

# United



# Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization*

**VACANCY ANNOUNCEMENT NUMBER**

2019-SPC-75926-DP

**DEADLINE FOR APPLICATIONS**

15 March 2019

**POST TITLE AND LEVEL**

Policy Planning Officer, P-3

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACEKEEPING OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 79,954

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

**RESPONSIBILITIES:** Under the direct supervision of the SPC Team Leader, the incumbent assists in the development, refinement and implementation of various law enforcement policy and planning tools associated with establishing and maintaining effective and efficient UN Police operations. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing peace operations on a continual basis. It is envisaged that the incumbent will deploy to missions and be away from his/her duty station for an initial period from three to six months. More generally, the incumbent works with other SPC staff to ensure the timely preparation and dissemination of relevant reports, concept papers and action plans on international police issues relevant to ensuring the SPC's field activities (addressing both broader policy and technical administrative issues inherent in UN Police mandates). More specifically, the incumbent focuses on developing, implementing and/or updating Concepts of Operations (ConOps), Integrated Mandate Implementation Plans (IMIPs), mission assessments, mission planning and other policy and planning tools for UN Police from the perspective of the specific field assignments given to the SPC. The incumbent assists in developing, refining and updating SPC policies and directives that are in line with the strategic vision of the Police Division and the SPC. The incumbent also assists other SPC members as directed in other law enforcement thematic areas outside his/her own area of focus. When at headquarters in Brindisi, the incumbent works closely with other SPC members to integrate and balance their activities into respective ConOps and IMIPs in support of the SPC's own terms of reference for its assignments. S/he develops annual SPC workplans in line with Results Based Budgeting (RBB) and assists members with developing individual workplans. S/he also prepares brief country reports and security analyses of the mission areas to which the SPC is being sent. When deployed in the field, the incumbent reviews UN Police operations and analyses the state of development of national law enforcement agencies with a view to facilitating required improvements and changes in ConOps and IMIPs, bearing in mind the strategic mission of the UN Police, which is to build institutional law enforcement capacity in conflict and post-conflict environments.

**COMPETENCIES:**

**Professionalism:** Knowledge of democratic policing, law enforcement, community safety and capacity-building; ability to remain calm in stressful situations; good research, analytical and problem-solving skills. Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of peace operations. **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. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input 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.

**QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of five years of progressively law enforcement experience in active national police, with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Experience in law enforcement planning and formulation/implementation of policy is required. Peacekeeping or other international experience in the UN or other organizations is an advantage. **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 a second official UN language, preferably French is highly desirable.

Preference will be given to equally qualified women candidates.