

2. Border Guard Officer

2.1. Definition

A Border Guard Officer is an official of a competent national authority of a MS/SAC, or an Agency's statutory staff member to be deployed as a member of the teams, who carries out one or more of the following tasks.

2.2. Tasks

2.2.1. Border Check (First line, gate and second line checks)

2.2.1.1. Border Checks (First line and gate)

- To check at the MS/SAC external borders if a person is authorized to enter or leave the territory of the country;
- To detect illegal cross-border activities related to persons, documents, objects in their possession and their means of transport.

2.2.1.2. Border Checks (Second line)

- To perform thorough checks and additional verifications including on the authenticity of travel documents by using technical devices and by further consulting the relevant databases.

2.2.2. Border Surveillance

- To carry out border surveillance in a designated area at the MS/SAC external land borders and in Third Countries;
- To operate relevant technical equipment (terrestrial assets etc.);
- To detect and apprehend persons having crossed or having attempted to cross the border illegally;
- To document all relevant actions by using methods and technology (reports, videos, photos, etc.).

2.2.3. Interviewing/Screening (basic)

- To carry out interviews by applying appropriate interview techniques, and in compliance with fundamental rights, in order to establish the assumed nationality of a person without valid identification document having crossed, or having attempted to cross, the MS/SAC external border;
- To carry out screening interviews by applying appropriate interview techniques.

2.2.4. Registration and Fingerprinting

- To operate fingerprinting technology and equipment;
- To take and record legible fingerprints of persons crossing the MS/SAC external border illegally and/or of a person applying for asylum, including related tasks in the relevant databases;
- To support the Host MS/SAC in issuing documents for registered persons.

2.2.5. Cross Border Crime Detection (basic)

To contribute to the detection of cross-border crime and to the identification of persons suspected of being involved in cross-border crime activities:

- To support the prevention and detection of cross-border crime, including migrant smuggling, trafficking in human beings and terrorism;
- To support the collection of information concerning the apprehension / seizure;
- To support the preservation of evidence during detection of illicit and/or smuggled goods and/or during apprehension of persons.

2.2.6. Forgery Detections (basic)

- To provide effective document checks in the first line border control;
- To assess the authenticity of documents and if they are presented by the rightful holder;
- To be able to channel the suspect documents to the second line of expertise;
- To support, if required, the production of "Alerts" aiming the dissemination of the findings, trends and routes.

2.2.7. Motor Vehicle Crime Detection (basic)

- To support the recognition of motor vehicle crimes and related documents and refer them to the national authorities;
- To effectively use the relevant national and international databases;
- To support first-line border checks.

2.2.8. Return Support (basic)

To perform return-related tasks as a member of a team in non-complex, routine situations, such as:

- To provide administrative and operational assistance during the organisation and/or implementation of return activities;
- To provide support to the forced-return escort and support officer as well as the return specialist;
- To support the implementation of the pre-departure phase of the return operation, excluding escorting functions.

2.3. Requirements

A Border Guard Officer in the Standing Corps should:

- Possess knowledge, skills and competence as relevant to the tasks described;
- Have adequate knowledge of the English language (equivalent to CEFR level B1);
- For deployment at airports, unless agreed differently with the Agency prior to the deployment, the officer has to possess an access card for entering unaccompanied the restricted areas located after the security checks, normally dedicated to passengers holding a boarding pass.

In addition, the following would be of advantage:

- Proven professional experience working at the land, air or sea border crossing points or performing inland control within the territory of a MS/SAC, or providing ground support to return operations;
- Communicate effectively in languages spoken in third countries;
- Experience with de-escalation and/or mediation techniques and methodologies;
- Knowledge of first aid procedures;
- Experience in using databases and information management systems.

3. Information officer

3.1. Definition

An Information Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member who supports the information and data management processes (collection, assessment, analysis and distribution) between the Agency and national authorities (including third countries). The Information Officer should be able to carry out one or more of the following tasks.

3.2. Tasks

3.2.1. Supporting information collection relevant for situation monitoring and risk analysis

- To collect, monitor, process, update and validate operational information in near or real time including through the execution of Eurosur Fusion Services (multipurpose aerial surveillance, vessel tracking, reporting etc.), the use of JORA, and various source of information (NCC network and FLO network etc.), for the purpose of situation monitoring and risk analysis;
- To produce operational reports, early warnings - where necessary in near or real time - and update relevant information registers supporting the Agency, MS/SAC and other stakeholders in the implementation of the Agency's reporting systems and working for this reason under the guidance of the established coordination and management structures;
- Contribute to the proper implementation of operational information gathering in the field, based on information requirements issued by the Agency;
- To maintain a proactive approach, in close coordination with National Authorities, in order to identify new trends of modus operandi and routes and information on criminal activities for risk analysis.

