

**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

Vacancy Announcement

Post Title: **Senior Police Adviser**
 Level: **P-5**
 Reporting To: **Special Representative of the Secretary-General (SRSG)**
 Duty Station: **United Nations Mission in Kosovo (UNMIK)**
 Duration: **6-months (Extendible)**
(The post is subject to budget approval)

Responsibilities:

Under the overall supervision of the Special Representative of the Secretary-General (SRSG), and within the limits of delegated authority, the Senior Police Adviser will be responsible for, but not limited to, the performance of the following duties: Act as the principal adviser to the SRSG on all law enforcement issues across Kosovo; Provide strategic and operational advice to the SRSG and senior management of UNMIK; Analyze implications of emerging law enforcement issues and make recommendations on possible strategies and measures; Support the SRSG on law enforcement and police matters; Develop strategies and plans for the police component that are in line with both the mandate and agreed upon political strategies of UNMIK; Provide leadership to the UNMIK police component in a manner consistent with the core values of the United Nations, mandate and identified political strategies.

Establish, liaise and maintain good working relations with government officials (ministries, authorities and agencies) in the Mission area on matters related to the implementation of the mandate and identified strategies; Liaise with other UN agencies, funds and programs as well as regional and sub-regional actors and organizations, and the diplomatic community in the Mission area as appropriate.

Provide inputs for the Secretary-General's reports to the Security Council on the activities of the Mission as well as briefings to the Security Council and other such documents as they may pertain to law enforcement matters; Provide substantive expertise to meetings involving or related to the Mission; represent the Mission at international, regional or national meetings; Formulate the police components overall strategies, policies and budget; supervise and coordinate the police component; formulate, supervise and implement the substantive work plan for the police component, determining priorities and allocating resources for the completion of outputs; plan and allocate work assignments; Ensure that the activities of the police component are carried out in a timely manner and are coordinated with the work of different areas within the Mission and with other UN organizations, donors and agencies; Perform other tasks as requested.

Competencies

Vision: An in-depth understanding of the Mission's mandate and strategic direction and ability to transform it into a results-oriented work programme; ability to communicate links between the Mission's strategy and the goals of the police component; **Professionalism:** Expert knowledge of Policing issues in general and in the specific area of peacekeeping; demonstrated in-depth understanding of peacekeeping operations; substantial and diverse experience in all facets of the job; in-depth theoretical knowledge, including knowledge of international policing activities and extensive broad-based experience in applying policing expertise to analyzing diverse range of highly complex issues and problems and in developing innovative and creative solutions; strong analytical and evaluative skills combined with sound judgment and decision-making skills; proven ability to review and edit the work of others; diplomacy, resourcefulness and tact; **Leadership:** Demonstrated intellectual leadership and ability to integrate knowledge with broader strategic, policy and operational objectives; ability to provide managerial leadership in overseeing work of junior staff; ability to generate and communicate organizational direction

as well as introduce and emphasize UN policies into the dialogue (e.g., gender mainstreaming, human rights, etc.); ability to coach, mentor and assist staff to develop professionally; ability to delegate appropriate responsibility; **Client Orientation:** Ability to identify clients' needs and develop appropriate solutions; ability to establish and maintain productive partnerships with clients; discretion in handling major issues; **Planning and Organizing:** Demonstrated planning, management and organizational skills and ability to manage and administer the police component; establish priorities and plans, organize, coordinate and monitor the police component and those under his/her supervision in a complex, dynamic environment, ensuring the quality and timeliness of outputs; **Judgment/Decision-making:** Demonstrated sound judgment in resolving issues/problems; ability to proactively seek and recommend sound policy initiatives; original and creative thinking; independent judgment and discretion in handling major policing issues; **Creativity:** Ability to actively seek to improve programmes/services, offer new and different options to solve problems/meet client needs, and promote and persuade others to consider new ideas; **Technological Awareness:** Fully proficient computer skills and use of relevant software applications, and in particular information databases, internet/intranet services, library sources, etc. **Communications:** Excellent and effective communication (verbal and written) skills, including ability to make and defend recommendations; ability to explain difficult issues; ability to persuade people with varying points of view; ability to convey difficult issues and positions to senior officials; ability to prepare written reports and orally convey information in a clear, concise, accurate and meaningful manner; **Teamwork:** Excellent inter-personal skills with an ability to work and foster teamwork, encourage initiative and inspire and supervise staff in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity; integrity; ability to operate across organizational boundaries; **Negotiation Skills:** Highly developed negotiating skills and ability to work with and persuade others to reach agreements. **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.

Education

Advanced University Degree (Masters or equivalent) in Law, Police Science or Criminal Justice required. A first level university degree or graduation from a certified police academy with advanced courses in police leadership and management with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree.

Work Experience

At least 15 years of progressively responsible and relevant police experience, including at least eight years in a leadership position in a local, national or international police organization is required and must hold the rank of at least Superintendent of Police.

Peacekeeping or other international police experience with the United Nations or other international or regional organization is desirable.

Languages

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

Note: Member States are encouraged to nominate female candidates.