

United



Nations Secretariat

**Vacancy Announcement for Positions in the Department of Peace Operations
requiring official secondment from national governments of Member States of the United Nations Organization**

VACANCY ANNOUNCEMENT NUMBER

2024-SPC-75903-DPO

DEADLINE FOR APPLICATIONS

7 June 2024

POST TITLE AND LEVEL

Chief of the Standing Police Capacity, D-1

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL

U.S. Dollars 137,021.00

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS.

RESPONSIBILITIES: The Chief of the Standing Police Capacity (SPC) works under the direct supervision of the director of the Police Division in the Department of Peace Operations (DPO). S/he leads all activities of the SPC and provides leading law enforcement advice, assistance and expertise on a wide range of international policing activities relevant to the assignments of the SPC, which is a UN Police mechanism for starting up new police components in UN peace operations as well as assisting existing operations on a continual basis. At her/his duty-station in Brindisi, the incumbent leads the overall pre-mission analysis, training and planning activities of the SPC in preparation for its assignments, in accordance with the guidelines of the director of the Police Division and in close consultation and co-operation with other relevant directors and senior staff in DPO. In the field, the incumbent acts as the interim Head of the Police Component of UN peace operations during the immediate start-up phase of new police operations, reporting to the Head of Mission or his/her relevant representative. S/he formulates and leads implementation of mandate plans and concepts of operations for UN Police. In existing UN peace operations, the incumbent makes specific recommendations and provides expert SPC advisory and technical assistance to Heads of Police Components in the development and implementation of indigenous law enforcement support activities, primarily with regard to supporting the strategic mission of UN Police, which is to build institutional law enforcement capacity in post-conflict environments. If specifically directed, s/he directs the SPC in the planning and execution of operational evaluations and assessments of UN Police operations. As a regular activity in the field, the Chief of the SPC infuses his/her senior law enforcement knowledge and know-how and provides direct advice to senior-level officials in indigenous law enforcement agencies, focusing in particular on the creation and implementation of leadership development schemes that focus on teaching law enforcement decision-making, negotiation, strategic planning, discipline, integrity and others.

COMPETENCIES:

Professionalism: Demonstrates competency for and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building. Conscientious and efficient in meeting commitments, observing deadlines and focusing on achieving results. Shows pride in work and in achievements; demonstrates persistence when faced with difficult problems and challenges; excellent conceptual, analytical and evaluation skills and ability to conduct research and analysis; strong knowledge of capacity-building from the perspective of law enforcement development and other rule of law issues. Motivated by professional rather than personal concerns, remains calm in stressful situations. Ability to understand the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity with the concepts of conflict prevention, conflict resolution and peace-building. Ability to apply UN rules, regulations, policies and guidelines in work situations and prepare reports or rationale with respect to key administrative decisions. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. **Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; doesn't accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **Vision:** Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in Law, Public Administration, Criminology, Social Sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive senior management experience in law enforcement and community safety issues may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of 15 years of progressively responsible experience in national or international law enforcement or police work with currently active rank of Deputy/Assistant Commissioner, Deputy/Assistant Inspector General, Deputy Chief of Police, other rank equivalent to Brigade-General in the military or higher rank is required. Experience in leading and managing multi-disciplinary teams at strategic and policy-making level is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in UN peacekeeping missions or other similar international organizations is required. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language, preferably French, is desirable.

SPECIAL NOTICE:

Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a one year Fixed-Term appointment which, based on performance and operational needs, may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat. Member States are strongly encouraged to nominate qualified female police officers.

United



Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations
requiring official secondment from national governments of Member States of the United Nations Organization*

VACANCY ANNOUNCEMENT NUMBER

2024-SPC-75924-DPO

DEADLINE FOR APPLICATIONS

7 June 2024

POST TITLE AND LEVEL

Community Policing (Reform) Officer, P-3

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS U.S. Dollars

INDICATIVE MINIMUM GROSS ANNUAL

US Dollars 75,972

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

United Nations Core Values: Integrity, Professionalism and Respect for Diversity

RESPONSIBILITIES: The incumbent reports directly to the Community Policing Officer in the Standing Police Capacity (SPC), while being under the overall supervision of a Team Leader. The SPC is a UN Police mechanism for starting up police components in UN peace operations as well as assisting existing operations on a continual basis. S/he assists in the development and implementation of community policing strategies and programmes within the terms of reference of respective SPC assignments. When required, a particular focus of the incumbent is on isolating and supporting the linkages between community policing and the processes of disarmament, demobilization and reintegration of former combatants. The incumbent also assists other SPC members as directed in other law enforcement thematic areas outside of his/her own area of focus. When at headquarters, the incumbent provides community policing input into the SPC's pre-mission planning and preparatory activities, including undertaking analytical and technical reviews and surveys of community policing practices in UN peace operations. This work is done through the prism of developing various community policing strategies and programmes that the SPC can support once deployed on the ground, embracing an 'SPC Community Policing Framework'. When in the field, the incumbent works closely with UN Police and other international and local rule of law development actors and assists local law enforcement with community policing activities, keeping in mind the strategic mission of UN Police which is to build institutional law enforcement capacity in post conflict environments. As such, the incumbent aims both in devising overarching strategies and providing technical recommendations on how local law enforcement can be supported in the community policing sector from the developmental perspective including organization, structure, training and resources required to support grass-roots level community policing.