3.2.2. Supporting the management of EUROSUR

- Provide assistance in Eurosur related matters such as data reporting, processing, visualization, and service provision.

3.2.3. Supporting the operation and management of Agency's centralized command and control room

- Support the provision of centralised coordination and management capability including infrastructure and manpower with access to various Eurosur Fusion Services, including Multipurpose Aerial Surveillance, as well as other integrated and tailor made information products, other sources of data and information (i.e. NCC, national authorities, FLO) as well as services executed in near real time and/or real-time on tactical, operational and strategic level.

3.3. Requirements

An Information Officer should:

- Possess knowledge, skills and competences relevant to the tasks described;
- Have an adequate knowledge of English language (equivalent to CEFR level B2);
- Have an advanced level of knowledge of using common ICT software applications/Frontex Information Management Systems (e.g. Eurosur Fusion Services, JORA etc.);
- Knowledge of the EU legal framework on protection of personal data.

In addition, the following would be of advantage:

- Experience in working in law enforcement (i.e. cross-border crime etc.), coast guard, border management authority, especially working in a National Situation Centre, National Coordination Centre, Rescue Coordination Centres and International Coordination Centre or other Command and Control Centre;
- Ability to speak the language of the respective host country and/or knowledge of additional EU languages.

4. Debriefing Officer

4.1. Definition

A Debriefing Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory Staff member, who carries out at least one of the following tasks.

4.2. Tasks

4.2.1. Debriefing

- To carry out voluntary, anonymous, informal and confidential debriefing interviews with migrants in order to collect information for risk analysis, on irregular migration and other cross-border crime including trafficking in human beings and terrorism by applying adequate interviewing techniques;
- To profile irregular migrants and to identify new modus operandi and migration trends used by irregular migrants and facilitators/criminal networks;
- To identify possible suspects involved in people smuggling or other cross-border crime including terrorism, and to refer them to the second line or specialised police;
- To compose debriefing interview reports to be sent to the host MS and via JORA to the Agency.

4.2.2. Interviewing/Screening (advanced)

- To carry out screening interviews by applying appropriate interview techniques in order to identify migration patterns used by irregular migrants in compliance with fundamental rights;
- To establish the assumed nationality of an interviewed person;
- To collect information related to migrant profiles with a view of supporting the development of threat profiles;
- To collect information at land, sea or air border crossing points as related to irregular migration and cross-border crime;

4.3. Requirements

A Debriefing Officer in the Standing Corps should:

- Possess knowledge, skills and competence as relevant to the tasks described above;
- Have adequate knowledge of the English language (equivalent to CEFR level B2);
- Have proven professional experience in preparing and leading interviews of third country nationals;
- Demonstrate advanced knowledge of the latest migration trends;
- Have good observation and communication skills;
- Demonstrate knowledge of geo-political situation of the countries of origin and/or transit.

Specific for debriefing tasks:

- Have proven experience in performing debriefing interviews with migrants;
- Demonstrate advanced knowledge of modus operandi for organized crime;
- Demonstrate advanced cultural awareness of the countries of origin and transit;
- Have the capability to withstand stress and strong emotional events.

Specific for interviewing/screening (advanced) tasks:

- Demonstrate awareness and knowledge of travel patterns and modus operandi

In addition, the following would be of advantage:

- Ability to speak a language spoken in a third country or the country of foreseen deployment.
- The successful completion of the relevant profile training courses organised by the Agency for -
 - Debriefing Experts (the debriefing officer will undergo targeted training);
 - Screening or Interviewing Experts.
- Participation in workshops and awareness sessions relevant to the tasks above;
- Previous deployment experience in the Agency coordinated Joint Operations performing debriefing and/or interviewing/screening (advanced) tasks.

5. Advanced Level Document Officer

5.1. Definition

An Advanced Level Document Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member, who carries out thorough examinations of a broad range of travel related documents.

5.2. Tasks

- To assess the authenticity of documents and if they are presented by the rightful holder;
- To perform detailed examinations of suspected documents;
- To operate specialized equipment for document examinations;
- To report findings of document examinations;
- To produce, if required, "Alerts" aiming the dissemination of the findings, trends and routes;
- To be able to perform training measures for first line officers and other relevant staff;
- To be able to channel the documents to the third line of expertise;
- If deployed at airports - to carry out gate checks, to make a pre-boarding examination of the passenger list, to briefly interview target passengers and to quickly verify their travel documents including flight tickets and other supporting documents.

