

MANAGEMENT BOARD DECISION 1/2020

of 4 January 2020

on adopting the profiles to be made available to the European Border and Coast Guard Standing Corps

THE MANAGEMENT BOARD

Having regard to the European Border and Coast Guard Regulation¹ (hereinafter ‘the Regulation’), and in particular Article 100(2)(i) thereof,

Whereas:

- (1) In accordance with Article 54(4) of the Regulation, the Management Board, on the basis of a proposal by the Executive Director taking into account the Agency’s risk analysis, the results of the vulnerability assessment and the multiannual strategic policy for European integrated border management, and building on the numbers and profiles of staff available to the Agency through its statutory staff and ongoing secondments, by 31 March of each year, should adopt a decision, inter-alia:
 - a. defining the profiles of, and setting out the requirements for, operational staff;
 - b. on the number of staff per specific profile of categories 1, 2 and 3 staff to form teams in the following year based on operational needs in the following year;
 - c. setting the specific numbers and profiles of staff per Member State to be seconded to the Agency;
 - d. setting the specific numbers and profiles of staff per Member State under the reserve for rapid reaction to be provided in the following year in the event of rapid border interventions;
 - e. setting out an indicative multiannual planning of profiles for the subsequent years.
- (2) In line with Task number 2.1.6 in the ‘Roadmap for the implementation of the European Border and Coast Guard 2.0’, drawn up by the Commission and the Agency on 1 July 2019, this Decision should be limited to defining the profiles of, and setting out the requirements for, operational staff².
- (3) It would thus be necessary to adopt a separate, follow-up Management Board Decision by 31 March 2020 in order to adhere to Article 54(4)(b) to (e) of the Regulation.
- (4) On 16.7.2019 Frontex received from the Commission a note entitled ‘Commission’s comments on the Agency’s preliminary non-exhaustive assessment of profiles’. At point 2.c of that note it is mentioned

¹ Regulation (EU) 2019/1896 of 13 November 2019 on the European Border and Coast Guard (OJ L 295, 14.11.2019, p. 1).

² In accordance with Article 54(4)(a) of the Regulation.

that 'staff responsible for the functioning of the ETIAS Central Unit' should not be subject to the MB decision on profiles and planning of the standing corps.

HAS DECIDED AS FOLLOWS:

Article 1

Profiles

The profiles of, and the requirements for, operational staff within the European Border and Coast Guard Standing Corps, as set out in the annex to this Decision, are hereby adopted.

Article 2

Entry into Force

This Decision enters into force on the day following its adoption.

Done by written procedure, 4 January 2020

For the Management Board

[signed]
Marko Gašperlin
Chairperson

Annex: Profiles to be made available to the European Border and Coast Guard Standing Corps

ANNEX:

**Profiles to be made available to the
European Border and Coast Guard
Standing Corps**

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1. General Considerations

The following considerations are applicable to all profiles described in this document:

- The job competences for specific profiles are defined in accordance with the Sectoral Qualifications Framework for Border Guarding ('SQF');
- The Agency ensures that an officer from a Member State ('MS') or Schengen Associated Country ('SAC') deployed under any profile is not asked to perform tasks for which they do not have the qualifications or mandate to perform unless explicitly agreed with the home MS/SAC;
- The profiles listed in this document refer only to the European Border and Coast Guard Standing Corps ('Standing Corps') and they have no legal or operational effect on the national profiles, roles or tasks;
- All members of the Standing Corps shall have participated in training on relevant Union and international law, including fundamental rights, access to international protection, guidelines for the purpose of identifying persons seeking international protection, and directing them towards the competent authorities;
- All members of the Standing Corps shall perform border control tasks in accordance with applicable national, EU and international law in full compliance with fundamental rights, and report on the performed tasks;
- The Agency shall provide all members of the Standing Corps with specialised training relevant to their tasks and powers;
- The Standing Corps is to be able to consult relevant Union databases if necessary for fulfilling operational aims specified in the operational plan. The host MS/SAC may also authorise members of the teams to consult its national databases where necessary for the same purpose;
- The Coordination and Management Structure, including tasks and roles of participants as well as provisions for the use of force in the operational activities is described in the Operational Plan for each activity and is not specified within the framework of definitions of profiles;
- All members of the Standing Corps are to be able to identify persons in need of international protection and persons in a vulnerable situation, including unaccompanied minors and refer them to the competent authorities.