COMPETENCIES:

Professionalism: Demonstrates professional competence and mastery of subject matter; is motivated by professional rather than personal concerns; knowledge of democratic policing, law enforcement, community safety and capacity-building; ability to remain calm in stressful situations; good research, analytical and problem-solving skills. Demonstrates professional competence and mastery of subject matter. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Is motivated by professional rather than personal concerns. Shows persistence when faced with difficult problems or challenges. Remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and extensive experience may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is required.

Work Experience: A minimum of five years of progressive responsible experience in law enforcement matters including community policing, is required with a rank of Chief Inspector or Major, other service equivalent or higher rank. Experience in the use of modern Internet-based research methodologies and sources is required. Basic knowledge of the climate change and the security nexus is desirable. Peacekeeping or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

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Date of Issuance: 8 March 2024

Preference will be given to equally qualified women candidates

United



Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations
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VACANCY ANNOUNCEMENT NUMBER

2024-SPC-78773-DPO

DEADLINE FOR APPLICATIONS

7 June 2024

POST TITLE AND LEVEL

Logistics Planning Officer, P-3

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL

U.S. Dollars 75,972

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

United Nations Core Values: Integrity, Professionalism and Respect for Diversity

RESPONSIBILITIES: Under the direct supervision of a Team Leader of the Standing Police Capacity (SPC), the Logistics Planning Officer provides assistance and know-how in the field of logistics and the field of new technologies as pertaining to improving the overall effectiveness and efficiency of law enforcement operations. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations and partners on a continual basis. When at the duty station, the incumbent works with all staff and logistical and other administrative experts in the Department of Peace Operations to ensure that logistical planning for law enforcement is adequately included into the terms of reference of respective SPC assignments as well as other UN Police operations in the planning stage. S/he will coordinate UN efforts in key working groups in the field of new and/or advanced technologies. This involves undertaking analyses and surveys of UN Police logistical needs and practices with a view to preparing a series of varied logistical support analyses and plans for the SPC to execute once deployed on the ground. When deployed in the field, s/he assists UN Police and logistical experts in support of the purchasing, transport, delivery and storage of law enforcement equipment and material to the mission area and analyses the local environment to determine procurement and other logistical needs and possibilities for national law enforcement. S/he identifies and assists all possible sources of logistical assistance and funding to help realize the creation of base-line logistical capacity in local law enforcement agencies, including the creation and maintenance of a core fleet of vehicles, law enforcement personal gear, non-lethal and other weapons, crowd management equipment, communications systems, training facilities and equipment and others as required.

COMPETENCIES:

Professionalism: Knowledge of theories, concepts and approaches relevant to police logistics and new or advanced technologies in regard to democratic policing, law enforcement, community safety, capacity-building and logistics in the field of law enforcement; good research, analytical and problem-solving skills. Demonstrates professional competence and mastery of subject matter. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Is motivated by professional rather than personal concerns. Shows persistence when faced with difficult problems or challenges. Remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement operational and administrative matters, including logistical support and procurement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required.

Work Experience: A minimum of five years of active law enforcement experience in a national law enforcement agency on a wide range of operational, administrative and management issues, including three years of logistical support and procurement for law enforcement agencies is required. Being in active national police service with a rank of Major or Chief Inspector, other service equivalent or higher rank is required. Knowledge and experience of new and/or advanced technologies are highly desirable. Peacekeeping or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and

