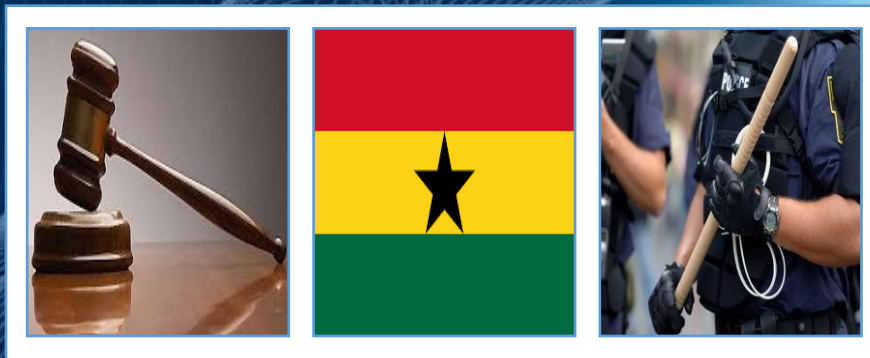


Consultancy Services for the Development of a Training Plan/Curricula for Criminal Justice Institutions



ShawbellConsulting

Final Training Needs Assessment Report: Economic and Organised Crime Office

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INTRODUCTION

The United Nations Development Program (UNDP) in collaboration with the Ministry of Justice and Attorney General's Department (MoJAGD) engaged the services of ShawbellConsulting to develop a Training Plan for Criminal Justice Institutions of Ghana. The purpose of the Training Plan is to facilitate capacity building in a structured setting within the Criminal Justice Institutions.

An integral component of the Training Plan is a Training Needs Assessment (TNA). A **Training Need** exists when there is a gap between what is required of an individual or an entity to perform competently and what they actually know. Thus, we assessed the **Current-state of Training** in the Economic and Organised Crime Office (EOCO). We established training benchmarks based on: information from the Stakeholder engagements, expertise of our Institutional Reform and Legal Consultants and a review of global best-practice modules. This was the basis of ascertaining gaps between the Current-state and the Desired-state of training in EOCO. Consequently, we provided our recommendations on the Training Needs Assessment and Proposed Training Programmes for EOCO.

This **Volume II** of the Training Needs Assessment Report is structured around three (3) Sections, as follows:

- **Section 1:** Covers the **Current-state of Training** in the Economic and Organised Crime Office (EOCO).
- **Section 2:** Provides our **Findings, Observations and Gaps** emerging from the Training Needs Assessment. In this Section, we established training benchmarks based on: information from the Stakeholder engagements, expertise of our Institutional Reform and Legal Consultants and a review of global best-practice modules. Consequently, we established gaps between the Current-state and the Desired-state, using the Benchmarks stated previously.
- **Section 3:** Provides details of our **Recommendations** on the Training Needs Assessment and **Proposed Training Programmes**.

SECTION 1: CURRENT STATE OF TRAINING IN THE ECONOMIC AND ORGANISED CRIME OFFICE

This Section entails the **Current-state of Training** for Officers of the Economic and Organized Crime Office. The Economic and Organized Crime Office is a specialized agency established by the Economic and Organised Crime Act 2010, (Act 804). EOCO is an agency under the Ministry of Justice and Attorney General's Department, with an objective to monitor, investigate, prevent and detect economic and organized crime, as well as to facilitate the recovery and confiscation of proceeds from crime.

EOCO collaborates with the Bureau of National Investigation (BNI), National Security, Ghana Police Service, Narcotic Control Board, Ghana Revenue Agency, Financial Intelligence Centre and other international agencies in the fight against corruption and organised crime. The Institution obtains information from the public to aid in the fight against economic and organised crime.

