

MANAGEMENT BOARD DECISION 38/2016

of 23 November 2016

adopting the profiles and the overall number of border guards and other relevant staff to be made available to the European Border and Coast Guard teams

THE MANAGEMENT BOARD

Having regard to the European Border and Coast Guard Regulation¹, in particular Article 20 (2) thereof,

Whereas:

- (1) The agency must deploy border guards and other relevant staff as members of the European Border and Coast Guard teams to joint operations, rapid border interventions and in the framework of the migration management support teams.
- (2) On a proposal by the Executive Director, the Management Board decides by an absolute majority of its members with a right to vote on the profiles and the overall number of border guards or other relevant staff to be made available for the European Border and Coast Guard teams.
- (3) Member States contributes to the European Border and Coast Guard teams through a national pool on the basis of the various defined profiles by nominating border guards or other relevant staff corresponding to the required profiles.
- (4) Member States must ensure that the border guards and other relevant staff which they contribute match the profiles and the numbers decided upon by the management board.

HAS DECIDED AS FOLLOWS:

Article 1

Profiles

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

¹ Regulation (EU) 2016/1624 of the European Parliament and of the Council of 14 September 2016 on the European Border and Coast Guard and amending Regulation (EU) 2016/399 of the European Parliament and of the Council and repealing Regulation (EC) No 863/2007 of the European Parliament and of the Council, Council Regulation (EC) No 2007/2004 and Council Decision 2005/267/EC (OJ L 251, 16.9.2016, p. 1).

Article 2
Overall number

The overall number of border guards and other relevant staff to be made available for the European Border and Coast Guard teams shall be 5000.

Article 3
Repeal

This decision repeals the Management Board Decision 11/2012 of 23 May 2012.

Article 3
Entry into Force

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

Done in Warsaw, 23 November 2016

For the Management Board

[signed]

Marko Gašperlin
Chairperson

ANNEX I

Profiles of border guards and other relevant staff to be made available to the European Border and Coast Guard Teams



Annex I

List of profiles

Profiles of border guards and other relevant staff to be made available to the European Border and Coast Guard Teams

1. Field Press Coordinator

1.1 Definition

A Field Press Coordinator is an official of a competent national authority of a Member State, who facilitates the work of journalists covering specific activities coordinated by the European Border and Coast Guard Agency. The Field Press Coordinator works on site and directly supports Frontex press office.

1.2 Tasks and functions

- To support Frontex Press Office in collection and dissemination of information relevant to a specific Frontex coordinated activity
- To coordinate media visits in the operational area
- To organise interviews with personnel deployed in specific Frontex coordinated activities
- To provide relevant media training prior to the interviews
- To facilitate journalists' access to the operational area in liaison with the national authorities of host and home Member States
- To provide background briefings to the media and other visitors on specific Frontex coordinated activities
- To collect operation-related video footage and photos from assets and officers deployed by the agency, which can be shared with the public and if needed obtain necessary authorisations from the competent authorities
- To gather information based on requests from Frontex Press Office
- To facilitate official visits to the operational areas.

1.3 Required job competences:

A Field Press Coordinator has a knowledge and understanding of:

- Ethical codes, values and professional standards as defined by the Frontex operational plan and the Code of Conduct
- Social media networks and its use by the media

A Field Press Coordinator is able to:

- Promote and manage public relations and media relations
- Utilise interpersonal and advanced communication skills, both oral and written
- Recognise the necessity to share information and disseminate it through official channels

A Field Press Coordinator takes responsibility for:

- Quality and accuracy of distributed information
- Acts in accordance with the legal frameworks and guidelines included in the operational plan

1.4 Eligibility criteria

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

- Possess knowledge, skills and competence as described in the "Required job competences"
- Have adequate knowledge of the English language (equivalent to CEFR level C1)
- Have at least two years full-time working experience within the last five years in press and/or public relation related fields and respective knowledge and experience with media production cycle, giving media interviews and the use of photo and video equipment
- Be able to monitor media coverage and write press reviews
- Have the capacity to work under pressure and face emotional events with composure

In addition, the following would be advantageous:

- Communicate effectively in languages spoken in Host Member State

2. Debriefing Expert

2.1 Definition

A Debriefing Expert is an official of a competent national authority of a Member State, who carries out a debriefing interview with a person having crossed, or having attempted to cross, an external EU border irregularly. A Debriefing Expert carries out interviews in order to collect information for risk analysis purposes that is used for raising operational awareness and facilitating operational decision-making and which may be used for supporting national measures of the host Member State or for other operational or analytical purposes.