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VACANCY ANNOUNCEMENT NUMBER

2024-SPC-75911-DPO

DEADLINE FOR APPLICATIONS

7 June 2024

POST TITLE AND LEVEL

Police Reform Adviser, P-4

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL

U.S. Dollars 94,268

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

United Nations Core Values: Integrity, Professionalism and Respect for Diversity

RESPONSIBILITIES: The incumbent shall provide assistance and support on a wide range of law enforcement reform matters with focus on strategic development and institution building including for host states with missions in transition as they pertain to support provided by and activities of the Standing Police Capacity (SPC). The Police Reform Adviser reports directly to the designated Team Leader of the SPC. The SPC is a part of the UN Police Division that supports the starting up of police components in new UN peace operations and/or special political missions as well as provides support and assistance to existing operations and partners on a continual basis. The incumbent is expected to deploy to peace operations for a period from 3 up to 6 months away from his/her duty station. In line with the decisions and guidelines of the Police Division and the Chief of the SPC, the incumbent provides a wide range of expert advisory with focus on strategic development and institution building. S/he will provide assistance activities on law enforcement reform matters relevant to supporting new and existing police components in UN peace operations. When at SPC's duty-station in Brindisi, the incumbent reviews respective UN Police operations from the perspective of supporting national law enforcement institutional development and capacity-building, identifying as required best practices in international policing. Particular focus is placed on ascertaining business management gaps in national law enforcement, wherein the SPC can be of assistance in filling, including deficiencies in strategic planning, organization and structure, human resources and skills development, asset management and use of technology. When deployed to the field, the incumbent works in close cooperation with UN Police and other international actors to address chronic business management gaps in local law enforcement that may include the identification of specific tasks upon which the SPC can channel and impart its expertise and know-how – programmatic, advisory or otherwise.

COMPETENCIES:

Professionalism: Wide knowledge of theories, concepts and approaches in the field of law enforcement relevant to democratic policing, community safety, capacity-building and development, civilian oversight mechanisms, human rights, gender mainstreaming etc.; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; ability to provide sound advice and assistance to the UN Police as well as national police. Demonstrates professional competence and mastery of subject matter. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Is motivated by professional rather than personal concerns. Shows persistence when faced with difficult problems or challenges. Remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and experience in rule of law and police reform may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of seven years of progressively responsible experience in rule of law developmental matters, including experience in police reform, law enforcement development and capacity-building is required. Three-year experience of management and policy making is also required. **Rank:** The candidate must be in active service possessing the rank of at least Superintendent or Lt. Colonel, equivalent or higher rank. Peacekeeping or other international experience in the UN or other organizations is required. Experience in the use of modern Internet-based research methodologies and sources is desired. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

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VACANCY ANNOUNCEMENT NUMBER

DEADLINE FOR APPLICATIONS

POST TITLE AND LEVEL

DUTY STATION

ORGANIZATIONAL UNIT

INDICATIVE MINIMUM GROSS ANNUAL

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2024-SPC-75905-DPO (2 posts available)

7 June 2024

Team Leader, P-5

BRINDISI

DEPARTMENT OF PEACE OPERATIONS

U.S. Dollars 115,134.00

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

United Nations Core Values: Integrity, Professionalism and Respect for Diversity

RESPONSIBILITIES: Under the direct supervision of the Chief of the Standing Police Capacity (SPC), the Team Leader acts as one of three principal managers in the office. The SPC is a UN Police mechanism that provides support for start-up police components in new UN peace operations, as well as assists existing operations on a continual basis. The Team Leader manages and contributes to a wide portfolio of law enforcement operational issues. S/he supervises SPC personnel, including other advisers and specialists, on matters concerning police reform, community policing, transnational organized crime, public order, police planning, crime investigation and training. Specific duties include: It is expected that the incumbent works and leads SPC police teams as well as police component in a field mission from a period varying from one week up to three months and beyond. The Team Leader will also be from time to time involved in technical and strategic assessment missions in new and current peace operations.

When at the SPC Headquarters, the incumbent, in co-operation with other Team Leaders and the Special Assistant to the Chief of the SPC, sets and monitors detailed work plans for his/her team in order to prepare SPC personnel for field assignments. S/he interacts closely with relevant Heads of Section in the Police Division, DPKO in conceptualizing and planning field assignments for SPC and identifying specific needs and challenges of police components in UN peace operations. When deployed to the field, the incumbent manages a team to ensure the implementation of SPC's specific terms of reference for its assignments, both during the start-up phase of police components in new UN peace operations and while assisting police components in existing operations. Under the direction of the Chief/SPC, the incumbent works to infuse the relevant Security Council resolutions, policies and directives of DPKO as well as the applicable Terms of Reference in all aspects of SPC's work and identifies and ensures the implementation of best police practices into the day-to-day activities of his/her team. From the perspective of police operational issues, the incumbent provides advice, assistance and expertise on building national law enforcement institutions and capacity, including, among others, police patrols, investigations, searches and seizures, community policing, crowd control management, and emergency services. It is also expected from the incumbent to manage a team while at the HQ up to a large team of staff including non-SPC staff members when deployed in the field.

COMPETENCIES:

Professionalism: Competency and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building; conscientious and efficient in meeting commitments, observes deadlines and focuses on achieving results; persistent when faced with difficult problems and challenges; excellent conceptual, analytical and evaluative skills and able to conduct research and analysis; understanding of the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity of the concepts of strategic planning, strategic foresight, conflict prevention, conflict resolution and peace-building; knowledge of capacity-building from the perspective of law enforcement, development and other rule of law matters which encompass modern trends. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Is motivated by professional rather than personal concerns. Shows persistence when faced with difficult problems or challenges. Remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. **Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of organizations and people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports staff when they makes mistakes; actively supports the development and career aspirations of staff; appraises performance fairly.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in Law, Police Management, Law Enforcement, Security Studies, Criminal Justice, Business or Public Administration, Human Resources Management, Change Management or other related area. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/senior staff is highly desirable. Graduation from a certified police academy or similar national or international law enforcement training institution is required.

