

**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

**POST DESCRIPTION**

**Post Title:** Deputy Police Commissioner South  
**Level:** P-5  
**Organizational Unit:** United Nations Mission in Sudan  
**Reporting To:** Police Commissioner  
**Duty Station:** Juba, South Sudan  
**Duration:** 6 months (Extendible)

**Duties and Responsibilities:**

In compliance with the United Nations Mission in Sudan Police mandate and under the overall strategic directions, supervision and substantive guidance of the United Nations Mission in Sudan Police Commissioner, the Deputy Commissioner South will be responsible for the effective and efficient leadership, management and coordination of United Nations Mission in Sudan police activities in sector I, II and III in Southern Sudan. He/she will be responsible for the development of the South Sudan Police Service into an efficient and effective organization operating to internationally acceptable standards of democratic policing. The Deputy Police Commissioner will:

- Develop and maintain a close professional relationship with the South Sudan Police Service and the Government of South Sudan at the most senior levels in order to facilitate the execution of the mandate;
- Provide guidance and advise to the leadership of the South Sudan Police Service on the overall institutional development of the South Sudan Police Service
- Coordinate the development of South Sudan Police Service with local counterparts, other United Nations agencies, international and bilateral partners in police development and take a leading role in joint planning activities in the Police Development Committee.
- Ensure that an implementation plan is developed and delivered in line with the South Sudan Police Service strategic vision to bring short, medium and long term improvements in policing in South Sudan;
- Implement a plan to prioritize and deliver activities to develop the South Sudan Police Service;
- Implement directives from the Police Commissioner and offer advise and comment to the Police Commissioner as appropriate;
- Advise and guide the mission leadership in South Sudan on all aspects pertaining to policing;
- Ensure that police resources under his/her command operate in harmony with other mission components at all times and in the spirit of a unified mission in order to achieve the common goals.
- Ensure that police personnel at all times conform to the highest standards of professional conduct and personal behavior.
- Ensure the effective and efficient administration of mission police assets and personnel under his/her command.
- As required, deputize for the Police Commissioner and represent the mission.

**Experience / Essentials**

- Minimum of 12 years of police service having graduated from a certified police-training academy or recognized national police training facility, with a rank of chief superintendent or equivalent to colonel. Must have completed senior police training at a recognized training facility or equivalent academic establishment;
- At least 5 years of senior management and operational command experience. Experience of police policymaking, strategic planning, community policing, personnel planning and training;
- Previous senior experience in UN Police operations is an advantage;
- Knowledge and understanding of theories, concepts and approaches relevant to internationally standards of democratic policing;
- Good knowledge of the conditions prevailing in the country of assignment with the ability to appraise and evaluate the implications of economic, political, cultural and historical sensitivities in the Region.
- Proven interpersonal skills and the ability to listen and work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Skills in political assessment / analysis;
- Good presentational and public speaking skills;

**Competencies**

- Integrity, Professionalism and Respect for Diversity are the United Nations core values;
- 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.
- 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.

**Language**

- The language of the mission is English. The Deputy Police Commissioner must be fluent in both written and oral communication.
- A basic command of Arabic and/or local dialect is an asset.