Training programmes, workshops and seminars for Officers of EOCO are typically delivered through collaborative efforts of third parties, including: NGO's, Embassies, High Commissions and Donor Agencies. These capacity building initiatives may be delivered specifically for Officers of EOCO and a wider group of stakeholders within the Law enforcement and Criminal Justice value-chain. Generally, capacity-building initiatives by the Third parties have a global perspective, as economic crimes are not akin to a specific geographical location. While EOCO has benefited from such programmes, there are compelling reasons to provide bespoke capacity-building that reflects security concerns in the Country.

SECTION 2

FINDINGS, OBSERVATIONS AND GAPS EMERGING

ECONOMIC AND ORGANISED CRIME OFFICE

SECTION 2: FINDINGS, OBSERVATIONS AND GAPS EMERGING

Following our review of the Current State of Training for Officers of the Economic and Organized Crime Office in Section 1, we put forward our **Findings and Observations** emerging from the Training Needs Assessment (TNA) in this Section. The focus of this TNA was to determine the Gap in capabilities of staff of EOCO in matters relating to the delivery of criminal justice in Ghana. Therefore, the results of the TNA would be used to determine what training needs exist and if they do, the training required to fill those gaps.

We conducted a Training Needs Assessment of the Staff of EOCO by reviewing their responsibilities, skills, and training. This was achieved through Stakeholder Engagement that focused on the review of the mandate of EOCO and skills required to effectively implement the mandate. Similarly, we analysed the job and task of staff using Job Descriptions, Work Schedules and Level of Seniority in EOCO.

The purpose of conducting the TNA was to identify current and desired job performance, as well as existing and desired competencies and skills.

The Training Needs Assessment (TNA) would ensure:

- (a) Diversity in expectation of knowledge, skills and abilities of officials at different levels of EOCO are considered;
- (b) That there is an objective basis of determining employees who would require specific training to accomplish their assignments; and
- (c) The Development of the Comprehensive Training Plan.

We conducted the Training Needs Assessment on the basis of current observations to ascertain the Key Roles that are core to the administration of criminal justice and staff to be trained. This is reported under the Key Roles in the Economic and Organised Crime Office in Section 2B.

The results reflect the training needs as they can be anticipated for the medium term (0-3 years) under this project.

The Results and Resources Framework for this Project indicates Year 2 and 3 Targets as follows:

- Year 2 Targets: Specialised Training Programme developed and implemented; and 30% of direct beneficiaries trained and applying the knowledge by the end of year 2.
- Year 3 Targets: 50% of direct beneficiaries trained and applying the knowledge by the end of year 3.

It is envisaged that the Training Plan to be developed out of this Project would be applicable in the Post-completion period of the Project.

On the following pages, we have provided our findings, observations and gaps emerging from the Training Needs Assessment of EOCO.

Our findings and observations are structured around the following Themes:

- **Global Best Practice Review of Training Programmes for Investigators of Economic and Organised Crimes;**
- **Key Roles in EOCO that are core to the delivery of Criminal Justice; and**
- **Gaps Emerging from the Training Needs Assessment.**

A. GLOBAL-BEST PRACTICE REVIEWS

In this section, we provide global best practices in Training for Anti-corruption Practices, Economic, and Organised Crimes in three jurisdictions. These are: (a) the United Kingdom's National Crime Agency, (b) New Zealand's Serious Fraud Office (SFO), and (c) Kenya's Anti-Corruption Commission.

A. The National Crime Agency (NCA) - United Kingdom

The National Crime Agency replaced the Serious Organized Crime Agency and is the national law enforcement agency of the United Kingdom in charge of organized crime, economic crime, human trafficking, and cyber-crime among others. Internationally, it works closely with Interpol, Europol and other law enforcement agencies. Within the UK, it works with regional organized crime units (ROCU) and the Serious Fraud Office. As part of its activities, the NCA supports and coordinates operational activity of other agencies, thereby jointly helping to deliver criminal justice outcomes, recover assets and prevent and disrupt criminal activity.