Work Experience: A minimum of 10 years (12 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency both at the field and national police headquarters level is required. Seven (7) years of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field – required. Practical direct experience in commanding a regional or state level police units or heading a department at national police HQ – required. Must be a senior professional police officer on active duty with the minimum rank of Senior/Chief Superintendent, Deputy Police Commissioner or rank equivalent to a full Colonel or above. Peacekeeping or other international experience in the UN or other international organizations is an advantage.

Languages: English and French are the working languages of the UN Secretariat. For the post advertised, fluency in English (both oral and written) is required. Knowledge of French is highly desirable.

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VACANCY ANNOUNCEMENT NUMBER

2024-SPC-75914-DPO

DEADLINE FOR APPLICATIONS

7 June 2024

POST TITLE AND LEVEL

Transnational Crime Adviser, P-4

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL

U.S. Dollars 94,268.00

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

United Nations Core Values: Integrity, Professionalism and Respect for Diversity

RESPONSIBILITIES:

Under the direct supervision of the Team Leader, Standing Police Capacity (SPC), Police Division, Office of Rule of Law and Security Institutions, DPO, the Transnational Crime Adviser at P4 level provides a wide spectrum of advisory support and assistance in the field of combating transnational crime, organized crime, and other emerging crime issues, especially in post-conflict environments. Within the confines of SPC management and the strategic mission of UN Police, which is to help build institutional national police and other law enforcement capacities in post conflict environments, the incumbent works closely with various international and national actors at headquarters and in the field to help design strategies, as well as develops and implements projects and programme activities. When at SPC headquarters, the incumbent assists in strategic and operational planning tasks, represents the UN Police in expert forums, and evaluates the needs and requirements of UN Police, national police and other law enforcement agencies that the UN Police are mandated to support. Within the framework of overall PD/SPC activities related to combating transnational organized crime, strengthening domestic police and other law enforcement capacities in the respective countries or mission areas, the incumbent formulates proposals for the use of SPC and designs and supports in the implementation of programmes and projects to be launched. In the field, the incumbent works closely with UN Police and other entities working in these thematic and cross cutting areas advises and supports the national police and other law enforcement officials in planning, developing, and implementing strategies, programmes and activities to deal with transnational crime; and, prepares proposals to support the host nations sustainable specialized institutional capacity-building initiatives.

COMPETENCIES:

Professionalism: Knowledge of theories, concepts and approaches relevant to transnational crime, organized crimes and related law enforcement related matters; as well as analyzing gaps, identifying standards and developing plans for capacity-building of law enforcement agencies; ability to plan, develop, implement and monitor strategies, programmes, projects and activities in the field of combating transnational and organized crime; basic knowledge of the impact of Artificial Intelligence and transnational organized crime, knowledge of the current trends and developments in the field of transnational and organized crime including current trends on counter-terrorism; good research, analytical and problem-solving skills; and, ability to identify and participate in the resolution of complex issues and problems. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Is motivated by professional rather than personal concerns. Shows persistence when faced with difficult problems or challenges. Remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely listening others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in Law, Criminology, Social Sciences, or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in combating serious and organized crime may be acceptable in lieu of the advanced University degree. Graduation from a certified police academy or other similar law enforcement training institution is required. **Work Experience:** A minimum of seven years of progressively responsible experience in active national police or other law enforcement agency with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank, including at least three years of direct operational experience in combating transnational and organized crime, as well as experience in policy making in the above areas is required. Experience in UN peacekeeping missions, other similar international organizations, or regional forums is also required. Experience in the use of modern Internet-based research methodologies and sources is desirable. **Language:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

SPECIAL NOTICE: Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a one year Fixed-Term appointment which, based on performance and operational needs, may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat Member States are strongly encouraged to nominate qualified female police officers.

