



## Vacancy Notice INT03422

This vacancy announcement pertains to law enforcement and/or governmental officials within INTERPOL's member countries only.

Please read the **Conditions of Secondment** in force at INTERPOL including the maximum duration of secondment.

INTERPOL has launched a Financial Assistance Programme for Secondments. This program is targeting non represented and underrepresented member countries which have been deterred from sending Seconded Officers to INTERPOL due to financial reasons. For more information on the eligibility, on the process and on the financial package, please write to [HRM-FinAid@interpol.int](mailto:HRM-FinAid@interpol.int).

Please be aware that your home Administration/Agency/Service/Government will be responsible for all of your salary/remuneration, social insurance, pension contributions, welfare benefits, family allowances, benefits during your assignment at INTERPOL as well as travel, removal expenses related to your arrival at and departure from INTERPOL, and any other related costs depending on your circumstances. **It is requested that you obtain, in writing, confirmation from your home Administration/Agency/Service/Government that it agrees with these CONDITIONS OF SECONDMENT. This confirmation letter should be forwarded to us THROUGH THE NCB, who needs to validate your application.**

**INTERPOL is the world's largest international police organization, with 195 Member Countries. Created in 1923, it facilitates cross-border police co-operation, and supports and assists all organizations, authorities, and services whose mission is to prevent or combat international crime. INTERPOL is now looking for a qualified candidate as a Criminal Intelligence Officer – Environmental Security within the Organized and Emerging Crimes Directorate.**

**INTERPOL embraces diversity and is committed to achieving diversity and inclusion within its workforce. Qualified applicants from underrepresented Member Countries and women are strongly encouraged to apply.**

<b>Job title:</b>	Criminal Intelligence Officer – Environmental Security
<b>Reporting To:</b>	Operations Coordinator
<b>Location:</b>	Lyon, France*
<b>Duration:</b>	3-year secondment
<b>Grade:</b>	5
<b>Number of post:</b>	1
<b>Security Clearance Level:</b>	Basic
<b>Deadline for application:</b>	16 June 2023

INTERPOL is an equal opportunity employer and welcomes the applications of all qualified candidates who are nationals of INTERPOL Member Countries, irrespective of their racial or ethnic origin, opinions or beliefs, gender, sexual orientation and disabilities.

INTERPOL places no restrictions on the eligibility of candidates, without distinction as to race or ethnic origin, religion, opinions, gender, sexual orientation or disabilities. However, the national policy and laws in force in INTERPOL host countries may mean that staff members' spouses or partners, while legally recognized by the Organization, are not given the same recognition when they reside in certain duty stations. When this is the case, the Organization will inform the candidates accordingly to ensure that they are aware of the situation and allow them to make an informed decision. Candidates are also encouraged to familiarize themselves with specific laws and policies that may impact their personal and family situation in the duty station to which they apply.

**\* The Organization reserves the right to change the duty station proposed in the present circular at any time, subject to the rules in force, and will inform the authorities concerned accordingly.**

## INTRODUCTION OF THE POST

The mission of the Organized & Emerging Crime Directorate is to provide up-to-date specialized knowledge, training and investigative support in specific crime areas. The post holder will be a member of the Environmental Security Programme. In that role the post holder will be required to:

- Make expertise available in specialized crime areas;
- Develop and enhance partnerships with organizations which deal with global crime issues;
- Develop and co-ordinate best practices in specific crime areas;
- Increase the flow and exchange of information related to the allocated specialized crime area.

The INTERPOL Environmental Security Programme supports law enforcement agencies to address environmental crime, such as wildlife crime, forestry crime, fisheries crime, pollution crime, etc. Environmental crime is also facilitated by many other crime types, including document forgery, corruption, financial crime and organized crime.

At the national level, the INTERPOL Environmental Security Programme supports different law enforcement agencies (including police, customs, environmental law enforcement agencies, and other specialized units) to coordinate their activities and share information to address environmental crime and related criminal activities. At the international level, INTERPOL supports countries to share intelligence, information and best practices to address transboundary crimes, as well as engaging with other international organizations (such as the International Consortium on Combating Wildlife Crime (ICWC), UNODC, the World Bank and the World Customs Organization) to bring coordinated support to national law enforcement networks to address environmental crime more efficiently, with the objective of disrupting/dismantling major transnational criminal networks.

