to become a **Border Surveillance Officer** in a European Border Guard Team, a candidate should:

- Have at least 2 years of experience of border surveillance at the external borders or within the territory of a Member State;
- Have an adequate knowledge of the English language (CEFR level B1 or equivalent);
- Have received training relevant for these duties, including in relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice as well as on access to international protection.

9.2.2 **Selection criteria**

(a) **Professional competencies**

To be selected as **Border Surveillance Officer** for a European Border Guard Team, a candidate should demonstrate that he or she has:

- An advanced level of knowledge of EU and international legislation in the field of border control and fundamental rights, including international protection;
- Knowledge of the EU personal data protection legal framework;
- Experience in the non-discriminatory profiling of persons crossing the external border.

**Sea borders:**

- An adequate level of knowledge and skills of maritime border surveillance methods, tactics and usage of technical equipment (such as thermo-vision equipment, dogs, specialised aerial and maritime equipment, etc.).

**Land borders:**

- An adequate level of knowledge and skills of land border surveillance methods, tactics and usage of technical equipment (such as thermo-vision equipment, dogs, specialised aerial equipment, etc.).

(b) **Personal competencies**

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment;
- A high degree of flexibility;
- A supportive and helpful personality with a co-operative and service-oriented attitude;
- Excellent communication and interpersonal skills with the ability to work both independently and within a team.
10. **Frontex Support Officer (FSO) FSC**

10.1 Definition

A Frontex Support Officer FSC means an officer of a competent national authority of a Member State who has the skills and the experience to support the FSC Duty Officer in performing the following duties:

- Processing operational information and producing operational reports;
- Using surveillance tools provided within the framework of EUROSUR and coordinating internal and external stakeholders, managing the activation of these tools and processing the information obtained.

10.2 Qualifications and experience required:

10.2.1 Eligibility criteria

To be eligible to become a Frontex Support Officer FSC, a candidate should:

- Have received confirmation from his/her national authority granting access to the JORA system;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received appropriate training for these duties covering also relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice, as well as on access to international protection.

10.2.2 Selection criteria

(a) **Professional competencies**

To be selected as a Frontex Support Officer FSC, the candidate should demonstrate that he or she has:

- Experience in inputting data into law enforcement databases;
- An advanced level of knowledge of using common ICT software applications;
- Experience in assessing, summarising, and editing operational information;
- Experience in producing operational reports;
- Experience in producing clear and consistent texts in English;
- Knowledge of the EU personal data protection legal framework.

Apart from the above requirements, the following attributes would be of advantage:

- Experience in working in a Situation Centre or Command and Control Centre;
- Knowledge of the organisation and information flows relating to Frontex Joint Operations;
- Completed JORA training;
- Knowledge of the EUROSUR programme;
- Previous experience in border surveillance activities;
- Knowledge of additional EU languages.

(b) **Personal competencies**

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment;
- Very good organisational and analytical skills;
- A constructive, positive, and service orientated attitude;
- A high level of creativity;
- Very good team working skills;
- The ability to work with various stakeholders (internally and externally);
- A strong sense of integrity.
11. Frontex Support Officer (FSO)

11.1 Definition

A Frontex Support Officer means an officer of a competent national authority of a Member State, who assists Frontex in the performance of its duties and is deployed at the operational location from where the most efficient support can be provided in order to ensure the effective implementation of operational activities. This is done by supporting the assigned local coordinators in the Host Member States and the deployed resources in close cooperation with the Frontex project team. FSOs are not deployed to their Home Member States.

11.2 Qualification and experience required

11.2.1 Eligibility criteria

To be eligible to become a Frontex Support Officer in a European Border Guard Team, a candidate should:

- Posses at least 5 years professional experience in a competent national authority;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice as well as on access to international protection.

11.2.2 Selection criteria

(a) Professional competencies

To be selected as a Frontex Support Officer for a European Border Guard Team, a candidate should demonstrate that he or she has:

**Sea, Land and Air Borders:**

- Knowledge of border control, main migration trends and modi operandi;
- An advanced level of knowledge of EU and international legislation in the fields of border control and fundamental rights, including international protection;
- Knowledge of the EU personal data protection legal framework;
- Experience in the non-discriminatory profiling of persons crossing the external border;
- Experience in using ICT software.

**Return operations:**

- Experience in working with interpreters;
- Experience in processing plans and reports.