2. Border Guard Officer

2.1. Definition

A Border Guard Officer is an official of a competent national authority of a MS/SAC, or an Agency's statutory staff member to be deployed as a member of the teams, who carries out one or more of the following tasks.

2.2. Tasks

2.2.1. Border Check (First line, gate and second line checks)

2.2.1.1. Border Checks (First line and gate)

- To check at the MS/SAC external borders if a person is authorized to enter or leave the territory of the country;
- To detect illegal cross-border activities related to persons, documents, objects in their possession and their means of transport.

2.2.1.2. Border Checks (Second line)

- To perform thorough checks and additional verifications including on the authenticity of travel documents by using technical devices and by further consulting the relevant databases.

2.2.2. Border Surveillance

- To carry out border surveillance in a designated area at the MS/SAC external land borders and in Third Countries;
- To operate relevant technical equipment (terrestrial assets etc.);
- To detect and apprehend persons having crossed or having attempted to cross the border illegally;
- To document all relevant actions by using methods and technology (reports, videos, photos, etc.).

2.2.3. Interviewing/Screening (basic)

- To carry out interviews by applying appropriate interview techniques, and in compliance with fundamental rights, in order to establish the assumed nationality of a person without valid identification document having crossed, or having attempted to cross, the MS/SAC external border;
- To carry out screening interviews by applying appropriate interview techniques.

2.2.4. Registration and Fingerprinting

- To operate fingerprinting technology and equipment;
- To take and record legible fingerprints of persons crossing the MS/SAC external border illegally and/or of a person applying for asylum, including related tasks in the relevant databases;
- To support the Host MS/SAC in issuing documents for registered persons.

2.2.5. Cross Border Crime Detection (basic)

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

- To support the prevention and detection of 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.

2.2.6. Forgery Detections (basic)

- To provide effective document checks in the first line border control;
- To assess the authenticity of documents and if they are presented by the rightful holder;
- To be able to channel the suspect documents to the second line of expertise;
- To support, if required, the production of "Alerts" aiming the dissemination of the findings, trends and routes.

2.2.7. Motor Vehicle Crime Detection (basic)

- To support the recognition of motor vehicle crimes and related documents and refer them to the national authorities;
- To effectively use the relevant national and international databases;
- To support first-line border checks.

2.2.8. Return Support (basic)

To perform return-related tasks as a member of a team in non-complex, routine situations, such as:

- To provide administrative and operational assistance during the organisation and/or implementation of return activities;
- To provide support to the forced-return escort and support officer as well as the return specialist;
- To support the implementation of the pre-departure phase of the return operation, excluding escorting functions.

2.3. Requirements

A Border Guard Officer in the Standing Corps should:

- Possess knowledge, skills and competence as relevant to the tasks described;
- Have adequate knowledge of the English language (equivalent to CEFR level B1);
- For deployment at airports, unless agreed differently with the Agency prior to the deployment, the officer has to possess an access card for entering unaccompanied the restricted areas located after the security checks, normally dedicated to passengers holding a boarding pass.

In addition, the following would be of advantage:

- Proven professional experience working at the land, air or sea border crossing points or performing inland control within the territory of a MS/SAC, or providing ground support to return operations;
- Communicate effectively in languages spoken in third countries;
- Experience with de-escalation and/or mediation techniques and methodologies;
- Knowledge of first aid procedures;
- Experience in using databases and information management systems.

3. Information officer

3.1. Definition

An Information Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member who supports the information and data management processes (collection, assessment, analysis and distribution) between the Agency and national authorities (including third countries). The Information Officer should be able to carry out one or more of the following tasks.

3.2. Tasks

3.2.1. Supporting information collection relevant for situation monitoring and risk analysis

- To collect, monitor, process, update and validate operational information in near or real time including through the execution of Eurosur Fusion Services (multipurpose aerial surveillance, vessel tracking, reporting etc.), the use of JORA, and various source of information (NCC network and FLO network etc.), for the purpose of situation monitoring and risk analysis;
- To produce operational reports, early warnings - where necessary in near or real time - and update relevant information registers supporting the Agency, MS/SAC and other stakeholders in the implementation of the Agency's reporting systems and working for this reason under the guidance of the established coordination and management structures;
- Contribute to the proper implementation of operational information gathering in the field, based on information requirements issued by the Agency;
- To maintain a proactive approach, in close coordination with National Authorities, in order to identify new trends of modus operandi and routes and information on criminal activities for risk analysis.