Date of Issuance: 8 March 2024

Preference will be given to equally qualified women candidates

United Nations



Nations Unies

Job Title : Chief Mission Management and Support Section,
P-5

Department / Office : Mission Management and Support Section

Duty station : NEW YORK

Posting period : 08/03/2024 - 07/06/2024

Job Opening Number : DPO/SEC2401P/P-5/02

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Organizational Setting and Reporting :

This position is located in the Mission Management and Support Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Police Adviser through the Deputy Police Adviser, as appropriate. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in: <https://police.un.org/en>

Responsibilities :

Within delegated authority, the Chief of Mission Management and Support Section will be responsible for the following duties:

- Providing oversight, guidance and support to the staff of the Section and to the senior leadership of police operations on a wide range of strategic policing activities, including those related to mandate implementation, local police institutional development and capacity enhancement, and operational and administrative issues related to police operations.
- Act as the communication link between the Office of the Police Adviser and the Section and provides advice to the Police Adviser and Deputy Police Adviser on important issues.
- Actively participate in and provides direct oversight in preparing plans to establish and support new and existing operations, and assists in developing profiles based on the identified needs of police components.
- Supervise the timely production of police specific documents and conducts visits to the police components operations of peace operations for fact-finding and technical assessment missions.
- Supervise the activities of the mission management and support officers in regard to the maintenance of continuous liaison with field missions and Permanent Missions of police contributing countries, including those issues related to daily operations.
- Ensure that incoming and outgoing senior police field staff receive appropriate in and out briefings and are provided with follow-up support, as required.
- Ensure the adherence of police components to their mandated tasks; advises and guides police components in their activities; evaluates and reviews components' progress; and, undertakes all other tasks to ensure the proper administration and documentation of operational-related requirements of the police components in the field.
- Provide advice to the senior staff of the Police Division (including Standing Police Capacity), Regional Offices, Integrated Operational Teams, Office of the Military Adviser, OROLSI, DPO, and Department of Operational Support (DOS) on the police

aspects of peace operations.

- Conduct representational activities at workshops and seminars and develops partnerships within the UN system, research institutes, Member States, and Regional Organizations.
- Responsible for supervising and managing staff of the Section and therefore evaluates staff performance through use of the UN performance appraisals system in accordance with established criteria.

Competencies :

Professionalism: Knowledge and mastery of theories, concepts, and approaches relevant to police institutional development and administration, law enforcement, community safety and capacity-building. Conscientious and efficient in meeting commitments, observing deadlines and achieving results. Motivated by professional rather than personal concerns.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary and uses time efficiently.

Accountability: Takes ownership of all responsibilities and honors commitments; delivers outputs within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes responsibility of delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

Leadership: Serves as a role model that other people want to follow: empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.

Vision: Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction and conveys enthusiasm about future possibilities.

Qualifications :

Education: Advanced university degree (Master's Degree or Equivalent) in the field of Political Science, Criminal Justice, Law Enforcement, Law, or a related area is required. Graduation from a certified police academy or similar law enforcement training institution is also required. A first level university degree in combination with relevant academic qualifications and qualifying experience may be accepted in lieu of the advanced university degree.

Experience :

10 years experience in an active national police service with a rank of Colonel or other service equivalent rank and graduation from a national police academy. The candidate must have police leadership and management experience. Peacekeeping or other international experience at a mid to senior level is required. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training institution.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of an additional official UN language, preferably French, is desirable.

Assessment Method :

Evaluation of qualified candidates may include an assessment exercise which may be followed by a competency-based interview.

Special Notice :

Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered.

The Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a two year Fixed-Term appointment which, based on performance and operational needs, may be extended to a third year or in exceptional circumstances to a fourth and final year.

Currently serving seconded active-duty officers under a UN contract are not eligible to apply or to be nominated for another seconded positions in the UN until separated for at least one year from any last secondment on a UN contract with the UN Secretariat. As a result, the nomination of currently serving seconded active-duty police officers under a UN contract will not be considered.

Nominations from women candidates are highly encouraged.

United Nations Nations Unies

Job Title : Deputy Police Adviser, D-1
Department / Office : Office of the Police Adviser
Duty station : NEW YORK
Posting period : 08/03/2024 - 07/06/2024
Job Opening Number : DPO/SEC2401P/D-1/01

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Organizational Setting and Reporting :

This position is located in the Office of the Police Adviser in the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Police Adviser and shares with him the support functions of his front office.

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping. Additional information available in <https://police.un.org/en>. The Police Division plans, implements and evaluates its functions through a Multi-year Strategy.

Responsibilities :

Under the direction of the Police Adviser and within limits of delegated authority, the Deputy Police Adviser will be responsible for the following duties:

- Support the Police Adviser in all aspects of his/her work which allows the Police Adviser to focus more directly on issues requiring his/her strategic direction.
- examine all communication / correspondence submitted for Police Adviser endorsement and monitor that each section within his supervision has adequate internal checking mechanisms in place to comply with prevalent rules, regulations and procedures.
- Manage and ensure the operational and administrative efficiency of the front office of the Police Adviser.
- Take, active ownership for the planning implementation and evaluation of the Multi-year Strategy in close cooperation with the Chief of the Standing Police Capacity (SPC).
- Supervise the activities of the sections of the Division, and contribute to the coordination between the Sections in New York and the SPC in Brindisi, in close cooperation with the Chief of the SPC.
- Supervise the Police Division's management teams ensuring coherence with the daily work of the Sections, under the Police Adviser's controlling activities.
- Provide direct guidance and support to the Heads of Police Components of peace operations and identify and respond to policy, management and operational developments, challenges and incidents.
- Act as the focal point for the development, implementation, monitoring and evaluation of the RBB plan and the budget of the Division and assist in the preparation of all strategic and planning documents.
- Advise the Police Adviser on the police components adhere to their mandated

task(s); advise and guides police components in their activities; evaluate and reviews components' progress; supervise the deployment and rotation of all police officers from their home countries to and from the mission areas; and supervise all other required administrative functions pertaining to the operations of the components and the serving police officers;