Courses available to officers of the NCA to upgrade their skills include the following:

Financial Intelligence Officer Programme

The Financial Intelligence Officer Programme is aimed at providing participants with skills of financial intelligence, financial investigation and asset recovery. The prerequisite for enrolling in this course is the ability to prepare and present case material to an acceptable standard and a good knowledge of the Human Rights Act.

Financial Investigation Officer Course

The prerequisite to this course is the Financial Intelligence Officers course and familiarization with the Court/Magistrates Court environment and procedures. In addition, participants must have a basic comprehension of interview techniques, including the ability to interview suspects, witnesses and victims.

Confiscation Course

This Programme is intended for officers working in the wider law enforcement community and responsible for confiscation and asset-tracing investigations. Qualification for this course includes familiarity with Microsoft Excel and Word data-inputting, the Financial Intelligence Officers and Financial Investigation Courses.

Proceeds of Crime Management Course

Candidates must have experience of managing investigations within the wider law enforcement community and a tasking and co-coordinating role within an investigative or intelligence gathering arena.

As demonstrated above, some courses require that participants have background knowledge, as well as continuous training and upgrading of skills.

B. Serious Fraud Office - New Zealand

The Serious Fraud Office (SFO) is a highly specialized public service department of New Zealand. The SFO in collaboration with the New Zealand Police is responsible for detecting, investigating and prosecuting serious and complex financial crimes.

Specifically, the SFO deals with crimes which include:

- Multi-victim investment fraud
- Fraud involving those in important positions of trust, such as lawyers
- Matters of bribery and corruption
- Cases that could significantly damage New Zealand's reputation for fair and free financial markets

SFO officers receive specialized training in:

- General Fraud
- Mortgage Fraud
- Employee Theft
- Procurement Fraud
- Financial Markets Fraud
- Bribery and Corruption
- Strategic Planning
- Accountability Reporting
- Financial Management
- Operational Policies
- General Administration

C. The Kenya Anti-Corruption Commission (KACC)

The KACC is the main agency with a statutory mandate to fight corruption in Kenya. The mission of KACC is to combat corruption and economic crime through law enforcement, prevention and public education. The Commission is staffed by specialists including: Lawyers, Accountants, Auditors, Police, Economists, Quantity Surveyors and Educationists to perform operational assignments.

The duties of the commission include the following:

- Investigating corrupt conduct and activities
- Preventing the occurrence of corrupt practices
- Advising public institutions on how to fight corruption
- Educating the public on the dangers of corruption
- Enlisting and fostering public support in fighting corruption and economic crime
- Instituting civil cases in Court for compensation or recovering of public property, and forfeiture of illegally acquired wealth

The Kenya School of Government offers training programmes in the following areas:

- Public Sector Financial Management
- Fraud Investigation & Prevention
- Audit and Risk Assurance
- Finance for Non-Finance Managers
- Public Procurement
- Report Writing
- Leadership
- Ethics and Integrity
- Strategic Negotiation
- Statistical Package for Social Scientists

B. KEY ROLES IN EOCO THAT ARE CORE TO THE DELIVERY OF CRIMINAL JUSTICE

The Key Roles in the Economic and Organized Crime Office (EOCO) that emerged as core to the delivery of Criminal Justice are shown in the Table below:

Officers of EOCO
<ul style="list-style-type: none"> • <i>Chief Staff Officer</i> • <i>Deputy Chief Staff Officer</i> • <i>Principal Staff Officer</i> • <i>Senior Staff Officer</i> • <i>Staff Officer</i> • <i>Deputy Staff Officer</i> • <i>Assistant Staff Officer</i> • <i>Field Desk Officers (FDO) 1 - 3</i>

The Duties and Responsibilities of Officers in EOCO include the following:

- They ensure that Unit Heads are responsible for the accuracy and completeness of all reports
- They prepare regular reports for Supervisors
- They release information to other organizations and the public, with prior proper authorization from a supervisor
- They ensure that the Confidential Registry within the premises of the Office is a Restricted Area (RA) and only Officers with special clearance shall be allowed access into it
- They conduct searches during investigation of cases under the mandate of the EOCO, and in accordance with the appropriate laws
- As a result of the conferment of Police powers on Officers, They make themselves thoroughly familiar with Police powers of search under section 89 of the Criminal Procedure Act, 1960 (Act 30)
- They invite persons of interests, witnesses and suspects for interrogation and provide information on a case under investigation, with the approval of Executive Directors
- They ensure that arrest shall be undertaken by only authorized personnel or investigators
- They arrest and interview suspects in a manner that maximizes the recovery of evidence, and probe for further evidence, and the mechanism for making an arrest with or without a warrant
- They ensure that that all evidence retrieved from suspects, collected from crime scenes, which is to or may be utilized in criminal proceedings are maintained in a safe and secure manner until completion of the case
- Investigation officers are responsible for ensuring the security and confidentiality of evidence and, ensure that a proper chain of custody of evidence is to be maintained at all times

- Officers shall follow the necessary laws to confiscate an asset, property or material it deems necessary in aiding in an investigation, or any property on which there is sufficient evidence of being used in the commission of a crime, or acquired through a crime being investigated
- Investigators or authorized officers shall seek appropriate prior authorization from the Executive Director or supervisor regarding the modalities for working with other agencies in investigating and prosecuting a criminal offense or activity
- They ensure identities of informants are kept secret to guarantee the safety of informants, as well as validating the information obtained from informants to assure the credibility of information
- Typically, only Officers authorized to handle a specific witness may handle that witness
- Officers shall report on any and all activities which are in breach of law. It shall also be the duty of Officers to collect information and report on any activity upon which he shall be requested by the Executive Director to observe and report on
- They ensure investigations are undertaken in a manner that produces evidence relating to the guilt or innocence of any suspect(s)
- They provide all offenders, inmates or suspects access to the Courts to pursue constitutionally mandated legal rights
- They commit to high moral, ethical and professional conduct and adhere to the values and mandates of EOCO
- They control records generated and maintained to provide evidence of the effective and efficient legal and justice delivery
- They operate cases and investigations on a *need to know basis*

C. GAPS EMERGING FROM THE TRAINING NEEDS ASSESSMENT

The benefits of a Scheme of Service include the provision of clearly defined career structures and job descriptions; standards for recruitment, training and development; and appropriate career and succession. EOCO, however, does not currently have a scheme of service owing to the nature of its operations

Generally, the job requirements, work experience and training of officers ensure that they are adequately equipped to perform their assigned tasks. However, emerging trends in economic crimes presents opportunities for refreshers courses on regular basis.

The capacity-building initiatives by third parties such as NGO's, Embassies, High Commissions and Donor Agencies have focused on a global perspective, as economic crimes are not akin to a specific geographical location. EOCO has benefited from such programmes, but there are compelling reasons to provide bespoke capacity-building that reflects security concerns in the Country.

SECTION 3

RECOMMENDATIONS AND PROPOSED TRAINING PROGRAMMES

ECONOMIC AND ORGANISED CRIME OFFICE

SECTION 3: RECOMMENDATIONS AND PROPOSED TRAINING PROGRAMMES

Following the Training Needs Assessment, we have proposed Training Programmes and Curricula for EOCO. The Proposed Programmes were crafted to meet the diverse nature and salient components of EOCO. It is noteworthy that the findings, observations and gaps emerging from the Training Needs Assessment of EOCO would be further developed into the Comprehensive Training Plan. This Plan would facilitate structured learning for staff engaged in investigative processes. Therefore, the Comprehensive Training Plan would enhance the capacity-building imperative of EOCO and ensure that officers are equipped with the knowledge and skills required to deliver criminal justice.

In this Section, we present:

- (A) Recommendations on the Training Needs Assessment; and
- (B) Proposed Training Programmes for the Economic and Organised Crime Office.