3.2.2. Supporting the management of EUROSUR

- Provide assistance in Eurosur related matters such as data reporting, processing, visualization, and service provision.

3.2.3. Supporting the operation and management of Agency's centralized command and control room

- Support the provision of centralised coordination and management capability including infrastructure and manpower with access to various Eurosur Fusion Services, including Multipurpose Aerial Surveillance, as well as other integrated and tailor made information products, other sources of data and information (i.e. NCC, national authorities, FLO) as well as services executed in near real time and/or real-time on tactical, operational and strategic level.

3.3. Requirements

An Information Officer should:

- Possess knowledge, skills and competences relevant to the tasks described;
- Have an adequate knowledge of English language (equivalent to CEFR level B2);
- Have an advanced level of knowledge of using common ICT software applications/Frontex Information Management Systems (e.g. Eurosur Fusion Services, JORA etc.);
- Knowledge of the EU legal framework on protection of personal data.

In addition, the following would be of advantage:

- Experience in working in law enforcement (i.e. cross-border crime etc.), coast guard, border management authority, especially working in a National Situation Centre, National Coordination Centre, Rescue Coordination Centres and International Coordination Centre or other Command and Control Centre;
- Ability to speak the language of the respective host country and/or knowledge of additional EU languages.

4. Debriefing Officer

4.1. Definition

A Debriefing Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory Staff member, who carries out at least one of the following tasks.

4.2. Tasks

4.2.1. Debriefing

- To carry out voluntary, anonymous, informal and confidential debriefing interviews with migrants in order to collect information for risk analysis, on irregular migration and other cross-border crime including trafficking in human beings and terrorism by applying adequate interviewing techniques;
- To profile irregular migrants and 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, and to refer them to the second line or specialised police;
- To compose debriefing interview reports to be sent to the host MS and via JORA to the Agency.

4.2.2. Interviewing/Screening (advanced)

- To carry out screening interviews by applying appropriate interview techniques in order to identify migration patterns used by irregular migrants in compliance with fundamental rights;
- To establish the assumed nationality of an interviewed person;
- To collect information related to migrant profiles with a view of supporting the development of threat profiles;
- To collect information at land, sea or air border crossing points as related to irregular migration and cross-border crime;

4.3. Requirements

A Debriefing Officer in the Standing Corps should:

- Possess knowledge, skills and competence as relevant to the tasks described above;
- Have adequate knowledge of the English language (equivalent to CEFR level B2);
- Have proven professional experience in preparing and leading interviews of third country nationals;
- Demonstrate advanced knowledge of the latest migration trends;
- Have good observation and communication skills;
- Demonstrate knowledge of geo-political situation of the countries of origin and/or transit.

Specific for debriefing tasks:

- Have proven experience in performing debriefing interviews with migrants;
- Demonstrate advanced knowledge of modus operandi for organized crime;
- Demonstrate advanced cultural awareness of the countries of origin and transit;
- Have the capability to withstand stress and strong emotional events.

Specific for interviewing/screening (advanced) tasks:

- Demonstrate awareness and knowledge of travel patterns and modus operandi

In addition, the following would be of advantage:

- Ability to speak a language spoken in a third country or the country of foreseen deployment.
- The successful completion of the relevant profile training courses organised by the Agency for -
 - Debriefing Experts (the debriefing officer will undergo targeted training);
 - Screening or Interviewing Experts.
- Participation in workshops and awareness sessions relevant to the tasks above;
- Previous deployment experience in the Agency coordinated Joint Operations performing debriefing and/or interviewing/screening (advanced) tasks.

5. Advanced Level Document Officer

5.1. Definition

An Advanced Level Document Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member, who carries out thorough examinations of a broad range of travel related documents.

5.2. Tasks

- 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.

5.3. Requirements

An Advanced-Level Document Officer in the Standing Corps should:

- Have proven professional experience of at least three years as a document examination officer in a competent national authority, preferably in an immigration or border control agency;
- Have adequate knowledge of the English language (equivalent to CEFR level B2);
- Have knowledge of databases related to the examination of travel-related documents;
- Have participated in a training on advanced skills for the detection of falsified documents;
- If deployed at MS/SAC airports - with regard to activities to be carried out at airports, and unless agreed differently with the Agency prior to the deployment, the Officer has to possess an Access Card for entering unaccompanied the restricted areas located after the security checks and normally dedicated to passengers holding boarding passes.