5.3. Requirements

An Advanced-Level Document Officer in the Standing Corps should:

- Have proven professional experience of at least three years as a document examination officer in a competent national authority, preferably in an immigration or border control agency;
- Have adequate knowledge of the English language (equivalent to CEFR level B2);
- Have knowledge of databases related to the examination of travel-related documents;
- Have participated in a training on advanced skills for the detection of falsified documents;
- If deployed at MS/SAC airports - with regard to activities to be carried out at airports, and unless agreed differently with the Agency prior to the deployment, the Officer has to possess an Access Card for entering unaccompanied the restricted areas located after the security checks and normally dedicated to passengers holding boarding passes.

6. Cross-Border Crime Detection Officer

6.1. Definition

A Cross Border Crime Detection Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member, who supports the national authorities of the host MS/SAC in the detection of serious crime with a cross-border dimension including terrorism, performing at least one of the following tasks.

6.2. Tasks

To contribute to the detection of cross-border crime and to the identification of persons suspected of being involved in cross-border crime activities, in particular:

- To prevent and detect cross-border crime, including migrant smuggling, trafficking in human beings and terrorism;
- To support the collection of information concerning the apprehension / seizure;
- To support the preservation of evidence during detection of illicit and/or smuggled goods and/or during apprehension of persons;
- To assist in searches, document locations and recognition of existing evidence;
- To facilitate exchange of expertise and experience in addressing crime detection and prevention;
- To contribute to the enhancement of the inter-service collaboration including police - border police and customs cooperation.

6.3. Requirements

A Cross-Border Crime Officer in the Standing Corps should:

- Possess advanced knowledge, skills and competence as relevant to the tasks described;
- Have adequate knowledge of the English language (equivalent to CEFR level B2);
- Have proven professional experience in identification of suspected individuals involved in migrants smuggling and/or trafficking in human beings and/or cross border-crime;

In addition, the following would be of advantage:

- At least two years of experience within the last five years in identification of suspected individuals involved in migrants smuggling and/or trafficking in human beings and/or cross border-crime.

7. Motor Vehicle Crime Detection Officer

7.1. Definition

A Motor Vehicles Crime Detection Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member, who carries out thorough verifications of vehicles and their documents in order to establish possible vehicle theft and trafficking.

7.2. Tasks

- To recognize motor vehicle crimes and related documents and refer them to the national authorities;
- To effectively use the relevant national and international databases;
- To recognize emerging motor vehicle theft patterns and report accordingly;
- To support first-line border checks.

7.3. Requirements

A Motor Vehicles Crime Detection Officer in the Standing Corps should:

- Possess certain knowledge, skills and competence as relevant to the tasks described;
- Have adequate knowledge of the English language (equivalent to CEFR level B1);
- Proven professional experience within competent national authorities, as an officer primary dealing with the detection of motor vehicle crimes.

In addition, the following would be of advantage:

- At least three years of working experience within competent national authorities, as an officer primary dealing with the detection of motor vehicle crimes.

9. Frontex Tactical Support Officer

9.1. Definition

A Frontex Tactical Support Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member, who assists in at least one of the following tasks towards effective implementation of the Agency's operational activities.

9.2. Tasks

9.2.1. Frontex Operational Response Support

- Support the coordinating officer in monitoring the proper implementation of the JO as described in the OPLAN and acting as the primary Frontex point of contact for inquiries in regard operational activities in the operational area;
- Support and initiate adjustments of the operational concept and working procedures, when justified by risk assessment and/or operational needs;
- Establish and maintain the close link and cooperation with national authorities;
- Coordinate the operational activities and deployed resources in close cooperation with the national authorities;
- Monitor and facilitate the proper implementation of the information gathering, sharing and dissemination as well as the reporting system;
- Provide daily reports/updates from the respective operational area;
- Facilitate meetings, operational briefings, debriefings etc. in the operational area;
- Follow communication and chain of command according to the operational plan.

9.2.2. Support for Logistics

General

- To provide logistical and practical support on deployment of human resources and technical equipment;
- To organize meetings and briefings on the spot with the relevant stakeholders;
- To monitor and report on the existing infrastructure, installation and the deployment of technical equipment;
- To liaise and keep close contact with internal and external stakeholders;
- To perform deployment, maintenance, disposal, repairs and warehousing related tasks for the Agency's own equipment.

In local level and/or decentralised offices

- Logistics-related requests/reports to FX/PRJ/Logistics, including maintenance and repairs;
- Logistics related to limited spares (critical), consumables (limited), medical supplies, weapons and ammunition, uniforms etc.

9.2.3. Health Support

9.2.3.1. Mental Health Support

- To provide primary-level (e.g. social support, stress release and diffusion) and secondary-level interventions (e.g. on-the-spot training related to coping strategies and tackling psychological hazards) in operational areas.

9.2.3.2. Medical First Response

- To provide emergency medical and minimally invasive primary medical care interventions on the spot;
- To provide on-the-spot and on-the-job training for deployed staff on first aid and in particular Tactical Emergency Casualty Care.

