

# 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>Chief of Operations, P-5</b>
<b>Organizational Unit</b>	<b>United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)</b>
<b>Duty Station</b>	<b>Bangui</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (extendible)</b>
<b>Deadline for applications</b>	<b>01 June 2017</b>
<b>Job Opening number</b>	<b>2017-MINUSCA-89649-DPKO</b>

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

**RESPONSIBILITIES:** MINUSCA's mandate addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. In compliance with the UN mandate and under the guidance and supervision of the MINUSCA Police Commissioner and within the limits of delegated authority, the Chief of Operations will be responsible for the following duties:

- Oversee and ensure that all aspects of the mandate are vigorously pursued through the effective and efficient coordination of the activities of all MINUSCA Police staff;
- Assist in developing and maintaining close professional relationships with the Central African Republic's Police, Gendarmerie and other law enforcement agencies in order to facilitate the execution of the mandate;
- Implement directives from the Police Commissioner and offer advice and comment as appropriate;
- Assist in the deployment and activities of the Formed Police Units deployed throughout CAR;
- Managing, controlling, directing, supervising and deploying UNPOL officers in the mission emphasizing respect for diversity and in due consideration for gender and national balance, in consultation with the FPU Coordinator (P-4);
- Assist the Police Commissioner in the formulation and implementation of the UN Police plan of action and Concept of Operations;
- Assist in planning and executing of police operations and advise the Police Commissioner with appropriate inputs in relation to the operational issues in the implementation of the mission mandate;
- Coordinate operational details of the Police component activities in the Mission, and submit reports to UN Headquarters through the chain of command;
- Maintain daily contact with the UN military component, plan for joint operations;
- Make regular visits to the Sectors, team sites and UNPOL stations and observe the overall progress of the Implementation Plans and the welfare and security concerns of UNPOL personnel on the ground;

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- Establish and maintain a close liaison with the Sector Commanders on matters of operations, safety and security in the sectors;
  - Conducting periodic assessment with the aim of ensuring that the activities of the UNPOL units are directed towards the achievement of the overall goal of the Mission;
  - Carry out any other operational duties assigned to him/her by the Police Commissioner;
  - Ensure that UNPOL personnel at all times conform to the highest standards of professional conduct and personal behaviour.
  - Ensure operations support management of local Police/Gendarmerie officers and assist the Head of Unit in ensuring the delivery of a dynamic criminal information operations support services.
  - Supervise and lead a team of national Police/Gendarmerie officers specializing in the field of criminal information collation support and all aspects of performance, welfare and discipline of all Operations Support staff;
  - Ensure the delivery of a dynamic operations support service to enhance the analysis of criminal information and UNPOLs' overall decision making, and complement UNPOLs' host-state capacity development efforts and its contributions towards the Joint Mission Analysis Centres (JMAC).
  - Assess and review criminal information received, prioritize competing demands and ensure that analysed information for both the strategic overview and tactical products is relevant, timely and of the highest quality;
  - Develop and cultivate effective working relationships with all relevant agencies and operational units within the Mission, thus enabling a continuous flow of criminal information supporting National Police/Gendarmerie aims and objectives.
  - Ensure that appropriate policies are adopted and implemented in respect of criminal information gathering, collation, analysis and storage and that high quality product are made available to the appropriate law enforcement agencies;
  - Collect information of incidents and crimes using generic police processes, produce mass data to develop scenarios, based upon the analysis which, hypothesis of criminal activity could be developed; and recommendations made for policing activity or potential new lines of enquiry;
  - Prepare detailed reports and brief documents, as required.
  - Disseminate good practice (including delivery of presentations), promote the role of operations support within the mission and assisting the Head of Operations Support in the development of relevant policies and procedures.
  - Provide comprehensive transnational and organized crime analyses, establish close contacts and work in partnership with related entities, such as INTERPOL, EUROPOL, ASEANPOL, UNODC and other national and regional organizations that are operationally and technically involved in transnational and organized crime-related issues, and assist in promoting regional approaches to combating organized crime.

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## **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 the management and administration: ability to review and edit the work of others.

**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. Ability to communicate effectively with a wide range of international and national and cultural backgrounds.

**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.

**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.

**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.

**Judgement/Decision-making:** identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organization; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

## **QUALIFICATIONS:**

**Education:** Advanced university degree (Masters or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management, or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff (for HOPC) is highly desirable. Specialized training in the area of incumbent's responsibility (operations, reform, administration, training etc.) is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

**Work Experience:** A minimum of 10 years (12 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency both at the field and national police headquarters level - required; 5 years of active police experience at policy making level with 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 - required; practical direct experience in commanding a regional or a state level police units, or heading a department at national police HQ level (for HOPC) - required. Previous UN or international experience is an advantage.

**Rank:** Rank required for a P-5 is Senior/Chief Superintendent of Police, Deputy Police Commissioner, Colonel, other equivalent or higher rank.

**Languages:** French and English are the working languages of the UN. For the post advertised, fluency in oral and written French is required. Knowledge of English is an advantage.

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Preference will be given to equally qualified women candidates.

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.

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