2.2 Tasks and functions

- To carry out voluntary, anonymous, informal and confidential debriefing interviews
- To collect information from migrants, on irregular migration and other cross-border crime including terrorism by applying adequate interviewing techniques
- To profile irregular migrants from target countries
- To identify new modus operandi and migration trends used by irregular migrants and facilitators/criminal networks
- To identify possible suspects involved in people smuggling or other cross-border crime including terrorism
- To identify persons in need of international protection and persons in a vulnerable situation, including unaccompanied minors
- To refer persons in need of international protection and persons in a vulnerable situation to the competent national authorities of the host Member State

2.3 Required job competences

A Debriefing Expert has knowledge and understanding of:

- Global trends on migration and cross-border crime
- A range of cultures and customs of other countries, especially countries of origin of irregular migrants
- Ethical codes, values and professional standards
- Socio-political and economic factors that impact cross-border crime and irregular migration
- Specific national, EU and international legislation, policies, procedures including documents related to asylum, return, repatriation and detention processes

A Debriefing Expert is able to:

- Conduct voluntary and confidential interviews using cognitive interview techniques, in compliance with fundamental rights
- Employ advanced communication skills
- Recognise the value of information as potential intelligence for risk analysis and to aid the prevention and detection of cross-border criminal activities
- Review and assess the evidence gathered during a debriefing interview
- A Debriefing Expert takes responsibility for:
- Acting in accordance with the legal framework and the debriefing guidelines included in the operational plan
- Ensuring, that interviewed persons in recognisable or claimed need of international protection or special needs as listed in art. 34 (3) of the European Border and Coast Guard Regulation are identified and referred to the competent authorities.

2.4 Eligibility criteria

To be eligible to become a Debriefing Expert in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competences as described in the “Required job competences”

- Have adequate knowledge of the English language (equivalent to CEFR level B2)
- Have at least 3 years of work experience in preparing and leading interviews of third country nationals preferable by using interpreters
- Demonstrate advanced knowledge on latest migration trends and modus operandi
- Have the capability to withstand stress and strong emotional events and have good observation and communication skills
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be advantageous:

- Successful completion of the Profile training course for Debriefing Experts organised by Frontex Training Unit
- Ability to speak a language spoken in third countries of origin of irregular migration.

3. Screening Expert

3.1 Definition

A Screening Expert is an official of a competent national authority of a Member State, who interviews and establishes assumptions on the nationality of a person having crossed, or having attempted to cross, an external border irregularly with the view to register the third-country national in accordance with the national procedure and/or to return the third country national to the country of origin, or to a country which will admit the third country national.

3.2 Tasks and functions:

- To carry out screening interviews by applying appropriate interview techniques
- To establish the assumed nationality of an interviewed person
- To identify persons in need of international protection and persons in a vulnerable situation, including unaccompanied minors
- To refer persons in need of international protection and persons in a vulnerable situation to the competent national authorities of the host Member State

3.3 Required job competences:

A Screening Expert has knowledge and understanding of:

- Global trends in migration and cross-border crime
- A specific range of cultures and customs of countries of origin of irregular migrants
- Legislation related to asylum, return, repatriation and detention processes

A Screening Expert is able to:

- Conduct interviews in order to establish an assumption of nationality, using relevant interview techniques in compliance with fundamental rights
- Use age, gender and culturally appropriate language
- Recognise the value of information as potential intelligence

A Screening Expert takes responsibility for:

- Acting in accordance with the legal frameworks and the screening guidelines included in the operational plan
- Ensuring, that persons in recognisable or claimed need of international protection or special needs as listed in art. 34 (3) of the European Border and Coast Guard Regulation are identified and referred to the competent authorities.

3.4 Eligibility criteria

To be eligible to become a Screening Expert in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competences as described in the “Required job competences”
- Have adequate knowledge of the English language (equivalent to CEFR level B2)
- Have at least 3 years of professional experience in interviewing third country nationals preferable by using interpreters
- Demonstrate advanced knowledge of the cultural and geo-political situation of third countries as sources of irregular migrants
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be advantageous

- Ability to speak and understand a language spoken in third countries of origin of irregular migration
- Successful participation in the Profile training for Screening Experts organised by Frontex Training Unit

4. Interview Expert

4.1 Definition

An Interview Expert is an official of a competent national authority of a Member State, who interviews a person after the second line check at a border crossing point in order to collect information for risk analysis purposes.

4.2 Tasks and functions

- To collect information for intelligence purposes
- To carry out interviews by applying appropriate interview techniques in order to identify migration patterns and modus operandi used by irregular migrants
- To identify persons in need of international protection and persons in a vulnerable situation, including unaccompanied minors
- To refer persons in need of international protection and persons in a vulnerable situation to the competent national authorities of the host Member State

4.3 Required job competences

An Interview Expert has knowledge and understanding of:

- Global trends on migration and cross-border crime
- Proven understanding of border control at land, sea and/or air borders
- Relevant national and EU legislation, policies and procedures, including fundamental rights aspects
- Relevant cultures and customs of other countries, especially countries of origin of irregular migrants
- Fundamental rights while carrying out interviews

An Interview Expert is able to:

- Communicate effectively with individuals and groups
- Conduct interviews using appropriate interview techniques
- Carry out interview in compliance with fundamental rights, including interviews with vulnerable persons
- Recognise the value of information as potential intelligence for risk analysis and to aid the prevention and detection of cross-border criminal activities
- Evaluate potential risks and threats through the application of established profiling methods

An Interview Expert takes responsibility for:

- Ensuring, that interviewed persons in recognisable or claimed need of international protection or special needs as listed in art. 34 (3) of the European Border and Coast Guard Regulation are identified and referred to the competent authorities.
- Acting in accordance with the legal frameworks and the guidelines included in the operational plan

4.4 Eligibility criteria

To be eligible to become an Interview Expert in the European Border and Coast Guard Teams, a candidate should:

- Possess knowledge, skills and competences as described in the “Required job competences”
- Have adequate knowledge of the English language (equivalent to CEFR level B2)
- Have at least 3 years of professional experience in interviewing third country nationals preferably by using interpreters
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following should be an advantage:

- Successful completion of the profile training course for Second-Line Interview Experts, organised by Frontex Training Unit
- Ability to speak a language spoken in third countries of origin of irregular migration.

An Interview Expert to be deployed at an airport:

- With regard to activities to be carried out at airports, and unless agreed differently with Frontex prior to the deployment, the Second-Line Officer has to possess an Access Card for entering unaccompanied the restricted areas located after the security checks and normally dedicated to passengers holding a boarding pass.

5. Frontex Support Officer (FSO) for Logistics and Deployment

5.1 Definition

A Frontex Support Officer (FSO) for Logistics and Deployment is an official of a competent national authority of a Member State who provides logistical and organisational support to Frontex in the operational area.

5.2 Tasks and functions:

- To provide logistical and practical support on deployment of human resources and technical equipment
- To organise meetings and briefings on the spot with the relevant stakeholders
- To monitor and report on the existing infrastructure, installation and the deployment of technical equipment
- To liaise and keep close contact with internal and external stakeholders

5.3 Required job competences:

A Frontex Support Officer for Logistics and Deployment has knowledge and understanding of:

- Frontex standard logistics procedures and practices
- Ethical codes, values and professional standards as defined by the Frontex operational plan and the Code of Conduct

A Frontex Support Officer for Logistics and Deployment is able to:

- Manage complex situations related to deployment of human resources and technical equipment
- Utilise interpersonal and advanced communication skills,
- Lead groups and teams
- Assist and support team members in logistical issues and deployment of technical equipment
- Monitor the use of deployed technical equipment as necessary to meet operational goals

A Frontex Support Officer for Logistics and Deployment takes responsibility for:

- Establishing and maintaining constructive relationship with respective stakeholders of Hosting MS and service providers
- Ensuring adequate logistical support through planning
- Exercising the appropriate level of autonomy in the application of all relevant procedural and legal frameworks

5.4 Eligibility criteria

To be eligible to become a Frontex Support Officer (FSO) for Logistics and Deployment in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competence as described in the “Required job competences”
- Have adequate knowledge of the English language (equivalent to CEFR level B2)
- Prove at least 2 years working experience with administering resources
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be of advantage:

- Ability to speak the language of the host country

6. Second-Line Officer

6.1 Definition

A Second-Line Officer is an official of a competent national authority of a Member State who carries out second line border checks at border crossing points and provides support for officers in the first line.

6.2 Tasks and functions:

- To verify if entry/exit conditions are fulfilled
- To interview passengers of interest and check their documents
- To apply non-discriminatory profiling
- To carry out follow-up checks and actions
- To collect preliminary evidence and to facilitate investigation carried out by Host Member State
- To identify persons in need of international protection and persons in a vulnerable situation, including unaccompanied minors
- To refer persons in need of international protection and persons in a vulnerable situation to the competent national authorities of the host Member State

In addition at airports:

- To patrol in transit areas, airside lounges and rest areas
- To carry out pre-arrival checks
- To carry out gate checks
- To cooperate with check-in counter staff and airline staff

6.3 Required knowledge, skills and competences:

A Second-Line Officer has knowledge or understanding of:

- Global trends on migration and cross-border crime
- Proven understanding of border control at border crossing points (in particular at international airports if deployed at the air borders)
- Relevant EU and international law, in particular the Schengen Borders Code and fundamental rights aspects
- A range of cultures and customs of other countries, especially country of origin of irregular migrants.

A Second-Line Officer is able to:

- Examine and assess the authenticity and usage of travel documents
- Conduct interviews using adequate interview strategies and techniques
- Recognise potential risks and threats by using established profiling techniques
- Prevent and detect irregular cross-border activities with a specific range of tactics, procedures and responses relevant for external borders.

A Second-Line Officer takes responsibility for:

- Acting in accordance with the legal frameworks and the guidelines included in the operational plan applicable to Second-Line Officers
- Ensuring, that interviewed persons in recognisable or claimed need of international protection or special needs as listed in art. 34 (3) of the European Border and Coast Guard Regulation are identified and referred to the competent authorities.

