

# United Nations



*Job Opening for Position ~~at the~~ 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>Regional Commander, P-4 - two (2) posts</b>
<b>Organizational Unit</b>	<b>United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA)</b>
<b>Duty Station</b>	<b>One of the regions, according to the operational need</b>
<b>Reporting to</b>	<b>MINUSMA Police Commissioner</b>
<b>Duration</b>	<b>12 Months (extendible)</b>
<b>Deadline for applications</b>	<b>15 May 2018</b>
<b>Job Opening number</b>	<b>2018-MINUSMA-86709-DPKO</b>

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

## **RESPONSIBILITIES:**

Under the overall supervision of the Police Commissioner, and within the limits of delegated authority, the Police Regional Commander will be responsible for the following duties:

- Ensure the implementation of effective monitoring of Malian Security Forces of the movements activities in camps for internally displaced persons (IDP) in the region;
- Support national and international efforts towards rebuilding the Malian security sector, especially the Police and Gendarmerie, through technical assistance, capacity-building, co-location and mentoring programmes, as well as the rule of law, within its capacities and in close coordination with other bilateral partners, donors and international organizations engaged in these fields.
- Monitor, help investigate and report to the Head of the Police Component on any abuses or violations of human rights or violations of international humanitarian law committed throughout Mali and contribute to efforts to prevent such violations and abuses;
- Monitor the Malian Security Forces about the arrest of all perpetrators of serious violations and abuses of human rights and serious violations of international humanitarian law.
- Assist the Malian Security Forces in their efforts aimed at creating a secure environment for the safe, civilian-led delivery of humanitarian assistance, in accordance with humanitarian principles, and the voluntary return of internally displaced persons and refugees, in close coordination with humanitarian actors;
- Support the efforts of the Malian Security Forces in the region to maintain public order; assist in building their capacity through specialized training in gender mainstreaming and preventing and investigating sexual and gender-based crimes; contribute to the planning of joint operations in this regard;
- Support the Government of Malian Security Forces in the region in restructuring and building the capacity of the Malian Security Forces through co-location, monitoring, mentoring, training, evaluation and advice;
- Develop and maintain close professional relationships with the Government of Malian Security Forces of the movements at the most senior levels in the region, in order to facilitate the execution of the mandate;

- Coordinate with local counterparts, other United Nations agencies, international and bilateral partners the development and capacity building projects of the Malian Security Forces of the Movements within the region;
- Ensure that the implementation plan is actively pursued in the region in line with the Malian Security Forces of the movements strategic vision to bring short, medium and long-term improvements in policing;
- Implement directives from the Police Commissioner and offer advice and comments as appropriate;
- Perform full range of managerial duties, including but not limited to: general supervision of mandate implementation in the region; overseeing operational service delivery by the UN Police Advisors in the Regional HQ and on Team sites operating in the region; ensuring line management of administrative and human resources at the regional level; preparing reports of activities through the chain of command; supervising disciplinary and social environment among subordinate staff; ensuring that police personnel at all times conform to the highest standards of professional conduct and personal behavior;
- Ensure that the mission assets assigned to the UN Police component in the region and human resources under his/her command are utilized efficiently, effectively and economically, in harmony with other mission components;
- Liaise continuously with the UN Police Chief of Operations and FPU Coordinator to ensure efficient and effective coordination of any operational activities in the region, including the deployment and allocation of the Formed Police Units throughout the region and their participation in the operations;
- Performs any other duties as assigned by the Police Commissioner or his/her Deputy in fulfillment of the mandate.

#### **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 ensures 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; experience in planning, development and implementation of policing programs, management and administration; 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; practical experience in the management and administration: ability to review and edit the work of others.

**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

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## **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) 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 7 years (9 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, - required. Previous UN or international experience is an advantage.

**Rank:** Rank required for a P-4 is Police Superintendent/Lieutenant-Colonel, equivalent or above.

**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 highly desirable.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 15 March 2018

*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.*