ToR N°9- 1 Senior Expert – Training on Joint Border Patrols between Albania and Kosovo

LIMITE DE CANDIDATURE

16 Novembre 2026

DURÉE DE LA MISSION

Short Term

ZONE GÉOGRAPHIQUE

Europe Et Asie Centrale

The Overall Objective of EU4FAST is to strengthen the rule of law in the Western Balkans.

The Specific Objective of the action is to improve the conditions for preventing and combatting migrant smuggling and trafficking in human beings in the Western Balkans.
The action has the following outputs:

- **Output 1:** The ability of Western Balkan law enforcement and judicial authorities to combat migrant smuggling and trafficking in human beings is strengthened.
- **Output 2**: The ability of Western Balkan law enforcement actors to cooperate with Member States as well as JHA agencies and non-EU law enforcement actors in activities related to migrant smuggling and trafficking in human beings including through the active participation in the European Multidisciplinary Platform Against Criminal Threats (EMPACT) is increased.
- **Output 3:** The ability of Western Balkan authorities and frontline workers to identify and provide protection to (potential) victims of trafficking in human beings and refer them to competent state and non-state assistance and support services is improved.
  Output 4: The capacity of border authorities of the Western Balkans to prevent and counter migrant smuggling and trafficking in human beings in line with EU standards and human rights is strengthened.

This mission is part of **component 4** described above for the achievement of the work outcome package **4.2 – Border surveillance**.

The work package is aimed at strengthening border surveillance with a particular focus on operational support. Similarly, to WP 4.1, a comprehensive risk, vulnerabilities and needs assessment for better detection of smuggling and trafficking networks will serve as the basis to determine the specific elements regarding organizational requirements in the form of equipment, training, and strategic advice.

CIVIPOL is looking for **one Senior Expert to prepare and deliver training workshops on joint border patrols between Albania and Kosovo.**

Objectives of the activity

The activity aims to strengthen cooperation between the Albanian and Kosovo Border Police by improving their capacity to plan and conduct joint patrol operations in accordance with EU standards and best practices.

The expected results include:

- Improved knowledge of EU standards, legal frameworks and operational procedures governing joint patrols.
- Identification of training needs and operational gaps affecting cross-border cooperation.
- Enhanced coordination, communication and mutual understanding between the two Border Police forces.
- Strengthened operational capacities to conduct effective joint patrols and address cross-border crime, migrant smuggling and trafficking in human beings.

The Position

Under CIVIPOL's coordination, the Senior Expert will prepare and deliver a series of training workshops for Albanian and Kosovo Border Police officers.

The assignment will include:

- **Preparation:** Review of relevant legal frameworks, bilateral agreements and operational procedures; coordination with national experts and CIVIPOL.
- **Training delivery:** Delivery of theoretical and practical training sessions for operational border guards and management-level officers.
- **Assessment:** Monitoring participants' progress through knowledge assessments, practical exercises and evaluation forms.
- **Reporting:** Preparation of a final report presenting the training outcomes, identified gaps and recommendations for future cooperation.

The workshops will take place from **9 to 11 December 2026** in the Morinë/Vërmicë border area (Kosovo):

- 9–10 December: Two-day workshop for operational border guards, combining theoretical instruction and practical exercises.
- 11 December: One-day theoretical workshop for senior managers and team leaders.

Training topics will include:

- EU standards and best practices in cross-border police cooperation and joint patrols.
- Bilateral agreements, legal frameworks and operational procedures.
- Risk analysis, profiling and border surveillance techniques.
- Prevention of migrant smuggling, trafficking in human beings and cross-border organised crime.
- Human rights considerations in joint patrol operations.
- Practical exercises on identity checks, police powers, intervention techniques and the use of coercive measures.

Profile required

Domains of expertise	Training on Joint Border Patrols – Procedures and

	intervention techniques.
Qualifications and competencies	• Professional training and certification as a member of a national law enforcement agency (Police or Gendarmerie). • Specialisation in border surveillance and integrated border management. • Proven experience in designing and delivering training programmes for law enforcement officers. • Ability to develop practical training materials and facilitate multinational workshops.
General professional experience	• At least 10 years of professional experience in border policing or related law enforcement fields. • At least 5 years of relevant experience in border surveillance and joint patrol operations. • Previous experience in international or multi-agency cooperation.
Specific professional experience related to the mission	• Demonstrated experience in designing and delivering training on joint patrols and cross-border operational procedures. • Knowledge of EU border management standards, Schengen best practices and regional cooperation frameworks..
Knowledge and Skills	• Strong organisational and reporting skills. • Good command of office software and digital working tools.
Assets	• Knowledge of the Western Balkans area and/or previous professional experience in the area. • Experience working in EU-funded or international cooperation projects.
Languages	• Excellent command of English, both written and spoken (mandatory). • Knowledge of Serbian/Croatian/Bosnian/Montenegrin (BCMS) is an asset

Submission of applications

Interested candidates are invited to submit

	• Knowledge of Albanian, is an asset.

their application electronically, including:

- An updated CV (European format).
- A copy of a valid identity document with photograph.

Applications should be sent to the following EU4FAST project contacts:

- Ms Stela FIDHI, Project Assistant: stela.fidhi@experts.civipol.fr
- Mr Fabien TALAGA, Police Advisor: fabien.talaga@experts.civipol.fr

Please indicate **"EU4FAST – Senior Expert –ToR N°9 Joint Border Patrols Albania-Kosovo"** in the subject line.

Only applications meeting the required selection criteria will be considered. CIVIPOL will assess the applications and contact the selected candidate for further contractual arrangements.

Terms and Conditions

- **Duration:** 7 working days of expertise (2 days of remote preparation, 1 day of on-site preparation, 3 days of training delivery and 1 day of reporting).
- **Dates:** December 2026 (preparation and training from 8 to 11 December, followed by reporting).
- **Location:** Morinë/Vërmicë border area, Kosovo.
- **Type of contract:** Service-provider contract.
- **Fee:** according to experience.
- **Application deadline:** 16 November 2026.

CIVIPOL will coordinate the preparation of the mission and provide accommodation with full board for the expert. Logistical arrangements and training facilities will also be organised by CIVIPOL.