6.4 Eligibility criteria

To be eligible to become a Second-Line Officer in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competence as described in the “Required job competences”
- Have adequate knowledge of the English language (equivalent to CEFR level)
- Prove at least three years of professional experience working in border control. If deployed at an air border, at least two of the three years should be performed in the second line of an international airport
- Have participated on training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be of advantage when deployed at an airport:

- Successful completion of the Second-Line Airport Officer Profile Training Course organised by Frontex Training Unit

Second-Line Officer to be deployed at an airport:

- With regard to activities to be carried out at airports, and unless agreed differently with Frontex prior to the deployment, the Second-Line Officer has to possess an Access Card for entering unaccompanied the restricted areas located after the security checks and normally dedicated to passengers holding a boarding pass.

7. First-Line Officer

7.1 Definition

A First-Line Officer is an official of a competent national authority of a Member State, who carries out first line border checks at border crossing points.

7.2 Tasks and functions:

- To identify if a person is authorised to enter, travel within, or leave the territory of the Member State
- To detect irregular cross-border activities related to persons, documents, objects in their possession and their means of transport
- To profile passengers in order to detect persons in need of international protection, potential victims of cross-border crime and persons in a vulnerable situation to the competent national authority
- To identify persons in need of international protection and persons in a vulnerable situation, including unaccompanied minors
- To refer persons in need of international protection and persons in a vulnerable situation to the competent national authorities of the host Member State
- Consult national, European and International databases in cooperation with the host Member State

7.3 Required job competences:

A First-Line Officer has a knowledge and understanding of:

- Proven understanding of border control at external borders
- Relevant EU and international law, in particular the Schengen Borders Code and on how to apply fundamental rights in practice.

A First-Line Officer is able to:

- Prevent and detect irregular cross-border activities by applying defined procedures and responses
- Operate equipment for carrying out border checks in the first line and interpret results
- Apply appropriate and practical skills to perform border checks in accordance with the Schengen Borders Code and/or applicable national legislation
- Examine and assess the validity and usage of travel documents and recognise the necessity to refer cases for second-line checks
- Apply established profiling methods
- Recognise persons who should be refused entry or have stayed longer than the period of authorised stay in the Member States.

A First-Line Officer takes responsibility for:

- Acting in accordance with the legal framework and the operational plan
- Facilitating the legitimate movement of people across borders within the role of First-Line Officer
- Ensuring, that interviewed persons in recognisable or claimed need of international protection or special needs as listed in art. 34 (3) of the European Border and Coast Guard Regulation are identified and referred to the competent authorities.

7.4 Eligibility criteria

To be eligible to become a First-Line Officer in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competence as described in the “Required job competences”
- Have adequate knowledge of the English language (equivalent to CEFR level B2)
- Prove at least 3 years of professional experience working at the land, air or sea border crossing points or spot-checks within the territory of a Member State

- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be of advantage:

- Communicate effectively in languages spoken in third countries
- First line officer to be deployed at an Airport:
- With regard to activities to be carried out at airports, and unless agreed differently with Frontex prior to the deployment, the Second-Line Officer has to possess an Access Card for entering unaccompanied the restricted areas located after the security checks and normally dedicated to passengers holding a boarding pass.

8. Advanced-Level Document Officer

8.1 Definition

An Advanced-Level Document Officer is an official of a competent national authority of a Member State who has experience in carrying out thorough examinations of a broad range of travel related documents.

8.2 Tasks and functions:

- To assess the authenticity of documents and if they are presented by the rightful holder
- To perform detailed examinations of suspected documents
- To operate specialized equipment for document examinations
- To report findings of document examinations
- To produce, if required, “Alerts” aiming the dissemination of the findings, trends and routes
- To be able to perform training measures for first line officers and other relevant staff
- To be able to channel the documents to the third line of expertise
- If deployed at airports, to carry out gate checks, to make a pre-boarding examination of the passenger list, to briefly interview target passengers and to quickly verify their travel documents including flight tickets and other supporting documents

8.3 Required job competences

An Advanced-Level Document Officer has a knowledge and understanding of:

- Specialised knowledge of the different levels of security features of travel documentation, in particular, primary and advanced level security features (covert and uncover) in substrates, inks, printing methods/processes and personalization components (bio-data), Physics of light (theory of colour, light and optics);
- Innovations in authentic identity and security documents
- A range of national, EU and international legislation, policies and procedures related to border control
- A range of documentation relating to cross-border intelligence activities, threats and document fraud
- Different types of document fraud
- Basic intelligence concepts and processes (e.g. the routes and destinations of irregular migrants)

An Advanced-Level Document Officer is able to:

- Operate a broad range of equipment and technology applicable for carrying out border checks and interpret results
- Examine and establish the validity and usage of travel related documentation
- Produce objective reports and “Alerts” related to document fraud in accordance with international guidelines and practice
- Make recommendations based on evidence gathered in relation to an alleged infringement related to travel documents
- Sharing best practices
- Report relevant information
- Deliver training in document fraud detection when required

An Advanced-Level Document Officer takes responsibility for:

- Acting in accordance with the legal framework and the guidelines included in the operational plan

8.4 Eligibility criteria

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

- Possess knowledge, skills and competence as described in the “Required job competences”
- Have adequate knowledge of the English language (equivalent to CEFR level B2)
- Have at least four years of experience as a document examination officer in a competent national authority, preferably in an immigration or border control agency
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities
- Have participated in a national training on advanced skills for the detection of falsified documents

In addition, the following would be of advantage:

- Successful completion of the Training on advanced skills for the detection of falsified documents organised by Frontex Training Unit or equivalent training

Advanced-Level Document Officer to be deployed at EU Airport:

- With regard to activities to be carried out at airports, and unless agreed differently with Frontex prior to the deployment, the Second-Line Officer has to possess an Access Card for entering unaccompanied the restricted areas located after the security checks and normally dedicated to passengers holding a boarding pass.

9. Border Surveillance Officer

9.1 Definition

A Border Surveillance Officer is an official of a competent national authority of a Member State, who carries out border surveillance related tasks at the EU external land or maritime border.

9.2 Tasks and functions:

- To carry out border surveillance in a designated area at the EU external land or maritime border
- To operate relevant technical equipment
- To apprehend persons having crossed or having attempted to cross the border irregularly
- To identify persons in need of international protection and persons in a vulnerable situation, including unaccompanied minors
- To refer persons in need of international protection and persons in a vulnerable situation to the competent national authorities of the host Member State
- To document all relevant actions by using methods and technology (reports, videos, photos, etc.)
- To take part in identification SAR situations and apply necessary measures where SAR measures and actions must be taken

9.3 Required job competences:

A Border Surveillance Officer has a knowledge and understanding of:

- Maritime or land border surveillance technology, tactics and identification methods
- Specific national, EU and international legislation, policies, procedures including documentation related to carrying out border surveillance and fundamental rights;

A Border Surveillance Officer is able to:

- Conduct border surveillance, selecting appropriate methods, tactics and techniques at land or maritime borders
- Have and use necessary communication skills and techniques specific to maritime or to land borders
- Continuously assess situation and determine the need for further actions
- Operate border surveillance technology and equipment at land or maritime borders

A Border Surveillance Officer takes responsibility for:

- Acting in accordance with the legal frameworks and the guidelines included in the operational plan
- Ensuring, that interviewed persons in recognisable or claimed need of international protection or special needs as listed in art. 34 (3) of the European Border and Coast Guard Regulation are identified and referred to the competent authorities.

9.4 Eligibility criteria

To be eligible to become a Border Surveillance Officer in the European Border and Coast Guard Teams, a candidate should:

- Possess knowledge, skills and competence as described in the “Required job competences”
- Have an adequate knowledge of English language (equivalent to CEFR level B1)
- Prove at least 2 years of professional experience of border surveillance
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

In addition, the following would be of advantage:

- Successful completion of the Land Border Surveillance Officer Profile Training Course or Maritime Border Surveillance Officer Profile Training Course organised by Frontex' Training Unit

10. Frontex Information Management Officer (FIMO)

10.1 Definition

A Frontex Information Management Officer is an official of a competent national authority of a Member State, who supports the information management processes between Frontex and national Authorities, especially at National Coordination Centres and International Coordination Centres as well as at local authorities within the framework of EUROSUR and the Regulation on the European Border and Coast Guard.

10.2 Tasks and functions:

- To monitor, process, update and validate operational information, where relevant applying tools provided within information management systems;
- To maintain contacts and follow up with other participants of the information processing process;
- To produce operational reports and update relevant information registers supporting Member States in the implementation of Frontex reporting systems and working for this reason under the guidance of the command and control structures stipulated in the respective operational plans.

10.3 Required job competences:

A Frontex Information Management Officer has a knowledge and understanding of:

- Information exchange and data handling systems applicable in operational activities, (e.g. JORA, EUROSUR, FOSS, OPERA, Virtual Aula,);
- Relevant national, EU and international legislation, policies and procedures (e.g. EUROSUR, SBC, data protection);
- Data and information management tools and concepts.

A Frontex Information Management Officer is able to:

- Process and manage information actively and with understanding;
- Monitor and assess the situation and identify the possible need for further actions;
- Recognize the value of information and share it accordingly and disseminate through official channels;
- Produce operational reports;
- Maintain contacts with all relevant stakeholders;
- Employ advanced communication skills in accordance with Frontex policy, especially the Operational Plans as well as MS requirements.