6. Cross-Border Crime Detection Officer

6.1. Definition

A Cross Border Crime Detection Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member, who supports the national authorities of the host MS/SAC in the detection of serious crime with a cross-border dimension including terrorism, performing at least one of the following tasks.

6.2. Tasks

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 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.

6.3. Requirements

A Cross-Border Crime Officer in the Standing Corps should:

- Possess advanced knowledge, skills and competence as relevant to the tasks described;
- Have adequate knowledge of the English language (equivalent to CEFR level B2);
- Have proven professional experience in identification of suspected individuals involved in migrants smuggling and/or trafficking in human beings and/or cross border-crime;

In addition, the following would be of advantage:

- At least two years of 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.

7. Motor Vehicle Crime Detection Officer

7.1. Definition

A Motor Vehicles Crime Detection Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member, who carries out thorough verifications of vehicles and their documents in order to establish possible vehicle theft and trafficking.

7.2. Tasks

- To recognize motor vehicle crimes and related documents and refer them to the national authorities;
- To effectively use the relevant national and international databases;
- To recognize emerging motor vehicle theft patterns and report accordingly;
- To support first-line border checks.

7.3. Requirements

A Motor Vehicles Crime Detection Officer in the Standing Corps should:

- Possess certain knowledge, skills and competence as relevant to the tasks described;
- Have adequate knowledge of the English language (equivalent to CEFR level B1);
- Proven professional experience within competent national authorities, as an officer primary dealing with the detection of motor vehicle crimes.

In addition, the following would be of advantage:

- At least three years of working experience within competent national authorities, as an officer primary dealing with the detection of motor vehicle crimes.

8. Dog Handler

8.1. Definition

A Dog Handler is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member who carries out border control at the MS/SAC external borders with the support of his/her service dog, with at least one of the following tasks.

8.2. Tasks

- Search and find passively and proactively source(s) of human scent and use force in accordance with applicable legislation (use of force not being mandatory);
- Search and indicate sources of product scent (e.g. explosives, narcotics);
- Search and indicate sources of bio-scent (e.g. blood, cadavers);
- Perform border control tasks.

8.3. Requirements

A Dog Handler in the Standing Corps should:

- Have proven operational experience as dog handler in competent national authority;
- Have adequate knowledge of the English language (CEFR level B1);
- Possess specific knowledge, skills and competence as relevant to the respective tasks described in the Common Core Curriculum.

In addition, the following would be an advantage:

- At least two years of operational experience as dog handler in competent national authority;
- Have been assessed nationally by a Frontex certified national instructor based on the Agency's standards;
- Have attended a centralised Frontex EBCGT training and evaluation session and successfully certified.

9. Frontex Tactical Support Officer

9.1. Definition

A Frontex Tactical Support Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member, who assists in at least one of the following tasks towards effective implementation of the Agency's operational activities.

9.2. Tasks

9.2.1. Frontex Operational Response Support

- Support the coordinating officer in monitoring the proper implementation of the JO as described in the OPLAN and acting as the primary Frontex point of contact for inquiries in regard operational activities in the operational area;
- Support and initiate adjustments of the operational concept and working procedures, when justified by risk assessment and/or operational needs;
- Establish and maintain the close link and cooperation with national authorities;
- Coordinate the operational activities and deployed resources in close cooperation with the national authorities;
- Monitor and facilitate the proper implementation of the information gathering, sharing and dissemination as well as the reporting system;
- Provide daily reports/updates from the respective operational area;
- Facilitate meetings, operational briefings, debriefings etc. in the operational area;
- Follow communication and chain of command according to the operational plan.

9.2.2. Support for Logistics

General

- To provide logistical and practical support on deployment of human resources and technical equipment;
- To organize 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;
- To perform deployment, maintenance, disposal, repairs and warehousing related tasks for the Agency's own equipment.

In local level and/or decentralised offices

- Logistics-related requests/reports to FX/PRU/Logistics, including maintenance and repairs;
- Logistics related to limited spares (critical), consumables (limited), medical supplies, weapons and ammunition, uniforms etc.

