

<b>Position Name:</b> Police Adviser Planning and Policy	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> PA 05	<b>Location:</b> Ramallah	<b>Availability:</b> 18 February 2019
<b>Component/Department/Unit:</b> Police Advisory Section	<b>Security Clearance Level:</b> EU CONFIDENTIAL or equivalent	<b>Open to Contributing Third States:</b> Yes

### 1. Reporting Line:

The Police Adviser Planning and Policy reports to the Head of Police Advisory Section.

### 2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other related task as requested by the Line Manager(s).

### 3. Mission Specific Tasks and Responsibilities:

- To provide strategic advice and assistance to the Palestinian Civil Police (PCP) in developing and implementing their strategic plan in according with identified priorities and in line with governmental policies and guidelines;
- To regularly liaise with the PCP to support the development and implementation of Operational Plans, particularly with the Research, Planning and Development Administration and Project Management Office, as well as relevant Police Districts in the West Bank;
- To advise and support the PCP in the development of strategies, programmes and projects, in close coordination with relevant donors;
- To advise the PCP on the identification of key needs and policies in line with relevant guidelines and regulations;
- To mentor the PCP to improve operations that meet service demands;
- To support the PCP better coordinate with relevant stakeholders, including the Ministry of Interior;

- To advise and actively support the PCP to coordinate and adopt tools which strengthen civilian police primacy.

#### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree, OR equivalent and attested police or/and military education or training or an award of an equivalent rank; AND
- A minimum of 5 years of relevant professional experience, including experience in working in an advisory or mentor capacity, after having fulfilled the education requirements;
- Experience in strategic planning, programme and project management (including their design, implementation and evaluation) and experience in reporting progress and challenges.

#### **5. Essential Knowledge, Skills and Abilities:**

- Knowledge and experience on a variety of aspects related to civilian policing and the rule of law;
- Negotiation skills working in a multi-national context;
- Understanding of the entire chain of criminal justice (from police to prison);
- Knowledge of policy development within a police or security organisation;
- Ability to conduct trainings.
- Sound understanding of Human Rights and Gender, including experience working in projects that integrate Human Rights and Gender mainstreaming, with sound understanding of their added value for counterparts;
- Ability and/or experiences to establish and maintain contacts/coordination with other international and national stakeholders, operating in the theatre with similar goals;
- Ability to mentor and motivate local counterparts;

#### **6. Desirable Qualifications and Experience:**

- Experience working in an international organization operating in a conflict or post-conflict situation;
- Experience designing and implementing business processes, including but not limited to SOPs, manuals, etc.
- Background/experience in institutional building/design;
- Planning/project management qualifications;
- Educational background in Public Administration, Management/Leadership or related subjects;

#### **7. Desirable Knowledge, Skills and Abilities:**

- Understanding of international development concepts and principles;
- Knowledge and understanding of human rights and gender concepts;
- C1/C driving licence and ability of driving 4x4 vehicles;