



EUROPEAN COMMISSION

EuropeAid Co-operation Office

Thematic operations
European Union Election Observation Missions

Brussels, 5 February 2010

AIDCO/F2 D(2009)

NOTE TO THE MEMBER STATES

CALL FOR CANDIDATURES FOR LONG TERM AND SHORT TERM OBSERVERS

FOR AN ELECTION OBSERVATION MISSION (EOM)

REPUBLIC OF ETHIOPIA – PARLIAMENTARY AND REGIONAL ELECTIONS - 23 MAY 2010

The European Union is likely to deploy an Election Observation Mission (EU EOM) to Ethiopia. The European Commission wishes to initiate the selection of long term and short term observers to observe the forthcoming Parliamentary and Regional Elections currently scheduled to be taking place on 23 May 2010.

The European Commission wishes to begin the procedures for recruitment of:

1. 90 LTOS (LONG TERM OBSERVERS). INDICATIVE AVAILABILITY DATES:

- Tentative deployment dates: **from 19 April to 3 June 2010** including travel days and pre-departure training.
- Compulsory participation in one (1) three-day pre-deployment training, currently scheduled to be taking place on 20-23 April 2010.

2. 60 STOS (SHORT TERM OBSERVERS). INDICATIVE AVAILABILITY DATES:

- Tentative deployment dates: **from 10 May to 29 May 2010** including travel days and pre-departure training.
- Compulsory participation in one (1) three-day pre-deployment training session, currently scheduled to be taking place on 11-14 May 2010.

More information on the exact dates and location of the training session as well as final decision on the exact dates of deployment will depend on the electoral calendar and will be communicated to selected observers and Member States at a later stage.

In order to ensure the recruitment of the observers and to respect the tight dates of the tentative deployment plan, the European Commission invites the Member States to submit candidates' names via the ROSTER, at the latest **by 09 April 2010**.

- Up to 8 candidates for the position of Long Term Observers (LTOs)

- Up to 7 candidates for the position of Short Term Observers (STOs)

Member states should ensure a fair balance regarding the gender and the professional background of shortlisted candidates.

3. CANDIDATE PROFILE

Applicants' references and professional experience might be checked and language proficiency in English tested through phone interviews by European Commission officials during the selection process.

1. Language proficiency: good written and spoken proficiency in English (level 3 = fluent) is a must. Knowledge of Amharic language is a plus.
2. Previous experience in Ethiopia and/or in the region is an asset.
3. Previous electoral observation experience and/or other relevant experience including electoral training, technical assistance or experience in the region in relevant fields:
 - LTOs: minimum one (1) observation mission as an observer or core team member; Previous experience in EU EOM under challenging logistical and security conditions is an asset.
 - STOs: minimum one (1) observation mission as an observer or core team member or relevant electoral training (preferably by NEEDS) or relevant previous work experience. Previous experience in EU EOM under challenging logistical and security conditions is an asset.

A limited number of STO positions will be reserved for newcomers with relevant skills. Member States are invited to propose one STO without experience.

4. Previous experience of work as a civilian in a large scale international mission or in a human rights monitoring mission under challenging logistical and security conditions.
5. Demonstrated commitment to Democracy and human rights.
6. Computer and IT (Microsoft Office Word, Excel, Access, Acrobat reader, Outlook) and internet browser and web mail software. Familiarity with use of Internet, Satellite phones, HF, VHF, GPS, BGAN.
7. Excellent physical condition and good health, can sustain long working hours and potential demanding physical efforts. Candidates should consult their government's health advisories.
8. Security conditions: observers will be deployed in a challenging security context and might face strict security regulations including restricted movements.
9. Living conditions: observers should be willing to accept harsh living conditions when deployed in Ethiopia, including lack of power supply, water restrictions and poor road conditions.
10. Full flexibility is required from the candidates in terms of mission timetable in case changes and delays might occur.

4. **SELECTION OF SUCCESSFUL CANDIDATES AND INFORMATION TO BE PROVIDED TO SHORTLISTED OBSERVERS**

1. The Commission will proceed with the selection of the observers in the framework of the criteria outlined in the European Union Council Decision “**EU Guides for the Selection of the electoral observers**” **Council Decision 8728/99 - PESC 165 - COHOM 4** and will inform the Member States of the final list of the selected observers.

<u>Tentative date</u> by which the Commission hopes to inform MS and selected/non-selected LTO	<u>12 April 2010</u>
<u>Tentative date</u> by which the Commission hopes to inform MS and selected/non-selected STO	<u>14 April 2010</u>

2. Previous evaluations during EU EOMs and NEEDS training sessions will also be taken into account.
3. The Commission will use for the Mission the data already existing in the ROSTER system: http://ec.europa.eu/europeaid/what/human-rights/election_observation_missions/index_en.htm. **The applications sent by email will not be taken into account.**

5. **THE COMMISSION INVITES THE MEMBER STATES:**

- to only propose candidates certifying their full availability for the entire period of the mission, inclusive the participation in a three-day training session prior to deployment;
- to ensure an appropriate balance between the observers' past professional experiences (various types of public or civilian background);
- to request pre-selected observers to update their personal data in the ROSTER before the submission of their candidatures. For the entire selection process and the preparations for fielding, the Commission will only take into consideration the data as entered in the CV in the Roster (departure airport, passport data, e-mail addresses, telephone numbers, etc.). Should a CV not include all the required information, the applicant will be rejected. Later communication by the candidate (for example new departure airport, changed e-mail, etc.) shall not be taken into consideration;
- to rank by order of preference in each category all shortlisted observers;
- to inform the observers of the information and terms of reference detailed in the annex to the present Note (in particular regarding per diem and accommodation, and pre-deployment training);
- to inform the observers about the challenging logistic and security conditions of their possible deployment in Ethiopia including difficult locations such as potential assignments to Somali, Tigray, Oromyia regions ;
- to inform the observers that English proficiency might be tested through phone interviews by European Commission officials during the selection process.
- to direct the observers to strictly follow at any time during their assignment as observers the EU code of conduct for election observers as well as the instructions given by the European Commission and EU EOM Core Team and Service Provider, in particular security and safety instructions, upon deployment and throughout the mission.

Failure to follow the code of conduct (attached) and instructions may result in an anticipated termination of the observer's assignment, immediate repatriation to the place of residence and non-recommendation for future EU EOMs

- to inform observers of the security instructions and health precautions and requirements as published on the websites of their respective Ministries and Embassies. More information on health precautions and requirements will be communicated by the service provider to selected candidates at a later stage.

[Signed]

Patrice Lenormand
Head of Sector Elections

Annex:

- Recruitment Information and Terms of Reference for Observers

CC: Mr. Bouratsis, Ms. Suomalainen, Mr. Nagoda, (AIDCO/F)
Ms. Wasilewska, Ms. Maertens, Ms. Skowron (RELEX/B)