- Advise on and participates in the preparation of planning contingencies for ongoing, downsizing and prospective future police components of peacekeeping operations.
- The incumbent will be expected to work in close collaboration with inter alia the Regional Divisions of DPPA-DPO, Office of Military Affairs and the Department of Operational Support, Global Focal Point, Division of Policy, Evaluation and Training, and all other Secretariat Departments and UN family agencies.
- Work closely with the representative of the Member States in regard to police contributions, rotations and other administrative matters.

Competencies :

Professionalism: Demonstrates professional competency in police matters at the strategic and command levels; ability to identify issues and to use sound judgment in applying expertise to identify and solve a wide range of complex issues and problems; ability to work under pressure; conceptual and analytical abilities; proven negotiation skills; knowledge of theories, concepts and approaches relevant to law enforcement, community safety and capacity-building; good research, analytical and problem-solving skills. Ability to conduct independent research and analysis, identify issues, formulate options and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Leadership: Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.

Vision: Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

Qualifications :

Education: Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law or Political Science or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in police may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is also required.

Experience :

A minimum of 15 years of progressively responsible experience in national or international law enforcement or police work with currently active a rank of Commissioner, Deputy Commissioner, Chief Superintendent or other rank equivalent to Major-General. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in policy development as well as administration of police training activities is desirable. Previous experience in a United Nations setting is desirable.

Languages :

English and French are the working languages of the United Nations Secretariat. For the posts advertised, fluency in oral and written English is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice :

Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered.

The Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a two year Fixed-Term appointment which, based on performance and operational needs, may be extended to a third year or in exceptional circumstances to a fourth and final year.

Currently serving seconded active-duty officers under a UN contract are not eligible to apply or to be nominated for another seconded positions in the UN until separated for at least one year from any last secondment on a UN contract with the UN Secretariat. As a result, the nomination of currently serving seconded active-duty police officers under a UN contract will not be considered.

Nominations from women candidates are highly encouraged.

United Nations Nations Unies

Posts : 2
Job Title : Police Officer, P-3
Department / Office : Mission Management and Support Section
Duty station : NEW YORK
Posting period : 08/03/2024 - 07/06/2024
Job Opening Number : DPO/SEC2401P/P-3/06

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Organizational Setting and Reporting :

This position is located in the Mission Management and Support Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>.

Responsibilities :

Within delegated authority, the Police Officer will be responsible for the following duties:

- Provide advice and substantive support to the Police Division on issues related to the police components in peace operations.
- Ensure the adherence of police components to their mandated tasks; advise and guide police components in their activities; evaluate and review components' progress; and, undertake all other tasks to ensure the proper administration and documentation of personnel-related requirements of the police components in the field.
- Advise and guide field missions on budgetary issues; act as the principal focal point between Headquarters and field police components on administrative and coordination issues;
- conduct the initial assessment related to the preparation of operational plans for police components of peace operations; advise on police concepts of operations;
- participate in the preparation of planning contingencies for ongoing, downsizing and prospective future police components of peace operations and prepare background materials, briefing notes and talking points on police issues related to peace operations.
- works in close coordination with counterparts in the Office of Military Affairs, representatives from Member States, Regional Offices (especially Integrated Operational Teams), Department of Operational Support, and other offices in the Secretariat and UN Agencies.

Competencies :

Professionalism: Demonstrated professional competence and mastery of police administration and police operational planning; knowledge of administrative, budgetary, financial or human resources policies and procedures; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues formulate options and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Qualifications :

Advanced university degree in the field of Criminal Justice, Law, Political Science or related field is required. A first level university degree in combination with two additional years of qualifying experience in police may be accepted in lieu of the advanced university degree. Graduation from a police academy or a similar law enforcement institution is also required.

Experience :

A minimum of five years of progressively responsible experience in an active national police service with a current rank equivalent to at least Chief Inspector or Major, and a specialization in police planning, is required. Experience in a peacekeeping operation, UNHQ, or similar international organization is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice :

Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered.

The Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a two year Fixed-Term appointment which, based on performance and operational needs, may be extended to a third year or in exceptional

circumstances to a fourth and final year.

