

# 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>Senior UN Police Adviser, P-5 (Capacity Building Coordinator)</b> |
| <b>Organizational Unit</b>       | <b>UN-African Union Hybrid Operation in Darfur (UNAMID)</b>          |
| <b>Duty Station</b>              | <b>Zalingei, Darfur Central State</b>                                |
| <b>Reporting to</b>              | <b>Deputy Police Commissioner</b>                                    |
| <b>Duration</b>                  | <b>12 Month (extendible)</b>   |
| <b>Deadline for applications</b> | <b>09 January 2019</b>   |
| <b>Job Opening number</b>        | <b>Subject to Budget</b>   |

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

## **RESPONSIBILITIES:**

In compliance with the UN mandate and under the supervision and substantive guidance of the Police Commissioner, the Senior UN Police Adviser (Capacity Building Coordinator) will be responsible for designing, implementing, monitoring and evaluating police capacity building and development of projects and programmes for the Sudan Police Force (SPF). The Senior UN Police Adviser (Capacity Building Coordinator) will coordinate the works of the States Liaison Functions, Khartoum Liaison functions, Specialized Police Teams and Mobile Training Teams. Within the limits of delegated authority. The Senior UN Police Adviser (Capacity Building Coordinator) will be responsible for, but not limited to, the performance of the following duties:

- Manage and oversee program design and delivery for all capacity building-related activities targeted at enhancing the capacity of the SPF;
- Provide lead technical direction/technical assistance in activity planning for the program's capacity development strategy;
- Coordinate with appropriate stakeholders in all aspects of project planning, monitoring, and implementation capacity building and development activities;
- Participate in program monitoring, evaluating and periodic reporting related to capacity building and development;
- Serve as a liaison officer with partners in the field, including Sudan Police Force, NGOs, INGOs, UNCTs and others to ensure adequate capacity of the SPF is built;
- In collaboration with UNCT, conduct a comprehensive analysis of the training needs including an in-depth analysis of skills requirements of the SPF in Darfur;
- Prepare project proposal for the implementation of donor funded Police projects and infrastructure for sustaining the development of SPF;
- Develop standardized basic, advanced and specialized training of trainer's programs in consultation with SPF in the various Darfur states for the smooth and gradual transfer of tasks to SPF;
- In partnership with SPF Training department develop curricular for implementation of community orientated policing initiatives in conjunction with the United Nations Country Team on core policing

areas including Sexual and Gender Based Violence, Child Protection and human rights pursued through engagement with the State Liaison Functions;

- Design evaluation / assessment methods to determine if the training is being delivered effectively;
- Assists the SPF in developing comprehensive training policies that are in line with the strategic vision of the Sudanese police and implement programs for the Sudanese Police training schools and other police training facilities, including overall human resource development policy and in consonance with internationally accepted standards;
- Provide Supervision and oversight for programmatic and other police funded projects in the mission area.
- Assist the SPF in the development of structures and coordination mechanisms for mainstreaming gender into SPF including support for the creation of awareness on gender related issues.
- Advise the local police in the management and administration of the police training institutions and in the development of basic, advance and specialized training programs including Train-the-Trainer's Program.
- Continuously develop and implement the in-mission induction training for UN Police officers assigned to the mission;
- Working with national and international bodies to fully assess the capabilities and needs of the SPF in Darfur and making recommendations for change;
- Monitoring capacity enhancement and overall institutional development of the SPF;
- Providing strategic guidance to UNAMID Police for monitoring and mentoring of local police and together with UN trainers oversee the production of a training package for UNAMID Police in this regard;
- Ensuring that UNAMID Police assets and personnel under his/her supervision are utilized efficiently, effectively and economically;
- Contributing to the development of UNAMID police component in order to ensure that it continuously evolves to meet changing demands and circumstances preparing short-term and long-term plans as appropriate;
- As appropriate, delegate functions and responsibilities to qualified UNAMID Police personnel under his/her supervision;
- Perform other tasks as may be directed by the DPC in fulfillment of the mandate.
- Performing any other duties as assigned by the Police Commissioner 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. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; 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

**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. Communicates effectively with a wide range of international and national agencies, partners and people of different national and cultural backgrounds.

**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:** An advanced degree (Masters or equivalent) in Project Management, Change Management, Business or Public Administration, Development Studies, Criminal Justice or a related International Development, Social Sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in International Development, including planning and training and community policing experience may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is also required.

**Work Experience:** A minimum of 10 years (12 years in absence of advanced degree) of relevant progressive responsible experience in law enforcement in a national law enforcement agency at the strategic, operational, and managerial level. At least seven (7) years of practical experience in such areas as project management, police administration, human and/or financial resources managements, police policy development, training and community policing experience are required. Peacekeeping or other international experience in the UN or other organizations is desired.

**Rank:** Senior/Chief Superintendent of Police, Deputy Police Commissioner, Colonel, 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 English is required. Knowledge of Arabic Language is an advantage.

**Attention:** The availability of this newly-created position is subject to the budget of UNAMID which is pending for approval.

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**Preference will be given to equally qualified women candidates.**

**Date of Issuance: 09 November 2018**

**<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.**