

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*

Post title and level	MINUJUSTH Police Commissioner, D-2
Organizational Unit	United Nations Mission for Justice Support in Haiti
Duty Station	Haiti
Reporting to	SRSG through Principal DSRSG
Duration	12 Month (extendible)
Deadline for applications	15 April 2018
Job Opening number	2018-MINUJUSTH-69123-DPKO

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

RESPONSIBILITIES:

Under the overall supervision of the Principal Deputy Special Representative of the Secretary General (PDSRSG), and within the limits of delegated authority, the MINUJUSTH Police Commissioner will be responsible for, but not limited to, the performance of the following duties:

- Advises the SRSG/DSRSG and other UN mission leaderships on issues related to the implementation of the mandate of the police component and provide regular reports on key issues and work program implementation;
- Advises and assists the national senior police leadership of the host state in all aspects of police administration and management in support of the implementation of the peace agreement;
- Advises the SRSG on matters relating to the assistance/support requirements needs for the development of the national police of the host state in line with the international standards of policing;
- Leads and manages the development and implementation of the capacity enhancement and overall institutional development plans for the host state national police through a wide ranging consultation process which will engage international and national partners;
- Assists the national authorities in the development of police operational plans to enhance the law and order and public security provisions in the country and operationally supports in their implementations.
- Provides advice and guidance to national authorities about the reform and strengthening of the police system in line with the local reality and relevance that will include issues relating to international human rights standards, implementation of strategic planning processes, legislative proposals, development of policy and procedures, rehabilitation of facilities, management of police in accordance with international guidelines, police administration, budget management, human resource management, performance management and staff training;
- Assess the needs of the host state police in close coordination with national actors, UN system partners and contribute to the development of bilateral aid/support proposals;
- Provides an overall oversight and guidance in regard to all UN Police operational activities within the framework of Mission mandate.,

- Manage, guide, develop and train staff under his/her supervision; properly utilizing all available police resources including the formed police units, for mandate implementation;
- Guides and supports the development and implementation of a comprehensive training initiatives, including the development and implementation of a host state national training framework, policy and programs for all levels of police staff;
- Regularly consult and collaborate with UN agencies, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, members of civil society, and members of the host state national government on police issues relevant to the UN mandate;
- Coordinates and supports UN Human Rights Office initiatives relating to police monitoring, development of accountability mechanisms and police training;
- Coordinates all UN activities related to police reform and provides necessary guidance to national and international staff in the Mission.
- Participates in Mission senior management team meetings contributing towards the smooth operations of the mission.
- Supervises and helps in developing the skills, competencies and experience of all staff members that the Mission may determine to hire to directly support the work of the Police Component
- Make proposals to the Police Division on the skill set and qualification of the UN Police Component personnel required for the efficient implementation of the UN Police mandate. Ensures timely and transparent staffing of positions within the Police Component in accordance with the police officers' background, expertise and experience and in compliance with the principles of respect for diversity, as well as geographic and gender balance
- Regularly consult and collaborate with the Head of the Mission's Military Component on the joint use of police and military personnel in response to various security contingencies in the mission area, in particular on the use of formed police units in response to crowd management and other possible public order incidents;
- Coordinates with UN Human Rights Office, Office of Humanitarian assistance, Elections, DDR and other relevant components within the mission agencies in relation to police monitoring, development of accountability mechanisms and staff training;
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the SRSG/DSRSG, relating to the management of UN Police Component.

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. Strong negotiation and conflict-resolution skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Client Orientation:

Establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress and setbacks in projects; meets time line for delivery of products or services to clients.

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. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.

Vision:

Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

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. Advance training for command/senior staff 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 15 years (17 years in absence of advanced university degree) of progressive and active policing service/experience at the field and national police headquarters level, including 10 years of active police experience at senior policy making level, with extensive strategic planning and management experience in areas such as operations, human and financial resources, crime management, police administration and police training and development; practical command level experience of running a department or a region or a state level police units; highly developed advisory, coaching/mentoring skills, well-developed consultation, effective negotiation and written communication skills; In-depth planning (strategic and operational) and organizational skills especially working in a multicultural environment. Previous UN or international experience is an advantage.

Rank: Rank required for a D-2 is Senior/Chief Superintendent of Police, Police Commissioner, Chief of Police, Deputy Inspector General, equivalent to Brigade-General in the military or higher rank.

Languages: Proficiency in French and English languages (both oral and written) is required. Creole is an advantage.

Preference will be given to equally qualified women candidates.

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