Currently serving seconded active-duty officers under a UN contract are not eligible to apply or to be nominated for another seconded positions in the UN until separated for at least one year from any last secondment on a UN contract with the UN Secretariat. As a result, the nomination of currently serving seconded active-duty police officers under a UN contract will not be considered.

Nominations from women candidates are highly encouraged.

United Nations



Nations Unies

Posts : 3
Job Title : Police Officer, P-4
Department / Office : Mission Management and Support Section
Duty station : NEW YORK
Posting period : 08/03/2024 - 07/06/2024
Job Opening Number : DPO/SEC2401P/P-4/04

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Organizational Setting and Reporting :

This position is located in the Mission Management and Support Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. **The incumbent** reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>.

Responsibilities :

Within delegated authority, the Police Officer will be responsible for the following duties:

- Provide advice and substantive support to the Police Division on police issues related to peace operations.
- Assist in the development of policies and strategies for all police dimensions in peace operations; participate in the police aspects of negotiations; develop police Concepts of Operations in support of integrated mission planning; conduct assessments of post-conflict police institutions and recommends on their immediate short-term needs and the role of UN police therein.
- Review and assess more broadly the long-term institutional needs of post-conflict police institutions with a view to developing strategies and partnerships to ensure their long-term sustainable development; and liaise with UN Agencies and Programs, international and regional organizations, and Member State governments to ensure an effective and coordinated approach to the long-term institutional development of post conflict police institutions.
- Ensure the adherence of police components to their mandated tasks; advise and guide the components in their activities; evaluate and review components' progress; and perform all other required administrative functions pertaining to the operations of the components and the serving police officers, ensuring the appropriate administration of police personnel, police mission budgets, and disciplinary cases related to police officers.
- Conduct presentations and provides information and recommendations to senior UN officials and other national government officials regarding substantive police peace operations issues.
- The incumbent must be prepared to travel to the field at short notice, work in close collaboration with counterparts from the Regional Offices (especially Integrated Operational Teams), Office of Military Affairs, Policy Evaluation and Training Division, Department of Operational Support and other offices in the Secretariat UN agencies.

Competencies :

Professionalism: In-depth knowledge of issues related to the operations and support of police components in UN field missions; sound understanding of police planning, management, and administration; ability to provide seasoned advice on police administration and operational planning to senior UN and national government officials; versatile in planning a wide range of international police activities; excellent conceptual, analytical and evaluative skills; ability to conduct independent research and analysis, identify issues, formulate opinions and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Qualifications :

Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law, Political Science or related field. First level university degree in combination with two additional years of qualifying experience in police may be accepted. Graduation from a police academy or a similar law enforcement institution is also required.

Experience :

A minimum of seven years of progressively responsible experience in an active national police service with a current rank of at least Superintendent or Lt. Colonel. Specialization in planning and implementing police operations and projects, monitoring and evaluation of complex police tasks and projects is required. At least one year of experience in a peace operation, UNHQ, or similar international institution is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice :

Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered.

The Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a two year Fixed-Term appointment which, based on performance and operational needs, may be extended to a third year or in exceptional circumstances to a fourth and final year.

Currently serving seconded active-duty officers under a UN contract are not eligible to apply or to be nominated for another seconded positions in the UN until separated for at least one year from any last secondment on a UN contract with the UN Secretariat. As a result, the nomination of currently serving seconded active-duty police officers under a UN contract will not be considered.

Nominations from women candidates are highly encouraged.

United Nations Nations Unies

Posts : 2
Job Title : Police Planning Officer, P-4
Department / Office : Strategic Policy and Development Section
Duty station : NEW YORK
Posting period : 08/03/2024 - 07/06/2024
Job Opening Number : DPO/SEC2401P/P-4/03

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Organizational Setting and Reporting :

This position is located in the Strategic Policy and Development Section (SPDS) of the Police Division in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and Special Political Missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>.

Responsibilities :

Within delegated authority, the Police Planning Officer will be responsible for the following duties:

- Establishing thematic doctrinal guidance and templates for use by field missions to ensure uniformity of mission plans when applying a holistic approach which incorporates all relevant cross cutting elements such as justice, corrections and other aspects of policing,
- Collaborate with others in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities.
- Responsible for assisting in all United Nations police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation and other planning options.
- Responsible for planning for police components in one of the main regional groupings of field missions.
- Carrying out all planning priorities of field missions through close interaction with internal and external stakeholders; providing complementary support to the appropriate Integrated Operational Teams (IOT) in all aspects of planning, including accurate and coherent police planning advice; developing and updating of strategic concepts;
- Ensuring that all planning parameters are fully established during the development and review of the concept of police operations of prospective and current field missions; and, establishing collaborative relations with key national counterparts, officials of the criminal justice chain, and other internal and external stakeholders.
- Providing planning support to police components in ongoing and future Special Political Missions (SPM); developing police planning, monitoring and evaluation

tools and assessment templates; ensuring efficient dissemination of the same to field missions; and, providing appropriate orientation, training, and application support.

