



SE-CBRN-URE

Report from the recruitment process for the “CBRN security manager” postgraduate studies

Summary

15 people were admitted to the studies in the international group out of 18 applicants.

16 people were admitted to the Polish group out of 62 applicants.

Especially important during the assessment process was the issue of experience of the candidates, their education and prospect for using the knowledge acquired at the studies in their everyday work. Such approach ensures that the course contributes to the enhancement of the security in the EU. We consider that this aim was achieved during the recruitment process.

Large interest in the course brings us to the conclusion on a need for continuing the studies in the second academic year 2018/2019.

1. General information

The recruitment was opened from June 30, 2017 until September 15, 2017. During recruitment procedure all documents were uploaded on safety server and were available only for recruitment commission. The participants had been informed about results on September 30, 2017. According to personal data safety, list was not published as a open source and all recruitment documents has been secured.

During recruitment process information about the studies was distributed through various means. It was published at the dedicated website and send by consortium via emails or paper document to all relevant governmental institution, agencies, institutes, universities, training centers or private companies dealing with CBRN-E and terrorism in Poland and in other European Union Member States. Additionally, presentation about studies were presented in international conferences as well as EUROPOL, INTERPOL, European Commission and ENCIRCLE meetings.

The course was offered to 30 participants: 15 from Poland and 15 from the European Union Member States (except for the United Kingdom of Great Britain and Northern Ireland, who were excluded due to the EU regulations). The main focus was for candidates from Police, Fire Service, Border Guard, Armed Services (which have importance to internal security), agencies responsible for internal security, authorities responsible for sanitary safety, etc.

For the international group we received 18 applications while for the Polish group we received 62 applications. There were also inquiries about possibilities to participate from outside of EU – including Kenia, Georgia and Ukraine.

2. Recruitment criteria

Candidates were admitted on the basis of the information held in the documents send to the dedicated email address recruitment-cbrn@uni.lodz.pl.

Candidates needed to fulfill minimum formal requirements and were then additionally assessed according to the supplementary criteria. Candidates were admitted to the program on the basis of the total number of points scored in the application process.

Required documents:

- Copy of Master's diploma or equivalent.
- Application form
- CV
- Photo for student document

Other documents you may wish to submit:

- Copy of English Language Certificate
- Letter of recommendation from a superior (scan)
- Other

The minimum, formal requirements for admission:

- Master's diploma (or equivalent)
- Citizenship of an EU Member State
- Ability to effectively communicate in English in written and spoken

Supplementary criteria for admission

A candidate could obtain 100 points maximum as a result of the assessment of the following criteria:

- 0 – 10 points: Education in the following fields: administration, security, criminology, chemistry, biology, physics or life-science equivalent, medicine, public health, legal studies, veterinary or similar.
- 0 – 10 points: Participation in previous CBRN police or civil protection training events and exercises.
- 0 – 40 points: Current position held which ensures practical application of knowledge and skills acquired during the course. Managing positions in institutions and organisations responsible for crisis management and internal security are preferred; especially in risk

mitigation and consequence management of CBRN-E terrorism. Full or part-time employment in a public institution is preferred, but not obligatory.

- 0 – 20 points: Experience in the area of CBRN-E or defense against Weapons of Mass Destruction, e.g.: mass CBRN events response, regular participation in national or international (esp. EU CBRN experts') meetings, regular participation and/or implementation of the EU CBRN and counter-terrorism projects and working groups, working experience in other EU country than the country of residence (where working experience may include: missions, meetings, projects or assignments or a part-time or full-time job).
- 0 – 20 points: A letter of recommendation signed by superior/line manager including their approval to participation in the course (e.g. as a part of your job responsibilities). The letter should also indicate how knowledge and skills acquired during the course will contribute to improving performance of your institution or organisation in the CBRN risk mitigation and response.

3. Selection process

Timelines

An initial assessment of the candidates was done between 15 and 25 September, 2017 by the recruitment expert in the consortium. This enabled to check if all formal criteria are met and to assess candidates according to supplementary criteria. Two lists (international and Polish ones) of candidates, listed according to the number of points obtained, were then presented to the consortium partners for additional assessment. During a consortium meeting on September 26-27, 2017 two lists were approved. On September 30, 2017 applicants received information on the result of the recruitment.

Details

International group:

Out of 18 applications for the group, 15 people were accepted according to number of points. One of the applicants for the international group got less points and was assessed much less experienced than the person listed 17th on the Polish list. Therefore this place was offered to person from Polish list. Finally, 15 people will study in the international group. Other people who did not qualify were: an Europol officer (excluded due to the EC regulations) and two females with no experience in CBRN-E crisis management or employment that would enable them to practically use knowledge acquired during studies. The international group consists of representatives of 9 EU countries: Estonia, Spain, Portugal, Hungary, Slovakia, France, Italy, Croatia and Poland.

Polish group:

To the Polish group 63 applications were received. Applications which had been send after September 15, 2017 were not considered. Two people did not meet formal criteria (lack of application form or application form full filled with no necessary signatures, nor motivation provided). According to large number of applications during a consortium meeting on September 26-27, 2017, partners decided to increase that group to 16 persons. Out of 63 applicants, 16 people were chosen according to the number of points acquired. The number of points required to qualification was 91. The candidates qualified to study group present various services: Police, Fire Service, Border Guard, Armed Service, agency responsible for dealing with radiological waste in Poland (ZUOP), government protection bureau, border point of sanitary-epidemiological inspection and national sanitary inspection. Additionally, the qualified candidates come from 7 regions (voivodeship) of Poland.

10 persons which have 90-85 points were qualified as reserve group in case on resignation of qualified candidate steering committee will contact with selected person from this group.

We would like to underlined that the competition among the applicants was very harsh. 27 people received 85 points or more; 36 people got 73 points or more. All of these 36 people were assessed as very well eligible for the course in terms of experience, knowledge and their workplace.

From the remaining ones, many applicants were also highly motivated to broaden their competences in CBRNE, counter terrorism and crisis management. However they didn't have sufficient experience in CBRN or were lacking support of their employer.

Conclusions

Especially important during the assessment process was the issue of experience of the candidates, their education and prospect for using the knowledge acquired at the studies in their everyday work. Such approach ensures that the course contributes to the enhancement of the security in the EU. We consider that this aim was achieved during the recruitment process.

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