

# 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>Senior Police Adviser, P-5</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Peacebuilding Office in Guinea-Bissau (UNIOGBIS)</b>
<b>Duty Station</b>	<b>Bissau</b>
<b>Reporting to</b>	<b>Special Representative of the Secretary-General (SRSG)</b>
<b>Duration</b>	<b>12 Months (extendible)</b>
<b>Deadline for applications</b>	<b>28 April 2017</b>
<b>Job Opening number</b>	<b>DPKO/OROLSI/PD/2017/30077676</b>
<b>The post is available from</b>	<b>May 2017</b>

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

## **RESPONSIBILITIES:**

Under the overall supervision of the SRSG and the substantive guidance of the Chief of the Security Sector Reform Service, the Senior Police Adviser 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:

- Lead and manage all activities of the UNIOGBIS SSR Police component and serve as the Policing and Internal Security Reform Program Manager;
- Synchronize and integrate all policing and internal security related matters within the context of the wider Security Sector Reform efforts;
- Review and evaluate the implementation of the SSR strategy for the national criminal justice system and the policing structures including in-depth examination of personnel and skills requirement, operational capabilities of institutions; individual and institutional integrity/accountability as the basis for making analysis and recommendations for the overall reform; restructuring and rebuilding of policing and other law enforcement agencies in Guinea-Bissau;
- Advise on the implementation, evaluation and review of the reform, restructuring and rebuilding of policing and other law enforcement agencies, within the scope of integrated SSR and Rule-of-Law approaches lead by UNIOGBIS;
- Assist national authorities with the coordination of international partners' efforts in support of the reform in policing and internal security systems;
- Contribute to the development, review and implementation of specific project proposals in support of holistic and sustainable reform, restructuring and rebuilding initiatives, in co-ordination with bi-lateral and multi-lateral partners and development agencies;
- Contribute to the articulation of a joint vision for holistic SSR aspects of UN peace consolidation activities in Guinea-Bissau;
- Contribute to the implementation and review of UN integrated strategic frameworks aligned with national priorities and coordinated with the efforts of other international partners;

- Assist national counterparts with resource mobilization activities in support of holistic SSR, focused on policing and internal security reforms.
- Perform any other duties as assigned by the Chief of the Security Sector Reform Service in fulfillment of the mandate.

### **COMPETENCIES:**

**Professionalism:** In-depth knowledge of police capacity building; demonstrated in-depth understanding of the role of international policing in support of national law enforcement in peacebuilding/peacekeeping operations; highly developed advisory coaching/mentoring skills, well-developed consultation, effective negotiation and written communications skills. 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. Displays commitment to human rights and the ability to give the necessary prominence to human rights. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. In-depth understanding of the UNIOGBIS 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 degree or equivalent), preferably in Criminal Justice, Police Science, Public Administration, Law, International Relations or related field is required. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required. Advanced training for command/ senior staff is highly desirable.

**Work Experience:** Minimum of 10 years (12 years in absence of advanced degree) of active and progressively responsible relevant policing experience, the majority of which is in the area of senior police management and police operations, proven track record of management and technical leadership skills, proven ability to prepare reports, in-depth understanding of the UNIOGBIS Police Component's mandate, strong analytical skills combined with good judgment, sound knowledge of the challenges of peacebuilding/peacekeeping, including an understanding of police operations within the context of security sector and law enforcement reform, restructuring and development. 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 in United Nations peacekeeping missions is an advantage.

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

**Language:** Fluency in spoken and written English is required. Knowledge of Portuguese is highly desirable; knowledge of French or Spanish is an asset.

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**Preference will be given to equally qualified women candidates.**  
**Date of Issuance: 28 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>**