A. RECOMMENDATIONS ON THE TRAINING NEEDS ASSESSMENT

We noted EOCO had not implemented a Scheme of Service. **Nonetheless, we recommend that a Scheme of Service should be developed due to the benefits of having such a system. The benefits include: the ability to attract, motivate and facilitate the retention of suitably qualified officers; ensuring proper deployment and utilization of officers; and advancement on the basis of qualifications, knowledge, skills, merit and ability as reflected in work performance and results. The Scheme of Service also ensures that officers are placed appropriately in roles, and training programmes delivered to meet criminal justice objectives.**

Generally, the job requirements, work experience and training of officers ensure that they are adequately equipped to perform their assigned tasks. However, emerging trends in economic crimes presents opportunities for training and refresher courses on regular basis. **Therefore, officers would be required to train continuously to bridge skill gaps which emanate from sophisticated crimes from a global perspective. Additionally, officers would be required to enrol in refresher courses in specialized areas of economic crimes. On this point, it is imperative that officers of EOCO are provided with training in amendments to new Laws and Regulations that impact their work.**

The capacity-building initiatives by third parties such as NGO's, Embassies, High Commissions and Donor Agencies have focused on a global perspective, as economic crimes are not akin to a specific geographical location. **While EOCO has benefited from such programmes, there are compelling reasons to provide bespoke capacity-building that reflects security concerns in the Country. Therefore, it is envisaged that the Training Plan under this project would be developed in a comprehensive and integrated manner, to include the skills, training gaps, and support for attitudinal changes.**

B. PROPOSED TRAINING PROGRAMMES

Following our findings and observations from the Training Needs Assessment of Officers in EOCO, we propose Training Programmes for their capacity-building needs. The Training Programmes are classified as **Technical or Generic Training Programmes** based on the training requirements of EOCO in the delivery of criminal justice.

Technical and Generic Training Programmes/Courses

The proposed Training Programmes/Courses would be categorised as **Technical or Generic**. This categorization is based on the training requirement of a respective institution in the delivery of criminal justice.

Technical Training Programmes/Courses are directly linked to the mandate of an institution in matters relating to criminal justice. **Generic Training Programmes/Courses** may not be directly linked to the mandate of a particular institution. Nonetheless, the inclusion of Generic Training Programmes/Courses would ensure that staff are trained with the skills required to enhance their technical abilities. The delivery of training in this format would ensure that the training needs of all staff are factored in the overarching goal of capacity-building for Criminal Justice Institutions.

A Training Plan for the Criminal Justice Institutions would be developed out of this exercise. It would be based on:

- (a) The knowledge of our Institutional Reform and Legal Consultants,
- (b) A comprehensive assessment of the needs of staff engaged in the Criminal Justice value-chain and
- (c) Best-global standards to ensure that training for EOCO is aligned with the needs and legislations in Ghana, as well as international best-practices.

On the following pages, we have provided tables that depict a summary of Courses for Officers in EOCO.

ECONOMIC AND ORGANISED CRIME OFFICE (EOCO)	
Technical Courses	
Courses	Officers of EOCO
➤ Intelligence	<ul style="list-style-type: none"> • Chief Staff Officer • Deputy Chief Staff Officer • Principal Staff Officer • Senior Staff Officer • Staff Officer • Deputy Staff Officer • Assistant Staff Officer • Deputy Staff Officer • Assistant Staff Officer • Field Desk Officers (FDO) 1 – 3
➤ Intelligence Data Analysis	
➤ Forensic Data Analysis and Audit	
➤ Data Recovery	
➤ Surveillance	
➤ Asset Tracing and Recovery	
➤ Terrorism	
➤ Terrorism Financing	
➤ Criminal Evidence Gathering and Preservation	
➤ Exhibit Handling	
➤ Extradition Proceedings	
➤ Crime Trends and Statistics	
➤ Crime-scene Investigation	
➤ Criminal Procedures	
➤ Drug Trafficking	

