

# United Nations

*Job Opening for Position requiring official secondment  
from national governments of Member States of the United Nations Organization  
Appointments are limited to service on posts financed by  
the support account of peacekeeping operations*

<b>Post title and level</b>	<b>Formed Police Units (FPU) Coordinator, P-3</b>
<b>Organizational Unit</b>	<b>United Nations Mission in the Republic of South Sudan (UNMISS)</b>
<b>Duty Station</b>	<b><u>Juba</u></b>
<b>Reporting to</b>	<b>Police Commissioner through the Chief of Operations</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>31 March 2020</b>
<b>Job Opening number</b>	<b>2020-UNMISS-82656-DPO</b>

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

## **RESPONSIBILITIES:**

Under the overall direction of the Police Commissioner, the FPU Coordinator will have overall managerial responsibility for FPUs and manage the FPU support office. Additionally, the incumbent will liaise with all partnering agencies and relevant UNMISS and other UN components present in South Sudan regarding administrative and operational issues related to the deployment of the FPUs throughout the mission. The FPU Coordinator will also be responsible, but not limited to, the performance of the following duties:

- Plan and coordinate all FPU mandated activities to ensure that they are in accordance with FPU Policy (Public Order Management within and outside POC sites, support of humanitarian activities, dynamic patrols, and other pertinent tasks directed by the Police Commissioner);
- Ensure effective and efficient operational deployment and functioning of the FPUs within and throughout the Mission area in close consultation with the UNPOL leadership through the established chain of command;
- Attend as tactical commander and operational advisor, the scene of any operation in which more than one FPUs are involved, unless authority has been otherwise delegated;
- Establish through the Chief of Operation a close relationship and coordination with the UNMISS military in order to facilitate effective coordination in the event of mutual supportive operations;
- Facilitate effective coordination and collaboration with counterparts to create conducive environment on humanitarian assistance within and outside PoC sites;
- On a regular basis, conduct in-mission assessments to verify the operational readiness and performance of deployed FPUs through permanent liaison with the FPU Commanders and regular tactical exercises;
- Coordinate with the Chief of Integrated Mission Training Cell (IMTC), to ensure that sessional training on the role of FPUs in Protections of Civilians (POC) sites on UNMISS installations, will be delivered;
- In coordination with Chief of Operations coordinate activities and operational performance of FPUs deployed in their respective areas of responsibility.
- In collaboration with the Chief of Operations, respective UNPOL POC Site Coordinators and FPU Commanders, monitor the welfare and medical condition of all FPU members; produce recommendations on their improvement if necessary.



- Monitor the level of serviceability of the Contingent Owned Equipment (COE) and inform the Police Division (PD) accordingly in case action is to be taken by Police Contributing Countries (PCCs) and will conduct monthly operational inspections to deployed FPU as directed by DPKO;
- Monitor and coordinate all arrangements related to the timely deployment, rotations and redeployment of FPU staff.
- In collaboration with the respective UNPOL POC Site Coordinators and the FPU Commanders, ensure that all FPU members are treated in accordance with United Nations rules, regulations, and other issuances.
- In collaboration with the respective UNPOL POC Site Coordinators and FPU Commanders, ensure that all FPU members are aware of their responsibilities, including through induction, to adhere, both in and off duty, to UN rules, regulations, and guidelines as well as other mission directives and issuances. Ensure strict adherence of FPU personnel to the UN Police Directives and Code of Conduct.
- In collaboration with the respective UNPOL State Advisors and the FPU Commanders, support any investigations that may be required to address incidents that are of public concern involving the FPU personnel.
- Regularly consult and advise the UNMISS Police Commissioner in formulating operational planning and directives regarding the FPU operations. Advise appropriate stakeholders on the proper management of civil unrest and employment of crowd control tactics and techniques, with particular reference to the POC sites on UNMISS installations and outside when required;
- Develop in-mission training in crowd control, firearms and ammunition deployment exercises according to the revised FPU policy, including exercises to increase the inter-operability among different units and components.
- Ensure confiscated weapons are stored in the safe storage with respective FPU control.
- Perform any other duties and assume other responsibilities as may be directed by the UNMISS Police Commissioner.

### **COMPETENCIES:**

**Professionalism:** Shows pride in work and achievements; 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.* Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement; Experience in planning, development and implementation of policing programs, management and administration; Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others;

**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 inputs by genuinely valuing other's ideas and expertise; is willing to learn from others; 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 or equivalent) in Law enforcement, Criminal Justice, Security, Public Administration, Security Sciences, Human Resources Management, Social Sciences,



Development Studies (particularly in law enforcement), Change Management or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including public order management, police unit commanding and planning police operations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

**Work Experience:** A minimum of 5 years (7 years in absence of advanced degree) of progressive and active relevant service/experience at the field level (region/district) including direct practical experience in commanding special units including formed (anti-riot) police units, gendarmerie units, and/or training of FPU personnel, policy and standard operating procedures development experience is required. Experience in organizational and resource management, operational planning and policy development is highly desirable. Peacekeeping or other international experience in the UN or other international organizations is an advantage.

**Rank:** Rank required for a P-3 is Major, Chief Inspector, its equivalent or a higher rank.

**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 (Arabic) is an advantage.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 15 January 2020

<http://www.un.org/en/peacekeeping/sites/police>

In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.