A Frontex Information Management Officer takes responsibility for:

- Assuring high quality of the processed operational data and information;
- Working autonomously within the scope of the role of Frontex Information Management Officer, in accordance with the legal frameworks applicable and Joint Operation Plan;
- Acting with respect and constructive relationship building with relevant stakeholders.

10.4 Eligibility criteria

To be eligible to become a Frontex Information Management Officer a candidate should:

- Possess high degree of knowledge, skills and competence as described in the “Required job competences”;
- Have an adequate knowledge of English language (equivalent to CEFR level B2);
- Be currently experienced in processing and disseminating of information connected to border control activities and produce operational reports;
- Have an advanced level of knowledge of using common ICT software applications;
- Have knowledge and experience in using Frontex information management systems.

In addition, the following would be of advantage:

- Experience in working in a National Situation Centre, National Coordination Centre and International Coordination Centre or other Command and Control Centre;
- Ability to speak the language of the respective host country or knowledge of additional EU languages;
- Knowledge of the EU legal framework on protection of personal data protection legal framework;
- Experience in Frontex activities (e.g. participation in a Frontex coordinated Joint Operation, training activities);
- Knowledge of risk indicators.

11. Frontex Support Officer (FSO)

11.1 Definition

A Frontex Support Officer (FSO) is an official of a competent national authority of a Member State, who assists Frontex in effective implementation of its operational activities.

11.2 Tasks and functions:

- To act in the designated operational areas in order to facilitate the effective implementation of operational activities;
- To support Frontex, national and local authorities and deployed resources
- To monitor and provide daily and ad-hoc reports/updates from the operational area to Frontex
- To fulfil SIR related tasks and to collect preliminary findings in cooperation with local Authorities
- To support the coordination of the operational meetings
- To organize Frontex operational briefings/debriefings for the participants of the joint operations, when required

11.3 Required job competences:

A Frontex Support Officer has a knowledge and understanding of:

- Local border environmental and geographical features in the operational area
- Ethical codes, values and professional standards as defined by the Frontex operational plan and the Code of Conduct
- Frontex standard logistics procedures and practices

A Frontex Support Officer is able to:

- Lead groups and teams, fostering team spirit during operational activities
- Develop and maintain a good relationship with local authorities
- Manage or resolve conflict situations in accordance with the relevant policies and procedures
- Apply Frontex cooperation procedures to operational duties
- Employ advanced communication and representation skills in accordance with Frontex policy
- Operate a range of information technology and equipment relevant to operational needs
- Monitoring team members conducting routine tasks
- Gather operational Information and share them through official channels

A Frontex Support Officer takes responsibility for:

- Acting in accordance with the legal frameworks and guidelines included in the operational plan
- Acting autonomously within prescribed guidelines for the individual role
- Ensuring the appropriate course of action on received information and intelligence

11.4 Eligibility criteria

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

- Possess certain knowledge, skills and competence as described in the “Required job competences”
- Have an adequate knowledge of English language (equivalent to CEFR level B2)
- Prove at least two years full-time experience as line manager
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

- Driving licence “B”

In addition, the following would be of advantage:

- Ability to speak the language of the respective host country
- Have completed JORA training

12. Cross-Border Crime Detection Officer

12.1 Definition

A Cross Border Crime Detection Officer is an official of a competent national authority of a Member State, who supports the national authorities of the host Member State in detection of serious crime with cross-border dimension including terrorism.

12.2 Tasks and functions:

To contribute to the detection of cross-border crime and to the identification of persons suspected of being involved in cross-border crime activities, in particular:

- To prevent and detect the cross-border crime, including migrant smuggling, trafficking in human beings and terrorism
- To support the collection of information concerning the apprehension / seizure
- To support the preservation of evidence during detection of illicit and/or smuggled goods and/or during apprehension of persons
- To assist in searches, document locations and recognition of existing evidence,
- To facilitate exchange of expertise and experience in addressing crime detection and prevention
- To contribute to the enhancement of the inter-service collaboration including police - border police and customs cooperation

12.3 Required job competences:

A Cross-Border Crime Detection Officer has a knowledge and understanding of:

- Specific national, EU and international legislation, policies relevant for combating cross-border crime, fighting the migrant smuggling and preventing THB
- Trends in illegal immigration and cross-border crime
- Legal procedures in relation to administrative and criminal investigation and prosecution
- Cross border crime prevention and detection methods and practicalities
- A variety of methods and technologies to gather, preserve and store evidences
- Maintaining the chain of custody.