ECONOMIC AND ORGANISED CRIME OFFICE (EOCO)	
Generic Courses	
Courses	Officers of EOCO
➤ Money Laundering	<ul style="list-style-type: none"> • Chief Staff Officer • Deputy Chief Staff Officer • Principal Staff Officer • Senior Staff Officer • Staff Officer • Deputy Staff Officer • Assistant Staff Officer • Deputy Staff Officer • Assistant Staff Officer • Field Desk Officers (FDO) 1 - 3
➤ Public Procurement Policies	
➤ Taxation	
➤ Cyber Crimes	
➤ Database Management	
➤ Capital and Money Markets	
➤ Freight Forwarding	
➤ Insurance	

Tables of Proposed Training Programmes for respective Roles in EOCO

From our analysis of the responsibilities, technical competencies, educational levels, years of experience and skill gaps, we have identified areas of training for staff of EOCO.

Consequently, we have presented Tables on the following pages that highlight:

- **Ranks or Positions;**
- **Expected or Required Duties, Responsibilities, Core Competencies and Skills; and**
- **Proposed Technical and Generic Training or Courses**

TABLE OF PROPOSED TRAINING/COURSES FOR INVESTIGATORS IN THE ECONOMIC AND ORGANISED CRIME OFFICE (EOCO)

POSITION, TITLE OR RANK	EXPECTED OR REQUIRED RESPONSIBILITIES, CORE COMPETENCIES, SKILLS AND QUALIFICATIONS	PROPOSED TRAINING/COURSES
<p>Officers in this category are the echelon below the Executive Director and two (2) Deputy Executive Directors.</p> <p>Therefore, the Officers listed below represent the highest level of career-officers within EOCO.</p> <ul style="list-style-type: none"> • Chief Staff Officer • Deputy Chief Staff Officer • Principal Staff Officer 	<p>We have provided expected or required responsibilities, core competencies Key Roles in EOCO that emerged as core to the delivery of Criminal Justice in Section 2B.</p> <p>QUALIFICATION AND EXPERIENCE</p> <ul style="list-style-type: none"> • At least 13+ years of progressive experience as a Senior Officer and the availability of a position • At least a University Degree 	<p>Technical Courses</p> <ul style="list-style-type: none"> • Intelligence • Intelligence Data Analysis • Forensic Data Analysis and Audit • Data Recovery • Surveillance • Asset Tracing and Recovery • Terrorism • Terrorism Financing • Criminal Evidence Gathering and Preservation • Exhibit Handling • Extradition Proceedings • Crime Trends and Statistics • Crime-scene Investigation • Criminal Procedures • Drug Trafficking <p>Generic Courses</p> <ul style="list-style-type: none"> • Money Laundering • Public Procurement Policies • Taxation • Cyber Crimes • Database Management • Capital and Money Markets • Freight Forwarding • Insurance • Ethics

TABLE OF PROPOSED TRAINING/COURSES FOR INVESTIGATORS IN THE ECONOMIC AND ORGANISED CRIME OFFICE (EOCO)

POSITION, TITLE OR RANK	EXPECTED OR REQUIRED RESPONSIBILITIES, CORE COMPETENCIES, SKILLS AND QUALIFICATIONS	PROPOSED TRAINING/COURSES
<ul style="list-style-type: none"> • <i>Senior Staff Officer</i> • <i>Staff Officer</i> 	<p>We have provided expected or required responsibilities, core competencies Key Roles in EOCO that emerged as core to the delivery of Criminal Justice in Section 2B.</p> <p>QUALIFICATION AND EXPERIENCE</p> <p><u>Senior Staff Officer</u></p> <ul style="list-style-type: none"> • At least 13 years of progressive experience as a Senior Officer and the availability of a position <p><u>Staff Officer</u></p> <ul style="list-style-type: none"> • At least 10 years of progressive experience as a Senior Officer and the availability of a position • At least a University Degree 	<p>Technical Courses</p> <ul style="list-style-type: none"> • Intelligence • Intelligence Data Analysis • Forensic Data Analysis and Audit • Data Recovery • Surveillance • Asset Tracing and Recovery • Terrorism • Terrorism Financing • Criminal Evidence Gathering and Preservation • Exhibit Handling • Extradition Proceedings • Crime Trends and Statistics • Crime-scene Investigation • Criminal Procedures • Drug Trafficking <p>Generic Courses</p> <ul style="list-style-type: none"> • Money Laundering • Public Procurement Policies • Taxation • Cyber Crimes • Database Management • Capital and Money Markets • Freight Forwarding • Insurance

