

United Nations

*Job Description for Positions requiring official secondment
from national governments of Member States of the United Nations Organization*

Post title and level	Police Adviser (non-contracted)
Organizational Unit	United Nations Assistance Mission for Somalia Mission (UNSOM)
Duty Station	Mogadishu
Reporting to	UNSOM Police Commissioner
Duration	12 Month (extendible)

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

RESPONSIBILITIES:

In compliance with the mission mandate the Police Adviser will be responsible for assisting the Somali police authorities with the effective implementation of programmes in line with the New Policing Model under the authority and direction of the UNSOM Police Commissioner and within the limits of delegated authority. The Police Adviser will also be responsible for providing expert advice on integration matters, including coordinating and functioning of the components of the new policing model.

Police Adviser

- Provide support to the federal/state police in the areas of capacity building, planning through advising and coaching to enhance the capacity of local counterparts in maintaining safety and security of the community and combating crimes;
- Provide advisory support to the federal/state police in the relevant areas of expertise through observation and guidance, assisting in improving their skills and knowledge to adopt the best practices.
- Provide technical advice and assistance to the federal/state police, including guiding when necessary, on countering sexual and gender-based violence, illicit trafficking in narcotics, weapons and human beings, organized and transnational crime; Assist the federal/state police in developing training programs and delivering training when necessary.
- Developing coordination & communication with stakeholders; especially synchronizing with existing coordination mechanisms and fora like the Police Working Group (PWG) and Police Professional Development Board (PPDB)
- Establish coordination and communication lines with all stakeholders (AMISOM where present, UN Country Team, especially UNDP etc.) in the mission to better facilitate the implementation of the mission mandate.
- Coordinate and liaise with the State Ministry responsible for policing and local police management at different levels to enhance the efficiency of policing activities;
- Support the implementation of New Policing Model, National Security Architecture and State Police Plans at Federal Member State (FMS) level.
- In close collaboration with the federal/state police, develop long-terms and short-term strategies in the areas of human resource management, budgeting, logistics, transport system administration, procurement, supply, auditing, human resources management and legal support.

- Support the implementation of donor aid projects so that mission mandated goals, priorities and vision are effectively supported by donor contributions.
- Assisting the development of inclusive reform programmes for protection of Gender and vulnerable groups within and by the police;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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. Demonstrates ability to draft/edit a variety of written reports.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

MANAGERIAL COMPETENCIES:

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.

QUALIFICATIONS:

Education: Graduate of Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, project management) is desired.

Work Experience: A minimum of ten years of progressively responsible experience in a national police service including experience at the middle command level and has reached the rank of Chief Inspector (or Captain) at a minimum. Experience in at least two or more of the following areas are required: police reform, police-related project management, program planning and management, crime management and/or crime prevention initiatives, and/or police training. Experiences in Peacekeeping /-building or other international experience in the UN or other organizations is required. Experience in gender mainstreaming within a police organization is an advantage.

Languages: English is the working languages of the UN in Somalia. For the post advertised, fluency in oral and written English is required.

Assessment for Mission Service: The candidate should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidate. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

Preference will be given to equally qualified women candidates.

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

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.