

## ICMPD Job Profile

### Border Management Specialist (Pan-Africa Region)<sup>1</sup>

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#### Functional Overview

The Border Management Specialist contributes to the implementation and development of ICMPD's border management and security portfolio in the Pan-Africa Region. Under the supervision of the Project Manager and with guidance from the Portfolio Manager for the region, the incumbent provides technical expertise in the design, delivery, and evaluation of projects, ensuring the integration of high-quality, context-specific border management solutions. The Specialist engages with national stakeholders, regional partners, and international institutions to strengthen capacity, facilitate training, and contribute to policy and operational improvements in the field of Integrated Border Management (IBM) and border security.

The position requires the ability to work across multiple projects, teams and contexts, apply analytical thinking to complex law enforcement environments, and translate regional challenges into effective, sustainable project results.

#### Key Results

**Technical delivery and quality assurance:** Border management activities are implemented in line with ICMPD's quality standards and project work plans. Technical assessments, advisory inputs, and operational tools are developed and delivered on time, contributing to national capacity-building and regional cooperation. Project outputs are reviewed for quality, relevance and consistency, and implementation challenges are analysed and addressed through practical, context-specific solutions. Lessons learned are documented and shared across projects and regions, supporting continuous improvement of ICMPD's approaches and the achievement of results.

**Capacity building and knowledge transfer:** Training and advisory support are provided to partner institutions through the development of tailored operational documents and curricula; facilitation of learning sessions; and production of guidance tools and manuals. Good practices and lessons learned are captured and shared through ICMPD's knowledge management mechanisms. Contributions are made to ICMPD's communities of practice and learning exchanges, supporting thematic coherence and cross-regional learning on border management and security. Technical input is provided for the development of Terms of Reference for external experts and other relevant documents.

**Stakeholder engagement and institutional cooperation:** Collaborative working relationships with government authorities, law enforcement agencies, and regional organisations are developed and maintained to support the delivery of border management initiatives. Participation in technical exchanges and dialogue contributes to strengthened cooperation frameworks and regional approaches to IBM.

**Contribution to portfolio growth:** New project ideas, concept notes, and inputs to proposals are developed in coordination with Project Managers and the Portfolio Manager. Thematic insights and lessons learned from

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<sup>1</sup> This profile is classified at IP/LP3.

implementation are used to inform the design of new initiatives and strengthen ICMPD's border management and security portfolio in the Pan-Africa Region.

### Required Expertise

- In-depth knowledge of legislation, policies, and regulatory frameworks related to border management and security in Africa. Specific expertise in the West Africa context is an asset.
- Demonstrated ability to deliver training and capacity-building activities for law enforcement or border management professionals.
- Proven experience in drafting technical documentation, including assessment reports, standard operating procedures, manuals and concept notes.
- Experience working with national or regional law enforcement institutions and international organisations at operational and strategic levels.
- Experience working on or related to EU-funded projects is an asset.
- Applied knowledge of integrated border management, counterterrorism, organised crime, and related law enforcement domains.
- Strong analytical, organisational, and communication skills, with the ability to work effectively in multicultural teams and under pressure.

### Qualifications, Experience and Language Skills

- Master's Degree related to the area of work.
- Minimum of 5 years of experience in law enforcement and/or training with a focus on border management and security at the international level.
- Proficiency in (verbal/written) English and French is required.
- Proficiency in the use of standard IT tools.