- Collaborating in an efficient and timely manner with counterparts in Mission Management and Support Section (MMSS) and Selection and Recruitment Section (SRS) by providing support and advice on all operational planning needs (e.g. election planning, crisis management, etc.)
- Maintain close collaboration with the components/units of DPO and Department of Operational Support (DOS), other UN Secretariat departments, and UN family agencies as and when required.
- Undertake research and analysis to support these tasks; prepare new documents to assist in the formulation of United Nations Police (UNPOL) doctrine needed to support such plans; and, to support the changing role of police in peace operations, particularly in the area of host state police development and capacity enhancement.

Competencies :

Professionalism: Demonstrated professional competence and mastery of police administration and police operational planning; knowledge of administrative, budgetary, financial or human resources policies and procedures; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues, formulate options and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Ability to operate databases, project management software and develop spreadsheets and complex text documents is required.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies. Identifies priority activities and assignments; adjusts priorities as required. Allocates appropriate amount of time and resources for completing work. Foresees risks and allows for contingencies when planning. Monitors and adjusts plans and actions as necessary. Uses time efficiently.

Teamwork: Works collaboratively with colleagues to achieve organizational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position. Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Qualifications :

Education: Advanced university degree (Master's degree or equivalent) in the field of political science, criminal justice, law, or another relevant field is required. A first level university degree with combination of relevant academic qualifications and extensive experience in police and peace operations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is also required.

Experience :

Seven years of experience in active national police service, with a rank of Superintendent, Lt. Colonel, or service equivalent rank. Graduate of a national police academy or relevant police training institution is required. Practical experience in police planning and formulating policies of thematic relevance is required. Headquarters, peacekeeping or other international experience is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of another official UN language, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice :

Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered.

The Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a two year Fixed-Term appointment which, based on performance and operational needs, may be extended to a third year or in exceptional circumstances to a fourth and final year.

Currently serving seconded active-duty officers under a UN contract are not eligible to apply or to be nominated for another seconded positions in the UN until separated for at least one year from any last secondment on a UN contract with the UN Secretariat. As a result, the nomination of currently serving seconded active-duty police officers under a UN contract will not be considered.

Nominations from women candidates are highly encouraged.

United Nations



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Job Title : Police Selection and Recruitment Officer, P-3
Department / Office : Selection and Recruitment Section
Duty station : NEW YORK
Posting period : 08/03/2024 - 07/06/2024
Job Opening Number : DPO/SEC2401P/P-3/05

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Organizational Setting and Reporting :

This position is located in the Selection and Recruitment Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>

Responsibilities :

Within delegated authority, the Police Selection and Recruitment Officer will be responsible for the following duties:

- Conduct effective and **timely** selection, recruitment and rotation of police personnel for **field** missions, including Formed Police Units.
- Expanding the pool of **qualified** candidates for police personnel positions, developing a **skill-based** roster for senior police personnel, collaborating and coordinating with the Department of Field Support, Member States and Police-Contributing Countries (PCC's) on all matters related to deployment, extension and rotation of police personnel;
- Conduct substantive vetting of candidates to assess their suitability by analyzing curricula vitae, screening of candidates and conducting interviews by phone or video-teleconference;
- Develop **extension** and rotation strategies to meet the demand for police personnel and **formed** units in the field; establish staggered police rotation plans in **coordination** with field missions and Member States to ensure continuity and **stable strength** in order to **mitigate** the potential adverse impact on mission mandate implementation and **security** and ensures strict adherence to **established performance appraisal policies** for any extension requests.
- Coordinate and ensure the **issuance** of medical clearances by the UN Medical Services Division for **police officers** prior to their deployment to field missions; **monitor and update** the medical tracking mechanism for police personnel.
- Managing and participating in Selection Assistance and Assessment Teams (SAAT) and the Formed Police Unit Assistance Teams (FPAT); arranging and participating in pre-deployment visits to Member States.

Competencies :

Professionalism: Ability to identify issues, formulate opinions, present conclusions and offer recommendations. Ability to apply UN HR rules, regulations, policies and guidelines in work situations and prepare reports or rational with respect to key administrative decisions. Motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations; is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Qualifications :

Education: Advanced university degree (Master's degree or equivalent) in law, criminal justice, police sciences, police administration and management or another related field. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with relevant academic qualifications and qualifying experience may be accepted in lieu of the advanced university degree.

Experience :

Five years experience in an active national police service with a rank of Major or Chief Inspector, or other service equivalent rank, including three years of practical experience in police administration and recruitment and formulating policies of thematic relevance is required. Peacekeeping or other international experience is desirable.

Languages :

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Assessment Method :

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