## PRIMARY DUTIES

The Criminal Intelligence Officer is expected to carry out a combination of the following specialized duties under regular supervision of his/her hierarchy:

- Investigate and assess the structure, scope and nature of criminal activities and/or criminal organizations involved in environmental crime;
- Develop and implement participatory and creative approaches to combat and dismantle environmental crime markets;
- Assess criminal phenomena, tendencies, criminal organizations, the effectiveness of law enforcement measures or related issues in support of strategic decision making and development of policy in Member States' law enforcement organizations or at INTERPOL partner organizations;
- Make expertise available in environmental crime areas;
- Develop and enhance partnerships with organizations dealing with global environmental crime issues;
- Developing and coordinate best practices in environmental crime areas;
- Increase the flow and exchange of information related to environmental crime; and
- Perform any other duties as assigned by the supervisor

**The following tasks may be undertaken in the framework of the performance of the abovementioned principal duties and activities:**

Perform environmental scans, by applying advanced investigative techniques, to identify emerging issues or trends of a political, economic or social nature with a potential to impact on the ability of INTERPOL, Member States or partner organizations to prevent and suppress transnational environmental crime, and disseminate the results of those scans to concerned parties;

Identify, establish and maintain contacts with experts in the field:

- Monitor activities of third organizations and institutions active in specific crime areas to evaluate potential benefits of establishing strategic alliances;
- Arrange reciprocal participation in meetings of third organizations and institutions active in specific crime areas;
- Carry out missions as required;
- Promote and execute joint projects with third organizations and institutions;
- Develop and maintain contact networks, both within INTERPOL and with external organizations in their capacity as partners, sources of information or clients;
- Communicate with experts on current/planned/potential activities and new developments.

Support and enhance law enforcement capacity:

- Develop and deliver training Programmes on elements of operational or strategic investigations, interrogations and criminal evidence management;
- Research, develop and publish best practice materials for investigators;
- Organize meetings, including selection of participants, preparation of invitation letters and the agenda, budgeting and liaise with experts to deliver presentations or facilitate parts of the meetings.

Support criminal investigations:

- Provide advice and support to law enforcement officers to collect, manage and analyse information related to environmental crime;
- Gather, evaluate and exploit information received at INTERPOL from NCBs, other law enforcement agencies, open sources and third party organizations and institutions;
- Carry out missions as required;
- Initiate/prepare/participate in Programmes to improve international sharing of information;
- Link items of information in order to identify trends and develop strategic initiatives.

Prepare intelligence reports for dissemination to member countries by:

- Initiating and preparing Programmes and projects concerning the specific area of crime;
- Executing analytical study and prepare report for publication via appropriate media;
- Providing support to member countries, in collaboration with Regional & National Police Services, in ongoing international investigations.

Raise awareness of emerging threats:

- Attend meetings, workshops and conferences, often delivering presentations on complex subjects and distributing reports;
- Providing advice and information as required on all elements of investigation of offences in specific crime areas and other relevant activities;
- Brief the public on issues relevant to field of expertise;
- Act as a point of reference for member countries requiring assistance or advice on specific areas of criminal activity.

## REQUIREMENTS

All candidates will be assessed on the under mentioned requirements.

### Training / Education required

- University degree (preferably in Law, Public Policy or Police Management);
- Law enforcement training at senior level;
- A qualification in environmental law and/or security, and/or any qualification related to environmental crime would be an asset.

### Experience required

- Minimum of 3 years' professional work experience in the area in question. This could mean working as a criminal intelligence officer in a law enforcement organization, or experience as an investigator in a law enforcement organization dealing with environmental crime-related issues, intelligence or contemporary international security threats;
- Ten years' experience in the area is required if the post holder does not have the required level of education;
- Experience in working with computers including knowledge of oral presentations software, business intelligence and word processing software;
- Demonstrated professional experience as a law enforcement officer;
- Demonstrated professional experience in specialized criminal investigations, including regional and national expertise/operational police support.

### Languages

- Professional fluency in English. Proficiency in a second official working language of the Organization would be an additional asset.

### Specific skills required

- Strong communication skills, both in written and oral form (public speaking and delivery of presentations);
- Strong computer skills;
- Experience with an organization providing support to Government agencies.

### Special aptitudes required

Knowledge of, and/or previous work experience in, the conservation/environmental sector is an added asset including:

- Environmental crime and or security matters;
- Environmental regulations and legislation;
- Applicable enforcement procedures and policies related to infringement of environmental criminal codes;
- Previous work on coordinating INTERPOL activities, specifically related to environment is desirable;
- Experience working in an international environment would be highly desirable; either from employment in an international organization or from participating in, for example, international working groups, joint international projects etc;
- Legal issues relating to environmental crime;
- The INTERPOL Working Groups and/or Environmental Compliance and Enforcement Committee;
- Investigating environmental laws and procedures would be an additional asset.

Proven ability to:

- Think/plan operationally and strategically;
- Transform initiatives into new working practices;
- Prepare written documents, including criminal reports, and professional visual presentations
- Give presentations and provide relevant training;
- Independently analyze a complex/large volume of material;
- Work within a multi-faceted investigative team;
- Work well under pressure (meeting last-minute deadlines);
- Work overtime when the situation arises;
- Use Internet and computer proficiently;
- Work in an international police co-operation environment.

