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## General

### **What is the Peace and Stabilisation Response (PSR)?**

The Peace and Stabilisation Response (PSR) is a pool of skilled individuals who are willing and able to deploy to fragile and conflict-affected countries and countries in democratic transition to assist the Danish Government in election observation and civilian crisis management. The PSR members make a valuable contribution to improving governance, rule of law, and democratisation.

The PSR Roster is made up of approx. 480 deployable civilian experts within a wide variety of specialist areas. Every spring new PSR members are admitted to the Roster through our application process (see 'How do I apply').

Since 2008, the PSR team at Niras International Consulting is responsible for administering the PSR Roster on behalf of the Danish Ministry of Foreign Affairs (MFA). We identify, train and manage deployments of civilians to election observation (EOM) and civilian crisis management missions (CCM). PSR members deploy for assignments of a length between 2 weeks (for election observation) up to 1 year (for crisis management missions) all over the world, often at short notice.

### **What's in it for me?**

As a member of the PSR you will have access to:

- Job opportunities:  
For CCM: A range of medium-, and long-term posts in stabilisation environments worldwide, with clear terms of reference and skills requirements, that you can apply for.  
For EOM: The possibility of participating in election observation around the world for OSCE and EU.
- Training: Access to training courses, seminars, learning and development opportunities to enhance your skills and prepare you for potential deployment.
- Support: You will have support from the PSR Unit in regards to applications and interview for CCM missions, as well as during deployment to EOM and CCM missions.
- Communications: Regular, timely communication from the PSR Unit, including the newsletter 'FSB nyt'.
- Briefing and de-briefing with the MFA about the situation in the country you are deploying to.

If successful in applying for a deployment, you will be using your skills in difficult and sometimes hostile environments helping to build capacity, observe an election, and to fulfil the mandate of the mission.

### **What skills and experience do I need to become a PSR member?**

We need the PSR Roster to be diverse and made up of people who have significant experience working in conflict-affected and fragile states, with significant field experience and strong technical skills in the following disciplines:

*In general: Field experience and language skills, in particular French. Experience with mentoring and advising. Cultural awareness.*

*Experience relevant for civilian crisis management missions: stabilisation, security, intelligence, analysis, reporting, strategic communication, political adviser, rule of law, finance, procurement, logistics and project management.*

The personal competencies we look for include a flexible approach to problem-solving; the ability to work independently and as part of a team; ability to be self-reliant and represent PSR and to continue to perform well when operating in hostile, conflict environments.

## Apply for Membership

### ***How do I apply?***

The PSR accepts new applications once a year on the 1<sup>st</sup> of March. Interested candidates can apply through the PSR Roster - <http://fsb.niras.dk/> - under 'Become an FSB member'. Here you will be asked to create a profile, fill the required information, and upload your letter of motivation and CV. Please consult the PSR Niras website for more information on what kind of profiles we are looking for, as this may slightly change over time. Here you will also find 'FSB Reglementet', which describes the General Terms for deployments under PSR.

The PSR Unit will invite selected applicants for an interview. The interview will focus on the applicant's experience, compatibility with the deployments we offer and information about the PSR Roster.

Please note that only candidates with Danish citizenship can be admitted to the PSR Roster.

### ***Will I need to be security cleared?***

Yes. You will be informed of the level of clearance required during the interview. Security clearance is mandatory before being admitted to the PSR Roster and attending the PSR mandatory courses; basic course and the security courses.

### ***Do I need a health certificate***

Yes. You need a health certificate before being admitted to the roster, and also an updated health certificate before being deployed on mission. The health certificate should be signed by your physician stating that you are fit for mission. A specific health certificate format will be provided. Upon acceptance to the PSR Roster the cost of the health certificate is borne by the applicant. Upon deployment to an EOM or CCM mission, the cost of the health certificate will be borne by the PSR Unit.

### ***If I do not get accepted on to the Roster this time, can I reapply?***

You are always welcome to reapply to the PSR Roster. As your career progresses you may develop the skills needed for the PSR, also seen as the profiles needed change over time.

### ***Can the Police apply?***

Active police officers interested in international deployments should consult with the international department within the Police force.

## Requirements from PSR

### ***What is expected of me?***

The PSR Unit serves the Danish Ministry of Foreign Affairs and it is expected that all PSR members understand and work within this framework and follow the Code of Conduct described in the General Terms for deployment, 'FSB Reglementet'.

Specifically, we expect that you are in accordance with the following:

1. Conflict of interest. We will avoid any conflict - real or potential - between our personal interests and the interests of MFA/DANIDA. We will promptly report any occurrence of such conflict.

2. Misuse of official position and public resources. We will not seek to influence for private purposes any person or body by using our official position or offering them personal advantages. Likewise, we will not use public property, facilities, services and financial resources for private purposes except when permission is lawfully given.
3. Respect for laws. We respect the laws of the countries in which we work.
4. Proper personal conduct. We will ensure that our private conduct does not compromise our role as seconded by MFA/DANIDA.
5. Active and passive bribery. We will not give, solicit or receive directly or indirectly any gift or other favour that may influence the exercise of our function, performance of duty or judgement. This does not include conventional hospitality or minor gifts.
6. Anti-corruption. In accordance with the principle of “zero tolerance”, we are obliged to report suspicion or evidence of corruption committed by colleagues or others.
7. Openness and transparency as a rule – confidentiality when required. We will strive to achieve maximum openness and transparency towards our external constituencies. However, confidentiality will be applied when necessary to safeguard the rights of our partners, staff and others.
8. Non-discrimination. In our work we do not discriminate in respect of gender, colour of skin, religion, culture, education, social status, ethnic belonging or national origin or any other status.
9. Dissemination of the Code. We will make our Code of Conduct known to our professional partners.
10. Observance of the Code. We will respect the principles of the Code and we will report any evidence or suspicion of breaches to the Code. The responsible superiors will ensure the legal rights and due protection of the whistle blower and the accused before, during and after any investigation.

