

## **CALL FOR A CO-CHAIR AND EXPERTS CONTRIBUTING TO THE EXPERT GROUP ON FUNDAMENTAL RIGHTS**

Fundamental rights are one of the core values of the European Union. CEPOL has always ensured that training on fundamental rights for law enforcement receives proper attention and features high on the CEPOL agenda. The European Commission recently has issued several EU strategies and action plans on fundamental rights, including hate crime, racism, victims' rights and child protection, which must be reflected in CEPOL's training strategy and products on fundamental rights and related issues.

Based on its 2021 work programme, CEPOL establishes the Expert Group on Fundamental Rights whose mandate will be to support CEPOL's strategy for training on Fundamental Rights, Hate Crime and related issues and help promote the integration of fundamental rights and related issues as a horizontal topic in the CEPOL training portfolio.

The Expert Group is to be co-chaired by CEPOL and one MS representative while consisting of 5-10 experts from the MS and relevant JHA EU entities; the group will be mandated to propose how to better address fundamental rights and related topics via the CEPOL portfolio and how to best support the MS in strengthening the inclusion of fundamental rights issues as a horizontal topic in law enforcement training.

The work of the Experts is not remunerated. Only costs for travel, accommodation and meals will be covered in a case of a physical meeting.

The Expert Group will meet 4-5 times online and, if possible, in one physical meeting in the second half of 2021. The outcomes of this Expert Group's work will be reported to the MB at the beginning of 2022.

The issues to be considered under Fundamental Rights at present are the following (not concluding):

- Police ethics and integrity in daily law enforcement practice and leadership;
- Fighting hate crime and hate speech, including the reporting and recording of Hate Crime, and other types of discrimination and racism;
- Protection of victims' rights and vulnerable groups, with a particular focus on victims of hate crime, terrorist attacks and domestic violence;
- Data protection;
- Fundamental rights in the context of other areas, e.g. intelligence-led policing, cyber-investigations, artificial intelligence; immigration, domestic violence, child protection, sex workers etc.
- Cooperation with CEPOL's stakeholders FRA and EIGE as CEPOL' key partner agencies and with the High Level Group on combating Racism, Xenophobia and other Forms of Intolerance.

The role of the co-chair will be, in cooperation with the CEPOL co-chair, to:

- Prepare the meeting agenda;
- Facilitate the discussions in the Expert Group;
- Steer the work process in order to ensure the envisaged outcomes are produced;
- Co-draft final meeting outcomes and reports.

The role of the experts will be to:

- To support CEPOL's holistic approach for training on Fundamental Rights, Hate Crime and related issues;
- Assess CEPOL's present training offer on fundamental rights and related issues and make proposals for improvements;
- Identify which online products would be useful on different sub-topics (Anti-Semitism, Anti-Islamism, Stop&Searches, Profiling, Gender issues, domestic violence, etc.);
- Promote the integration of fundamental rights and related issues as a horizontal topic in training on other law enforcement topics;
- Support the detailed Operational Training Needs Analysis on Fundamental Rights and further relevant issues in this thematic area;
- Propose any further potential actions to promote CEPOL's engagement in the fundamental rights area and training at EU level, also in cooperation with other relevant stakeholders (e.g. EU JHA Agencies; the EU High Level Group on Combating Racism, Xenophobia and other Forms of Intolerance; relevant networks etc.).

## **ORGANISATIONAL DETAILS**

- The Expert Group will be co-chaired by one senior expert from the Member States and one CEPOL staff member;
- The Expert Group will consist of a maximum ten experts from Member States' law enforcement authorities;
- Each Member State can be represented by maximum 2 experts;
- CEPOL will cover travel and accommodation costs of the co-chair and experts related to the physical meeting;
- One physical meeting per year is planned in the second half of 2021, while the rest of the coordination is expected to take place over online meetings;
- The duration of the mandate of the Expert Group will be one year as of the date of completion of the selection until 31 December 2021 but can be extended;
- A reserve list of relevant experts will be created as a result of this call.

## **SELECTION PROCEDURE**

Nominations must be submitted by the nominee's national employer (sending authority) via the CEPOL National Unit. A nomination shall consist in sending the CV of an individual (for more details see below the section on submission of application). Relevant criteria are considered the following:

- A comprehensive and thorough understanding of fundamental rights and related issues in the context of law enforcement work;
- Knowledge on fundamental rights and related issues including hate crime/speech; victim protection and support; domestic violence; data Protection; copyright; fundamental rights in the context of other areas like intelligence-led policing, Cyber-investigations, artificial intelligence; immigration, domestic violence, child protection, sex workers etc.;
- Knowledge of the relevant international conventions, declarations and the Police Code of Ethics;
- Fluent written and spoken English;
- Experience in training on fundamental rights and related issues (see above) would be an advantage.

### **SUBMISSION OF APPLICATION**

Applications are to be submitted electronically, via email. Candidates are requested to complete their Europass CV<sup>1</sup> in English and their sending authorities should channel it to CEPOL via the relevant CEPOL National Unit.

**If the application intends the position of the Co-chair, this should be explicitly mentioned in the application email.**

**Only nominations received from the CEPOL National Units will be considered. Nominations should be sent by email to [elisabeth.zinschitz@cepol.europa.eu](mailto:elisabeth.zinschitz@cepol.europa.eu) no later than 29 January 2021.**

The experts and the co-chair will be selected by the CEPOL Executive Director.

### **DATA PROTECTION**

Personal data processed for the purposes of the creation of the Expert Group will be processed in accordance with Regulation 2018/17251 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC.

### **TRANSPARENCY**

Information on the Expert Group and its composition will be disclosed by the Agency on its website. This information will concern in particular the names of the members of the Experts Group and the entity to which they are affiliated.

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<sup>1</sup> <https://europass.cedefop.europa.eu/en/documents/curriculum-vitae>