

Adviser on Defence and Security Sector Governance and Reform – Nato Kiev (NRU)

CONTEXT OF THE POSITION

Security Sector Reform (SSR) is pivotal for the transformation of the defence and security forces of Ukraine, for democratic oversight and civilian control, as well as for interoperability with NATO at the strategic and operational levels. The need for these specific reforms is clearly outlined in the adapted National Programme of Ukraine (aANP) and the Initial Interoperability Requirements (IORM).

In their Assessment of the 2024 aANP, Allies underscored that in the area of civil and democratic control of security forces, progress is slower than expected¹ (all other reform areas received a more positive assessment). Allies went on to recommend that Ukraine should accelerate efforts to strengthen democratic control and oversight of the armed forces and wider security sector, including by reinforcing the role of the Verkhovna Rada in providing parliamentary oversight of the defence and security sector.

The NRU has identified a need to strengthen its staff with a Subject Matter Expert in the areas of defence and security sector reform and integrity development as well as in defining specific interoperability requirements in support of the political recommendations under the aANP, with timelines covering 2025-2026.

An SSR Adviser function at the NRU would further re-confirm NATO's commitment to support Ukraine's reform efforts, specifically in an area where progress is slower.

MAJOR RESPONSIBILITIES

The Adviser will:

- Advise and support on a broad scope of topics falling under SSR, including crosscutting issues such as anti-corruption in the defence and security sector, good governance, legal framework, modernisation of defence command, control and coordination structures.
- Advise and support delivery of agreed interoperability goals on SSR and governance under the IORM.
- Provide advice on the design and implementation of relevant Comprehensive Assistance Package (CAP) for Ukraine projects.
- Implement a results-based approach, monitoring results and progress and contributing to learning as well as program adjustment when needed. Integrating a human rights and gender equality perspective, and including the Women, Peace and Security (WPS) Agenda in all work.
- Coordinate and liaise, as needed, with other international organisations (IO) stakeholders, including the EU.
- Prepare and co-ordinate reports, briefings and other papers.
- Perform other related duties as assigned.

INTERRELATIONSHIPS AND REPORTING

The Adviser Reports to the NRU Head of Defence Advice Section.

QUALIFICATIONS AND KNOWLEDGE

The incumbent must have:

- A university degree from an institute of recognised standing, preferably in the field of international relations, defence and security studies, public administration or other related field.
- Previous experience of International Organisation policies and plans in the field of Security Sector Reform.
- 6 years of relevant experience of Security Sector Reform and Governance.
- Previous experience as an adviser/mentor in an international environment, ideally at national Ministry level.
- Demonstrated ability to conduct analysis as well as to write clear and concise reports and other documents.
- Good knowledge and understanding of the situation in Ukraine.
- Readiness to work irregular hours.
- Proficiency in English.
- **Desirable.** Have knowledge of NATO's organisation and policies.
- **Desirable.** Fluency in Ukrainian and/or Russian would be an asset.

PERSONAL ATTRIBUTES

The incumbent must be capable of living and working harmoniously in a very demanding civil and military environment. He or she must have strong interpersonal skills with an ability to work in a multinational context as well as build networks and relationships with key interlocutors in a diplomatically sensitive environment.

DUTY STATION

NRU, Kyiv, Ukraine