9.2.3.3. Occupational Safety and Health Support

- To provide advice to ensure the implementation of the Occupational Safety and Health Guidelines.

9.2.4. Field Press Support

- To support the Agency's Media and Public Relations Office in collection and dissemination of information relevant to a specific Frontex coordinated activity;
- To coordinate media visits in the operational area;
- To organise interviews with personnel deployed in specific Frontex coordinated activities;
- To provide relevant media training prior to the interviews;
- To facilitate journalists' access to the operational area in liaison with the national authorities of host and home Member States;
- To provide background briefings to the media and other visitors on specific Frontex coordinated activities;
- To collect operation-related video footage and photos from assets and officers deployed by the Agency, which can be shared with the public after obtaining necessary authorisations from the competent authorities, related to the respective documentation;
- To gather information based on requests from the Agency's Media and Public Relations Office to facilitate official visits to the operational areas.

9.3. Requirements

A Frontex Tactical Support Officer should:

- Possess certain knowledge, skills and competence as relevant to the tasks described;
- Have an adequate knowledge of English language (equivalent to CEFR level B2);
- Have at least two years full-time proven experience as line manager.

Specific to Press Support:

- Have an adequate knowledge of English language (equivalent to CEFR level C1);

- Have at least two years full-time working experience within the last five years in press and/or public relation related fields and respective knowledge and experience with media production cycle, giving media interviews and the use of photo and video equipment;
- Be able to monitor media coverage and write press reviews;
- Have the capacity to work under pressure and face emotional events with composure.

Specific for Health Support:

- Possess knowledge, skills and competence as relevant to the tasks described;
- For Medical First Response and Occupational Safety and Health Support, have adequate knowledge of the English language (equivalent to CEFR level B2);
- For Mental Health Support have adequate knowledge of the English language (equivalent to CEFR level C1).

10. Forced Return Escort and Support Officer

10.1. Definition

A Forced Return Escort and Support Officer is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member, who, within the framework of escorting or ground and on board support duties for the return of third country nationals, by carrying out at least one of the following tasks:

10.2. Tasks

10.2.1. Escorting in forced return operations

- To support, in compliance with fundamental rights, the implementation of all phases of the return operation;
- To operate in support of the national services of MSs/SACs in the field of return, escorting persons subject to a return decision to be handed over to third country authorities;
- To identify and take necessary actions to assist vulnerable groups or families with children, when appropriate, in line with the above-mentioned activities.

10.2.2. Ground and on board support to voluntary and forced return operations

- To support, in compliance with fundamental rights, the implementation of all phases of the return operation, excluding escorting activities;
- To act as a member of a team supporting other officers when he/she has not been assigned a particular migrant to be returned;
- To identify and take necessary actions to assist vulnerable groups or families with children, when appropriate, in line with the above-mentioned activities.

10.3. Requirements

A Forced Return Escort and Support Officer should:

- Have adequate knowledge of the English language (equivalent to CEFR level B1);
- Possess knowledge, skills, competences and/or experience in the area of duties.

In addition, the following would be of advantage:

- Experience with de-escalation and/or mediation techniques and methodologies;
- Knowledge of first aid procedures;
- Specific expertise in child protection/vulnerable groups;
- Work experience in conducting escorting and/or ground support.

11. Return Specialist

11.1. Definition

A Return Specialist is an official of a competent national authority of a MS/SAC or an Agency's statutory staff member who carries out tasks connected to return of third country nationals illegally staying on a territory of a Host MS/SAC.

11.2. Tasks

- To operate in support of the national authorities responsible for return;
- To act individually or in a team deployed to reinforce the responsible authorities;
- To support one or more return processes related to:
 - Consular cooperation for return purposes;
 - Identification and acquisition of travel documents from third country authorities for the purpose of return;
 - Return case management systems, operational data collection and synergies with the integrated return management platform, use of operational return systems;
 - Other relevant activities in pre-return, return operations and post-arrival and post-return stages for both voluntary and forced return (including return counselling, cultural mediation).

11.3. Requirements

A Return Specialist should:

- Have an adequate knowledge of the English language (equivalent to CEFR level B2);
- Possess knowledge, skills, competences and/or experience in one or more tasks as described above;
- Possess adequate communication and representation skills.

In addition, the following would be of advantage:

- Two years of professional experience in one or more tasks as described above;
- The ability to verify the assertions of the third country nationals using specialised tools;
- Experience cooperating with third country diplomatic missions;
- Experience cooperating with EU Agencies, Union funded programmes on return, International Organisations and Non-Governmental Organisations;
- Experience developing a return structure within the framework of a national return office;
- Knowledge of other languages relevant for the task;
- Knowledge of procedures associated with voluntary return and/or reintegration;
- Specific expertise in child protection;
- Experience with databases and information management systems.