## WORKING CONDITIONS

- Remuneration for secondment: INTERPOL does not pay salary to seconded officials. Depending on the nationality of official, an expatriation allowance may be paid for a maximum period of six years. For more information regarding conditions of service, please refer to our website: (<https://www.interpol.int/What-you-can-do/Careers/Secondments>).
  - The incumbent will be occasionally required to work irregular hours or overtime based upon workload.
  - This post requires occasional travel on missions, sometimes of a long duration and at a short notice.
  - In order to be a staff member at INTERPOL the proof of fully COVID-19 vaccination status is a mandatory requirement. The person is considered fully vaccinated if he/she has taken all the doses (initial and booster doses) required by the local health authorities of his/her country of residence/origin. This may imply a reduced number of doses if the person has recovered from COVID-19 infection (requirement for recovery certificate). Please note this as you apply for the position advertised.
  - Within the limits of the applicable regulations in the duty station, INTERPOL supports selected candidates' visa applications and/or special residence permits.
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- In compliance with INTERPOL's Confidentiality regime the successful candidate will have to undergo a security screening according to the clearance level attached to the function.
- INTERPOL has four working languages: Arabic, English, French and Spanish.
- INTERPOL retains the right not to make any appointment to this vacancy, to make an appointment at a lower or higher grade or to make an appointment with a modified job description or for a shorter or longer duration than indicated above.
- INTERPOL would like to inform candidates that their application might be considered for other similar positions.
- INTERPOL has a non-smoking policy.

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## CONFIDENTIALITY REGIME

In application of Article 114(1) of INTERPOL's Rules on the Processing of Data (RPD), the General Secretariat is *"responsible for determining authorization procedures or a system of security clearance at each data confidentiality level"*. Member Countries which are not able or willing to assist INTERPOL in performing such a check should be aware that some INTERPOL information might not be made available to their nationals working at INTERPOL.

- **In order to be able to access police information classified as "INTERPOL For official use only" or "INTERPOL RESTRICTED", the individual has to obtain "INTERPOL Restricted" security clearance.** This clearance is granted after Basic security screening.

For seconded or other officials assigned to work or assist at the General Secretariat by a member country, in lieu of Basic security screening, the respective NCB takes the responsibility that the equivalent of the INTERPOL Basic security screening has been satisfactorily completed. This means that the following verifications will not be performed by the General Secretariat but are considered to have been taken care of by the respective NCB.

Basic security screening must comprise the appropriate checks listed below:

- Presentation of a current and valid government-issued identity document (passport or identity card);
  - Copies of educational diplomas/certificates and verification of their authenticity;
  - Written reference check form from one or more of former employers (schools and universities may also be considered as appropriate) where the person has worked for a significant period of time;
  - A criminal record disclosure from the person's country of citizenship and country(ies) where he/she has resided (for periods of more than one year) during the past five years;
  - A trawl against open-source information for any adverse information necessary to determine the honesty or integrity of the person.
- **In order to be able to access police information classified as "INTERPOL CONFIDENTIAL", the individual has to obtain "INTERPOL Confidential" security clearance.** This clearance is granted after Enhanced security screening.

Please be aware that the General Secretariat (Internal Oversight Services/Confidentiality Desk) will contact your NCB to obtain the confirmation that this enhanced security screening has been performed on the incumbent.

As a minimum requirement, and to the extent possible under national laws and regulations, this security screening shall comprise an assessment of:

- The applicant's character;
- Any previous incidents where the individual has shown lack of discretion or loyalty in his/her current or former positions (not limited to the current employer), including the infringement of security regulations;
- Past and present conduct or involvement in personal associations that could be exploited or could make the person vulnerable to blackmail or pressure;
- Criminal background (especially regarding acts of terrorism, sabotage, treason or sedition, either as perpetrator or associate; membership or supporter of a criminal organization);
- Any personally induced vulnerabilities such as alcoholism, past or present use of illegal drugs or abuse of prescription medicines (medical secrecy may apply under national legislation);
- Serious financial difficulties or financial irregularities in their accounts (for example, unexplained income) (financial secrecy may apply under national legislation);
- Lifestyle factors that do not match declared income (for example purchasing an expensive vehicle or boat on a modest income);
- The age and maturity of the applicant, including the age and maturity at which any adverse events occurred;
- The legal status of the individual (is the applicant properly registered in his/her country of citizenship and/or residence?);
- Other factors that might raise concerns about an individual's attitude to rules and obligations (for example, is the applicant up to date with tax or other statutory declarations?);
- Honesty of the individual (for example, has the applicant honestly and openly declared any adverse events or factors or has (s)he tried to hide them?; has (s)he been honest during the security screening?).

Under no circumstances should clearance be granted simply because of an official's rank, post held, or length of service. Staff may only gain access to General Secretariat premises and to police information if the appropriate INTERPOL security clearance has been obtained. In order to speed up the process, and as the Enhanced security screening may take some time, the seconded official requiring INTERPOL Confidential security clearance may be authorized to start the secondment if the NCB can confirm that the equivalent to Basic security screening has been performed. Access to "INTERPOL CONFIDENTIAL" information will not be authorized until Enhanced security screening is confirmed.