

**UNITED NATIONS  
DEPARTMENT OF  
PEACEKEEPING  
OPERATIONS**



**NATIONS UNIES  
DEPARTEMENT DES  
OPERATIONS DE  
MAINTIEN DE LA PAIX**

**United Nations Core values: INTEGRITY, PROFESSIONALISM, RESPECT FOR DIVERSITY**

<b>Post Title:</b>	<b>Police Advisor</b>
<b>Level:</b>	<b>MSA</b>
<b>Organizational Unit:</b>	<b>United Nations Police (UNPOL)</b>
<b>Reporting To:</b>	<b>Senior Police Advisor</b>
<b>Duty Station:</b>	<b>United Nations Assistance Mission in Afghanistan (UNAMA)</b>
<b>Duration:</b>	<b>12 months (extendable)</b>

Under the guidance and supervision of the Senior Police Advisor, the incumbent will act as Police Advisor to the Mission's leadership on all issues relating to the overall development of the Afghan National Police (ANP) and will:

- To advise and assist the SPA in all aspects of policing and security-related matters; assist all international and national partners involved in police reform activities at the Provincial and District level;
- Provide strategic advice to representatives of the Ministry of the Interior, as well as to commissions and working groups established by the Ministry and relevant international stakeholders in support of development initiatives for the ANP under the guidance of the SPA, on police-related topics, within the framework of the UN international monitoring and coordination role, as described in the "Afghanistan Compact";
- To provide advice and guidance to authorities on regional level about the reform and strengthening of the police system in line with the local reality and relevance that will include issues relating to international human rights standards, implementation of strategic planning processes, development of police policy and procedures, rehabilitation of facilities, management of police in accordance with international guidelines, police budget management and human resource management;
- Coordinate with CSTC-A, EUPOL and provide strategic advice and cooperation in the development and implementation of comprehensive training initiatives, including the development and implementation of a national training framework, policy and programs for all levels of police staff;
- Contribute to relevant international police bodies, bi-lateral police project implementing countries, embassies, NGO's in policy setting and coordination of international stakeholders' efforts in order to enhance the capabilities of the ANP and reinforce the authority of the Afghan government on regional level;
- Conduct analytical assessments of the ANP systems and structures at the Regional/ Provincial and District levels, so as to determine weaknesses and capabilities and send periodic reports to the SPA; assess the needs of the ANP in close co-ordination with national actors, UN system partners and contribute to the development and coordination of bilateral aid/support proposals;
- Initiate and support development projects for the ANP, in coordination with other partners at regional/district level, to facilitate the process of Police reform and Security Sector Reforms according to mandate and national policy;
- Work closely with other UNAMA staff, particularly on topics related to Human Rights, Political Affairs, Rule of Law, Governance and Gender;
- Assume the duties and responsibilities of the SPA in the absence of SPA.

- Graduate of a certified Police Academy or equivalent police training institutions. Basic University Degree preferred in Political Science/International Relations/Law/Management and Degree in Police Administration, in a pertinent field or a relevant combination of academic qualifications, professional training and experience;
- Minimum of ten years of active Police experience, most of which in Police administrative and operational issues;
- In-depth understanding of the Mandate of the Police component in the Mission;
- Previous experience in UN Police post conflict operations is an advantage;
- Knowledge and understanding of theories, concepts and approaches relevant to democratic policing;
- Good knowledge of the conditions prevailing in Afghanistan with the ability to appraise and evaluate the implications of economic, political, cultural and historical sensitivities in the Region.

- Ability to meet minimum requirements for assignment to UN Police operations (i.e. language proficiency and operation of Office equipments);
- Ability to prepare reports and presentations that clearly formulate UN Police positions and recommendations;
- He/She shall be familiar with the host country's culture and tradition as well as United Nations policies and procedures.

- Integrity, Professionalism and Respect for Diversity are the United Nations core values;
- Vision - Ability to identify strategic goals, objectives, opportunities and risks; ability to inspire and motivate others to pursue the same;
- Planning and Organizing - Proven ability to plan and organise work following identification of strategic priorities including the ability to balance and integrate this work into the activities and priorities of relevant partners; versatile in planning and organising a wide range of international activities in support of law enforcement;
- Leadership - Set clear goals; delegate responsibility, clarify expectations and gives staff autonomy in important areas of their work; Support creativity and initiative; proactively develop strategies to accomplish objectives; promote the development and career of staff under her/his supervision;
- Teamwork - Good interpersonal skills and ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Judgment/decision-making – Demonstrate sound judgment in applying technical expertise to resolve a range of issues/problems;
- Communications - Diplomacy, negotiation and excellent communication (spoken and written) skills, including the ability to draft/edit a variety of written documents and to articulate ideas in a clear and concise style;
- Building Trust - Ability to deal honestly and openly and directly with personnel and sensitive issues;
- Technology Awareness - Proficiency in the use of computer and relevant software and other applications, e.g. word processing, presentation, graphics software, spreadsheets and other statistical applications, Internet, etc. familiarity with and experience in the use of various research methodologies and sources, including electronic sources on the internet, intranet and other databases;
- Gender Mainstreaming - Provide leadership and take responsibility for ensuring appropriate attention to both gender balance and geographic representation in staffing and incorporating gender perspectives into the substantive work.

- Proficiency in English language (both oral and written) is required.



- The incumbent will be reporting directly to the SPA, or designated official.