9.2.3. Health Support

9.2.3.1. Mental Health Support

- To provide primary-level (e.g. social support, stress release and diffusion) and secondary-level interventions (e.g. on-the-spot training related to coping strategies and tackling psychological hazards) in operational areas.

9.2.3.2. Medical First Response

- To provide emergency medical and minimally invasive primary medical care interventions on the spot;
- To provide on-the-spot and on-the-job training for deployed staff on first aid and in particular Tactical Emergency Casualty Care.

9.2.3.3. Occupational Safety and Health Support

- To provide advice to ensure the implementation of the Occupational Safety and Health Guidelines.

9.2.4. Field Press Support

- To support the Agency's Media and Public Relations 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 after obtaining necessary authorisations from the competent authorities, related to the respective documentation;
- To gather information based on requests from the Agency's Media and Public Relations Office to facilitate official visits to the operational areas.

9.3. Requirements

A Frontex Tactical Support Officer should:

- Possess certain knowledge, skills and competence as relevant to the tasks described;
- Have an adequate knowledge of English language (equivalent to CEFR level B2);
- Have at least two years full-time proven experience as line manager.

Specific to Press Support:

- Have an adequate knowledge of 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.

Specific for Health Support:

- Possess knowledge, skills and competence as relevant to the tasks described;
- For Medical First Response and Occupational Safety and Health Support, have adequate knowledge of the English language (equivalent to CEFR level B2);
- For Mental Health Support have adequate knowledge of the English language (equivalent to CEFR level C1).

10. Forced Return Escort and Support Officer

10.1. Definition

A Forced Return Escort and Support Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member, who, within the framework of escorting or ground and on board support duties for the return of third country nationals, by carrying out at least one of the following tasks:

10.2. Tasks

10.2.1. Escorting in forced return operations

- To support, in compliance with fundamental rights, the implementation of all phases of the return operation;
- To operate in support of the national services of MSs/SACs in the field of return, escorting persons subject to a return decision to be handed over to third country authorities;
- To identify and take necessary actions to assist vulnerable groups or families with children, when appropriate, in line with the above-mentioned activities.

10.2.2. Ground and on board support to voluntary and forced return operations

- To support, in compliance with fundamental rights, the implementation of all phases of the return operation, excluding escorting activities;
- To act as a member of a team supporting other officers when he/she has not been assigned a particular migrant to be returned;
- To identify and take necessary actions to assist vulnerable groups or families with children, when appropriate, in line with the above-mentioned activities.

10.3. Requirements

A Forced Return Escort and Support Officer should:

- Have adequate knowledge of the English language (equivalent to CEFR level B1);
- Possess knowledge, skills, competences and/or experience in the area of duties.

In addition, the following would be of advantage:

- Experience with de-escalation and/or mediation techniques and methodologies;
- Knowledge of first aid procedures;
- Specific expertise in child protection/vulnerable groups;
- Work experience in conducting escorting and/or ground support.

11. Return Specialist

11.1. Definition

A Return Specialist is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member who carries out tasks connected to return of third country nationals illegally staying on a territory of a Host MS/SAC.

11.2. Tasks

- To operate in support of the national authorities responsible for return;
- To act individually or in a team deployed to reinforce the responsible authorities;
- To support one or more return processes related to:
 - Consular cooperation for return purposes;
 - Identification and acquisition of travel documents from third country authorities for the purpose of return;
 - Return case management systems, operational data collection and synergies with the integrated return management platform, use of operational return systems;
 - Other relevant activities in pre-return, return operations and post-arrival and post-return stages for both voluntary and forced return (including return counselling, cultural mediation).

11.3. Requirements

A Return Specialist should:

- Have an adequate knowledge of the English language (equivalent to CEFR level B2);
- Possess knowledge, skills, competences and/or experience in one or more tasks as described above;
- Possess adequate communication and representation skills.

In addition, the following would be of advantage:

- Two years of professional experience in one or more tasks as described above;
- The ability to verify the assertions of the third country nationals using specialised tools;
- Experience cooperating with third country diplomatic missions;
- Experience cooperating with EU Agencies, Union funded programmes on return, International Organisations and Non-Governmental Organisations;
- Experience developing a return structure within the framework of a national return office;
- Knowledge of other languages relevant for the task;
- Knowledge of procedures associated with voluntary return and/or reintegration;
- Specific expertise in child protection;
- Experience with databases and information management systems.

