

# 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>	Senior Police Adviser, P-5
<b>Organizational Unit:</b>	United Nations Peacekeeping Force in Cyprus (UNFICYP)
<b>Duty Station:</b>	Nicosia
<b>Reporting To:</b>	Special Representative of the Secretary-General (SRSG)
<b>Duration</b>	12 Months (Extendable) (The post is subject to budget approval)
<b>Deadline for applications</b>	30 April 2017
<b>Job Opening number</b>	DPKO - UNFICYP-0194 -2016
<b>The post is available from</b>	31 October 2017

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

## **RESPONSIBILITIES:**

Under the overall supervision of the SRSG, the Senior Police Adviser in UNFICYP will provide leadership in the activities of the UN Police Component and within the limits of delegated authority will be responsible for, but not limited to, the performance of the following duties:

- Advise the SRSG and other UN mission leadership on police related issues and provide regular reports on key Police Component's work programs and mandate implementation.
- Advise the SRSG on matters relating to support requirements for the development needs of the local Police in line with the international standards of policing.
- Develop the Police Component's mission statement in accordance with the overall objectives of the mission and reinforce this to all the Police Component personnel.
- Liaise with all the interrelated components of the mission including civilian staff, Military, Civil Affairs and other support agencies for the overall coordination efforts in the fulfillment of the mission mandate.
- Liaise with local police (Cypriot Police "CyPol" and Turkish Cypriot Police (TCP)) for both criminal and humanitarian matters.
- Assist, facilitate and monitor the CyPol and TCP investigation in the Buffer Zone (BZ).
- Develop the operational strategy and the administrative process of the UN Police Component.
- Prepare Mandate Implementation Plans and supervise its implementation by the respective pillars of the UN Police Component.
- Prepare analytical progress reports of the UN Police Component of the mission.

- Direct, supervise and deploy UN Police in the mission in accordance with the core principles of United Nations, core values of gender and national balance.
- Perform any other duties as assigned by the SRSG.

### **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. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in management and administration: ability to review and edit the work of others. In-depth understanding of the UNFICYP Police Component mandate, strong analytical skills combined with good judgment, sound knowledge of the challenges of peacekeeping, including an understanding of police operations.

**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.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

**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, Public Administration, Human Resources Management, Change Management, Social Sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is also required.

**Work Experience:** Minimum of 10 years (12 years in absence of advanced degree) of active and progressively responsible policing experience in a national or international law enforcement agency both at the field and national police headquarters level. 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. Practical and direct experience in commanding a regional or a state level police unit, or heading a department at national police headquarters level. Previous experience with a United Nations peacekeeping operation or international experience is an advantage.

**Rank:** Colonel/ Chief or Senior Superintendent - equivalent or above.

**Language:** Fluency in spoken and written English is required. Knowledge of a second UN language is an advantage.

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**Preference will be given to equally qualified women candidates.**

**Date of Issuance: 30 march 2017**

**In accordance with the new 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.**

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