



Vacancy Notice INT03963

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.

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 Crimes against Children Coordinator within the Organized and Emerging Crime 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.

Job title:	Crimes against Children Coordinator
Reporting To:	Assistant Director Vulnerable Communities
Location:	Lyon, France
Duration:	3-year secondment
Grade:	4
Number of post:	1
Security Clearance Level:	Basic
Deadline for application:	7 July 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 coordinator will have good understanding of the crime area of online child sexual exploitation; will have relevant knowledge and skills relating to all duties and responsibilities of the Crimes against Children Unit including victim identification, ICSE database, IWOL, CII, transnational child sex offences etc.; lead a team of several officers, overseeing activity and delivery.

PRIMARY DUTIES

DUTY 1: The Coordinator will be responsible for the management of the daily work and delivery of the team they are assigned. Responsibilities will include guidance, support, organization, review, prioritization and development of the team's activity. All while maintaining a positive and collaborative work environment and being attentive to assigned, and other team members.

The incumbent will determine the tasks which need to be performed based on the objectives assigned to him/her, will put forward proposals and solutions based on needs, to progress the unit's activity and efficiency.

DUTY 2: The incumbent will be knowledgeable and able to support any CAC unit activity, including - victim identification, analysis of media and intelligence, communication with INTERPOL National Central Bureaus, specialized national units and Child Exploitation Specialists in member countries, liaison and operational support to member countries, partnership development, technologic development activity, participation in professional forums and delivery of presentations, development and delivery of training modules, organization of events.

More specifically, the incumbent will be familiar and able to lead or take part in routine activity including:

- The complete cycle of obtaining processing and auctioning child abuse material to progress identification and refer cases to member countries;
- Provide guidance and support to member countries conducting investigations or operations, remotely or on the ground;
- Assist the design, evolution, testing and rollout of technologic tools including the INTERPOL international Child Sexual Exploitation image database.
- Development and delivery of capacity building training programs intended for specialized units for member countries;

DUTY 3: The incumbent will work closely with support staff to ensure quality and timely delivery, under specific projects or within core activities, including collaboration with any project staff assigned to them.

The incumbent will represent the unit and organization in diverse forums, internal, external, national and international, promoting the goals and interests of the organization, the unit, and member countries.

DUTY 4: The incumbent will be capable of contribute on topics relating to the crime area, such as policy, legislation, technology, gaps, strategy and goals.

The incumbent will contribute to cross unit and directorate collaboration, seeking areas for collaboration and cooperation, as well as alignment of policies and efforts where applicable.

DUTY 5: The incumbent may be asked by management to perform any task and take any responsibility related to Crimes against Children and the unit's mandate, to insure the organization can provide continued quality service to its membership.

REQUIREMENTS

All candidates will be assessed on the under mentioned requirements.

Training/Education required

- Completion of at least three years education at a University or other specialized establishment for higher education;
- A second degree would be an asset.

Experience required

- The candidate must have at least 5 years of professional work experience relating to crimes against children, including management experience, in a law enforcement organization.
- If the post holder does not have the above required level of education, 10 years' experience as above, 3 of which on crimes against children, are required.

Languages

- Fluency in the English language is mandatory;
- Proficiency in a second official working language of the Organization (Arabic, French or Spanish) would be an additional asset.

Abilities required

- Ability to work with explicit child sexual exploitation material such as images and videos;
- Ability to work in an international environment as a member of a team;
- Ability to draft high quality documents, including visual presentations;
- Ability to think/plan operationally and strategically and transform initiatives into new working practices;
- Ability to independently analyze complex or large volumes of material;
- A high level of computer literacy. This requires ability to conceptually understand systems and tools.
- Good knowledge of the windows environment including the office suite;

- A deep understanding of the internet.

Special aptitudes required

- Personal and professional maturity;
- Ability to maintain objectivity and apply logical reasoning;
- Ability to prioritize workload and meet deadlines;
- Ability to work in teams as well as individually;
- Excellent organizational, verbal, telephone, and written communications skills;
- Good social skills, particularly in a multicultural environment;
- Initiative, creativity (original thinking) and curiosity;
- Ability to develop and maintain professional networks;
- Ability to synthesize;
- Good listening skills;
- Openness to learn and develop.
- A dedication to quality work

Specific Skills required

- Excellent management skills – the ability to motivate, mobilize and support a team;
- Developed cultural and social sensitivity;
- A sense of initiative and the ability to propose evolutions to existing procedures and methods.
- Strong communication skills, both in written and oral form (public speaking and delivery of presentations);
- Adaptability and the capability to work under pressure;
- The ability to handle and maintain integrity and confidentiality;
- Experience in international cooperation

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.

- 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.

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.