TABLE OF PROPOSED TRAINING/COURSES FOR INVESTIGATORS IN THE ECONOMIC AND ORGANISED CRIME OFFICE (EOCO)

POSITION, TITLE OR RANK	EXPECTED OR REQUIRED RESPONSIBILITIES, CORE COMPETENCIES, SKILLS AND QUALIFICATIONS	PROPOSED TRAINING/COURSES
<ul style="list-style-type: none"> • <i>Deputy Staff Officer</i> • <i>Assistant Staff Officer</i> 	<p>We have provided expected or required responsibilities, core competencies Key Roles in EOCO that emerged as core to the delivery of Criminal Justice in Section 2B.</p> <p>QUALIFICATION AND EXPERIENCE</p> <p><u>Deputy Staff Officer</u></p> <ul style="list-style-type: none"> • At least 5 years of progressive experience as a Senior Officer and the availability of a position <p><u>Assistant Staff Officer</u></p> <ul style="list-style-type: none"> • Entry-level position for Senior Officers • At least a University Degree 	<p>Technical Courses</p> <ul style="list-style-type: none"> • Intelligence • Intelligence Data Analysis • Forensic Data Analysis and Audit • Data Recovery • Surveillance • Asset Tracing and Recovery • Terrorism • Terrorism Financing • Criminal Evidence Gathering and Preservation • Exhibit Handling • Extradition Proceedings • Crime Trends and Statistics • Crime-scene Investigation • Criminal Procedures • Drug Trafficking <p>Generic Courses</p> <ul style="list-style-type: none"> • Money Laundering • Public Procurement Policies • Taxation • Cyber Crimes • Database Management • Capital and Money Markets • Freight Forwarding • Insurance

TABLE OF PROPOSED TRAINING/COURSES FOR INVESTIGATORS IN THE ECONOMIC AND ORGANISED CRIME OFFICE (EOCO)

POSITION, TITLE OR RANK	EXPECTED OR REQUIRED RESPONSIBILITIES, CORE COMPETENCIES, SKILLS AND QUALIFICATIONS	PROPOSED TRAINING/COURSES
<p><i>Field Desk Officers (FDO) 1 - 3</i></p>	<p>We have provided expected or required responsibilities, core competencies Key Roles in EOCO that emerged as core to the delivery of Criminal Justice in Section 2B.</p> <p>QUALIFICATION AND EXPERIENCE</p> <ul style="list-style-type: none"> • At least 5 years of progressive experience and the availability of a position • At least a Senior High School qualification 	<p>Technical Courses</p> <ul style="list-style-type: none"> • Intelligence • Intelligence Data Analysis • Forensic Data Analysis and Audit • Data Recovery • Surveillance • Asset Tracing and Recovery • Terrorism • Terrorism Financing • Criminal Evidence Gathering and Preservation • Exhibit Handling • Extradition Proceedings • Crime Trends and Statistics • Crime-scene Investigation • Criminal Procedures • Drug Trafficking <p>Generic Courses</p> <ul style="list-style-type: none"> • Money Laundering • Public Procurement Policies • Taxation • Cyber Crimes • Database Management • Capital and Money Markets • Freight Forwarding • Insurance