A Cross-Border Crime Detection Officer is able to:

- Continuously assess situations and determine the need for further measures and to follow specific procedures defined in the operational plan
- Evaluate information and intelligence to determine the impact, risk or threat and take action when appropriate
- Prevent and detect the cross-border criminality in an effective way
- Recognize and if required - support in the interpretation of the evidence or information gathered and share it accordingly
- Produce comprehensive records and reports in accordance with national and Frontex guidelines

A Cross-Border Crime Detection Officer takes responsibility for:

- Acting under the lead of the respective authority of the host MS and in cooperation with all stakeholders involved in border security
- Ensuring, that persons in need of international protection are identified and referred to the competent authorities
- Prevention and detection of the cross border crime and apprehensions of the suspected persons involved

- Facilitating the appropriate course of action on gathered information and evidence in compliance with the chain of custody, host MS requirements and procedures.

12.4 Eligibility criteria

To be eligible to become a Frontex Cross-Border Crime Officer in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competence as described in the “Required job competences”
- Have adequate knowledge of the English language (equivalent to CEFR level B2 or)
- Prove at least two years full-time work experience within the last five years in identification of suspected individuals involved in migrants smuggling and/or trafficking in human beings and/or cross border-crime and/or the detection of the illegal / smuggled goods
- Have participated in training in relevant Union and international law, including fundamental rights and access to international protection and guidelines for the purpose of identifying persons seeking protection and directing them towards the appropriate facilities

13. Stolen Vehicles Detection Officer

13.1 Definition

A Stolen Vehicles Detection Officer is an official of a competent national authority of a Member State, who carries out thorough verifications of vehicles and their documents in order to establish possible vehicle theft and trafficking.

13.2 Tasks and functions:

- To recognise stolen vehicles and related documents and refer them to the national authorities
- To effectively use the relevant national and international databases
- To recognize new car theft patterns and report accordingly
- To support first-line border checks

13.3 Required Job competences:

A Stolen Vehicles Detection Officer has a knowledge and understanding of:

- Specific national, EU and international legislation, policies, procedures
- Vehicle and document identification, techniques, tools and databases
- Security features in different kinds and types of vehicle
- Security features in vehicle-related documents, signs and methods of their falsification or counterfeiting

A Stolen Vehicles Detection Officer is able to:

- Apply a variety of techniques and technologies to detect vehicle theft
- Detect falsified vehicle documents, vehicle identification number (VIN) and items connected with vehicles
- Apply non-discriminatory profiling of persons crossing the external border

A Stolen Vehicles Detection Officer takes responsibility for:

- Acting in accordance with EU and international legislation in the field of border control and fundamental rights;

13.4 Eligibility criteria

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

- Possess certain knowledge, skills and competence as described in the “Required job competences”
- Have adequate knowledge of the English language (equivalent to CEFR level B1)
- Prove at least three years of working experience within an immigration, border control agency, or other competent national authority, as an officer primary dealing with the detection of stolen vehicles

In addition, the following would be advantageous:

- Participation on training relevant for duties of Stolen Vehicles Detection Officer

14. Registration and Fingerprinting Officer

14.1 Definition

A Registration and Fingerprinting Officer is an official of a competent national authority of a Member State, who carries out tasks related to the registration of third country nationals in relevant databases.

14.2 Tasks and functions:

- To operate fingerprinting technology and equipment
- To take and record clear, legible fingerprints of third country nationals crossing the external border irregularly and/or of a person applying for asylum
- To transmit fingerprint images and captured data and to carry out registration related tasks in the relevant databases
- To support the Host Member State in the issuing documents for registered persons
- To refer persons in need of international protection and persons in a vulnerable situation to the competent national authorities of the host Member State

14.3 Required job competences:

A Registration and Fingerprinting Officer has knowledge and understanding of:

- Legal procedures in relation to administrative and registration processes
- Legislation relevant for data protection and the lawfulness of the data processing
- Ability to take pictures of migrants according to the current standards (i.e. ICAO standards)

A Registration and Fingerprinting Officer is able to:

- Operate fingerprinting technology and equipment
- Systematically register persons while respecting fundamental rights
- Conduct registration process in routine circumstances
- Follow protocols for information sharing, respecting and maintaining standards of data protection and confidentiality

A Registration and Fingerprinting Officer takes responsibility for:

- Acting in accordance with the legal framework and the guidelines included in the operational plan
- Ensuring, that interviewed persons in recognisable or claimed need of international protection or special needs as listed in art. 34 (3) of the European Border and Coast Guard Regulation are identified and referred to the competent authorities.

14.4 Eligibility criteria

To be eligible to become a Frontex Registration and Fingerprinting Officer in the European Border and Coast Guard Teams, a candidate should:

- Possess certain knowledge, skills and competence as described in the “Required job competences”
- Have adequate knowledge of the English language (equivalent to CEFR level B1)

15. Dog Handler

15.1 Definition

A Dog Handler is an official of a competent national authority of a Member State who carries out border control tasks at the external borders of the EU Member States and Schengen Associated Countries by the support of his/her service dog.

