

# 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*

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| <b>Post title and level</b>      | <b>Planning Officer, (P-3)</b>  |
| <b>Organizational Unit</b>       | <b>United Nations Organization for the Stabilization in<br/>Democratic Republic of Congo, MONUSCO</b> |
| <b>Duty Station</b>              | <b>Goma</b>   |
| <b>Reporting to</b>              | <b>Police Commissioner</b>  |
| <b>Duration</b>                  | <b>12 Month (extendible)</b>  |
| <b>Deadline for applications</b> | <b>18 June 2017</b>   |
| <b>Job Opening number</b>        | <b>2017-MONUSCO-71873-DPKO</b>  |

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

## **RESPONSIBILITIES:**

Under the overall supervision and substantive guidance of the Police Commissioner, in compliance with the United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO) mandate and within the limits of delegated authority, the Planning Officer will be responsible for the development, review and implementation of strategic police plans and other activities based upon the core values of United Nations. In particular, the incumbent will be responsible for but not limited to, the performance of the following duties:

- Draft and develop MONUSCO Police Mandate Implementation Plans and policies based on MONUSCO Concept of Operations including benchmarks and follow-ups on achievements on regular basis; and draft and develop reports relating to the status of the implementation of the MONUSCO Police Mandate Implementation Plans;
- In close coordination with the Mission Finance Section and UN Headquarters contribute with police specific inputs to the result-based-budgeting (RBB) planning process on Budgeting and Fiscal Management; synchronize planning and budgeting system and prepare drawdown and exit plans in close cooperation with the military and other mission components;
- Direct strategic planning at all levels including specialist functional and operational areas and monitoring and evaluating the performance of the UNPOL planning advisors in all the sectors; conduct periodic audits, surveys, inspections and performance evaluation of UNPOL units.
- Develop and update mission concept of operations, policies, guidelines and procedures within the framework of the existing and approved UN rules, regulations and guidelines in consultations with the mission leadership and the Police Division;
- When required, assist the Planning component in the development of their strategic police development plans and ensuring all initiatives are coordinated with local counterparts and other UN agencies;
- Participate in joint planning activities and in coordination with local counterparts and other UN agencies planning, develop and implement donor aid projects so that mission mandated goals, priorities and vision are effectively supported by donor contributions; undertaking special studies and research projects and conducting monitoring of special and quick impact projects approved by the Police Commissioner and other higher authorities in coordination with the Police Reform Coordinator ;

17/20

- In close coordination and collaboration with the Police Reform Coordinator, the Training Coordinator and the Congolese Police senior leadership, ensure coordinated approach in implementing strategic police development plans and other initiatives for the local police;
- Perform any other duties as may be directed by the MONUSCO Police Commissioner.

### **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. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement. Outstanding expert knowledge in the specific areas being supervised. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills.

**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. Ability to communicate effectively with a wide range of international and national agencies and partners, as well as with the people of different 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.

### **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. 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 5 years (7 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; 3 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, - highly desirable. Previous UN or international experience is an advantage.

**Rank:** Rank required for a P-3 is Chief/Senior Inspector, Major, other equivalent or higher rank.

**Languages:** English and French 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.

8/20

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Preference will be given to equally qualified women candidates.

Date of Issuance: 18 May 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/policy>

19/20