We furthermore expect that your PSR profile is fully filled and updated regularly if you gain new experience that may be beneficial for your ability to deploy with the PSR Unit.

### ***How long is membership of the PSR Roster valid?***

Membership in the PSR Roster is in principle valid permanently. The PSR Unit will however ask you to update your profile once a year and will on a regular basis assess if members are active, and if not, a member might be moved to the passive list. We therefore require that you inform us if you are not available for a longer period. As a PSR member you can always ask to be deleted from the Roster.

### ***Breach of the Code of Conduct***

A serious breach of Code of Conduct will likely lead to removal from the PSR Roster after a conversation with the PSR Unit. In most cases, if any areas of concern are raised, the PSR Unit will review all the available information to assess the PSR member's suitability to remain part of the PSR Roster.

### ***Do I have to be physically fit to join the PSR?***

We welcome all applications and there is no age limit on applicants, as long as you are physically fit for mission and do not suffer from any abuse problems. If you deploy through the PSR you are likely to be working in a demanding operational environment. You should be aware that the living and working conditions in hostile environments are exceptionally challenging.

Not all deployments will be to hostile environments, but our Duty of Care towards all staff necessitates that we consider each case separately in order to ensure that we balance the rights of the individual with the need to ensure the safety of our personnel.

***If I am disabled, can I apply?***

Disabled people are welcome to apply, however the environments to which PSRs are deployed may be unable to accommodate disabilities. This will be assessed on a case by case basis.

***What happens if my circumstances change?***

We recognise that at certain times in your career and personal life it may not be possible to commit to being deployed. If you are not available for a shorter period, you can mark this in your PSR profile so we are informed. If you know that you will not be available for a longer period, you can ask us to delete your profile in the PSR Roster and reapply at a later stage.

## **Training and Development**

***What training and development opportunities can I expect to receive?***

Core training for deployment includes a 3-day PSR basic course and a HEAT course (Hostile Environment Awareness Training). HEAT consists of CAC theory (Conduct After Capture), First Aid, and HEAT, which seeks to provide the skills essential for living and working in hostile environments. PSR basic courses are offered 2 times a year and security courses 3-4 times a year. Only after having passed the mandatory courses can the PSR member proceed to apply for deployment.

The PSR Unit also offers PSR members to attend a wide variety of international courses related to election observation and civilian crisis management, depending on your profile and PSR assessment of training for possible deployment. PSR members who meet the course criteria can apply for these and places will be prioritised depending on demand and need. The PSR Unit will pay for the course fee, travel and accommodation, but will not cover salary for the PSR member attending the course.

Before a deployment you will receive pre-deployment training if available, briefing in the MFA and support to ensure that you have the necessary knowledge before you deploy as an election observer or civilian crisis management expert.

## **Job Opportunities, Deployments & Contracts**

***If I am accepted on to the PSR will I definitely be deployed?***

Our purpose is to ensure that the supply in terms of skills, experience and training meets the demand, rather than the other way around. Due to this demand-led approach to providing civilian expertise, we cannot guarantee any PSR member a deployment, as this depends on the exact demand for skills at a given time. Some PSR members may never deploy with the PSR if their skills are not in high demand. We regularly monitor demand and supply to ensure we have the right mix of skills and experience within the PSR Roster to meet the requests.

It is a balancing act for us to keep individuals motivated and trained while ensuring expectations from PSR members are suitably managed. We also need to be prepared for unforeseen eventualities and so while there may not be a requirement for your particular skill set at the current time, this may change in the future. Deployment opportunities also depend on the priorities of the MFA and on how many requests we receive for election observation and civilian crisis management missions.

***How long will I be deployed for?***

Deployments for election observation are from one week up to three months depending on whether the deployment is as Short Term Observer (STO) or Long Term Observer (LTO).

As a civilian crisis management expert the deployment period is for 12 months, during which you will be able to take leave on a regular basis.

### ***Deployments to Election Observation Missions***

The PSR offers deployments to Election Observation Missions (EOM) through the Organization for Security and Co-operation in Europe (OSCE) and the European Union (EU). Please note that the deployments to OSCE and EU are conducted in different ways:

Deployments through the OSCE are offered by the PSR Unit to PSR candidates with relevant qualifications. If the candidate accepts the offer, the PSR Unit proposes the candidate to OSCE and the candidate is automatically selected for the EOM in question.

Deployments through the EU is subject to the candidate having previous EOM experience. When the PSR Unit proposes the candidate to EU, the candidate has to undergo another selection by the EU. The PSR Unit can therefore not guarantee, that candidates proposed to the EU are selected for the EOM in question.

### ***Deployments to Civilian Crisis Management Missions***

The PSR Unit offers deployments to several EU missions, as well as UNDAC and OSCE missions. The priority of missions to which the PSR Unit should deploy to is decided by the Danish MFA and can thus change over time. When you become a PSR member, you will receive more information on which missions we deploy to.

### ***Security measures related to deployments***

As of June 2015 the Danish MFA, including the PSR, has implemented new security measures for experts deployed to difficult postings. The security measures depend on where the expert is deployed to and includes a passed psychological screening as a condition for deployment to some missions. When you become a PSR member, you will receive more information on the security measures.

### ***How do I get paid?***

For payment conditions please see the General Terms of reference '[FSB Reglementet](#)'.