15.2 Tasks and functions

With the support of his/her service dog, a Dog Handler shall:

- search and find source(s) of human scent and use force in accordance with applicable legislation (not mandatory)
- search and indicate sources of product scent (e.g. explosives, narcotics, weapons)
- search and indicate sources of bio-scent (e.g. blood, cadavers)

15.3 Required job competences

A Dog Handler has a knowledge and understanding of:

- a range of EU, national and international law, policies and procedures related to border control
- specific knowledge related to training, maintenance and operational use of service dogs

A Dog Handler is able to:

- use the abilities of the service dog through evaluation of its behaviour (e.g. indicating), guidance, command and cooperation
- maintain the service dog physical and mental condition to the certified level
- provide a response to operational situations based on principle of safety, integrity of property and efficiency by the use of the service dog according to the specialization of the canine team

A Dog Handler takes responsibility for:

- Acting in accordance with the operational plan
- Actions (reactions) of the service dog for the entire duration of the deployment

15.4 Eligibility criteria

To be eligible to become a Dog Handler in the European Border and Coast Guard Teams, a candidate team should:

- Possess knowledge, skills and competence as described in the “Required job competences”
- have at least two years of operational experience as dog handler in competent national authority;
- have a handler with adequate knowledge of the English language (CEFR level B1 or equivalent);
- have at least one of the specialisations mentioned in Annex 1 - 7, page 59 - 67 of the Common Core Curriculum for EUBG Dog Handlers

In addition, the following would be an advantage:

- have been assessed nationally by a Frontex certified national instructor based on Frontex standards
- have attended a centralised Frontex EBCGT training and evaluation session

16. European Coast Guard Functions Officer

16.1 Definition

A European Coast Guard Functions Officer is an official of a competent national authority of a Member State who has knowledge and experience with regard to maritime border control, and/or other coast guard functions .

16.2 Tasks and functions:

- To participate in the multipurpose maritime operations and other related activities to assist Frontex;
- To facilitate the cooperation, information exchange and best practices of Frontex with EMSA and EFCA as well as with the competent national authorities, or other relevant stakeholders for several coast guard functions in a designated area in the context of Frontex activities and/or at the EU external maritime border;
- To operate relevant technical systems, means and equipment;
- To take part in identification of situations in which maritime S.A.R. measures and actions must be taken
- To support appropriate measures for a coordinated and collective multipurpose response for combating risk or threat in partnership with relevant institutions and organizations at the international and/ or European level. To inform the responsible authorities of the Host Member State, through appropriate channels and structures according to the law of the Host Member State, in full coordination with EMSA and EFCA, or other relevant stakeholders about any incidents detected or other relevant information collected
- To support the identification of specific situations in which persons could be in need of international protection or in a vulnerable situation, including unaccompanied minors

16.3 Required job competences:

A European Coast Guard Functions Officer has knowledge and understanding of:

- Specific national, EU and international legislation, policies, procedures
- Aerial and/or maritime domain and relevant technologies in relation to multipurpose operations and coast guard functions
- Fundamental rights specifically related to the maritime domain

A European Coast Guard Functions Officer is able to:

- Exchange information on relevant coast guard functions including by analysing operational challenges and emerging risks in the maritime domain;
- Continuously assess situations and determine the need for further measures and follow specific procedures to enhance coast guard cooperation within multipurpose operations and other related activities;
- Produce comprehensive records and reports in accordance with agreed cooperation rules, established guidelines and standard operational procedures.
- Identify and exchange best practises as regards coast guard functions activities, especially in relation to multipurpose operations.
- Apply a comprehensive range of cognitive and practical skills related to coast guard functions in accordance with the ethical and fundamental rights specific requirements

An EU Coast Guard Function Officer takes responsibility in a designated area and/or at the EU external maritime border for:

- Ensuring that Frontex, EMSA and EFCA and the competent national authorities of the Host MS or other relevant stakeholders are informed via the appropriate channels and structures on the results of the assigned tasks

- Providing knowledge and assessment in relation to his field of expertise to multipurpose operations and related coast guard functions activities
- Facilitating the information exchange and surveillance data and services in compliance with legislation applicable to the different coast guard functions, fundamental rights and data protection rules
- Participating to the implementation of the coordinated multipurpose activities in the maritime domain and to the development of guidelines and standard operational procedures leading to more coordinated actions
- Acting in cooperation with all stakeholders involved in to maritime domain in the context of the coast guard functions and in accordance with the specific arrangements (e.g. Memorandum of Understanding, exchange of letters, Standard Operating Procedures, Service Level Agreement, etc.)

16.4 Eligibility criteria

To be eligible as European Coast Guard Function Officer in the European Border and Coast Guard Teams a candidate should:

- Possess the knowledge, skills and competence as described in the “Required job competences”
- Have adequate knowledge of the English language (equivalent to CEFR level B1)
- Prove at least three years of professional experience related to coast guard functions’ activities and/or multipurpose operations
- Have experience in the implementation of common cross-sectorial (interagency cooperation) and cross-border (International/EU cooperation) mechanism for combating risks and threats at maritime domain.