In addition, the following attributes would be of advantage:

- The ability to speak the language of the host MS;
- Experience in Frontex coordinated joint maritime/land/air/return operations;
- Experience in the collection and use of information/evidence related to cross-border crime;
- Mid-level management experience.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment;
- Good organizational, communication and interpersonal skills.
12. **Mobile Operational Unit Officer**

12.1 Definition

A **Mobile Operational Unit Officer** means an officer of a competent national authority of a Member State who contributes to the security of the external borders of the European Union by supporting the national authorities of the Host Member State in collecting information upon the apprehension of irregular migrants, with the aim of identifying those suspected of being involved in the facilitation of illegal migration, human trafficking and other cross-border criminal activities.

12.2 Qualifications and experience required

12.2.1 Eligibility criteria

To be eligible to become a **Mobile Operational Unit Officer** in a European Border Guard Team, a candidate should:

- Have at least 4 years professional experience in gathering and analysing evidence collected as a protective measure in cases of illegal migration, human trafficking and other cross-border crime;
- Have adequate knowledge of the English language (CEFR level B2 or equivalent);
- Have received training relevant for these duties, including relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice as well as on access to international protection.

12.2.2 Selection criteria

(a) **Professional competencies**

To be selected as a **Mobile Operational Unit Officer** for a European Border Guard Team, a candidate should demonstrate that he or she has:

- An advanced level of knowledge of migration trends and modi operandi;
- Experience in utilising the information/intelligence related to suspected cross-border criminal activities;
- Knowledge and skills of how to find and extract information from evidence apprehended in the case of flagrante delicto;
- The ability to identify facilitators and persons suspected of being involved in other cross-border criminal activities;
- An advanced level of knowledge of EU and international legislation in the fields of border control and fundamental rights, including International protection;
- The ability to identify victims of human trafficking and those needing International protection;
- Knowledge of the EU personal data protection legal framework;
- Experience in the profiling of persons having crossed, or having attempted to cross, an external border irregularly;
- Experience in working with interpreters;
- Experience in using ICT software;
- Experience in carrying out searches using special IT tools;
- Good writing and communication skills.

In addition, the following attributes would be of an advantage:

- Knowledge of the culture and geo-political situations of major third countries of origin and/or transit, as well as migration and transit patterns;
- The ability to speak at least one of the languages of the third countries listed by the Operations Division;
- Working experience in an international and multicultural environment.
(b) **Personal competencies**

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment.
13. Stolen Vehicles Detection Officer

13.1 Definition

A Stolen Vehicles Detection Officer means an officer of a competent national authority of a Member State who has experience in the thorough verification of vehicles and their documents in order to establish whether or not they have been stolen.

13.2 Qualifications and experience required

13.2.1 Eligibility criteria

To be eligible to become a Stolen Vehicles Detection Officer in a European Border Guard Team, a candidate should:

- Have at least 3 years of experience within an immigration and border control agency, or other competent national authority, as an officer primarily dealing with the detection of stolen vehicles;
- Have adequate knowledge of the English language (CEFR level B1 or equivalent);
- Have received training relevant for these duties, including relevant EU and international law, in particular on the Schengen Borders Code and on how to apply fundamental rights in practice, as well as on access to international protection;
- Sufficient knowledge in identifying falsification signs in the Vehicle Identification Number (VIN), vehicle documents and other places within a vehicle;
- Experience in using vehicle examination equipment.

13.2.2 Selection criteria

(a) Professional competencies

To be selected as a Stolen Vehicles Detection Officer for a European Border Guard Team, a candidate should demonstrate that he or she has:

- Knowledge of primary and advanced level security features in different kinds and types of vehicle;
- Knowledge of the overall threats and relevant intelligence information related to the phenomenon of stolen vehicles;
- An advanced level of knowledge of EU and international legislation in the field of border control and fundamental rights, including international protection;
- Knowledge of the EU personal data protection legal framework;
- Experience in non-discriminatory profiling of persons crossing the external border.

(b) Personal competencies

Furthermore, the candidate should possess:

- A strong sense of initiative and responsibility;
- Strong resistance to stress;
- The ability to work in an international team;
- The ability to work in a multicultural environment;
- A high degree of flexibility;
- A supportive and helpful personality with a co-operative and service-oriented attitude;
- Excellent communication and interpersonal skills with the ability to work both independently and within a team.