12. Coast Guard Function Officer

12.1. Definition

A Coast Guard Function Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member who has knowledge and experience with regard to maritime border control, and/or other coast guard functions.

12.2. Tasks

- To participate in the Agency's multipurpose maritime operations and other related activities to assist the Agency;
- To facilitate the cooperation, information exchange and sharing of 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 MS/SAC external maritime border;
- To operate relevant technical systems, information platforms and services using the granted access (on board or in a Coordination Centre);
- To support appropriate measures for a coordinated and collective multipurpose response in the frame of CGFs for combating risk or threat in partnership with relevant institutions and organizations at the international and/or European level;
- Support with the practical implementation of the EMPACT activities linked with CGFs in which the Agency is involved within JO and/or other maritime activities);
- To support the implementation of the Agency JO/MMO and other activities during the briefings, workshops, etc. related to European cooperation on Coast Guard Functions;
- To provide training to Home Member States staff (national Officials, crew) regarding EFCA, EMSA, CGFs issues;
- To support the deployed staff in JO/MMO in completing the sighting forms on fisheries and potential marine pollution;
- To support FOC (or the Agency staff) in ICC in case of any additional operational needs, which were not defined in the operational plan when it comes to Coast Guard Functions;
- To collect, analyse and report the information gathered in the operational area to the Agency according to the procedure and briefing delivered before deployment.

12.3. Requirements

A Coast Guard Function Officer in the Standing Corps should:

- Possess certain knowledge, skills and competence as relevant to the tasks described;
- Have adequate knowledge of the English language (equivalent to CEFR level B2);
- Have proven 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.

In addition, the following would be of advantage:

- At least three years of professional experience related to coast guard functions' activities and/or multipurpose operations.

13. Crew Member

13.1. Definition

A Crew Member is an official of a competent national authority¹ of a MS/SAC or an Agency's statutory staff member responsible for operating aerial or maritime assets, who carries out at least one of the following tasks.

13.2. Tasks

13.2.1. Tasks for Maritime Assets

- **Management Level Tasks:** Associated with e.g. Master, Chief Officer (CO)/ Chief Mate, Chief Engineer and First Engineer. The tasks of National Official (for heavy Technical Equipment) as described in the respective operational plan should be executed by a crew member of this level;
- **Operational Level Tasks:** Associated with e.g. Officer in charge of a navigational watch, Engineer Officer and Radio Operator;
- **Technical Level Tasks.**

Boarding teams as member of the crew: border/coast guard officer part of the crew with assigned role and training in boarding:

- To be able to perform boarding of the ships in case of unopposed and non-cooperative (up to passive resistance) boarding operations according to the classification of boarding operations within Frontex Joint Maritime Operations (Handbook on Boarding: Best Practices and Guidelines);

In case that the boarding team members are not part of the crew, the profile can be deployed on board of the ships but it is advisable for the MS/SAC to deploy an entire boarding team.

13.2.2. Tasks for Aerial Assets

- **Management Level Tasks:** Associated with e.g. Pilot in Command, Co-Pilots, Tactical Coordinator/Mission commander and maintenance Officer/Coordinator (depending on the respective competences). The tasks of National Official (for heavy Technical Equipment) as described in the respective operational plan should be executed by a crew member of this level;
- **Technical Level Tasks:** Associated with e.g. Sensors operators, flight engineers, rescue swimmers, mission support technicians;
- **Maintenance Level Tasks:** Associated with e.g. first line and second line maintenance technician.

¹ Crew Members provided by private contractors are excluded.

13.3. Requirements

A Crew Member should:

- Possess knowledge, skills and competence relevant to the tasks described;
- Possess minimum 3 years of experience in the specific crew role;
- Have adequate knowledge of the English language (equivalent to CEFR level B1 and at least B2 for Management level);
- Be able to apply self-safety and security practices in accordance with defined standards and guidelines;

Specifically for Maritime Assets:

- Be able to perform SAR activities in various distress situations at the sea borders in accordance with guidelines, tasks and relevant maritime law and best practices.

In addition, the following would be of advantage specifically for Maritime Assets:

- Demonstrate adequate experience on performing Coast Guard Functions within the scope of his/her role and tasks (e.g. fisheries inspections, environmental protection etc.) and possess good knowledge of relevant EU and international law;
- Be able to identify and report a series of cross sectorial threats at the maritime domain.